



Station House, The Waterways, Sallins, Co. Kildare

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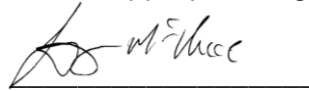
**Health Service Cutbacks & Recruitment Embargo-
Agreed Directive to all Union Members**

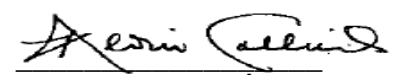
In order to maintain safe standards of care, protect employment and protect existing terms and conditions, all health service unions are issuing this directive to members.

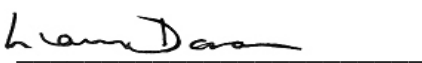
Where employers introduce cutbacks and/or staffing restrictions, without agreement, all members of the unions listed below, are directed to adhere to the following subject to the basic care needs of patients being met:

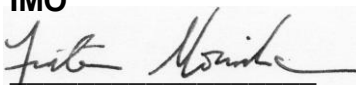
1. Advise the employer that they are in breach of their existing agreements and contractual obligations and are, as a consequence, fully responsible for any impact on patient care.
2. All members are instructed not to undertake duties, roles, tasks or responsibilities of vacant posts, or where a post holder has been let go and not replaced.
3. All members should refuse to act up or take up added responsibility in any voluntary or informal arrangement, as an alternative to the normal acting up arrangements which provide for payment for the added responsibility.
4. All members should resist attempts to redeploy or be reassigned and refuse to accept any redeployment, or outsourcing other than those agreed with trade union representation.
5. In any case where it is proposed to terminate the employment of temporary staff, or reduce numbers, call for an immediate risk assessment by the appropriate service manager and confirm your request in writing.
6. If you are left short of staff to a point where the safety of staff or patients is undermined, you may be instructed by your branch or national executive to report for work but not to go on duty.
7. Any union member who breaches a HSE directive in order to act in the interests of the patient, client or service user will be fully supported by their union.
8. All members should refuse to co-operate with the opening or expansion of new or existing services while other services are being curtailed or suspended because of the cutbacks and/or moratorium on recruitment.
9. All members should resist attempts to have any member of staff work on an overtime basis (including un-rostered hours) without appropriate agreed payment for such duties.



CRAFT GROUP OF UNIONS

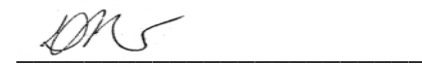

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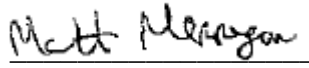

IMPACT


INO


Irish Dental Assoc.


MLSA


PNA


SIPTU