

HEALTH MEMBERS FAQ

HAVE YOUR SAY IN YOUR PAY

FREQUENTLY ASKED QUESTIONS

FOR THOSE INVOLVED IN PHASE 1

1 Why are we taking industrial action?
Because Government has not commenced negotiations on a new public service pay agreement with the trade unions representing public service workers. Our demand is simple: **Government must come to the table and negotiate.**

2 Who do we want Government to negotiate with?
We want Government to engage with the ICTU Public Services Committee, representing the public service trade unions. This is a public service pay issue. It should therefore be addressed through a public service negotiating process.

3 Is this a dispute with my hospital or my manager?
No. The central issue is the failure of Government to commence negotiations on a new public service pay agreement. Members should continue to conduct themselves professionally and should not personalise the dispute at local level.

4 Are those in Phase 1 working on 30th September?
Yes, Phase 1 members will be working on 30th September. This is a **work-to-rule and withdrawal of voluntary additional labour such as non-rostered overtime**, in accordance with SIPTU's industrial action instructions. Members should attend their rostered shifts and carry out their normal contracted duties.

5 Are those in Phase 2 working on 30th September?
The 30th is an important date, as that is the day your ballot will be counted. A strong mandate will allow for your inclusion in future industrial action instructions. However,

you can still play an important role on 30th September. You are requested to work as normal on this date; however, you should not undertake any additional duties related to the dispute to not undermine the efforts of your work colleagues.

6 Do I work my normal roster?
Yes.

7 What about overtime?
Members should not undertake **voluntary overtime** on 30th September 2026. If you are unsure whether particular overtime is voluntary, contractual or otherwise required, contact your SIPTU representative.

8 What if management asks me to stay beyond my normal finishing time?
Members should follow the specific SIPTU instructions concerning additional hours. If you are being directed to work beyond your normal hours and are unsure of your contractual position, contact your local SIPTU representative immediately.

9 What if my workplace is short-staffed?
Staff shortages are a management responsibility. Members should not compensate for inadequate staffing through voluntary additional hours or goodwill. However, members must continue to comply with their professional obligations and the specific arrangements established to protect patient safety.

10 What about emergency or essential patient care?
Emergency and essential patient care remains paramount. Members must comply with their professional and statutory obligations and with the specific arrangements agreed for the industrial action.

11 Can I volunteer to cover a colleague's shift?

Where the cover is voluntary and falls within the industrial action, members should not volunteer to provide additional labour. If there is any doubt, contact your SIPTU representative.

12 Can I attend meetings outside my normal hours?

Members should not attend voluntary meetings, training and other activities outside rostered hours on 30th September 2026. Do not make individual decisions about whether an activity is covered by the action if you are uncertain. Contact your SIPTU representative.

13 What if I am already rostered for overtime?

Normal rostered overtime is not included in the work-to-rule.

14 Will this affect patient care?

SIPTU's objective is to conduct organised industrial action while protecting essential and emergency patient care. The issue at the heart of the dispute is that Government must negotiate a sustainable pay agreement with public service workers.

15 Why are we taking action in 30 hospitals?

The 30 hospitals participating on 30th September represent the first phase of the SIPTU Health Division campaign. The purpose is to demonstrate the strength of feeling among health workers and to make clear that the Government must engage in negotiations. All SIPTU Health Division members are involved in this campaign and it can be expanded to other locations if the Government fails to respond.

16 What happens after 30th September?

That will depend on the Government's response. The Health Division will continually assess our planned campaign and the response from Government. This will assist us in making recommendations on the next steps of the campaign.

17 In summary, why are we taking action?

SIPTU members are taking industrial action because we want Government to come to the table and negotiate a new public service pay agreement with our trade unions.

OUR MESSAGE

**30 HOSPITALS on
30th September 2026**

WE have ONE MESSAGE.

**GOVERNMENT NEEDS TO
COME TO THE TABLE.**

**Negotiate a new public service
pay agreement with the ICTU
Public Services Committee**