



Proposed Midlands Working Time Agreement 2024

SPECIAL DELEGATE CONFERENCE

15th November 2022

The SDC, which was held in Portlaoise, agreed that a four-part proposal would form 'Association policy, going forward:

- (a) a roster configuration of 4 x 4, 12-hour shifts for core units and other units as set out in the 2022 WTA proposal
- (b) a roster configuration of 6 x 4, 10-hour shifts for non-core units as set out in the 2022 WTA proposal
- (c) that no members' earnings, terms and conditions and rest patterns would be negatively affected
- (d) that the current protections afforded to members under the 2012 WTA remain"

Midlands Rosters Process

- ▶ Chairperson - Gerry Rooney
- ▶ Commenced November 2023.
- ▶ WTA 2016 as starting point for negotiations.
- ▶ Cost neutrality Vs Westmanstown paramount.
- ▶ All parties had autonomy.
- ▶ EWTD compliant.



Midlands Rosters Process

- ▶ Agreement reached in principle-
all parties compromises made.
- ▶ If accepted and agreed lodged
with Conciliation
- ▶ Mechanism to enter and resolve
disputes
- ▶ If not accepted moves to
WRC/Labour Court where other
independent entities making
decisions on our rosters/working
conditions.

Midlands Rosters Process

▶ Managements asks

▶ Annual leave

▶ Sought

Agreed

- | | |
|--------------------|--|
| ▶ Core 24 days | 29.5 days (35 x 10 hrs / 12 hrs = 29.2 days) |
| ▶ Non-Core 28 days | 35 days |
| ▶ 8Hrs 35 days | 35 days |

- ▶ Changes of start times increase to 20 - **remaining at 10 per year**
- ▶ A/Commissioner declare extraordinary event - **remaining as only Commissioner.**
- ▶ 14 days notice reduced to 7 days - **remains at 14 with exception of extraordinary event where notice not given to AGS in time-can reduce to not less than 7 days.**
- ▶ Removal of cost neutrality clause - **refused ensuring members earning protected.**
- ▶ All units within AGS assigned to specific roster



Working Time Protections

- ▶ No change to definitions of exceptional and extraordinary event.
- ▶ Additional examples added.
- ▶ Cost neutrality of all proposed rosters when compared to Westmanstown Rosters.
- ▶ Def of Communication and that any work-related commitment of 15 mins or more compensated by way of min 3 hours overtime.
- ▶ Removal of ability of Commissioner to implement roster without agreement.
- ▶ The protection of the Midlands Process and 6 monthly reviews.



Working Time Protections

- ▶ 14 days' notice remains - exception: when less than 14 days' notice given to AGS can be reduced to not less than 7 days.
- ▶ Maintenance of all EWTD rest provisions.
- ▶ Ensures only rosters agreed through Midlands Process can operate in AGS.
- ▶ Facility to present new rosters by all parties to process - Must be agreed by all.
- ▶ Restrictions to when members can be moved from Core roster.
- ▶ Compensatory rest - excludes Sundays/Public Holidays



Core Roster

- ▶ Roster platform - 4 days on, 1 recovery, 3 rest days.
- ▶ Sundays - 12-hour tours instead of 8 hour resulting in 8.66 extra Sunday rest days per year.
- ▶ No loss of Sunday allowances/hours vs Westmanstown.
- ▶ No changes permitted to start times.
- ▶ No loss of earnings compared to Westmanstown Roster.
- ▶ Pre Tour briefing returns.
- ▶ Defined breaks of 1 x 45 mins and 1 x 30 mins.
- ▶ 4 x 5 day rest periods over 48 weeks

Core Roster

Week 1								Week 2							Week 3							Week 4							
Unit	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Unit	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
A	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	A	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	
	07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am				07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am	07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am	07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am	07.00- 19.00	07.00- 19.00
B	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	B	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early
			07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am						07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00
C	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	C	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest
					07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am														07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am				
D	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	D	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest
	7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am						07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am		
Week 5								Week 6							Week 7							Week 8							
Unit	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Unit	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
A	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	A	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest
					07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00		7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00	7am-7pm	7am-7pm				
B	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	B	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest
	7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am						07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am		
C	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	C	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights
	07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am						07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am					07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am
D	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	Rest	Rest	Rest	Rest	D	Rest	Rest	Rest	Rest	12 Early	12 Early	12 Nights	12 Nights	Rest	Rest	Rest	Rest	Rest	Rest
			07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am														07.00- 19.00	07.00- 19.00	7pm-7am	7pm-7am						

