



**Garda Representative Association,**  
5th Floor, Phibsboro Tower, Dublin 7.  
Ph: 01 830 3533 email: mail@gra.ie

## **BUILDING MOMENTUM**

*A new public service agreement, 2021-2022*

# **Frequently Asked Questions – FAQs**

**NOTE:** These FAQs relate to the overarching provisions in *Building Momentum – a new public service agreement, 2021-2022*.

The proposals in *Building Momentum – a new public service agreement, 2021-2022* will apply to those employees in grades represented by unions in membership of the Irish Congress of Trade Unions or other unions or representative associations which have notified the W.R.C. of their intention to comply with the Agreement.

### **What are the main pay benefits for Gardai under this agreement?**

The Agreement provides for the following pay adjustments:

- A general round increase in annualised basic salary for all public servants of 1% or €500, whichever is greater, 1 October 2021.
- The equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund, in accordance with Chapter 2 of the Agreement, on 1 February 2022.
- A general round increase in annualised basic salary for all public servants of 1% or €500, whichever is greater on, 1 October 2022.
- Please note that for each of the 1% pay increases detailed above, members who earn under €50,000 per annum will receive a minimum of €500 per pay increase. These increases benefit members attested to the Force after 1 April 1995 from point one to point 7 of the pay scale and members attested after 1 October 2015 from point one to point 8 of the pay scale. All other members will receive an increase of 1%.

### **Do the pay increases apply to allowances?**

- The general round increases of 1% on 1 October 2021; 1 October 2022 and the 1% on 1 February 2022 will apply to allowances in the nature of pay.
- Each of the percentage increases will also apply to overtime rates and premia pay adjustments.

### **What is sectoral bargaining?**

- Sectoral bargaining relates to negotiations within sectors to progress reforms and resolve issues between the parties. The Agreement provides for the establishment of a sectoral fund amounting to 1% of basic pay to resolve any outstanding issues, with a payment date of 1 February 2022.

### **How will the sectoral bargaining units be decided?**

- The sectoral bargaining units (i.e., the different groups, grades, or categories of public servants) are to be agreed between unions/representative associations and sectoral management in consultation with the Department of Public Expenditure and Reform. (See section 2.1.1 of the Agreement).

### **What issues will be dealt with by the Sectoral Fund?**

- The sectoral fund may be used to deal with outstanding adjudications, recommendations, awards and claims that are relevant to specific grades, groups, or categories of workers within the various sectors of the public service.
- Management, unions/staff representative associations will decide how the fund will apply in each bargaining unit. Management and unions/staff representative associations will then agree proposals, which must be submitted to the Department of Public Expenditure and Reform (DPER) for verification.
- Alternatively, groups could opt to use the available allocation as a sectoral pay round.

### **What is the Garda Representative Association proposing with the 1% in the Sectoral Bargaining Fund?**

- The GRA are proposing a 1% pay increase across the board for all members.

### **When will the sectoral fund be implemented?**

- The payment date for the sectoral fund is 1 February 2022.

### **What does the agreement provide for in relation to Lansdowne Road Hours?**

- An independent body will be established to examine the phasing out of the additional hours worked by public servants under the Lansdowne Road Agreement.
- A report will be provided by the body at the end of 2021 and roll-out of these recommendations will begin within the lifetime of the agreement, with €150 million available to commence implementation of the recommendations during 2022.
- The additional hours worked since the Lansdowne Road Agreement are to be reviewed by an independent commission which will finalise its work and make recommendations by the end of 2021.
- Roll-out of these recommendations will begin in 2022 and there is €150m set aside and applied across all public sector bodies equally. Where the issues are still outstanding, they will be brought into the successor agreement to this proposed agreement and dealt with in 2023.
- The additional unpaid duty hours continue to be 15 hrs, to be worked in 15-minute segments on a self-rostering basis as per previous agreements.

### **The following is an outline designed to assist members in coming to a decision on these Pay Proposals:**

- Increases in pensionable pay and allowances.
- Dependent on unsocial hours worked the recommendation's financial effect will vary for members.
- Members will be required to continue to cooperate with all the changes as set out in the Commission on the Future of Policing Report which is now titled "A Policing Service for our Future" (APSFF).
- No cost increasing claims can be made for the duration of the Agreement.
- Unlike previous Agreements, rejection of this proposal does not mean a freeze on pay increments, but a rejection will exclude membership of the 3% on offer.
- Must maintain industrial peace for the duration of the Agreement.
- New disputes resolution mechanisms to deal with any disputes or issues arising during the term of the Agreement.
- Increases in retirement gratuity are calculated on a member's pensionable remuneration which is the sum of basic pay on the date of retirement and pensionable allowances.

### **The areas within APSFF that mainly concern the GRA membership are as follows:**

- Implementation of Operational Policing Model – which will shrink the number of Garda Divisions from 31 to 22.
- Wellness programme.
- Learning and development.
- Review of the Garda Síochána (Discipline) Regulations, 2007
- Workforce planning and modernisation (including civilianisation).
- Digital strategy.
- New oversight framework.
- Performance management.
- Review of allowances.
- Rosters – rostering forms part of the APSFF, though the GRA have been assured that any disputes in rostering will be dealt with outside of the Building Momentum dispute process and will remain in Westmanstown.
- No claim can arise from any productivity gained from a change in rosters.
- Review of Non-Core duties.

## Position regarding Voluntary/Compulsory Retirements and the pay increases, if accepted:

### Voluntary Retirement

- Pension and retirement gratuity are calculated on a member's pensionable remuneration which is the sum of basic pay on the date of retirement and pensionable allowances.
- Pensionable allowances are calculated on the yearly average of the best three consecutive years out of the last ten years' service. Pension is half of pensionable remuneration. Retirement gratuity is one and a half times pensionable remuneration. Therefore, members must be serving (at the minimum) on the date that the pay increase is due.
- Under Building Momentum, the pay increases are due on 1 October 2021; 1 February 2022 and 1 October 2022.
- Members contemplating voluntary retirement must be serving on these dates to obtain the increases in their pension and gratuity.

### Compulsory Retirement

- Members must serve up to their compulsory retirement date otherwise the retirement is classified as voluntary.
- Any pay increases due under Building Momentum within three months of a member's compulsory retirement date will be reflected in their pension/gratuity.

## What are the implications if the proposal is rejected?

- Members will not receive the pay increases as set out above and detailed in the accompanying table. The proposal states that you must be signed up to the agreement before you can receive any of the benefits.
- There is no guarantee that members will obtain their increases backdated if they agree to the proposal at a later date.
- There may be no requirement on the membership to work the additional 15 LRA hours.
- Members will not be required to co-operate with some of the proposed changes under the APSFF.
- Non co-operation does not necessarily mean that those changes will not be introduced.
- If the changes are against the will of the membership, the GRA can enter a dispute in respect of those changes.
- The current dispute mechanism for the GRA is through the Conciliation process and WRC.
- Current legislation still prohibits industrial action or the incitement of industrial action.
- The same provisions that applied in 2016 in relation to Industrial action still apply today; the only change is that the GRA now have access to the State's Industrial Relations' mechanisms.
- Rosters are still subject to ongoing negotiations as they were agreed to under the PSSA, but they must be agreed between all parties under that Agreement.