



GUIDELINES FOR INDUSTRIAL ACTION – 25 SEPTEMBER 2013

These guidelines are provided to members for clarification of arrangements for the strike action to take place on Wednesday 25 September 2013 from 7am to 7pm. Normal Sunday on call arrangements should apply until midnight on 25 September 2013

1. Cover

The IMO has confirmed to the HSE that the level of cover available for the duration of the industrial action is current Sunday on-call cover plus an on call ICU registrar per ICU/ ED unit . It has been acknowledged by the HSE that this goes beyond “emergency” cover.

It is in order for the employer(s) to roster NCHDs on this basis across the hospital system. It has been agreed with the HSE that all NCHDs working on this basis will be paid in the usual manner. All NCHDs who are members of the IMO who are not rostered for work are expected to join the picket line. If you wish to join you should do so now as there may not be adequate time to process your application if you leave it until the week of the strike. Non-members can join at www.imo.ie

The contingency service to be provided will only consist of:

- NCHDs normally rostered on duty will provide the current Sunday on-call cover. This includes Emergency Departments;
- support for any required transplant and dialysis service for patients;
- attendance for patients who are undergoing active chemotherapy and radiotherapy which cannot be deferred;
- Normal weekend palliative care will be provided.



In accordance with standard practice, any unforeseen major incident will also be supported.

It is the responsibility of the hospital for all other services to be scaled down in line with the level of cover available. In reality the hospital should substantially operate as it does on Sunday. It should be possible for the hospital to provide normal chemotherapy services within the scope of this cover.

The IMO is required to provide details of a local representative in each location to provide a communication point between the hospital and the IMO. The local representative is available to raise issues relating to the strike to the IMO. In the event of local issues of an exceptional nature arising, these should be raised with the local IMO representative in the first instance. The representative will refer the matter to IMO House for final confirmation which will be quickly communicated to the hospital by the representative.

The request should be raised with the local representative who should pass the request by email to nchdissues@imo.ie. The request will be considered at IMO House and a response will be provided by close of business the following day. This should be communicated to the hospital.

2. Picketing

Only members of the IMO can picket the work place of their employer. The local representative will decide the location of the picket, which will usually be the entrance of the main hospital building. This will be communicated to the members on picket duty.

Picketing is lawful if it is carried out:

- in contemplation or furtherance of a trade dispute;
- for the purpose of peacefully obtaining or communicating information; or
- for the purpose of peacefully persuading any other IMO member to abstain from working.

If the employer raises an objection to the setting of pickets at the entrance to the main hospital building then it may be necessary to place the picket at the main gate of the hospital. Members should be aware of the appropriate health and safety considerations when placing a picket at the main entrance.

It is required that all members report for picket duty in the agreed location at 7am on 25 September 2013. It is vital that a highly visible picket is mounted and remains in place for the duration of the action. The local representative will co- ordinate breaks with members to ensure cover at all times.

Members on picket duty should ensure that the appropriate placards and banners are on prominent display at all times. The campaign material should be clearly visible by passersby who can be given an awareness of the issue of unsafe working hours for doctors.

Leaflets will be available to give to the public an understanding of the issues of unsafe working hours for doctors and the implications for patient safety.

Those who have campaign T-shirts should wear them and any others should ideally wear clothes that clearly identify you as a doctor. Scrubs or white coats may be appropriate for this purpose. Remember to wear the 24 No More badge! Please ensure that you wear warm clothes as picketing is in the open air. You should also prepare to have appropriate rain wear.

3. Picketing arrangements by location including Smaller Hospitals/GP Registrars/Non Hospital Based NCHDs

All pickets begin at 7am. The following are the picketing arrangements for:

HSE SOUTH

Wexford General, South Tipperary General Hospital, St Lukes, CUH, Mercy Hospital and Kerry General will all have individual pickets.

*NCHDs in Bantry and Mallow should go the CUH.

*NCHDs in the South Infirmary should picket at the Mercy.

HSE WEST

Galway, Portlincula, Mayo Sligo and Letterkenny will all have individual pickets.

*NCHDs in Roscommon should attend the picket at Sligo.

MID WESTERN REGIONAL HOSPITALS

NCHDs in Ennis, Nenagh and St Johns should attend at MWRH Limerick.

DUBLIN MID LEINSTER

Tallaght, St James's, St Vincents, National Maternity Hospital, St Colmcilles, Mullingar, Portlaoise, Tullamore, Our lady's Children's Hospital, Coombe, Naas will all have individual pickets.

*Royal Victoria Eye and Ear will join the picket at National Maternity Hospital.

DUBLIN NORTH

Rotunda, Cappagh, Mater, Children's University Hospital, Connolly, Beaumont will all have individual pickets.

*Cavan Monaghan will picket at Cavan Hospital.

*Louth County Hospital (LCH), Dundalk and Our Lady's Hospital, Navan will join the picket at Lady of Lourdes Hospital Drogheda (LOL).

Community based GP Registrars and NCHDs working in the Mental Health Services and Community should join their nearest picket line as indicated above.

If you are not covered by any of the above situations please join your nearest picket or contact the IMO for clarification.

4. Protections during the period of Industrial Action

- The Irish Medical Organisation is a registered trade union and members are entitled to expect the protection afforded by the Industrial Relations Act 1990 in relation to their contracts of employment;
- The Organisation will fully protect doctors who are members prior to the strike;
- The IMO will issue regular email updates to members during the course of the dispute.