



STATEMENT BY GARDA REPRESENTATIVE ASSOCIATION 24/08/22

Re: Rosters Proposals

Dear Member,

The Central Executive Committee convened today to further discuss the contents of the proposed Rosters and Working Time Agreement 2022, which was circulated by the Association last week following the conclusion of the Westmanstown negotiations process.

At today's specially convened meeting, the Central Executive Committee of the Garda Representative Association unanimously agreed to reject the Rosters and Working Time Agreement 2022, in line with the unanimous decision of Annual Delegate Conference 2022 and mandated the Garda Representative Association leadership to communicate today's decision to Commissioner Harris.

The main issues raised by our membership, who are represented by the Central Executive Committee, included the proposed changes to members' terms and conditions of employment, along with proposed new roster configurations, both of which seriously inhibit a proactive work-life balance and work certainty. With the current escalation of the cost of living this proposal will adversely affect the take-home pay of a significant portion of our membership.

For some of our members, this will require 47 additional days on duty per year, resulting in significant costs of living increases such as those associated with commuting and childcare which is totally unacceptable to the GRA.

Therefore, this proposal will **not** be put to ballot to our members. This position is consistent with the decision taken at our Annual Delegate Conference in May 2022.

The GRA remain willing to re-enter meaningful negotiations to find a solution to this impasse.

Interim General Secretary Philip McAnenly said: "The changes proposed are simply unacceptable to our membership and that is why they have been rejected with one unanimous, unified voice.

"These changes dilute the protections currently contained in our Rosters and Working Time Agreement and significantly impact both the certainty and predictability afforded by this long-standing arrangement.

“Against the backdrop of the current escalation of the cost of living, this proposal would see our membership, adversely affected with regards to their take-home pay.

“It is simply unpalatable to suggest that in the current economic climate that many of our members would be expected to work extra days and with a reduction in their income. We believe that these proposals will have a detrimental effect on many of our members’ wellbeing and work-life balance, something we will not stand for.”

We have contacted the Commissioner’s office this evening to make the Garda Commissioner and his Leadership Team aware of our Association’s position and we will update our membership of any developments at the earliest opportunity.