



Rosarii Mannion
Director of People & Change
Tusla Child & Family Agency
The Brunel Building
Hueston South Quarter
Dublin 8.

4th October 2023.

Re: **Notice of Industrial Action commencing 25th October 2023 arising from Clerical Admin Dispute in relation to Job Evaluation Scheme – protected by 2013 Framework Agreement.**

Dear Ms Mannion,

The above matter, previous engagements and correspondences refer.

You will be aware that Fórsa has conducted a ballot for industrial action (under Rule 26 of Union rules) of our clerical and admin members employed by Tusla in grades III to VI. The ballot was conducted as Tusla has failed to honour the 2013 Framework agreement specifically in relation to access to the Job Evaluation scheme for our members.

The ballot has now concluded. It closed at 12 noon, Friday 29th September 2023. I write to inform you that members voted overwhelmingly by 97.7% in favour of industrial action in furtherance of this dispute.

The Health & Welfare Divisional Executive (DEC) considered the ballot result at its meeting today 4th October. The decision of the DEC is that industrial action will commence, as of normal starting time on Wednesday 25th October 2023. You should consider this letter formal notification of the commencement that industrial action.

The industrial action initially will be in the form of “work to rule” and all our clerical and admin members in grades III to VI will be instructed to:-

- Not carry out the work of other colleagues in their absence
- Not carry out the work of any vacant post irrespective of length of time vacant or the reason for the vacancy
- Not carry out the work of a post of a higher grade (unless being remunerated for same)
- Not formulate, generate or submit management reports such as, reports for board meetings, government departments, management meetings, statistical information, financial reports, KPI's, etc.

Contd....

- Not carry out the work associated with parliamentary questions
- Not carry out work associated with FOI requests
- Not participate in or support the work associated with the Tusla Reform Programme, this includes not organising meetings, attending meetings, recording and/or circulating minutes, agenda, documents or reports for any such meetings.
- Not provide lunch time cover at reception desks between the hours of 1 and 2pm.

Our members will be fully supported by this Union carry them out these instructions which we have also issued to our members this evening. Furthermore, we will be instructing all of our union members (not directly involved in the dispute but employed by Tusla) to ensure that they do not carry out the work of their colleagues who are in dispute nor engage in activities which would be deemed to undermine a legitimate industrial action.

Please also be aware that the ballot has sanctioned industrial action up to and including **full strike action** if necessary. Fórsa's disputes committee may decide on escalation at any time if it deems it necessary in line with procedure and protocols for escalation of an industrial action.

It is regrettable that members and the Union have had to take this very serious course of action. An action which could have been avoided if Tusla as the employer and DCEDIY honoured the undertakings given to staff in our Framework Agreement and re-open access to the agreed job evaluation scheme which is protected under that Framework Agreement.

The Union remains available to engage directly with Tusla in relation to any contingency plans or derogation requests in advance of the commencement of industrial action.

Yours sincerely,



Chris Cully
Assistant General Secretary
National Office – Health & Welfare Division

c.c. Kate Duggan, CEO, Tusla
Kim Hayes, Assistant National Director, HR Operations
Colm Coffey, National Corporate Employee Relations Manager