



10<sup>th</sup> February 2022

## **Rosters and Working Time Agreement Update:**

Colleagues,

I am acutely aware that several unverified WhatsApp messages have been circulating over the past 48hrs regarding proposed roster and shift duration patterns. These unverified social media messages are unhelpful and are causing unnecessary stress and anxiety for members nationwide.

There is only one verifiable message and that is the message which will come from me as your President or the Interim General Secretary regarding Rosters and Working Time Agreement, on behalf of the Garda Representative Association negotiating team. All messages are verified and factual from these outlets only. Paying attention to other social media messages is fruitless and I can only urge you to ignore these speculative messages.

The National Executive of the Garda Representative Association received a detailed presentation from the negotiating team today, which provided a complete overview of negotiations to date, up to and including the current status of the Westmanstown forum.

As previously stated, the Westmanstown forum is confidential and circulating detailed updates are not possible while negotiations are ongoing. However, I would state that the Westmanstown Rosters Working Group met last week from the 1<sup>st</sup>- 4<sup>th</sup> February 2022. It should be noted that the Association of Superintendents and Chief Superintendents re-joined the Westmanstown Rosters Working Group on Thursday 3<sup>rd</sup> February for the first time.

During a plenary sessions Garda Management outlined their proposal is for 12-hour tours on a 4 (on) 4 (off) shift pattern for Core, A.S.U, Defence Unit at Garda H.Q, Garda College Gates, Command and Control.

Garda Management proposed that all other units under their proposal would move to an 8-hour tour where members would be required to be in attendance for 20 days over a 28-day shift pattern. Garda Management clearly indicated that this is their final position, and the position of the Garda Commissioner who is insisting on an 8-hour tour shift pattern.

The Westmanstown Rosters Working Group session concluded last Friday, 4<sup>th</sup> February 2022 without agreement when the chairman Mr. Sean McHugh informed all Staff Associations that Garda Management were not moving from their position of an 8-hour tour shift pattern for all units outlined above.

On the 8<sup>th</sup> February 2022 the Garda Representative Association received correspondence from the chairperson Mr. Sean McHugh inviting the Garda Representative Association to a meeting of the Westmanstown forum on Thursday 17<sup>th</sup> and Friday 18<sup>th</sup> next, where the chairman intends to present a proposal that he hopes may resolve the impasse and seek an agreement on outstanding matters.

Without question as an Association and you the membership we represent, are all in a difficult position. We are only as strong as we are united and as weak as we are divided. Unity as a collective is a must, as we navigate our way through this process. The time may be fast approaching when we may have to step outside of our comfort zone. It's only after you've stepped outside of your comfort zone that you begin to change, grow, and transform.

*Frank Thornton*  
President  
Garda Representative Association

*Philip McAuley*  
Interim General Secretary  
Garda Representative Association