

# AGSI

Association of Garda Sergeants and Inspectors  
Cumann Sairsintí agus Cigirí de'n Gharda Síochána



**Rising Up For Pay Equality**

# 2016

## 38th ANNUAL DELEGATE CONFERENCE

### 11, 12 & 13 APRIL

WESTPORT PLAZA HOTEL, WESTPORT, CO. MAYO

[www.agsi.ie](http://www.agsi.ie)

**2016 CONFERENCE PROGRAMME**  
**2015 ANNUAL REPORT**



## National Executive Committee



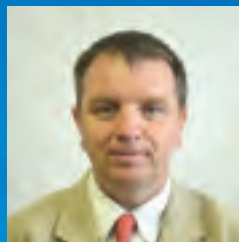
**TIM GALVIN**  
President



**ANTOINETTE CUNNINGHAM**  
Vice President



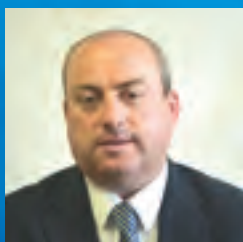
**BRIAN O'DEA**  
Vice President



**DONAL SMYTH**  
Honorary Secretary



**MICHAEL GALLAGHER**  
Honorary Treasurer



**CORMAC MOYLAN**



**PAUL WALLACE**



**ERNIE WHITE**



**CHRISTY MORRISON**



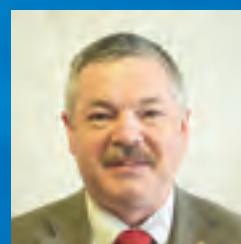
**EDDIE GOLDEN**



**MICHAEL HINEY**



**RORY BRENNAN**



**LARRY BRADY**

## Head Office



**JOHN JACOB**  
General Secretary



**BERNADETTE RYAN**



**ALAN DOWLEY**

## Contents

National Executive and Head Office Staff .....	2
Foreword .....	4 - 5
Trustee Report .....	6 - 7
<b>CONFERENCE PROGRAMME .....</b>	<b>7 - 11</b>
Election of AGSI President, Trustee and Standing Orders Committee .....	9
Conference Timetable .....	10 - 11
<b>LIST OF DELEGATES .....</b>	<b>12 - 14</b>
<b>MOTIONS FOR 2016 CONFERENCE .....</b>	<b>15 - 22</b>
Standing Orders for the 2016 Conference .....	23 - 26
<b>ANNUAL REPORT OF AGSI .....</b>	<b>27 - 32</b>
Rosters .....	28
Lansdowne Road Agreement .....	28
Review of An Garda Síochána .....	29
AGSI Legal Aid Scheme .....	30 - 31
Insurance Schemes .....	32
<b>REPORT ON MOTIONS 2015 CONFERENCE .....</b>	<b>33 - 43</b>
<b>A YEAR IN REVIEW 2015-2016 .....</b>	<b>44 - 51</b>

## FOREWORD



This is my first Annual Report as General Secretary of the Association of Garda Sergeants and Inspectors. It is my honour to present this report on behalf of the National Executive to the delegates attending the 38th Annual Delegate Conference of the AGSI.

At the time of writing the Review of An Garda Síochána committed to under the Haddington Road Agreement (HRA) has only just commenced. AGSI are concerned that Government are attempting to limit the scope of the Review to pay matters only. Equally concerning is the public commitment to providing all necessary resources to An Garda Síochána but within the Review process shrinking from this commitment.

The Government's failure to engage fully in the Review is disappointing considering:

- The AGSI have rejected the terms of the Lansdowne Road Agreement and have been penalised by the imposition of a two-year incremental pay freeze.
- Morale across the Garda organisation is at an all-time low which is widely acknowledged and evidenced by the results of AGSI's comprehensive poll of our membership published in December.
- Increased gangland violence where the public safety is disregarded by thugs and criminals, but must be policed by our members.

Government rhetoric on resourcing An Garda Síochána falls short of providing sufficient funding to properly compensate our members for doing a difficult and dangerous job. AGSI's stated position is the restoration of pay to pre-austerity levels and the reversal of the FEMPI legislation imposing a two-year incremental pay freeze. Despite comments that the economy is in recovery Government continue to delay pay restoration to our members. Instead they ply us with pious platitudes on how they value our service.

Senior Garda Management continue to provide little in the way of support to Sergeants and Inspectors. Instead they continue to increase our workload incrementally year on year. AGSI members are expected to do more with less, even though AGSI continuously make the point that this is unsustainable. Despite these difficulties and lack of management support AGSI members continue to provide a valuable and essential service to the community.



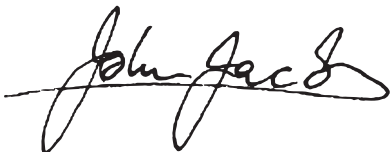
Regrettably AGSI have seen no progress by Government towards implementing the decision of the European Social Committees which was delivered in 2014. This matter must be adequately addressed within the HRA Review. If it is not fully addressed AGSI will again have to consider going back to Europe to highlight the lack of commitment on the part of Government to provide our members' fundamental social and economic rights.

The Secretariat and National Executive continue to highlight the deficiencies in resources and the impact on community safety and service delivery. We will use the Review and other forums to highlight the commitment of our people to providing a quality service under difficult circumstances and the need for appropriate compensation for this commitment. We will continue to engage in the HRA review and with Government, while there is scope of achieving benefits for our members.

The issue of pay will be debated at the Annual Delegate Conference and I encourage all members to contribute to this discussion.

Finally can I remind delegates that questions arising from the Annual Report must be with the General Secretary **by 5 pm on Friday 1st April 2016** so that replies can be prepared for Conference.

I look forward to an enjoyable and engaging conference in Westport.

A handwritten signature in black ink, appearing to read 'John Jacob', with a long horizontal stroke extending to the left.

**John Jacob**  
**General Secretary**

## Trustee Committee Report

During the past twelve months the Trustee Committee of the AGSI met on a regular basis. The Committee have carried out its duties as laid down by Section 7 of the AGSI Constitution. The Committee also met the National Executive over the past twelve months and dealt with matters pertaining to their duties and responsibilities. Furthermore the trustees also met the Treasurer of the Association and have reviewed the report of the Treasurer to the Annual Delegate Conference.

The committee are satisfied that all deeds, documents of title and securities belonging to the association are properly and safely maintained and preserved. The committee have had access to the books of accounts of the Association and have had access to the relevant extracts of the minutes of the National Executive of the Association for the purpose of verifying authority for financial transactions. For this we would like to thank all the staff at the head office of the Association.

