

Mr John Delamere
Assistant National Director
National Employee Relations
HSE

Via email only to: john.delamere@hse.ie

24th March 2025

RE: National Contingency Meeting Today

Dear John,

We are writing to you following this afternoon's meeting in relation to contingency planning ahead of the Industrial Action planned to commence on the 31st March 2025.

This was the third meeting in relation to contingency planning and derogation requests. Indeed, ahead of the last meeting we wrote to the CEO expressing our concerns at the initial meeting, and following our most recent meeting we wrote to you further expressing our concerns.

We remain extremely concerned that despite our multiple requests and attendance in good faith, the management side chose not to put forward any definitive contingency proposals or formal derogation requests.

We note that following an adjournment, you committed to providing a 'significant' document for consideration by the relevant executives no later than 5pm tomorrow with a fourth meeting scheduled for Wednesday 26th at 2.30pm.

The safe management of this dispute must be a priority for management. We are concerned that despite receiving over 3 weeks' notice of the dispute, that management still do not have formal proposals for consideration. This despite your stated view, that the planned industrial action will have significant impact on patient services.

As expressed today, we are very concerned that management are not engaging in a sufficiently robust and expeditious manner, and we urge a change in approach by management.

Yours sincerely

ALBERT MURPHY
Director of Industrial Relations
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Yours sincerely

ASHLEY CONNOLLY
Head of the Health & Welfare Division
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