

Following a ballot of all Fórsa members working in the civil and public service, nationwide industrial action will now take place. The following document outlines what happens next, and how this applies to you.

Frequently Asked Questions for Fórsa members of the Boards & Voluntary Agencies branch, Health and Welfare division, including:

CORU

Citizens Information Board

Health Research Board

Health Information and Quality Agency (HIQA)

Health Products Regulatory Authority (HPRA)

Mental Health Commission

Nursing and Midwifery Board of Ireland (NMBI)

National Treatment Purchase Fund (NTPF)

Pre-Hospital Emergency Care Council

Pharmaceutical Society of Ireland

The Public Service Agreement 2024- 2026 expired in June. Exploratory talks did not lead to an agreement. As a result, public service unions have been balloting members on industrial action. A number of unions have now announced ballot results strongly in favour of taking industrial action, with ballots ongoing.

The ICTU Public Services Committee met on Friday 11th September and agreed to coordinate industrial action.

What should I do during the industrial action?

A detailed union instruction has issued to members working in state agencies. It outlines the work to rule and non-cooperation actions you should follow as part of this industrial action.

It is very important that you are familiar with the instruction and understand it.

This FAQ is considered a guide to help with general queries and will be updated as a live document over the coming weeks.

Members are protected by their union during disputes. If you are not in the union, you won't be. Join Fórsa today.



What about a vacant post?

Do not cover a vacant post.

NO cover is to be provided for a vacant post e.g. cover for maternity leave, retirement, career breaks, long term sick leave. If you are asked to do so you should advise your manager that you are following the union instruction.

If a colleague is on annual leave, should I cover the position?

Members should provide support and cover as normal when a colleague is on annual leave and / or short-term sick leave.

I am due to attend training delivered by an external body should I still attend?

Yes, so long as the training does not require you to work outside of your normal working hours.

I am a manager and there is an expectation I should insist my team carry out their normal duties. What should I do?

In response to the cost-of-living crisis over 62,000 Fórsa members voted to take industrial action, across all grades, to stand up for decent pay, fair working conditions and strong public services. The industrial action is legally protected, and all union members are expected to follow the union instruction.

If you are asked to do anything which undermines this instruction, you should refuse and advise your own line manager to escalate this through the usual industrial relations processes.

Will there be any exceptions?

Sometimes 'derogations' are granted during industrial action. A derogation means that a certain type of work, or worker, is exempt from the union instruction. The employer must request a derogation.

I'm not a member of Fórsa, what should I do during the dispute?

Only union members are protected during the dispute. You should join the union. The fastest way to join is online.

Please note that in the event of any escalation of the industrial action these FAQs will be updated.

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