The Trustee committee are satisfied that the National Executive and staff of the Association are carrying out their duties and responsibilities in a professional and dedicated manner.

Trustee Committee

***Tony McCarthy (Chairman), Skibbereen, Co Cork***

***Michael Bradley, Tuam, Co Galway***

***Ted Hughes, Thomastown, Co Kilkenny***



# 2016

**CONFERENCE  
PROGRAMME**



# CONFERENCE PROGRAMME

**CONFERENCE WILL COMMENCE AT 5pm**  
**SO DELEGATES ARE REQUESTED TO BE IN THEIR PLACES IN THE**  
**MAIN CONFERENCE HALL**  
**IN GOOD TIME FOR THE OPENING CEREMONY**

**ON MONDAY 11th APRIL 2016**

*BRANCH CHAIRMEN AND SECRETARIES ARE ASKED TO ASSIST IN THIS PROCESS BY ENSURING THAT THEIR DELEGATES ARE IN THEIR PLACES.*

*THE NATIONAL EXECUTIVE ALSO APPEALS TO DELEGATES TO ATTEND CONFERENCE PROPERLY ATTIRED IN SHIRT AND TIE.*

## REGISTRATION

A registration desk will be set up in the foyer of the **WESTPORT PLAZA HOTEL, WESTPORT, CO MAYO** from **14.30 hrs. to 17.00 hrs. on Monday 11th April 2016.** Delegates likely to arrive **later** than this time should advise **Head Office** in advance of their estimated time of arrival. **The Conference Centre is located in the adjoining Castlecourt Hotel and delegates will be accommodated in both the Westport Plaza and Castlecourt Hotels.**

## QUESTIONS ON THE ANNUAL REPORT

Any question on the Annual Report or Statement of Accounts must be submitted in writing by Branch Secretaries to Head Office **to arrive not later than 5.00 p.m. on Friday 1st April 2016. Such questions will not be taken from the floor.**

## GOLF

A golf competition has been arranged in conjunction with Conference to be held at

Westport Golf Club **www.westportgolfclub.ie** on Monday 11th April 2016 (prior to the opening of Conference). The golf timesheet has been reserved from 09.00am to 10.30am for delegates and the green fees are €25.00. Those interested should contact: **Pat Lavelle (087 2319333).** **Reservations for tee positions will be on a first come first served basis. Local delegates please avail of earlier times.**

## IDENTIFICATION

A personalised identification badge will be issued to each delegate on arrival, which displays the delegate's name. It is important to wear your identity badge at all times during Conference and **particularly when signing for all ballot papers.**

## CONFERENCE OFFICE

The **Conference Office** will be located in the **Castlecourt Hotel** close to the main Conference Suite. The office will be staffed throughout the Conference. Any queries or problems of a general or administrative nature should be referred to the **Conference Office.**



## ELECTION OF AGSI PRESIDENT 2016–2019

## TRUSTEE 2016–2019

## STANDING ORDERS COMMITTEE FOR CONFERENCE 2017

The election of the AGSI President and Trustee vacancy as well as the Standing Orders Committee for the 2017 Conference, will take place in the following manner: *(note ballot papers will be of a different colour)*

### Monday, 11th April 2016

- (1) A nomination paper for the Standing Orders Committee will be enclosed in each delegate's conference pack. From the nominations a ballot paper will be prepared which will be issued to delegates returning to the conference hall before, during and after lunch on Tuesday 12th April.
- (2) **Distribution of ballot papers to Delegates for the vacant Presidential and Trustee positions will take place at the special election desk during the registration process in the foyer of the Westport Plaza Hotel from 2.30 – 5pm Monday 11th April 2016.**

### Tuesday, 12th April 2016

- (3) The nomination papers for the Standing Orders Committee should be completed and left in the **nomination box** provided for that purpose at the entrance to the conference hall in the Castlecourt Hotel not later than **11.15 hrs. on Tuesday 12th April 2016.**
- (4) **Completed ballot papers in the Presidential and Trustee election must be placed in the ballot box at the conference hall not later than lunch time on Tuesday 12th April 2016.**
- (5) Prior to, during and after lunch on Tuesday delegates will be issued with Ballot Papers for the Standing Orders election. Completed ballot papers in this election must then be deposited in the ballot box at the door of the Conference Hall not later than **3.45pm**. The count will take place and the results announced to Conference.



## TIMETABLE &amp; AGENDA

## MONDAY 11th APRIL 2016

14.30 - 17.00	<p>Arrival and Registration.</p> <p><b>DISTRIBUTION OF BALLOT PAPERS PRESIDENTIAL AND TRUSTEE ELECTION</b></p> <p>Light refreshments will be served in the foyer of the <b>WESTPORT PLAZA HOTEL, WESTPORT, CO MAYO</b></p>
17.00 – 19.00	<p>Official Opening of Conference - <b>Neill O'Neill, President, Westport Chamber of Commerce</b></p> <ul style="list-style-type: none"> <li>• Report of the Standing Orders Committee</li> <li>• Adoption of Standing Orders</li> <li>• Appointment of Stewards Pat Lavelle and Gerry McNally and Scrutineers Tom McIntyre, Tom Mahon and John Gallagher</li> <li>• Report of the Treasurer</li> <li>• Adoption of Financial Report</li> <li>• Appointment of Auditors</li> <li>• Refunds to Branches</li> <li>• Trustees Report</li> </ul> <p><b>ADDRESS BY THE PRESIDENT OF THE AGSI, TIM GALVIN</b></p> <p>Address by the <b>Minister for Justice &amp; Equality</b></p>
19.00	<i>Dinner</i>

## TUESDAY 12th APRIL 2016

09.15 - 13.00	<b>Balloting in Presidential &amp; Trustee Election</b>
09.15 - 11.15	<b>Nominations for 2017 Standing Orders Committee</b>
09.15 - 11.00	<ul style="list-style-type: none"> <li>• Adoption of the Annual Report</li> <li>• Address by General Secretary John Jacob</li> <li>• Motion 1, 2, 3, 4, 5, 6, 7, 8, 9</li> </ul>
11.00	<i>Coffee</i>

**TUESDAY 12th APRIL 2016 - Continued**

11.15	<ul style="list-style-type: none"> <li>• Closure of nominations for Standing Orders Committee</li> <li>• Motion 10, 11, 12, 13, 14, 15, 16, 17, 18</li> </ul>
12:00	Address by Commissioner An Garda Síochána, Ms Noirin O'Sullivan
12.30 – 15.45	<b>Distribution of Ballot Papers and voting in Standing Orders election</b>
13.00	<b><i>Lunch</i> CLOSURE OF BALLOT BOX - PRESIDENTIAL AND TRUSTEE ELECTION</b>
14.00	Address by AGSI President-elect, Antoinette Cunningham Address by Josephine Feehily, Chairperson Policing Authority Followed by Q&A session
15.45	Closure of Ballot Box in Standing Orders Committee election
16.00	<i>Coffee</i>
17.00	Conference Adjourns
19.30	Reception
20.00	Annual Banquet – Presentation of Excellence Award and Golf prizes

