



## Rules and Representative Training

The Rules & Representative Training Committee, as part of their role in training and information provision, revised the handbook for elected representatives, which is now up-to-date regarding:

- GRA structures
- GRA legal assistance scheme
- Working Time Agreement
- Health and Safety
- Sick Leave
- Negotiation hints

The new handbook was published in November 2018 and is available to all elected representatives.

In January 2018, at the special delegate conference, delegates adopted the Ampersand review of the GRA. One of the recommendations regarding in-service training for elected reps was as follows:

*The Executive should have training and workshops in organisational governance principles and practices for any person in the organisation with a governance responsibility. These training modules should be provided and are required on a regular basis, and at least for each committee on taking up office following their elections, as well as in a specific module in each training programme.*

The CEC agreed to train a number of tutors who would have a recognised qualification to train all elected representatives commencing with Divisional Representatives. There were 228 District Representatives who will not be receiving training in the initial stages and it was felt by the Rules Committee that these district reps would receive a basic induction to the GRA which commenced in January 2019.

Seven regional locations were selected around the country and over a three-week period and each District Rep was invited to attend the induction seminars. Those members were given an introduction to the following common issues that arise in their roles as GRA Representatives:

- The Working Time Agreement
- Garda Discipline Regulations
- Public Service Sick Pay Scheme
- Grievance procedure
- GRA Schemes
- History and Protocols

### Rules of the Association

The Central Executive Committee has decided to allow a window of opportunity for members to re-join and to be allowed join the GRA Life Assurance Scheme. Re-joining the scheme is conditional on the applicant being a member of the GRA. This does require an alteration to the current Rules and Constitution which is before delegates at conference this year.

For the full report of the Rules & Representative Training Committee, see: [LINK](#)