Core Roster

Core Units

Armed Support

Command and Control/regional Control Centres

Defence Unit Garda HQ

Garda College Gate

Garda National immigration Bureau Dublin/Shannon Airport and
Dublin/Rosslare Port

Garda national Crime and Security Intelligence Services Sirene & Schengen

Patrol Officers

Garda Air Support Unit

Non-Core Roster

- ▶ Roster platform -
 - ▶ 6 days on, 1 recovery 3 rest days
 - ▶ 4 days on, 1 recovery 3 rest days
 - ▶ 6 days on, 1 recovery, 3 rest days.
- ▶ 5.2 extra rest days per year compared to Westmanstown Roster.
- ▶ Limited changes to start times of shifts.
- ▶ No more than 10 shift changes per year (includes extraordinary events).
- ▶ No loss of earnings compared to Westmanstown Roster.

Appendix 2 – Non-Core 1 Roster

NON-CORE 1 ROSTER

Unit A Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Unit A	REST	REST	REST	REST	Early 07.00- 17.00	Early 07.00- 17.00	Early 07.00- 17.00
Unit B	Late 16.00- 02.00	Late 16.00- 02.00	Late 14.00- 24.00	REST	REST	REST	REST
Unit C	Early 07.00- 17.00	Early 07.00- 17.00	Late 16.00- 02.00	Late 14.00- 24.00	REST	REST	REST
Unit D	REST	Early 07.00- 17.00	Early 07.00- 17.00	Early 07.00- 17.00	Late 16.00- 02.00	Late 16.00- 02.00	Late 16.00- 02.00

Units to whom this Roster will apply:

DDU/Crime Office

Dedicated Community Policing Units

Appendix 3 – Non-Core 2 Roster

NON-CORE 2 ROSTER

Unit A Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Unit A	REST	REST	REST	REST	Early 07.00-17.00	Early 07.00-17.00	Early 07.00-17.00
Unit B	Late 14.00-24.00	Late 14.00-24.00	Late 14.00-24.00	REST	REST	REST	REST
Unit C	Early 07.00-17.00	Early 07.00-17.00	Late 14.00-24.00	Late 14.00-24.00	REST	REST	REST
Unit D	REST	Early 07.00-17.00	Early 07.00-17.00	Early 07.00-17.00	Late 14.00-24.00	Late 14.00-24.00	Late 14.00-24.00

Units to whom this Roster will apply:

Scenes of Crime Unit

Garda National Protective Services Bureau/Divisional Units

Divisional Immigration - Registrations

Juvenile Liaison Officers

Garda National Cyber Crime Bureau/Regional Hubs

Anti-Corruption Unit

Garda National Immigration Bureau

Garda National Bureau of Criminal Investigation

Covert Human Intelligence Source Management Unit

Technical Bureau

Crime Prevention Officer

Criminal Intelligence Office

Telecommunications Section

Garda National Economic Crime Bureau

Garda Dog Unit

Garda Mounted Unit

Special Detective Unit (Non 24/7)

Garda National Crime, Security and Intelligence Section /Divisional Un

Liaison and Protection

Security and Intelligence

Interpol

Public Service Vehicle Inspectors

Appendix 4 – Non-Core 3 Roster

NON-CORE 3 ROSTER

Unit A Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Unit A	REST	REST	REST	REST	Early 07.00- 17.00	Early 07.00- 17.00	Early 07.00- 17.00
Unit B	Late 16.00- 02.00	Late 16.00- 02.00	Late 16.00- 02.00	REST	REST	REST	REST
Unit C	Early 07.00- 17.00	Early 07.00- 17.00	Late 16.00- 02.00	Late 16.00- 02.00	REST	REST	REST
Unit D	REST	Early 07.00- 17.00	Early 07.00- 17.00	Early 07.00- 17.00	Late 16.00- 02.00	Late 16.00- 02.00	Late 16.00- 02.00

Units to whom this Roster will apply:

