



Garda Representative Association

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3rd March 2023

GRA Rosters Update: Commissioner and WRC Communication

Each Member,
Garda Representative Association
March 3, 2023

Dear Member,

I just wanted to provide you with important updates regarding the ongoing Rosters situation, with the Contingency Roster due to expire next month.

At the Garda Conciliation Council meeting of Jan 9th, the GRA offered two alternative Roster proposals to Garda management and were assured of an urgent response, in writing, to our proposals.

The response was not forthcoming and at the following

Conciliation meeting on February 22nd we were informed that the Garda Commissioner had that morning referred the rosters dispute to the Director General of the Workplace Relations Commission (WRC). We argued that it was premature for any referral to be made to the WRC until the internal procedures were exhausted. We firmly believe that we have not yet reached that stage of the process.

Earlier this week, the Officer Board met with Minister Simon Harris at the Department of Justice where we set out our position on the Rosters impasse and shared our disappointment at the recent actions of the Commissioner without any formal reply to our proposals.

In the past 48 hours we finally received correspondence on behalf of the Commissioner. In short, this correspondence concluded with the following: *"... the Commissioner is of the view that all the internal mechanisms available through the Dispute Resolution procedures have been exhausted and he has now sought the assistance of the Conciliation Service of the Workplace Relations Commission (WRC)".* It also stated that Garda management would not be engaging in any further discussions in relation to rosters pending contact from the WRC.

This morning at 11am I received correspondence from the WRC inviting the GRA, along with the other garda staff associations, DPER and the Dept of Justice to negotiations/conciliation chaired by the WRC at a date to be agreed.

We will now consider this invitation and these developments at CEC level this coming Wednesday and decide on our response and next steps. In the meantime, we will continue to demand an urgent long-term extension of the current Contingency Roster to provide some certainty to members while the situation develops.

Yours,

Philip McAnenly,
I/General Secretary