**WEDNESDAY 13th APRIL 2016**

09.30	Amendments to the Constitution
09.45	Motion 19, 20, 21, 22, 23, 24, 25, 26
11.00	<i>Coffee</i>
11.15	Garda Inspectorate facilitated Session on Latest Report <b>CHANGING POLICING IN IRELAND 2015</b>
12.15	Motion 27, 28, 29
12.30	Closing Address by the President of the Association, Tim Galvin
13.00	<b>CLOSE OF CONFERENCE FOLLOWED BY LUNCH</b>



## LIST OF DELEGATES



## DELEGATES 2016 CONFERENCE

## NATIONAL EXECUTIVE

1. Galvin, Tim
2. Cunningham, Antoinette
3. O'Dea, Brian
4. Gallagher, Michael
5. Smyth, Donal
6. Brady, Larry
7. Hiney, Michael
8. Moylan, Cormac
9. White, Ernie
10. Brennan, Rory
11. Morrisson, Christy
12. Wallace, Paul
13. Golden, Eddie

## KILKENNY/CARLOW

14. Baldwin, Pat
15. Foley, John
16. O'Meara, Sean

## CAVAN/MONAGHAN

17. Conroy, Martin
18. Forde, David
19. Bracken, Michael
20. McGirl, Rose

## CLARE

21. Howard, Brian
22. O'Grady, Frank
23. Staunton, John

## CORK CITY

24. Kennelly, Ronan
25. O'Connell, Owen
26. Lyons, Pat
27. Joyce, Kevin
28. Cronin, Alan
29. Cronin, Chris

## CORK WEST

30. Crowley, Niall
31. O'Sullivan, Brendan
32. Meany, Patrick

## DONEGAL

33. Harrison, Michael
34. Griffin, Eamonn
35. Collins, Jim

## GALWAY

36. Dolan, Padraic
37. Ryan, Peadar
38. McHugh, Tony
39. O'Malley, Cathal
40. O'Connor, David

## KERRY

41. Mulhall-Nolan, Miriam
42. Brennan, Adrian
43. McCarthy, Michael

## LAOIS/OFFALY

44. Duggan, Ollie
45. Kirby, J J
46. Quinn, Tony

## LIMERICK

47. Treacy, Caimin
48. O'Neill, Seamus
49. Nash, Michael
50. Divilly, Michael
51. Moloney, John

## WESTMEATH

52. Nicholson, Roger
53. Guinan, Paddy
54. Monaghan, Dermot

## LOUTH

55. Kiernan, Paul
56. Power, Declan
57. Keane, Brendan

## MAYO

58. Lavery, Anthony
59. McIntyre, Tom
60. Cunnane, Sean

## ROSCOMMON/LONGFORD

61. McDermott, Paul
62. Grogan, Karen
63. Hogan, Michael

## SLIGO/LEITRIM

64. Moylan, Gerry
65. Donoghue, Martin
66. Maree, Philip

## TIPPERARY

67. Delee, Tom
68. Corcoran, Liam
69. Dennehy, Paul

## WATERFORD

70. Lonergan, Anthony
71. Langton, Larry
72. Aherne, James

## WEXFORD

73. Daly, Ritchie
74. Troy, Mick
75. Bolger, Kevin

## GARDA HEADQUARTERS

76. Grace, John
77. Doddy, Jim



## GARDA HEADQUARTERS

### *continued*

- 78. Casserly, Anthony
- 79. Hynes, Colette
- 80. Cullen, Sean
- 81. Curran, Paul
- 82. Nestor, Ruari
- 83. Walsh, Martin
- 84. Downey, Brian

## GARDA COLLEGE

- 85. MacDonald, Ronan
- 86. Lee, Ciara
- 87. Moriarty, David

## DMR EAST

- 88. O'Connor, Barry
- 89. O'Giollain, Colm
- 90. O'Driscoll, John

## DMR NORTH CENTRAL

- 91. Keyes, Dermot
- 92. Bell, Albert
- 93. Harrington, Dermot
- 94. Reynolds, John P
- 95. Gallagher, Tony

## DMR NORTH

- 96. Keane, Gus
- 97. Higgins, Michael
- 98. Mekitarian, Greg
- 99. Kavanagh, Robert
- 100. Mulligan, Michael

## DMR SOUTH CENTRAL

- 101. Mulligan, Claire
- 102. Gill, Patricia
- 103. Cribbin, Brendan
- 104. Brogan, Brendan
- 105. Healy, Claire
- 106. Curtin, Aidan
- 107. O'Reilly, Gavin

## DMR SOUTH

- 108. Cullen, Carolyn
- 109. Lynch, Dave
- 110. Halley, Keith
- 111. Collum, Sean

## CDU/SDU

- 112. Henry, Eamonn
- 113. Joyce, Ronan
- 114. Griffin, Martin
- 115. McKenna, Michael
- 116. Curran, Paul
- 117. O'Mahony, Sean

## CORK NORTH

- 118. Kelly, John
- 119. O'Leary, John
- 120. O'Connor, Joseph

## DMR WEST

- 121. McDonnell, Dick
- 122. Bergin, Jerry
- 123. Coughlan, John
- 124. Ellis, Anne
- 125. Byrne, Kevin

## WICKLOW

- 126. O'Brien, Fergus
- 127. Reilly, Dennis
- 128. Fitzpatrick, John

## MEATH

- 129. O'Dwyer, John
- 130. Mahon, Tom
- 131. Dowd, Pat

## KILDARE

- 132. Clinch, Bernard
- 133. Boland, Sean
- 134. McHale, Des



MOTIONS FOR  
CONFERENCE  
2016



## MOTIONS & CONSTITUTIONAL AMENDMENTS - 2016 CONFERENCE

1.	PAY
1	<p>That Conference directs the National Executive to call on the Minister for Justice &amp; Equality to restore Garda pay to its 2008 level – taking into account the nature of duties performed by members of An Garda Síochána and the extreme hardship imposed on members by the USC, increased pension contribution and pay cuts enforced by Government since 2008.</p> <p>LAOIS/OFFALY: CLARE</p>
2	<p>That Conference directs the National Executive to withdraw all co-operation on the Transformation Agenda and any proposed changes to work practices in An Garda Síochána in the event that Section 7 of the FEMPI Act 2013, which allows a freeze of pay increments, comes into effect on the 1st July 2016.</p> <p>ROSCOMMON/LONGFORD: GALWAY</p>
2.	INDUSTRIAL RELATIONS
3	<p>That Conference directs the National Executive to consider all actions in protecting our salaries, allowances and increments having consideration to the decision of the European Courts of our right to independently negotiate our salary and conditions.</p> <p>MEATH</p>
4	<p>That Conference directs the National Executive to call on the Minister for Justice &amp; Equality to establish a commission of enquiry into pay and conditions of members of An Garda Síochána including that of new recruits.</p> <p>GARDA COLLEGE</p>
3.	OVERTIME
5	<p>That Conference directs the National Executive to demand that the minimum amount of overtime paid be increased from three hours to five hours.</p> <p>DMR WEST</p>



#### 4. ALLOWANCES

6

That Conference directs the National Executive to seek to have all Garda allowances which are taxable be made pensionable.

