

IMO WORK TO RULE INSTRUCTIONS TO MEMBERS

Commencing 15th October 2026

- The following instructions are operable from the start of shift on Thursday 15th October until further notice
- These work to rule instructions have been designed by your National Specialty Committees and sanctioned by IMO Council so as to ensure patient care and safety are maintained.
- During the Work to Rule period where a risk arises members should take the action necessary to protect patients
- Different arrangements will be in place for each grade as detailed below and the IMO will notify you in advance of any derogations/contingency arrangements that are agreed by the IMO with the HSE.

From start of shift on 15th October until further notice

- Only work to IMO Work to Rule Instructions.
- Maintain patient care and patient safety at all times.
- Do not undermine the action of colleagues or undertake the work of other grades who may be engaging in industrial action.
- Do not enter into local agreements outside of these instructions – if there are any queries please contact IMO.

NCHDs

ROSTERS/WORKING HOURS

- NCHDs should not undertake **any unpaid hours i.e. coming in early or staying late.**
- NCHDs should work to their rosters which should be compliant with the NCHD Contract and the Organisation of Working Time Act – that being no more than 48 hours a week over a reference period of 3 months.
- NCHDS should not agree to any unrostered overtime except in exceptional circumstances and only on a voluntary basis.

- NCHDs should ensure they take all breaks including lunch breaks.
- NCHDS should not agree to work consecutive weekends in line with the NCHD Contract.
- NCHDS should take a rest day after 10 days of consecutive work and two rest days after 11 days of consecutive work in line with the NCHD Contract.
- NCHDs should refuse any requests made by management to change working patterns outside of any changes agreed between the IMO and HSE in the context of a new NCHD Contract.
- GP Trainees working in practice should work rostered hours only in line with the NCHD Contract and should not undertake any unpaid hours.

HEALTH SERVICE REFORM/NEW INITIATIVES

- NCHDs should not engage in any meetings or discussions with management or those representing management or external management consultants on any health service reform or new initiatives including service changes and IT projects.

STAFFING GAPS ON ROTAS

- NCHDs should not engage in cross cover for long terms absences or vacant posts.

CONSULTANTS

(Including Psychiatrists, Public Health Consultants, those working in the community and Occupational Health Physicians)

ROSTERS AND WORKING HOURS

- Consultants should not engage in any unpaid hours.
- Consultants should work to already agreed rostered hours and workplans.
- Consultants should work to agreed on call arrangements.
- Consultants should not engage in any changes to agreed rostered hours or workplans without required resources being in place in line with the Rostering Principles and with the agreed 3 month notice period.
- Consultants should ensure they take all rostered breaks including lunch breaks.

HEALTH SERVICE REFORM/NEW INITIATIVES

- Consultants should not engage in any meetings or discussions with management or those representing management or external management

consultants on any health service reform or new initiatives including service changes and IT projects.

- Consultants should not engage in any non-contract activities where they are not required for patient care.

CROSS COVER

- Consultants should not engage in cross cover for long terms absences or vacant consultant posts.

PUBLIC AND COMMUNITY HEALTH (PMOs, SMOs and COPs) and DOCTORS WORKING IN THE ADDICTION SERVICES

ROSTERS AND WORKING HOURS

- Should only work to already agreed working hours and on call arrangements.
- Should not engage with management on any changes to already agreed working hours.
- Should not undertake any unpaid hours.
- Take all rostered breaks including lunch breaks

HEALTH SERVICE REFORM/NEW INITIATIVES

- Should not engage in any meetings or discussions with management or those representing management or external management consultants on any health service reform or new initiatives including service changes and IT projects.
- Should not engage in any non-contract activities where they are not required for patient care

CROSS COVER

- Should not engage in cross cover for long terms absences or vacant posts.