

National Strike by Civil and Public Service Members of Fórsa

Wednesday 14th October 2026

What is a strike?

A strike is a work stoppage. Simply put workers withdraw their labour and do not work.

It is a form of industrial action utilised to increase leverage and advance the union's position in the ongoing dispute.

What does striking involve?

Strike action means withdrawing your labour for the duration of the work stoppage. Members should:

- Not attend work.
- Not work from home.
- Not access work systems.
- Not answer work emails, phone calls or messages.
- Not undertake work duties of any kind.

When will I be on strike?

Two strike days are currently planned, Wednesday 14th October and Wednesday 21st October.

These are 24-hour work stoppages, which begin at your normal starting time.

All public sector unions involved in this dispute are planning to strike on the same days to ensure maximum impact.

Will my employer know I am on strike?

Yes. Employers are formally notified of the industrial action by the union. This is a legal requirement.

I work a 24/7 shift, when does the strike start for me?

The strike begins at each worker's normal starting time. This is a 24hour work stoppage so if your shift begins before 23.59pm on Tuesday 13th October, your strike begins at 00.00am on Wednesday 14th October. This might mean that the strike begins in the middle of your shift. You should work your shift up to midnight and begin the strike at 00.00am on Wednesday 14th October. Pickets may be adapted to shift patterns.

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



Will I be penalised for going on strike?

As a trade union member, you are protected when you take industrial action.

What is a derogation?

Sometimes 'derogations' are granted during industrial action. A derogation means that a certain type of work, or worker, is exempt from the union instruction. Usually these are only granted when maintaining the industrial action could have life threatening consequences.

For example, in the health service, when perfusionists went on strike for one day this year, a derogation was granted for emergency life-saving operations.

The employer must request a derogation, which will be assessed by the union in order to make a decision on whether a derogation will be granted or not.

My manager has asked me to attend a meeting on one of the strike days, what should I do?

You should decline and inform your manager that you are taking part in a one-day strike action as part of the ongoing industrial action.

I usually work from home on Wednesdays, what should I do on strike days?

You should not work on a strike day, regardless of your work location. You should contact your branch or workplace rep for details on local pickets.

I am due to travel for work on the strike days, what should I do?

You should not travel. Inform your line manager in advance that you will be on strike on Wednesday 14th October and Wednesday 21st October and that you cannot travel for work on those days.

I have annual leave pre-booked and approved for the strike days, can I take it?

Discuss this with your local rep. You will need to demonstrate the annual leave was booked before the strike notice was served and/or details of booked travel etc.



Section 2: Picketing

Read our picket guidance [here](#).

What do I do on the strike day?

On a strike day you should report to a picket.

What is a picket?

When workers are on strike, they come together to picket the workplace. This builds visibility and public awareness and brings workers together.

When should I go to the picket?

Fórsa pickets will run from 8am to 4pm. Rosters will be in place so members can picket in shifts and to ensure there is a balanced number of members on the picket at all times.

How do I know where I should go to picket?

Picket locations are determined locally by local strike committees/disputes committees. Your local branch or workplace rep should tell you where your picket will be located. Typically this will be outside your own workplace, or another workplace location where your employer operates.

What are the guidelines for the picket?

You will be briefed at the picket line the specific guidelines of the picket you are attending, however, in general:

- The picket must remain peaceful.
- The purpose is to communicate information and peacefully persuade.
- Access must not be obstructed.
- Vehicles must not be blocked or surrounded.
- Members of the public must be treated respectfully.
- Unrelated businesses should not be targeted.
- Members should remain at the agreed picket location.
- Members should not enter the employer's premises unless authorised.
- Any difficulty should be referred to the picket captain or designated union official.

How will I know whether I am rostered on the picket, and for what times?

A picket roster will be issued locally.

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



What do I need for the picket?

- Appropriate clothing such as comfortable shoes and layers.
- Weather-appropriate clothing (a waterproof jacket if it is likely to rain).
- Water and refreshments.
- Union materials such as flags and placards will be available.

If I am on sick leave, do I attend the picket line?

If you are unfit for work, you should not attend the workplace or picket. Nobody is expected to picket against medical advice or where it would put their health at risk.

I am returning from sick leave, and my doctor has advised me to work from home. What should I do on a strike day?

You are on strike so you should not work, but you should follow the medical advice and engage in the strike from home. Nobody is expected to picket against medical advice or where it would put their health at risk. Tell your local rep so you are not recorded as absent from the roster.

I am pregnant. What health and safety arrangements will be in place on the picket line?

Please discuss this with your local rep. There may be coordination work you can undertake that will support the picket that does not involve standing for a long period. Do not put your health at risk.

I have caring responsibilities that affect when I can be present. Will that be taken into account?

Speak to your local rep. Please note as pickets are during working hours members will be expected to report to the picket.

What am I doing outside my rostered picket hours? And if my building is open until 9pm, does the strike run that long?

The strike day is a 24-hour stoppage that runs until midnight. Members should not work at any point during it. Fórsa pickets will run from 8am to 4pm. Picket rosters will be established locally. You can also support your colleagues in other ways after your rostered picket duty. Talk to your local rep to find out what is needed.

Can I drive into the staff car park and walk back out to the picket line?

Normally yes, but check the local arrangement before the day, as this will vary by site.



Section 3: Pay

Will I lose pay on a strike day?

Yes. Your employer does not pay you for a strike day. Normally, employers treat it as a day of unpaid leave. If it is treated as unpaid leave, it means you won't receive pay for that day. It also means a lower tax deduction in that pay cycle, so the net loss is smaller than the gross figure loss.

Does the union pay strike pay?

Fórsa pays strike pay following three consecutive days of strike.

Can I take a strike day as annual leave to avoid losing pay?

If annual leave was approved before the strike was called, you should remain on approved leave. Members with questions about specific circumstances should contact their local representative or branch. As a trade union member, you will be expected to report to the picket on the strike day.

