



## **INSTRUCTION TO ALL FÓRSA MEMBERS**

### **Working in the Health Service Executive & Section 38 Voluntary Hospitals**

Dear Member,

Following your ballot for industrial action, up to and including strike action, which was conducted under union Rule 26 of the Fórsa rule book

#### **in response to the HSE Pay and Numbers Strategy,**

Fórsa members are hereby instructed that

#### **from normal starting time on Monday 31<sup>st</sup> March 2025,**

until further notice from the union, you should:

- Adhere strictly to the terms of your contract of employment.
- Not work outside your agreed contract working hours (excludes flexitime)
- Not work overtime or work up additional hours on TOIL (Time Off In Lieu).
- Members should decline, unless normally rostered, to work over weekends and / or bank holidays.
- Unless contracted to do so members should not provide on call services out of hours.
- Members should not use their work allocated mobile phone or check work emails outside of their normal working hours unless it is for emergency purposes.

In addition, members should

- Strictly adhere to the rules and procedures governing your post.
- Not undertake tasks, functions or responsibilities associated with any vacant post.
- Not undertake tasks, functions or responsibilities associated with any post that the employer has failed to replace due to maternity leave.
- Not carry out the duties of a higher grade
- Not take line management instruction and/or direction or recognise a reporting relationship to an agency worker;
- Not engage with, meet, report to, or provide any information to external private management consultants, often categorised as HSE advisors.



- Not cooperate with any management consultants / HSE Advisor/ external agency in relation to IFMS (Integrated Financial Management System).
- Not cooperate with external agency / consultancy staff / external companies employed to work on behalf of the Health Service Executive on a variety of programs, for example Digital for Care Program, HSE Health App, Enterprise Wireless Program, AMP, CISO Office, CTTO Office and/ or a/any other new/ reform programs.
- Not engage in the Technology and Transformation roll out of a / any new / reform programs in HSE Nationally and / or in the HSE Regional Health Areas
- Not engage with any proposals in relation to the extended working week.

**This mandate applies to all Fórsa members employed by the HSE and Section 38 voluntary hospitals, regardless of grade.**

This industrial action will commence following a secret ballot of members in line with the 1990 Act and in accordance with the legislation. Members are protected by the union when engaging in industrial action and should management instruct you to carry out any of the tasks prohibited under this instruction you must inform them to engage directly with the local dispute committee.

This protection does not extend to HSE staff working in Fórsa grades within the HSE and Section 38 Voluntary Hospitals.

Employers will be notified of this action in accordance with the agreed dispute resolution Code of Practice.

The dispute will be managed nationally. The Health & Welfare Divisional Executive Committee have put in place a dispute committee to oversee this dispute.

Each Fórsa branch will need to form a dispute committee locally and ensure that the organisational arrangements are in place at Branch level to support the dispute. A separate guidance note has issued to branches setting out what is required.

Other phased action, including work stoppages, will be considered should there be a requirement to escalate this dispute.

Now is the time to realise your mandate as members in response to this chaotic approach to workforce planning by your employer. Only by coming together and following this instruction can you and your colleagues hope to achieve an outcome in relation to this dispute.

Yours in solidarity,



A handwritten signature in blue ink that reads "Ashley Connolly".

Ashley Connolly,  
National Secretary

A handwritten signature in black ink that reads "Linda Kelly".

Linda Kelly  
National Secretary