



Garda Representative Association

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Workplace Relations Commission Subcommittee

The WRC subcommittee was set up for the first time at the commencement of the new executive in May 2018. It was proposed pursuant to our impending full access to the Workplace Relations Commission (WRC) and Labour Court. (note: this does not change any member's right to lodge an application at the WRC).

Procedure

The GRA assists members applying to the WRC on the recommendation of the sub-committee which is then sent for authorisation by the CEC. If authorised, the GRA thus agrees to be associated with the application. In the event of an appeal to the Labour Court, the matter must be referred back to the subcommittee for a recommendation to the CEC which must again make the final decision.

The agreed scope of the subcommittee is to:

- Engage the expertise of a person or persons with experience in dealing with the WRC and the Labour Court to assist and guide the subcommittee
Progress: Ongoing, near completion
- Develop an information booklet on WRC services and the specific areas the GRA will deal with
Progress: Ongoing process with ER staff member
- Develop a GRA application form for seeking representation through the committee
Progress: Completed
- Train the committee and CEC to represent GRA members at the WRC, Labour Court, other industrial relations forums and in the mediation process
Progress: Ongoing as learning and shadowing exercise
- Examine and consult with trade unions as to their WRC and Labour Court protocols
Progress: Ongoing in conjunction with ER staff member
- Develop and propose WRC / Labour Court protocols for the GRA
Progress: Being developed in conjunction with ER staff member.
- Attend WRC seminars so as to keep abreast of current cases and practices
Progress: Ongoing
- Attend WRC and Labour Court hearings in order to upskill for their respective roles
Progress: ongoing
- Examine and make proposals on proposed and current codes of practice affecting the GRA
Progress: ongoing.
- A committee member to be part of any IR/ER group representing GRA at the WRC / Labour Court
Progress: Agreed and in place
- Develop a guidance document for adjudication hearings and labour court appeals
Progress: To be completed with newly employed ER staff member
- Engage the services of the WRC to train the committee and develop our own professional in-house representation
Progress: Ongoing in conjunction with ER staff member
- Examine motions from conference that contain ER/IR referencing
Progress: Ongoing