SLIGO/LEITRIM

#### 5. TRAINING

7

That Conference directs the National Executive to demand that continuous professional development is a separate entity from probationer training and to ensure that adequate personnel are available in each division to upskill members of An Garda Síochána in the various organisational and legislative changes which are occurring.

DMR SOUTH CENTRAL

**Amendment:**

Add “And to include specific CPD/Training for Court Presenters”

CAVAN/MONAGHAN

#### 6. DUTIES & RESPONSIBILITIES OF SERGEANTS & INSPECTORS

8

That Conference directs the National Executive to ensure that all 24 hour custody stations have a Sergeant on duty at all times and that a critical minimum number for district strengths be established.

DMR EAST

**Amendment:**

After the word “number” insert “of Supervisory Sergeants”

CORK CITY

#### 7. HOURS OF DUTY & LEAVE

9

That Conference directs the National Executive to call on Garda Management to amend the Garda Code 11.16 academic leave to permit 5 days study leave for members undergoing the Sergeant to Inspector promotion examination.

CORK CITY

#### 8. COMPLAINTS & DISCIPLINE

10

That Conference directs the National Executive to call on the Garda Commissioner to foster positive human resource management within An Garda Síochána by the adoption of a policy that recognises the occurrence of honest omissions and mistakes in the course of our duties, that allows supervisory ranks to resolve such occurrences by way of advice and further training thus negating a resolution by way of the Garda Síochána (Discipline Regulations 2007) for such occurrences.

TIPPERARY



9.	TRANSFERS
11	<p>That Conference directs the National Executive to ensure that all secondments and temporary transfers be regularised after a twelve (12) month period and during this period the members are not included in district strengths.</p> <p>DMR EAST</p>
10.	UNIFORMS
12	<p>That Conference directs the National Executive to call on the Garda Commissioner to supply uniform members of An Garda Síochána with personal issue ballistics vest to be worn on front line duties.</p> <p>LAOIS/OFFALY</p>
13	<p>That Conference directs the National Executive to call on the Garda Commissioner and Minister for Justice &amp; Equality to supply members of An Garda Síochána on duty in plain clothes on checkpoints etc., with hi-visibility jackets/vests in the interest of the member's personal safety.</p> <p>LAOIS/OFFALY</p>
11.	TRANSPORT & EQUIPMENT
14	<p>That Conference directs the National Executive to call on the Garda Commissioner and Minister for Justice &amp; Equality to supply members of An Garda Síochána on front line duties with a personal miniature camera to be worn on the members clothing in the interest of the members personal protection, the protection of the public and the collection and preservation of evidence.</p> <p>LAOIS/OFFALY: TIPPERARY: DMR EAST</p>
15	<p>That Conference directs the National Executive to call on the Garda Commissioner and Minister for Justice &amp; Equality to provide CCTV cameras in the cell of each Garda Vehicle designed to convey prisoners in order that driver/observer of the vehicle at all times has sight of the prisoner being conveyed in the interest of safety of the prisoner and the Garda personnel conveying the prisoner.</p> <p>LAOIS/OFFALY</p>
16	<p>That Conference directs the National Executive to call on the Commissioner to carry out a risk assessment of the suitability of Public Order vans for prison escorts.</p> <p>ROSCOMMON/LONGFORD</p>

17

That Conference directs the National Executive that notwithstanding existing or any future policy and decision pertaining to the selection and purchase of Garda motorcycles for operational use, the Garda College Branch request that Conference calls on the Garda Commissioner to purchase and allocate a number of new large capacity motorcycles which are suitable for, and appropriate to, the role and requirements of Garda motorcycle instructors, so that they can continue to deliver motorcycle training in a professional manner, which does not compromise or increase health and safety risks to trainees and instructors.

GARDA COLLEGE

18

Conference direct the National Executive to direct the Garda Commissioner to provide an appropriate equipment (signage and flood lighting) vehicle to each Garda District similar to motorway response vehicles to assist members at major incidents, crime scenes and traffic collisions.

KERRY

**Amendment:**

Delete the words “an” on the second line and “vehicle” on the third line, replacing the word “District” with “Division”.

DMR SOUTH CENTRAL

12.

## WELFARE

19

That Conference directs the National Executive to demand that the Garda Commissioner recognise her responsibility in relation to vicarious liability and that she provides legal advice from the Garda vote to AGSI members involved in cases where legal advice is required.

DMR WEST

20

That Conference directs the National Executive to call on the Commissioner to increase the size of the EAS welfare service to two personnel per region.

MEATH

13.

## ACCOMMODATION

21

That Conference directs the National Executive to call on Garda Management to examine the standards of accommodation available in the Garda College. Comparisons should be made with alternative local accommodation with regard to cost and remove the compulsion to stay in the Garda College.

