



Garda Representative Association

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September 22, 2022

CEC Communication

Dear Member,

The Central Executive Committee of the GRA met yesterday to discuss the Rosters and Working Time Agreement currently being proposed and we wanted to update all members of any developments.

Firstly our position has not wavered. We can not and will not present this proposal for ballot in its current form.

Why is that? Why are we not putting it to the membership to accept or reject it? Firstly, we are respecting the democratic process of the GRA and the mandate we have been given. As you know, every year our Annual Delegate Conference brings together the delegates and divisional representatives which is our forum for discussion and our primary decision making body. We are duty bound to any Motion passed and these can only be reversed at an ADC.

At our last ADC in May earlier this year, the following Motion was brought by Divisions 5 (Galway) & 10 (Cork City) and passed unanimously:

“The CEC directs the Interim Gen Sec and Rosters Negotiations Team that any roster proposed would be fully costed for all sections when compared to their roster when worked in February 2020 and that any ballot put to the membership would not contain a pay cut to any member.”

It is our view that for a significant portion of our membership, this proposal contains changes to our work patterns and certainty that will adversely affect our pay and work-life balance and for us, that is simply unacceptable.

At a time of great uncertainty with an economic crisis, spiralling inflation, commuting, childcare and energy costs, it is inconceivable that any representative body would recognise or entertain any proposal that would result in a group of workers being told that they would have to attend work at least 47 days more than their agreed rosters from pre-Covid, February 2022, and up to 78 days from the roster they are working at the moment.

Additionally, the flexibilities contained in the proposal have the potential to vary members' start times day to day, which decreases predictability and decreases unsocial hours earnings. It allows management to change member's roster every 20 weeks with 5 weeks' notice. The proposal also allows night shifts to be changed to days for the core, and for lates to be changed to middle and

middle to early for the non-core. There are changes possible to start times for all rosters. These changes can be made 10 times a year and an additional 5 times to avoid compensatory rest. It also reduces the notice period from 14 to 10 days. There is no provision in this Proposal to compensate any member for the loss in unsocial earning that such a shift change would result in.

So... what does this mean? The CEC believes that there are industrial relations solutions to this impasse with urgent face-to-face engagement needed with Commissioner Harris and his senior management team, and we have contacted the Commissioner's office with that request

The contingency roster introduced during the Covid pandemic is extended until October 30, 2022. We have sought confirmation that fair notice be given to our members that this roster will be extended further, or, the agreed roster in place prior to the pandemic be restored. We raised this query during the recent garda Conciliation Council but management refused to engage on this query. We have since referred the related dispute to the Workplace Relations Commission.

In the meantime, you may have read in the media that a communication from the Westmanstown Independent Chairperson Sean McHugh had been publicly circulated. This letter expressed concerns in which he alleged '*inaccurate, misleading and in some case entirely incorrect information*' being circulated by GRA members. We immediately refuted a number of these accusations and have formally written to Mr McHugh seeking clarity on the text contained in his communication.

We wish to assure all members that we are continuing to engage with all relevant parties and will continue to keep you updated on developments as they happen. We have convened a further special meeting of the CEC next Thursday, September 29.

Just for further clarity, we attach below a number of graphics, the first of which shows the proposed roster changes contained within the Proposed WTA, followed by calculations by both the Westmanstown working group and by the GRA CEC on the affects on Core and Non Core members.

Thank You,

Philip McAnenly, Interim General Secretary

Ronan Slevin, Interim Deputy General Secretary

Brendan O'Connor, President

Mark O'Meara, Vice President

Graphic 1: Taken from the Appendices of the 2022 Westmanstown WTA Proposal

The rosters ascribed to Units/Sections outlined herein are indicative only. The decision as to what roster particular members will work is prescribed at Section 6.4 of the WTP.

