



**12<sup>th</sup> of April 2019**

Each member  
Garda Representative Association

**Re: Updates on Civilianisation Negotiations / Promotion Advisory Council  
/Recognition as Service for Pensions Purposes**

The following is forwarded for your information and that of the GRA membership attached to your Division.

**Civilianisation Working Group**

Two meetings of the Civilianisation Working Group comprising of representatives from all Garda staff associations and Senior Garda management were held on the 1<sup>st</sup> and 8<sup>th</sup> of April 2019.

At the first meeting Garda Management articulated that the CoFoPI (Commission on the Future of Policing in Ireland) is now the main driver in terms of Garda reform and is overseen by the Dept of An Taoiseach, who is insisting on the redeployment of 500 members before the end of this year.

**Quarterly targets are:**

- Q1 - 75
- Q2 - 150
- Q3 - 75
- Q4 - 200

Total: 425 redeployments between now and year end.

As a result of this, the previously agreed (in principle) discussion policy document underpinning the civilianisation process cannot be agreed in its current form. At the moment it is the view of all parties that an agreement is desirable and the current discussion document should not be set aside. Therefore, we must look at the document and see where it fits in the context of changes that arise from the recommendations of the CoFoPI.

Unfortunately, there is anecdotal evidence to suggest that the progression of civilianisation is happening outside the process agreed in principle. Therefore, it is incumbent upon all Central Executive Committee members to engage with their respective Divisional Officers and seek that any proposed redeployments are deferred until the current on-going negotiations are concluded.

We also made the point that some of the civilianisation proposals are straying into roles that require policing powers and are not necessarily suitable for civilianisation.

While we acknowledge the Commissioner's right to manage and superintend the force this does not negate the need for constructive engagement. Indeed, it is clear an agreed programme is the best way to implement the civilianisation programme. This places an impetus on all sides to work towards an agreement.

The main issues of contention arise in respect of the proposed dispute resolution mechanism and notice time frames. We expressed the view that the 3-month notice period for reassignment is crucial for buy-in.

We have advanced also the position that the Scenes of Crime Examiners issue needs to be further considered in the context of the almost unique skill sets and vast experience the relevant GRA membership have in this specific area. It is not envisaged that the Scenes of Crime Examiners position will be civilianised over a medium-term timeframe.

I will keep you apprised of developments in this regard as they arise.

#### **(Urgent) Meeting of the Promotion Advisory Council (Garda to Sergeant Promotion Exam 2019)**

As advised at yesterday's CEC meeting an urgent meeting of the Promotion Advisory Council was convened on Friday the 12<sup>th</sup> of April 2019 for the purpose of discussing a two-item agenda:

- Contextual Document
- Syllabus for Qualifying Professional Examination for the rank of Inspector

In essence, the meeting was convened to inform all concerned that while expressing regret at the short notice, the Commissioner in consultation with the Policing Authority has decided to defer this year's Garda promotion exams from the usual schedule of May, to October or, possibly, November of this year.

The October/November time frame is contingent on the Policing Authority signing off on a small number of issues. These comprise of:

- Most recent legislation, HQ Directives and Police procedures
- Learning objectives and outcomes
- Syllabi rules and
- An appeal process

The Council was advised of Management's intention to issue sample questions and guidance notes in the near future.

The Association was also advised of the Commissioner's intention to have a full review of the promotion process carried out. No specific time frame was identified for this. This will be processed through the Conciliation Council.

**Proposed resolution of issues regarding Recognition as Service for Pension purposes of six (6) months on-site training for newly recruited (Post 1989) Garda Members**

Following on from a number of facilitated engagements under the auspices of the Workplace Relations Commission, the following proposal emerged (see attached for full text).

Per the discussions leading to the 2016 Labour Court recommendations it was agreed in principle that the period of 6 months on-the-job training in question should be recognised for the calculation of pension entitlements, subject to various conditions and to the payment of a contribution *commensurate with what would have been payable at the time had the service been reckonable*.

*"It is accepted by all parties that this proposal meets the requirements of the Labour Court recommendation to find an agreed solution to the issue and as such is recommended for ratification by both the Department of Justice and Equality and the AGSI and GRA[in principle - GS] ."*

It is proposed to bring the full document before the CEC for their consideration at the earliest practicable date. Subject to CEC ratification, we will seek to have the terms implemented soon as possible.

**If further information is required in respect of any aspect of the above items please contact your local GRA Central Executive Committee member.**

Regards,



**Pat Ennis**  
**General Secretary**