



# Garda Representative Association

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Dear Member,

At yesterday's specially convened CEC Meeting it was agreed that the Association would Ballot all members on the Proposed National Pay Agreement.

This follows recent negotiations at the Workplace Relations Commission (WRC) that led to the WRC issuing proposals for consideration by Public Sector Staff Associations and Trade Unions.

A link to the full text of the Proposals is

here: <https://www.gov.ie/pdf/?file=https://assets.gov.ie/233345/c931496b-db39-4bf4-ad71-e30e62ba5cd0.pdf#page=1>

If accepted, these Pay Proposals will extend the terms of the current pay agreement, **Building Momentum** to December 31, 2023.

These WRC proposals include an additional pay increase of 6.5% between February 2022 and December 2023, on condition of acceptance, which include:

- 3% pay increase, backdated to February 2, 2022
- A further 2% on March 1, 2023
- A further 1.5% due on October 1, 2023 or an increase of €750 (whichever is higher)

These proposals are in addition to the increases already included in the current Building Momentum Agreement. These are:

- 1% or €500 whichever amount is the greater paid on October 1, 2021
- 1% already paid on February 1, 2022
- 1% or €500 whichever amount is the greater due to be paid on October 1, 2022

Management have confirmed that no additional productivity is required in addition to that already agreed under the current Building Momentum agreement.

The Proposals require any party who accepts the proposals to reaffirm it's commitment to maintaining industrial peace and stability.

The GRA CEC is currently preparing a FAQ document to assist you in understanding the implications of a decision to accept or reject the Pay Proposals. This document will be circulated to all members with further details and the timing of the related balloting process.

Thank you for your attention to this update

Regards,

Philip Mc Anenly, Interim General Secretary