LOUTH



22	<p>That Conference directs the National Executive to demand that an urgent review be taken of all custody reception and detention areas in Garda Stations to ensure that all health and safety requirements are complied with, ensuring safety of members and prisoners alike and to ensure that the prisoners basic rights are guaranteed. Stations identified as not been complying to receive immediate upgrade/refurbishment to bring them up to required standards.</p> <p>MEATH</p> <p><b>Amendment:</b> Delete the word “taken” on the second line and replace with the following “undertaken by the Garda Inspectorate”</p> <p>CORK CITY</p>
14.	<b>POLICING METHODS &amp; TECHNIQUES</b>
23	<p>That Conference directs the National Executive to call on the Commissioner to amend the code instructions to ensure a two to one ratio of Gardaí to prisoner for escorts purposes, which excludes the driver of the escort vehicle in that ratio.</p> <p>ROSCOMMON/LONGFORD</p>
24	<p>That Conference directs the National Executive to call on the Commissioner to provide members with current information on the nature of the international terrorism threat, and to immediately conduct an in-depth critical skills analysis of the capabilities of front line members of An Garda Síochána to counteract and tackle international terrorism, radical extremism and other modern world policing issues and that appropriate training be provided to all members to deal with such threats.</p> <p>KILKENNY/CARLOW: TIPPERARY</p>
15.	<b>SECURITY &amp; LAW REFORM</b>
25	<p>That Conference directs the National Executive to call on the Minister for Justice &amp; Equality to seek to have an agreed time limit in which complaints against members are dealt with to a conclusion. This time limit should be incorporated into the Memorandum of Understanding between GSOC and the Garda Síochána. The suggested time limit being six months from the date of Notification of the Complaint to the Commissioner of An Garda Síochána.</p> <p>LAOIS/OFFALY</p>
26	<p>That Conference directs the National Executive to call on the Minister for Justice to introduce legislation which would prevent an individual from applying for criminal summons against a member of An Garda Síochána arising from the Garda's actions in the course of their duties without the consent of the Director of Public Prosecutions.</p> <p>MAYO</p>



16.	GENERAL MATTERS
27	<p>That Conference directs the National Executive to call on the Garda Commissioner to carry out a review of the effectiveness of the amalgamation of Garda districts and station closures.</p> <p>MAYO</p>
28	<p>That Conference call on the Garda Commissioner to put in place a policy that ensures members on long term sick or statutory time off are not recorded as being included in working unit returns and are instead recorded in a new “non-operational unit” return.</p> <p>MEATH</p>
29	<p>That Conference directs the National Executive to call on the Commissioner to compile and produce a national policy on the use of the internal Garda email system that would govern such areas as channels of communications, suitable content, acceptable responses, reduction of paper based communication, security of the system.</p> <p>KILKENNY/CARLOW</p> <p><b>Amendment:</b> Delete the words “compile and produce a national policy” in the second line and replace with “issue a HQ Directive in conjunction with amendment of Garda Code”.</p> <p>CAVAN/MONAGHAN</p>





## AMENDMENTS TO THE CONSTITUTION

### FIRST AMENDMENT

Addition to Rule 16(a) - National Executive Elections

- (iv) No member shall serve more than two consecutive terms as a member of the National Executive. The member must opt out for a minimum of one term prior to seeking re-election.**

*Rule 16 will now read*

16(a)

- (i) The National Executive shall consist of 13 members. A candidate for election to the National Executive shall be a member of the Branch Committee.
- (ii) Each Branch shall be entitled to nominate only one Branch member for election to the National Executive.
- (iii) Candidates must be nominated by their own Branch
- (iv) No member shall serve more than two consecutive terms as a member of the National Executive. The member must opt out for a minimum of one term prior to seeking re-election.**

MEATH

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### SECOND AMENDMENT

Addition to Rule 19 – Functions of National Executive

- (e) In the event of a member of the National Executive failing without good and sufficient cause to attend a properly convened meeting of the National Executive for a period of three months, the matter will be forwarded to the Standards Committee under Rule 5(e), and on unfavourable finding they can recommend the matter be dealt with under Rule 16(d).

MEATH

## 2016 STANDING ORDERS

### STANDING ORDERS COMMITTEE

*At the Thirty Seventh Annual Delegate Conference held on the 30/31st March – 1st April 2015 the following were elected as members to the Standing Orders Committee for the Thirty Eighth Delegate Conference:*

**JOE HANLEY**  
**KILKENNY CARLOW**

**JOHN GALLAGHER**  
**DONEGAL**

**JOANNE O'BRIEN**  
**CORK WEST**

### STANDING ORDERS – THIRTY EIGHTH ANNUAL DELEGATE CONFERENCE

*The Standing Orders Committee hereby recommends:*

1. That the Conference shall elect before adjourning a Standing Orders Committee of three members and three substitute members for the purpose of the next ensuing Annual Delegate Conference.
2. Members of the Standing Order Committee shall not be delegates of their Branch and shall not have voting rights on matters at Conference. They shall have the right to address Conference on issues relating to Standing Orders matters only.
3. The Standing Orders Committee shall endeavour to expedite the business of the Conference by making recommendations from time to time.
4. Each delegate shall have one vote on any motion properly before Conference and voting shall be by a show of hands except: -
  - (i) where one-fourth of the delegates present demand it, the Conference shall vote on a particular motion by secret ballot, that is to say by the personal recording of each delegate's vote, as an alternative to a show of hands.
  - (ii) Where a card vote is demanded, such demand being supported by one-fourth of the members present, for the purpose of a card vote the head of each Branch delegation casting a vote shall be credited with the number of fully paid up members in his Branch.
5. The President of the Association shall act as Chairman of a Delegate Conference. In the President's absence the conference will be chaired by one of the two Vice Presidents. In the absence of all three, the Delegate Conference may appoint an acting chairman from the members of the National Executive.
6. In the event of a tied vote the Chairman shall have a casting vote.
7. To any motion, any number of amendments may be moved; the order of discussion and voting on amendments shall be at the discretion of the Chairman.



8. An amendment may not be moved which is a direct negative to a motion.
9. Motions of a similar nature shall be taken together by agreement of the meeting.
10. Subject to the discretion of the Chairman, the proposer to a motion or an amendment shall be allowed three minutes and each subsequent speaker three minutes.
11. No member shall speak more than once on the same motion or amendment except the mover of the original motion who shall be allowed three minutes to reply to the discussion.
12. A motion appearing on the Conference Clar shall be deemed to have been moved, the discussion thereon may be interrupted by any or all of the following further motions, no notice of which is required and which need not be in writing, but it shall only be competent to a delegate who has not spoken upon the question before the meeting to propose such a motion:
  - (i) Next business  
If a proposal to proceed to the next business has been moved and seconded, the proposer of the motion under discussion shall have the right to speak briefly in opposition and the proposal shall then be put without further discussion. If the proposal is carried, the discussion on the motion originally under discussion shall be abandoned, and the meeting shall proceed to the next business on the Agenda. If the proposal is lost, the discussion on the original motion shall be resumed.
  - (ii) Question now put  
A proposal that the question be now put shall be moved, seconded and decided without discussion. If the proposal is carried the motion or amendment under discussion shall be put and decided forthwith without further discussion, other than a reply by the mover of the original motion. If the proposal is lost, the discussion on the original motion or amendment shall be resumed.
  - (iii) To adjourn the debate  
If a proposal to adjourn the debate is moved and seconded, the proposer of the original motion shall have the right to reply to this motion after which no further debate will be permitted. The person who successfully carries the motion will have the right of re-opening the debate when it is again resumed.
13. The acceptance of a procedure motion shall be at the discretion of the Chairman.
14. The Chairman shall have the power in case of disorder or obstruction of suspending or adjourning the meeting.
15. A quorum for the purpose of a Delegate Conference shall consist of one-quarter of those eligible to attend the meeting.
16. All motions and/or resolutions will take effect from the day following their adoption at the Annual Delegate Conference. All amendments to the constitution of the association will take effect following the making of the necessary Regulation or Statutory Instrument.
17. The proposer of a motion shall address the meeting from the rostrum, supporters of the motion or delegates asking a question or raising a point of order may do so from the floor.
18. Each delegate, before speaking, must state their name and the Branch which they represent.
19. When a speaker is speaking a white lamp will light. One minute before the expiration of the

