



# Garda Representative Association

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## Welfare & Transfers Report

### Assaults on Gardaí

A Ten-Point Plan, "Assaults on Garda Personnel Protocols" published on the Garda Portal on 6 November last arose from a Welfare Committee proposal and developed with cooperation from Employee Relations HRM and with agreement of the other staff associations and unions. The purpose is contained in the first protocol: "assaults should never be regarded as part of the job".

The protocols draw in all relevant legislation and HQ directives together with guidance and best-practice in relation to assaults, particularly those on gardai. It provides clear instruction on responsibilities which should be adhered to by those affected, their colleagues, supervisors and management.

The main focus is victim welfare and it is recognised in the protocols that gardai are to be treated as any other victim of crime – benefitting from the provisions of victims' legislation. Further work is required in recording such incidents, including the failure within PULSE to recognise injured gardai as victims.

Provision for the activation of the Garda Employee Assistance Service is included as is instruction that a member should never be the investigator of an assault to which they are victim – nor should they be required to carry out any substantive task in relation to the investigation.

We are hopeful the Ten-Point Plan will be embedded in the organisation and henceforth lead to a standard operating procedure so that all concerned meet their obligations to help reduce post-incident stress for colleagues. We encourage all members and GRA reps to familiarise themselves with the protocols published on the Garda portal.

### Employee Assistance Service

Arising from the review of the Employee Assistance Service and subsequent representations, seven additional Employee Assistance Officers have begun work across the regions. There are however outstanding matters to be addressed not least of which are supports for CCIU and Specialist Child interviewers.

### Commission on the Future of Policing in Ireland

The Association made one written and two oral submissions to the Commission with calling for a more proactive approach to health, wellbeing and safety with a focus on prevention, education and awareness.

### GRA Website Welfare Tab

The Committee hopes to develop a Welfare section on the GRA website as part of the internal ICT upgrade.

### Transfers

The Committee continue to assist members with transfer applications by liaising with the Employee Assistance Service and making representations to management.

The Welfare Committee is, along with other staff associations, part of a Transfer policy review group which has begun discussions in the last few months. This group is in its early stages of discussion and the committee will keep members informed of any developments.