LGMA
An Ghníomhaireacht Bainistíochta Rialtais Áitiúil
Local Government Management Agency

Brendan O'Brien
Divisional Organiser
SIPTU

Richy Carrothers
Head of the Local Government & Local Services Division
Fórsa

13th October 2026

By Email

Dear Richy and Brendan

Re: Strike – Local Authority Derogations Sought

In the context of a withdrawal of labour by your members on 14th October and possible further withdrawal of labour on 21st October, we wish to engage regarding derogations on essential grounds.

We are seeking the following derogations in order to ensure continuity of essential services, in line with the Voluntary Code of Practice on Dispute Procedures with Particular Regard to the Maintenance of Essential Services which mirrors the provisions of the Code of Practice on Dispute Procedures (including in Essential Services) of the Workplace Relations Commission (formerly LRC).

We rely on the provisions of the Code which provide for:

a. *The maintenance of essential public services the disruption of which could endanger life or health, or cause serious damage to the national economy or widespread hardship or anxiety to the community or large sections of the community.*

b. *The provision of urgent medical services and supplies;*

c. *The provision of emergency services required on humanitarian grounds; and*

d. *All matters concerning health, safety and security.*

It is understood generally that emergency and critical services will continue to be maintained, but for the avoidance of doubt we include these below.

The requests for derogations below also encompass any interactions with external parties which require maintenance of these services where critical situations arise

1. **Fire Service and Emergency Services**
   - Attendance at emergencies incl. fire, road traffic accident, ambulance service
   - Participation in Crisis Management meetings and Major Emergency Management structures at local, regional and national level.
   - Participation in activities if there is an emergency or severe weather event including essential activation, operation, inspection or maintenance of flood defence schemes
   - Continuation of activities in the Control Centres – Western, Munster and DCC and ERCC control centres (incl traffic centre)
   - Communications of public safety issues

Rationale: Failure to maintain these services could cause endanger life or health, or cause serious damage to the national economy or widespread hardship or anxiety to the community or large sections of the community. Failure to maintain services could also hinder the provision of urgent medical services and supplies. These services may also be required on humanitarian grounds.

2. **Housing – Critical Functions**
   - Emergency cover for Housing Critical Functions e.g. vulnerable homeless service users, emergency house repairs, AHBs in line with out of hours cover

Rationale: Failure to maintain these services could cause hardship or anxiety to vulnerable sections of the community.

3. **Civil Defence**
   - Emergency response operations
   - Search and rescue activities including missing person searches
   - Response to adverse weather events
   - Emergency management support functions

Rationale: Failure to maintain these services could cause endanger life or health, or cause serious damage to the national economy or widespread hardship or anxiety to the community or large sections of the community. These services may also be required on humanitarian grounds.

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4. **Roads**
   - Traffic and road safety management (incl. traffic light outages, management of road traffic accidents or significant obstructions on roads,)
   - Public Lighting – in line with emergency out of hours service

Rationale: Failure to maintain these services could cause endanger life or health or cause serious damage to the national economy or widespread hardship or anxiety to the community or large sections of the community. Requirement to comply with health, safety and security

5. **Health & Safety Obligations**
   - Cooperation with all obligations with the Safety, Health & Welfare at Work Act 2005 and associated Regulations where emergency working is undertaken.
   - Cooperation with all Health & Safety activities including (but not limited to)
     - Compliance with local Safety Statement
     - Compliance with risk assessments
     - Compliance with SSWPs

Rationale: Failure to maintain these services could cause endanger life or health, or cause serious damage to the national economy or widespread hardship or anxiety to the community or large sections of the community. Requirement to comply with health, safety and security.

6. **Finance and Human Resources**
7. It is our intention that a small number of personnel are requested to be on-site to include minimal Payroll staff and the HR Officer to field any staff queries or concerns regarding pay and to be available to engage with union officials should the need arise on the day. There may also be welfare considerations for which HR Officer may be required. MyPay has indicated that they are implementing contingency and restricted working to cater for minimum levels of activity and support (particularly for access codes for service users). It is difficult to establish number required in each location due to widely varying sizes of operations.

   - 2 payroll staff in each LA
   - MyPay activities reduced to core staff required 6-8
   - LGMA IR staff and 2 senior HR personnel in LAs (3 in DCC) – for dealing with strike action and any issues / queries from staff and for liaising with the LGMA. (**No derogations for LAs who have BW available.)**

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Rationale: Failure to maintain these services could cause hardship and/or anxiety to personnel and to parts of the wider economy including small-to-medium business if payments are not made in a timely fashion. *[NOTE: failure to grant derogation for payroll processing on 14th October **will** result in personnel pay-dates being affected and delayed. To amend systems is an extreme measure e.g. Christmas payments are prepared for months in advance.]*

8. <u>Information and Communications Technology</u>

- Cyber Security
  - Monitoring and response to cyber security incidents
  - Engagement with specialist external contractors where required
  - Cooperation with emergency cyber security responses
- Critical systems
  - Engagement with external service providers to ensure continuity of critical systems, particularly those which support emergency and critical services.

Rationale: Failure to maintain these services may cause impact for system security, data protection system and business continuity.

9. <u>Other</u>

- Provision of **<u>burial and cemetery services</u>** where applicable. This is a public service issue with possible impact on service users causing anxiety.
- **<u>Waste management</u>** LAs to engage locally to identify public safety/health issue requirements e.g. removal of drugs paraphernalia, hazardous and biological waste).
- **<u>Social care</u>** matters including interaction on emergency matters which arise for service users, with Tusla and with Approved Housing Bodies.
- Harbour Masters and any other essential staff in the event of a Health and Safety issue arising
- Animal welfare – intervention in emergency situations for welfare purposes including feeding of livestock
- Opening and closing of Buildings to facilitate attendance of essential staff

Senior management in local authorities and MyPay, including HR Officers, will be available on 14th October to deal with any staff-related issues which may arise.

We are available to engage with you and your officials in relation to any aspect of this industrial action.

Yours sincerely.

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