allotted time an orange lamp will light. When the time has terminated a red lamp will light after which the speaker has 30 seconds to finish speaking. At this stage a bell will ring which will indicate that the speaker must leave the rostrum or resume his/her seated position in the room.

20. All shall remain seated and silent while delegates are speaking to a motion.
21. Each delegate shall have one vote on any motion properly before the Conference.
22. While a vote is being taken the Conference Stewards will close the Conference room doors and no delegate will be permitted to leave or enter during the voting.
23. Voting shall be:
  - (a) by a show of hands or,
  - (b) if requested, by a count of members standing in their places for, against and abstaining on the motion at question or,
  - (c) by secret ballot if demanded by one-fourth of the delegates present or,
  - (d) by card vote if demanded by one-fourth of the delegates present.
24. Standing Orders Committee shall make a recommendation on any request for a recount and such a recommendation shall be put to the Conference by the chairman.
25. Motions may only be remitted to the National Executive by vote of Conference.
26. Questions arising from the Annual Report and Statement of Accounts must be submitted in writing to the General Secretary to arrive not later than **5.00 p.m. on Friday 1st April 2016.**
27. Those attending the Conference in any capacity, shall wear official identity badges.
28. Standing Orders may only be suspended by a two-thirds majority of the delegates present and voting.
29. A simple majority of the Standing Orders Committee will decide any issue arising within or referred to the Committee.
30. Section of business, Amendments to the Constitution or motions, for which a time limit has been specified shall not extend beyond that limit. Unfinished business for that session shall be remitted to a later session of Conference or, at the discretion of the Chair, the question may be put at the expiry of the time limit.
31. Any motion, which seeks to reverse established policy of the Association, shall require a two-thirds majority of delegates present and voting.
32. A delegate asking a question or raising a point of order, in accordance with Standing Order No. 18, shall not add any statement.
33. A debate may be brought to a close if the Chair considers that there is no substantial difference of opinion among the delegates on the matter in question.
34. In considering the motions to be placed on the Clar for the next conference the National Executive may take account of the following:
  - (a) Motions which have failed at the last conference.
  - (b) Motions which were carried at the last conference.
  - (c) Motions which can be remitted to the executive.
  - (d) Motions which are already policy of the association.
  - (e) Motions which are of a local nature and which have not been processed locally.





- (f) Motions which are pious. (Motions which, in effect, do not direct any practical action).
  - (g) Motions which are ambiguous. In which case the National Executive may, In consultation with the branch, reword the motion and place it on the Clár.
  - (h) Motions which contain error. In which case the National Executive may, in consultation with the branch, reword the motion and place it on the Clár.
  - (i) Motions which are considered void through uncertainty of meaning. In which case the National Executive may, in consultation with the branch, reword the motion and place it on the Clár.
  - (j) Motions which are considered unachievable.
35. Irrespective of the decision to place, or not to place, any motion coming within (a) to (j) above on the Clár the National Executive shall give due consideration to all motions received and consider if any action is required.

### FURTHER RECOMMENDATIONS

The Standing Orders Committee, having met and consulted with the Conference Arrangements Committee, hereby recommend the following to Conference:

- (a) That the Timetable and Agenda (including the Order of Motions and time allocation), as set out at the beginning of the programme, be agreed.
- (b) That the following be agreed for appointment as Scrutineers:
  - one nominee from the host Branch – **TOM McINTYRE**
  - one nominee from the previous host Branch – **TOM MAHON**
  - one nominee from the Standing Orders Committee – **JOHN GALLAGHER**
- (c) That the Stewards nominated by the host Branch, be appointed:  
**Pat Lavelle and Gerry McNally**
- (d) That the Annual Report be adopted at 9.15am on Tuesday 12th April 2016

Signed:     **JOE HANLEY**  
              **CHAIRMAN**  
              **STANDING ORDERS COMMITTEE**



John Jacob sympathising with Vincent Jackson on the tragic death  
of his colleague Tony Golden

# ANNUAL REPORT OF AGSI



## Rosters

In January 2015 AGSI thought we would see the implementation of a new roster at some stage that year. However a lack of meetings during 2016 meant there was no progress towards implementation. While Garda Management had no problem with the roster they did have a difficulty with the independent oversight process in the Working Time Agreement. Meetings on rosters resumed in December 2015. After a number of meetings proposals were brought forward with the objective of overcoming the impasse.

The National Executive considered all aspects of the proposal. Importantly the roster working times agreed in December 2015 have not changed. Cognisant that the majority of members and Branches at the 2015 Annual General Meetings preferred to trial the roster and then ballot on it, the National Executive have decided this is the best approach. The National Executive have advised Garda Management that we are receptive to trialling the proposed roster and Working Time Directive for a period of one year. AGSI did receive representation from a small number of people to ballot our members before going to a trial.

AGSI will ballot our members after one year. At that ballot members will have a simple choice: continue working the new roster or revert back to the current roster.

## Lansdowne Road Agreement

Much has been written about the Landowner Road agreement since it was presented for consideration following what can only be described as a short discussion. The agreement was considered unacceptable by our membership following a ballot. Subsequent to the ballot Government passed the FEMPI, 2015 Act. This legislation imposes a two-year incremental pay freeze on those unions and representative Associations who have not signed up the Lansdowne Road Agreement.

Despite meetings with the Minister for Justice and Equality and the Department of Public Expenditure and Reform, there is no latitude for Gardaí despite the arduous and dangerous work we undertake in the service of the public.

I anticipate this will form a major part of our discussions at the Annual Delegate Conference. The discussions will no doubt be coloured by the reception our submission to the Review of An Garda Síochána under Haddington Road has received.

## Review of An Garda Síochána under Haddington Road

AGSI campaigned vigorously throughout 2015 to have the Review of An Garda Síochána commenced. Delays on the part of the Department in making a submission and an apparent lack of interest on the part of the Minister meant the review was long fingered.

