



Garda Representative Association

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Each member: Garda Representative Association

10 August 2021

Re: GRA Ballot: Building Momentum – a new Public Service Agreement, 2021-2022

Dear Member,

The Public Sector employers presented a set of proposals to Public Service Unions and Staff Associations in December 2020 titled "Building Momentum 2021-2022", as a successor to the Public Service Stability Agreement (PSSA). As the Garda Staff Associations were excluded from the latter stages of the related negotiations, the GRA have sought clarity and explanation on several provisions contained in Building Momentum.

The GRA Central Executive Committee (CEC) have considered the content of the Building Momentum proposals and are satisfied that the proposals protect our members' interests regarding ongoing change and modernisation in our workplaces. Management have confirmed that no additional change above what is already agreed within A Policing Service for the Future (APSFF) is sought within these proposals.

The GRA CEC also note the proposed pay awards of a minimum of 1% due on each of 1.10.2021, 1.2.2022 and 1.10.2022. Pay awards are structured to ensure that GRA members on the lower points of the Garda pay scale will benefit most as they will receive a pay increase amounting to at least €500 on each of the above three dates. For many GRA members on lower increments, this will result in pay awards amounting to up to 4.2% if the proposals are accepted.

The proposals also provide a mechanism to remove the additional 15 hours worked per year, introduced under previous Public Sector Agreements. The Government has assigned a budget of €150m to meet the cost of removing these additional hours for all Public Servants.

Please note that the Building Momentum Proposals do not interfere with the current process underway at the Workplace Relations Commission to resolve our longstanding claim to reduce the working week from 40 hours to 39 hours attendance and introduce the 1/39 Divisor in pay-related calculations. Garda management have also confirmed that the provision in the Commission on the Future of Policing to review allowances will not result in allowances being abolished or amalgamated at this time.

The Central Executive Committee are recommending Acceptance of the Building Momentum proposals.

A ballot of our members is now commencing and will close on 6th September 2021 at 5pm. Accompanying this correspondence is a copy of the Building Momentum proposals, a FAQ to assist you in understanding the proposals, and the implications of accepting or rejecting the proposals. Both documents are also available for review on the GRA website www.GRA.ie Also enclosed are the proposed pay scales, and your Ballot paper together with a receipt.

I am encouraging you to read all accompanying documentation carefully, cast your vote and **place it in the envelope marked "ballot paper" and seal it.** Complete the receipt and **place it WITH the sealed ballot paper envelope in the prepaid envelope** provided and return to the Association's Auditors, **Quintas, Heron House, Blackpool Park, Blackpool, Cork T23 R5OR by 5.00 p.m. on or before Monday 6th September 2021.**

Thank you for your attention to this correspondence.

Philip McAnenly

Interim General Secretary,

Garda Representative Association

THE BALLOT PROCESS EXPLAINED

Introduction

- The GRA have appointed Quintas Auditors to provide independent oversight of the ballot process
- Quintas are a statutory audit firm regulated by the Institute of Certified Public Accountants in Ireland

Ballot Process outlined by Quintas:

Casting your Ballot

- Members sign the ballot paper receipt and insert his/her registered number confirming receipt of the ballot paper
- Members complete the ballot paper
- Members place the completed ballot paper in the ballot paper envelope and seal the envelope
- Members place the sealed ballot paper envelope and the ballot paper receipt in the prepaid addressed return envelope
- Only one completed ballot paper and one receipt should be returned in each envelope
- Members post the prepaid addressed return envelope

The Ballot Process

- All prepaid addressed return envelopes will be returned directly to Quintas
- All prepaid addressed return envelopes will be securely stored in the offices of Quintas
- The count will be carried out in the offices of Quintas, starting and finishing on Tuesday 7th September 2021
- Quintas will open all envelopes and will separate ballot paper receipts from ballot paper envelopes to ensure that the privacy of the ballot is maintained
- Ballot paper receipts are issued to ensure that members are limited to one vote
- Ballot paper receipts and ballot papers will be retained by Quintas
- Unsealed ballot paper envelopes will be deemed a spoiled vote
- Ballot paper envelopes not accompanied by a completed ballot paper receipt will be deemed a spoiled vote
- Ballot papers not showing a clear and identifiable Yes or No selection will be deemed a spoiled vote
- A maximum of 3 association members will be entitled to attend the count in person in an observatory capacity. Random selection will be required in the event of more than 3 members requesting to attend the count
- Quintas will declare the result of the ballot to the GRA General Secretary upon completion of the count