

CODE RED: STAFF OUR SERVICES

FORSA



Work to rule begins Monday 31st March

This dispute isn't about pay –it's about patients: we don't have enough staff to provide the services that our communities need.

Ireland's population is growing and ageing, the need for services is unprecedented, but staffing allocations don't come close to matching demand.

Waiting lists and services are overwhelmed, and staff are burnt out. We know what resources are needed for us to do our jobs effectively. But the HSE won't listen to us or let us be part of workforce planning.

Instead, the HSE is wasting taxpayers' money. Rather than directly employing staff, they are using agency workers to cover over the cracks. The only winners in this situation are the private companies reaping profits. Healthcare is a public service and should never be for profit.



SCAN here for more information

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FÓRSA

Background to this dispute

- **May 2023:** A 'recruitment pause' is unilaterally imposed on Grade VIII posts and above.
- **July 2023:** The 'recruitment pause' is imposed on all Clerical Admin and Managerial grades across the HSE. At the same time, hundreds of millions of euro are being spent on private agencies and private for-profit consultancy firms.
- **August 2023:** Fórsa members that are impacted vote overwhelmingly for industrial action.
- **September 2023:** Parties go to the WRC and negotiate a Framework Agreement on this issue. Industrial action is suspended.
- **October 2023:** Bernard Gloster announces a 'full recruitment freeze' across the HSE. In response, Fórsa members begin industrial action.
- **February 2024:** Industrial action is suspended following agreement on a series of proposals between the HSE and Fórsa.
- **March-July 2024:** All health trade unions attempt to engage HSE management on the recruitment embargo.
- **July 2024:** The 'Pay & Numbers Strategy' is presented to unions as a 'done deal'. The HSE refuses to provide information on "how many posts disappeared" despite FOI requests.
- **August 2024:** In a survey of 4,000 Fórsa healthcare members, 88% of respondents confirm vacancies in their departments since December 2023.
- **October/November 2024:** Lunchtime protests by staff across the HSE and Section 38 voluntary hospitals begin, in response to the impact on service provision. This is alongside a ballot for industrial action. Members vote overwhelmingly (93.6%) for industrial action.
- **December 2024:** Ballots continue across other health unions.
- **January 2025:** Negotiations for the Programme for Government take place.
- **February 2025:** Joint Organising Committees for each of the new Health Regions are set up, jointly by Fórsa and the INMO.
- **March 2025:** Notice is served of industrial action across the HSE and Section 38 hospitals, by Fórsa, the INMO, Connect, Unite and the MLSA.

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

