



Civilianisation - Project 21:21 GRA Update.

Colleagues,

As you are aware the Government has decided to increase the number of civilian staff members within An Garda Síochána from its current strength of 2,240 approx. to 4,000 by the end of 2021.

Following representations from the GRA at the Conciliation Council and other fora a Civilianisation Working Group was established to negotiate an agreement which will set out definitively the terms of and a road map for implementing the Government decision.

A total of 2,086 posts have been identified for possible civilianisation. The GRA sees many of the posts identified as unsuitable and inappropriate for civilianisation. The Association will resist the civilianisation of designated posts and all other posts which require Garda knowledge and / or powers.

The following matters/concerns have been identified by the affected membership and others and, have been (and remain) the focus of the GRA Negotiating Team throughout the process;

- Maintenance of previous agreement in respect of Designated posts
- Clear and Transparent communications
- Various definitions
- Ensure fairness and transparency
- Last in – first out (LIFO) based on District level nationally
- Minimum of three months' notice for reassignment
- Members remain on current roster subject to compliance with Garda Code 8.3
- Members will continue to be facilitated under the provisions of 5.2 of the WTA subject to compliance with the EWTD and the WTA
- Consideration to be given to post maternity requirements in terms of having to work 24/7
- Those members within 5 years of compulsory retirement be allowed to remain in their posts
- Continued provision for members injured on duty subject to certification by CMO
- Continued provision for members with medical conditions subject to certification by CMO
- Appropriate retraining of members
- An appropriate Dispute Resolution Mechanism

The relevant negotiations are at a critical point and as with all negotiations undertaken by our Association nothing is agreed until everything is agreed. We are currently awaiting the most up to date draft of the terms which will form the basis of a formal agreement between the (Garda) Staff Association and Garda Management and which will underpin the Civilianisation programme.

You will be kept apprised of developments as they arise.



Robbie Peelo,
Interim Deputy General Secretary,
Garda Representative Association.

9th August 2018.