

ONE PERSON ONE JOB

A staffing shortage doesn't mean you do more than one job!



ARE YOU BEING ASKED TO:



Cover a vacant post, maternity leave or a long-term absence?



Take on work after an agency worker leaves?



Deliver new services without more resources?



Take on duties outside your grade or role?



Absorb extra work because posts aren't being filled?



Do the work of two posts without extra pay?



DO NOT TAKE THIS ON!

Your representatives are pushing for



VACANCIES TO BE FILLED NOT ABSORBED



SAFER STAFFING LEVELS



RESPECT FOR ROLES & GRADES



NO DUTY CHANGES WITHOUT AGREEMENT

THE WRC AGREEMENT IS CLEAR

The agreement between Fórsa and the HSE states that staff are **not required** to take on the work of a vacant post in addition to their own work.

Where cover is needed, management must **consult and reach local agreement** on which priority tasks may be allocated.

NO AGREEMENT?

NO AUTOMATIC TRANSFER OF DUTIES.

If a post isn't filled, its workload **should not simply be absorbed** by the workers who remain. Your duties or role must not change **without local agreement**.

If you are already providing cover, without local agreement, you should **stop immediately**.

Service levels and priorities must be **adjusted to reflect the staff** actually available.



If you're being asked to routinely cover another post or take on additional duties without agreement, contact your workplace rep.

FÓRSA

The WRC agreement protects your right to one person, one job. Let's make sure this right is respected and upheld in every workplace.