



**PUBLIC SECTOR REPRESENTATIVES' MEETING : 22nd FEBRUARY 2010
EVALUATION DOCUMENT**

- 1) EFFECTIVENESS/INEFFECTIVENESS** : the effectiveness/ineffectiveness the current work to rule action is having in individual workplaces (whether or not in unison with other unions);
- 2) ESCALATED ACTION** : from a Unite perspective, what form of escalated action would representatives propose to ensure it has an effective impact

Regional Fisheries Board:

- 1)** Current action having little or no effect and no meaningful communication with SIPTU colleagues. It would appear that there have been no requests or issues put to the members by the CEO/ACEOs which falls into the category of things that members do on a voluntary basis, which if asked, members would now decline to do.
- 2)** It has been suggested by some of our members that we need to review and re-enforce the non cooperation with the IFI change agenda (i.e. the transformation of the Central and Regional Fisheries Boards to the one body namely IFI).

Ambulance Service : Waterford, Dungarvan:

- 1)** It has had little effect other than great morale booster for the staff. Also, the fact that the management is now seeking prices for fitting of bluetooth kits in ambulances is probably a direct reaction of the withdrawal of personal mobile phone usage during work hours.
- 2)** The following proposals for escalating action to include (with expectation of full support from all staff):
- No SelCall Codes
 - Rostered finishing times
 - Advanced Paramedic Intern Training
 - Health & Safety Practices

Local Authorities and Health Services Sector – Unite Craft Members:

1) Craft members in Local Authorities and Health Services sector are reporting good support for the current limited Industrial Action. The Craft Unions are being co-ordinated through the National Craft Group and it is considered that the action is succeeding in causing some disruption to local non essential services. Reports from various reps indicate that the general workers are also meeting regularly with craft reps and co-ordination of actions is taking place at work place level.

2) The National Craft Group has reviewed the options outlined in Phase 2 of the PSU Campaign and have adopted the following.

- **Option 1 Selective strike action:** A strategy favoured in this regard was to explore the effectiveness of a "rolling strike" nationwide. This would mean that only one or two cities would be targeted for strike action in any one week with the strike rolling on to other cities the following week, and so on.
- **Option 2 Targeting specific areas:** To focus on frontline work locations that would be most effective in the context of disruption. Any disruption in the Health sector would, by nature, be effective and disruptive, however, areas like water supply, main drainage, cleansing, housing maintenance, would be the ideal areas to target in the Local Authorities to maximise disruption. The secretary stated the one service that ties both sectors is the emergency services and that SIPTU & IMPACT were co-ordinating a dispute in that area.

- **Option 3 Wide-scale strikes:** In the event that the dispute goes to a wide scale strike, it was agreed that notwithstanding the foregoing, the Craft would fall in line with the PSC strategy on this option.

Enterprise Ireland:

1) All Unions are working well together (UNITE Professional Group, UNITE Technical Group & SIPTU)

We decided our best course of action was to attack the management information gathering systems – the action is

- stifling at present but will eventually effect our local managements ability to function effectively
- stifling at present but will eventually cut off the flow of information into our parent Department DETE / onwards to the Department of Finance / onwards to Government.

In addition and, as a result of non co-operation with new practices, the agency intends to employ 17 people on a temporary basis to deal with aspects of the second round of the ESS (Employment Subsidy Scheme). The moratorium on recruitment is still in place for all other human resources issues.

Current actions are effective at present and will have an accumulating increasing effect over time and with the addition of other specific actions.

It is our intent to continue this campaign ramping up with the introduction of further actions to build on / intensify the effects.

2) The recent media reporting on the holding off on moving to phase two is causing major confusion to members. It is our view that the correct course of action is to continue with the campaign.

Education Sector

Reports were received from various locations within the Sector, however, a sample of proposals to escalate the action within TCD is summarised below and gives an idea of how it could escalate within the sector as a whole.

Actions taken and proposed escalation of public sector campaign of action by Unite members in TCD.

A solidarity pact has been agreed within the ICTU Group of Unions. If any member of any union is disciplined the other unions have agreed to support. Withdraw from partnerships has been in place for 12 months.

Phase 2

Have had discussions with SIPTU and agreed in principle to place a blanket ban on overtime from 1st March. Will have a major effect on practical classes if members stick to it.

Phase 3

Trinity College has introduced a new academic year structure last September. There is no agreement with the Unions. The old term should have finished on 19th March. The new term should finish on 16th April.

It is proposed to ballot members to stop co-operation with the new term on 19th March. This will cause major disruptions and will involve just Unite members... (Also other colleges have introduced new terms year ago.)

If they do there will be huge repercussions, no practical classes before exams suspensions publicity etc.