It was not until AGSI adopted a position of non-cooperation with the transformation agenda that we saw any movement. Two meetings with the Minister resulted in the Department finalising a submission for Mr. Ray McGee, the review facilitator convening a meeting of all parties. It is evident to AGSI that the submission is much too limited in its scope considering the terms of reference contained in the Haddington Road Agreement. Considering this, AGSI do not believe Mr. McGee's target finishing date of the end of April is achievable.

Unfortunately as this Annual Report goes to print we are not far enough into the Review to provide details of any proposed agreement. I hope to have more details to inform discussion at the Annual Delegate Conference.



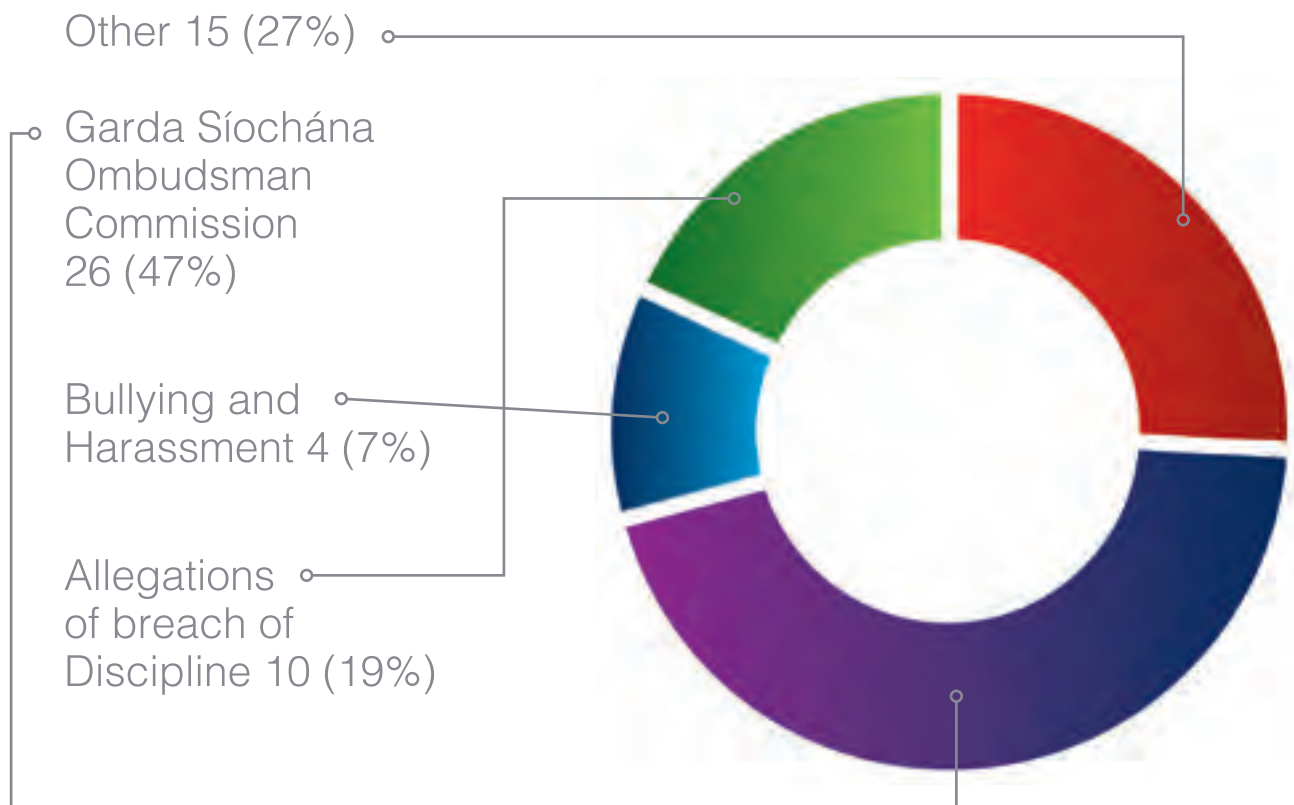
Insp. Ernie White, National Executive with John Jacob at the visit of HRH Prince Charles to Galway





## Legal Aid Cases 2015

In 2015 AGSI received 55 new applications for Legal Aid assistance.



The total amount paid out during 2015 for Legal Aid cases was €65,496 and this must be taken in the context of contingent liabilities outstanding on the same cases.

### AGSI Legal Advocates

In 2015 nine new legal aid advocates were trained in conjunction with Michael Hegarty Solicitors to fill any vacancies that arose due to the permanent transfers of members or due to retirements. AGSI are conscious of Motion No.22 that was passed at 2015 Annual Delegate Conference and in response to that motion refresher training for advocates will commence this year.

The advocate programme is designed to be the first point of contact when a members becomes aware that they are the subject of any investigation or enquiry under the Garda Discipline Regulations or as a result of a complaint to GSOC or a complaint under the Policy and Procedures Harassment Sexual Harassment and Bullying.

Advocates are trained to a standard that allows them to give advice and assistance to members:

- In the initial stage of a serious complaint investigation.
- To a conclusion without a solicitor in less serious cases.



The contact details of the AGSI Divisional Advocates are available on the AGSI website [www.agsi.ie](http://www.agsi.ie) and in the AGSI Diary.

Advocates have direct contact with the Legal Aid Subcommittee through the Deputy General Secretary.

Members and advocates are reminded that the Association's solicitors cannot consult with a member without a legal aid reference number which is issued through AGSI Head Office on completion of a Legal Aid Application Form.

Members must avail of the Association's appointed solicitor (who are most familiar with the Garda Síochána and GSOC Regulations) except where they have prior permission from the National Executive to attend a Solicitor of their own choice. This process must be adhered to as some members were nominating non-affiliated solicitors which to some extent put them at a disadvantage because the solicitor was not familiar with the Garda Disciplinary Regulations or Complaints to GSOC under the Garda Síochána Act 2005/2015. The fees for legal aid are quoted in the Legal Aid Section of our website [www.agsi.ie](http://www.agsi.ie) or in the AGSI Diary. These fees have been agreed with our Solicitors. Fees in excess of those outlined under the Legal Aid Scheme will be the responsibility of the member concerned and the Association will not cover them.

### Legal Aid Sub-Committee Meetings.

The Legal Aid Sub-Committee, consists of one of the Vice-Presidents and selected members of the National Executive who convene in advance of each National Executive monthly meeting. The sub-committee are tasked with examining each application for legal aid and determining if it meets the criteria prescribed under the Legal Aid Scheme before making a recommendation to the National Executive Committee. Any correspondence or file for examination should reach AGSI Head Office as soon as possible after the member becomes aware of a complaint or investigation against them.

