

To: **NIPSA members in BHSCT**
Health Central Panel
HSC Strike Committee

25 July 2023

Dear Member,

HSC INDUSTRIAL ACTION UPDATE

The Fight Continues!!

I write to update you in relation to the ongoing Industrial Action Dispute in Health and ongoing Industrial Action around Pay, Safe Staffing and Travel.

Why is Action Needed More Than Ever?

Northern Ireland is the only country in the UK with No Pay Offer

Coming to a facility near you NOW!

Health Cuts are happening - Daisy Hill, loss of Stroke Services, SWA Enniskillen, loss of Emergency Services, Causeway Hospital, loss of Maternity Hospital.

What are NIPSA doing?

NIPSA is extending and enhancing its Industrial Action on Pay, Safe Staffing and Mileage! NIPSA continues to work collaboratively with other Health Trade Unions to bring effective action and lobby Political Parties for effective change.

What Can NIPSA Members do?

Follow the Industrial Action Short of Strike as notified to your employer.
Keep in touch with your Branch Representatives for the latest information.
Provide feedback to NIPSA on what action works well and what could be better.

NIPSA represents over 40,000 members in the Northern Ireland Civil Service, Education Authority, Health and Social Services Boards and Trusts, the Northern Ireland Housing Executive, Local Government and a number of other public bodies and voluntary organisations.

Carmel Gates General Secretary

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The Cost of Living Crisis continues what does this mean for me and my family?

Food inflation 14%, Overall inflation 11.1%, Mortgage Rates rising, No resolution on Pay 2022/2023, No Pay Offer 2023/2024, NI. Health and Public Services Being Cut.

What Industrial Action Should I take?

Follow the notified action for your employer specified below.

Belfast Trust

Additional Selective Action Short of Strike Belfast Trust (ASOS)

For All NIPSA Members

- Hours of work will be strictly within normal paid hours
- No unpaid work
- No coverage provided for vacant posts
- No coverage for long term sick or maternity leave
- Take all normal breaks
- Ensure Employer adheres strictly to health and safety protocols
- Refusing to cover the work of other workers taking industrial action (except in life and limb emergencies)
- Withdrawal from all union/management/department of health engagement except regional meetings on dispute resolution
- Do not engage, with any activity, which is reviewing their work practices/duties, unless required to do so, for professional registration purposes.

Approved Social Workers (Daytime)

- NIPSA members will be instructed due to workload pressures and health and wellbeing concerns not to participate on the daytime rota more than twice a month.
- Due to workload pressures reported by members ASW, reports will be produced within 5 days of assessment instead of the normal 3 days that some managers require
- Due to the workload pressures reported by members, NIPSA ASW's will be instructed not to complete more than one assessment per ASW shift. Additional ASW support may be required for the rota if multiple assessments present on the one day. This is an employer responsibility
- ASW's will not accept any new requests for assessment after 4pm
- Two ASW's will be required for community assessments (private addresses) unless confirmation of police presence is confirmed in writing to the relevant staff for the duration of the assessment, including up to conveyancing or if the client should be taken to place of safety

Nursing Staff:

Action consists of:

- Working to rule
- Remain on designated ward except in cases of emergency/ exceptional circumstances or health and wellbeing clinic (community staff) working in a geographical area
- Commencing from and completing duty on time to contractual hours
- Not completing paperwork other than individual patient records
- Not carrying out duties of other staff due to shortages including housekeeping, cleaning, portering or environmental teams etc
- Not accompanying patients to tests and investigations unless there is an identified clinical requirement
- Not undertaking non clinical administrative tasks
- Not collecting prescriptions from Pharmacy or Pharmacy in the community except in exceptional circumstances
- Not collecting or delivering non-urgent blood samples in the community
- No bank or overtime shifts on days of industrial action
- No carrying equipment
- Not attending meetings including bed management or bed co-ordination
- Not attending any meetings, conferences or training organised by employers or the Department of Health
- No conducting handovers outside of contracted hours
- Remaining in own designated ward/area unless in an emergency situation.

What NIPSA is Campaigning For

- An inflation busting pay rise for all health service staff
- Safe Staffing levels in all areas of the health services
- Appropriate mileage rates
- Defending Public Services.

NIPSA will continue to ensure our Member's voice is heard in regards to settling the disputes now ranging from 2022/23 and 2023/24.

Nor will NIPSA accept Health being used as a Political football while our members and those they serve continue to suffer.

To this end all NIPSA Representative bodies in Health will be seeking to reinforce the Industrial Action Strategy to date and consider all further measures for escalation.

To inform this process local Health Branches will continue to liaise with members to discuss all the potential options and inform the Industrial Action going forwards.

The NIPSA Health Panel commends members who have been engaged in the industrial action to date which has taken us to this important point but would emphasise that the Dispute continues, and Industrial Action Short of Strike continues.

Patient safety remains very important for health staff who will take industrial action. Discussions are ongoing to ensure the employers take the necessary steps to protect patients during the dispute.

Yours sincerely

A handwritten signature in black ink, appearing to read 'T. Thomas', written in a cursive style.

TERRY THOMAS
Assistant Secretary