



PURCHASE OF SIX MONTHS SERVICE

Colleagues,

As a follow up to my correspondence of the 15th March, 2018, this item was discussed at the Workplace Relations Commission (WRC) on the 26th April, 2018, wherein, the issue of a compromise was raised in the context of the disparate views on the purchase of six months service between the Official sides and the Garda Representative Association (GRA).

This matter was discussed at the Central Executive Committee of the GRA and arising therefrom, I wrote to the WRC on the 25th May, 2018 advising them that when it comes to the application of agreements voluntarily entered into, the GRA considers that they must be implemented as intended. This is necessary to ensure the integrity of the negotiation process and the trust of GRA members in that process. The latter is especially important where a democratic decision was made by those members on the terms of an offer.

The GRA want to see the Official sides acknowledge the terms of the agreement as entered into, namely, that the cost of the purchase of the six months on-the-job training service is to be based on what it would have cost at the time of a member's training. The GRA consider that the issue is now about the honouring of an agreement as understood and is pursuing the case on that basis.

While this specific item is currently before the WRC, at the end of the hearing of the case, if the Employer (Official side) or the Employee (GRA) is not happy with the decision, the case can be appealed to the Labour Court, as provided for under the Workplace Relations Act, 2015.

Pat Ennis
General Secretary
19th July, 2018