



Public Service Campaign of Action Local Government, Education and Local Services/Local Authority Sections

19 January 2010

Industrial Action DIRECTIVE to Unite Members

The following initial action will be implemented as and from **8.00am on Thursday, 28th January 2010**. All members must comply with this directive on foot of the mandate which was the subject of a ballot of our members for Industrial Action up to and including Strike Action.

1. Refusal to co-operate with further organisational change, often generally referred to as the transformation agenda, examples of which include; shared services in all areas (including Financial Management, Payroll, Human Resources), restructuring (including the amalgamation of agencies). While some of these issues have been progressed to an extent, all further co-operation will now cease. The list is by no means exhaustive;
2. Refusal to undertake duties of vacant posts. This will include posts that are vacant where the work has been left undone and all posts vacated and left unfilled from now on;
3. Refusal to co-operate with redeployment and reassignment without union agreement;
4. Refusal to co-operate with changes in work practices. This includes proposed arrangements regarding the span of the working day and working week but might also involve many other things. This includes any changes in opening hours, or changes in times or hours of attendance;
5. No participation in Partnership committees at local or National level.
6. Strict adherence to health and safety procedures and requirements;
7. Refusal to work outside contract of employment terms (work-to-rule), including the withdrawal of goodwill and ceasing work and duties carried out on a voluntary basis both during and outside or normal working hours;
8. No attendance by overtime grades i.e. at Grades VII or lower (or equivalent) at any Local Authority Councils, Vocational Education Committees. Institute of Technology Board meetings or sub committee meetings of any of the above which are held after normal working hours;
9. Withdrawal from and non co-operation with PMDS.

The above action will be escalated without notice to the employer, and will be accelerated if employers attempt to victimise our members for participating in this campaign of action or complying with union directives;

It is important that Public Service Unions work collectively and co-operate to ensure the maximum impact of the industrial action. Meetings of groups of unions in workplaces will be arranged in consultation with Union Officials and Representatives from the various unions;

Workers UNITED will never be defeated.