Proposed WTA 2022

Core Roster 24hr 0000 - 2400	Non Core Roster 21hr 0700 - 0400	Non Core Roster 19/20hr 0700 - 0200		Non Core Roster M-F 9-16hr 0700 - 2300	Non Core Roster M-F 8hr (Monday - Sunday 5/7 business need) 0800 - 1800
Core Regular Units	Divisional Crime Task Force	Scenes of Crime Unit	District Detective Unit	Technical Bureau	Criminal Intelligence Officer
Armed Support Unit		Operational Support Units	Garda National Bureau of Criminal Investigations	Public Service Vehicle Officers	Continuous Professional Development Unit
Command & Control		Divisional Protective Services Unit	Garda National Drugs & Organised Crime Bureau	Court Presenters	Operational Support (Admin)**
Defence Unit Garda HQ		Garda National Protective Services Bureau	Divisional Drugs Unit	Crime Prevention Officer	Telecoms
College Gate		Divisional Immigration	CHIS Management Unit		Garda College / Training
Garda National Immigration Bureau*		Juvenile Liaison Officers	Criminal Assets Bureau		Human Resource Management
Garda National Crime & Security Intelligence Service*		Garda National Cyber Crime Bureau	Special Detective Unit		Community Relations
Divisional Roads Policing Unit		Anti-Corruption Unit	Supervision of Community Engagement FA		Garda ICT
		Garda National Economic Crime Bureau	Supervision of Performance Assurance FA		Garda National Roads Policing Bureau
		Special Tactics & Operation Command	Employee Assistance Service		
		Dedicated Community Policing Unit	GNCSIS*		
		GNIB*			

GNIB* GNCSIS*	Some Sections will have members allocated to different rosters. E.G. GNIB who may require a 24/7 presence at Dublin Airport but a M-F presence at Burgh Quay.	Operational Support (Admin)** Includes, but is not limited to...	Finance Procurement Regional Clerks District Clerks Divisional Clerks Divisional Victims Office PEMs PAF Sergeant i/c Functional Area Offices
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Graphic 2: Figures & Changes supplied by Management to the Westmanstown Working Group:

	W/town Unsocial Earnings Only	Transition Roster 10hr Thurs to Sun Unsocial Earnings Only	Difference Unsocial Earnings Only	Difference in Briefing Time Earnings (*paid as o/t)	Total Difference
Garda Core	€14,315				
Non-Core	€13,220	20hr €14,675 (Max) €12,313 (Min)	€1,455 -€907	€189 €189	€1,644 -€718
D/Garda (U) <i>Was 16 now 18/19 hour</i>	€11,719	€13,337 (Max) €10,923 (Min)	€1,618 -€796	€189 €189	€1,807 -€607
D/Garda (R) <i>Was 16 now 18/19 hour</i>	€13,209	€13,337 (Max) €10,923 (Min)	€128 -€2,286	€189 €189	€317 -€2,097

	W/town	2021/2022 Commissioner's Proposals (Revised non Core 16 hour 2022)	Difference Unsocial Earnings Only	Difference in Briefing Time Earnings (*paid as o/t)	Total Difference
Garda Core	€14,315	€15,567	€1,252	-€283	€969
Non-Core	21 hour €13,220	€14,426 (Max) €10,806 (Min)	€1,206 -€2,414	€425 €425	€1,631 -€1,989
D/Garda (U)	18/19 hour €11,719	€12,773 (Max) €9,861 (Min)	€1,054 -€1,858	€425 €425	€1,479 -€1,433
D/Garda (R)	18/19 hour €13,209	€12,773 (Max) €9,861 (Min)	-€436 -€3,348	€425 €425	-€11 -€2,923

Graphic 3: Changes to Non Core members calculated on behalf of the CEC

	Westmanstown	Commissioner's				
		Proposal				
		Unsocial hrs earnings		Diff in earnings	Diff Parading	Total Diff
					Time	Gain/(Loss)
		Mon-Fri (7am-10pm)				
		(8 hour tours)				
Non-Core	€13220	€3410 (max)		-€ 9,810	€425	-€ 9,385
(ex PSV, CPO)		€525 (min)		-€ 12,695	€425	-€ 12,270
		Mon-Fri (8am-6pm)				
		(8 hour tours)				
Non-Core	€ 13,220	€ 0		-€ 13,220	€ 425	-€ 12,795
(Working Sunday x 2)		€ 5,164		-€ 8,056	€ 425	-€ 7,631
(ex CIO, Telecoms)						