Divisional Immigration - Ports/Airports

Garda National Drugs and Organised Crime Bureau

Divisional Drugs Unit

Garda National Crime, Security and Intelligence Section Nat. Surveillance

Unit/Regional Units Telephone Liaison Unit

Appendix 5 – Non-Core 4 Roster

NON-CORE 4 ROSTER

Unit A Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Unit A	REST	REST	REST	REST	Early 07.00- 17.00	Early 07.00- 17.00	Early 07.00- 17.00
Unit B	Late 16.00- 02.00	Late 16.00- 02.00	Late 16.00- 02.00	REST	REST	REST	REST
Unit C	Early 07.00- 17.00	Early 07.00- 17.00	Late 16.00- 02.00	Late 16.00- 02.00	REST	REST	REST
Unit D	REST	Early 07.00- 17.00	Early 07.00- 17.00	Early 07.00- 17.00	Late 17.00- 03.00	Late 17.00- 03.00	Late 16.00- 02.00

Units to whom this Roster will apply:

Divisional Crime Task Force

Divisional Roads Policing Unit

Appendix 6 – Non-Core 5 Roster

NON-CORE 5 ROSTER

Non-Core 4	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Unit A	REST	REST	REST	REST	Early 10.00- 20.00	Early 10.00- 20.00	Early 10.00- 20.00
Unit B	Late 12.00- 22.00	Late 12.00- 22.00	Late 12.00- 22.00	REST	REST	REST	REST
Unit C	Early 10.00- 20.00	Early 10.00- 20.00	Late 12.00- 22.00	Late 12.00- 22.00	REST	REST	REST
Unit D	REST	Early 10.00- 20.00	Early 10.00- 20.00	Early 10.00- 20.00	Late 12.00- 22.00	Late 12.00- 22.00	Late 12.00- 22.00

To be requested by member and agreed by Management (refer to Section 6.6)

Permitted changes to start times - Non-Core

- ▶ 07.00 start can be changed to 10.00
- ▶ 10.00 start can be changed to 07.00
- ▶ 12.00 start can be changed to 14.00
- ▶ 14.00 start can be changed to 16.00
- ▶ 16.00 start can be changed to 14.00



Appendix 7 – Administration Roster

ADMINISTRATION ROSTER

	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Week 1	Early	Early	Early	Early	Early	REST	REST
Week 2	Early	Early	Early	Early	Early	REST	REST
Week 3	Early	Early	Early	Early	Early	REST	REST
Week 4	Early	Early	Early	Early	Early	REST	REST

Tour	Starting Time
Early	08:00 - 10:00

Administration Roster

- ▶ Provision of administration roster with flexible start times.
- ▶ Members not in receipt of ex-gratia/designated post allowance with their agreement and that of local management, may be detailed for rostered duty outside this pattern (Saturdays, Sundays or Public Holidays). Unsocial hours will be compensated by the appropriate rostered unsocial hours allowances.

Specialist Rosters

- ▶ No of Specialist Rosters outlined in appendices for units where their working roster remains the same.
- ▶ ERU
- ▶ SDU - 24/7 Static Protection/Investigation
- ▶ Firearms training STOC
- ▶ Water Unit
- ▶ Ministerial Pool
- ▶ Garda Band

Core Roster Costings

Roster Costs Summary	Annual per Person costs				
	Sunday Public Holiday Saturday				Total Unsocial
	Night Duty€	Allowance€	Allowance€	Allowance€	Hours€
Westmanstown Core Garda	7,468	5,561	1,864	487	15,380
2023 Proposed Core Garda	7,535	5,561	1,918	406	15,420

Non-Core Roster Costings

Roster Costs Summary	Annual per Person costs				Total Unsocial Hours€
	Sunday Public Holiday Saturday				
	Night Duty€	Allowance€	Allowance€	Allowance€	
Westmanstown Non Core Garda	6,288	5,561	1,864	487	14,200
Westmanstown DDU City Garda	4,468	5,561	1,864	487	12,381
Westmanstown DDU Rural Garda	5,644	5,561	1,864	487	13,556
Non Core Roster 1					
2023 Proposed Non Core (Early 7am, Late 2pm or 4pm	5,312	6,952	1,598	406	14,268
Non Core Roster 2					
2023 Proposed Non Core 7am Early, 2pm Late Garda	4,295	6,952	1,598	406	13,250
Non Core Roster 3					
2023 Proposed Non Core 7am Early, 4pm Late Garda	5,651	6,952	1,598	406	14,607
Non Core Roster 4					
2023 Proposed Non Core (Early 7am late 4pm or 5pm C	5,821	6,952	1,598	406	14,776
Non Core Roster 5					
2023 Proposed Non Core 10 am Early, 12 pm Late Garc	3,164	6,952	1,598	406	12,120



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