### Association Solicitors

The Association's Solicitors are: -

**Mr Michael Hegarty**  
**Smyth O'Brien Hegarty**  
**24 Lower Abbey Street,**  
**Dublin 1**  
**Tel: (01) 8766719**  
**Email: [info@sobh.ie](mailto:info@sobh.ie)**  
**Fax: (01) 8786071**

**Mr. Sean Costello**  
**Sean Costello & Co Solicitors,**  
**Haliday House,**  
**32 Arran Quay,**  
**Dublin 7.**  
**Tel: (01) 8725376**  
**Email: [info@seancostellosolicitors.ie](mailto:info@seancostellosolicitors.ie)**  
**Fax: (01) 8725173**



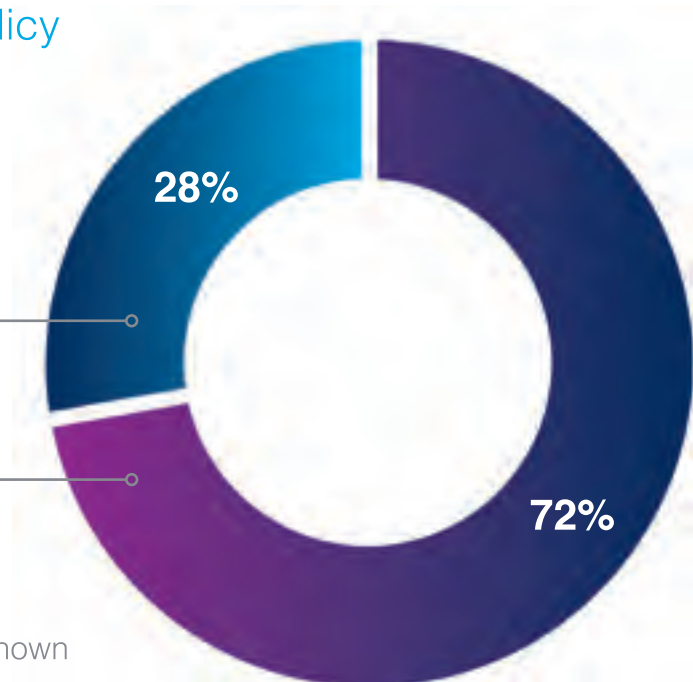
## Irvine Insurance: Claims experience under Personal Accident and Sickness Benefit Schemes - 2015

### Personal Accident & Illness Policy Claim settlements paid in 2015

Total Claims Received: 58  
(01/01/2015 – 31/12/2015)

Personal Accident  
€120,103.57

Illness  
€47,137.03



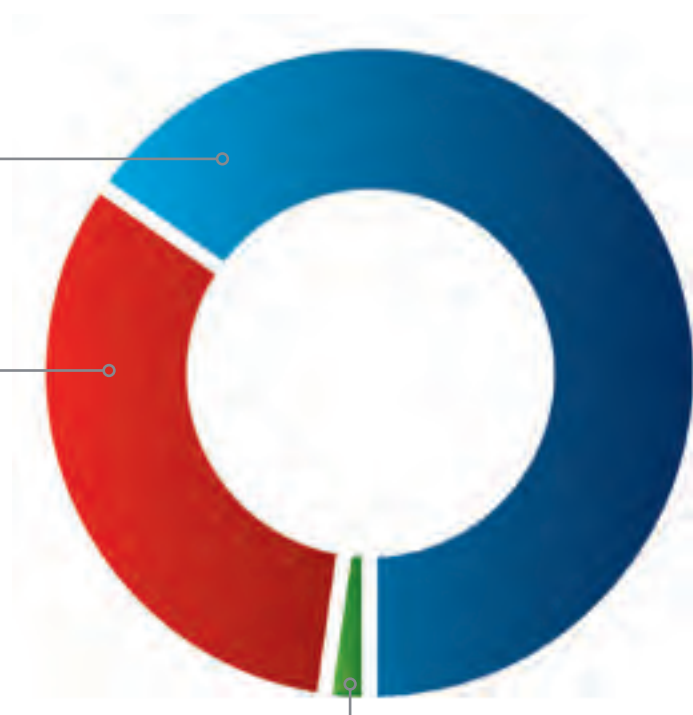
For the avoidance of doubt, the figures shown here do not represent Claims History.

## Halligan Insurances: Claims experience under the Group Critical Illness Scheme - 2105

Cancer  
€23,800

Heart Attack  
€11,900

Hospitalisation  
€840





Member on duty for HRH Prince Charles visit to Galway

**MOTIONS  
FROM  
2015  
& PROGRESS  
REPORT**



## MOTIONS & CONSTITUTIONAL AMENDMENTS

### 2015 CONFERENCE updates

#### SECTION 1: PAY

1

**That Conference directs the National Executive to negotiate a restoration of Garda pay to 2008 levels, including the abolition of the Public Service Pension Levy and the Universal Social Charge, considering that major contributions and sacrifices have been made by members of An Garda Síochána .**

**LAOIS/OFFALY/MEATH/CORK CITY/  
DMR EAST/KERRY/GARDA HEADQUARTERS**

#### **PROGRESS REPORT**

Lansdowne Road Agreement failed to address this. AGSI are now seeking to have this matter addressed as part of the Haddington Road Agreement Review process.

2

**That Conference directs the National Executive to prepare and implement a strategy for the lodgement of a productivity pay claim for the members of An Garda Síochána of Sergeant & Inspector rank based on imposed expanded roles and functions, increasing workloads and accountability, our commitment to foster functionality and the growing economic recovery.**

**TIPPERARY**

#### **PROGRESS REPORT**

This is another matter that AGSI are trying to progress within the Haddington Road Agreement Review.

3

**That Conference directs the National Executive to formulate and implement a policy to challenge the renewal under Section 12 of the Financial Emergency Measures in the Public Interest Act 2013 of the various Financial Emergency Measures Acts enacted since 2009 affecting AGSI members.**

**ROSCOMMON/LONGFORD**

#### **PROGRESS REPORT**

The national pay talks at Lansdowne Road Agreement were an attempt by Government to set aside, in some fashion, S12 of the Act. The Review of An Garda Síochána under Haddington Road Agreement is now our avenue for addressing these matters.



**SECTION 3: ALLOWANCES**

4

**That Conference directs the National Executive to seek the implementation of an Urban Allowance for members working in areas with a population centre in excess of 40,000. These areas having higher living costs than others.**

**DMR SOUTH**

**PROGRESS REPORT**

Motion Rejected

5

**That Conference directs the National Executive to seek an increase in the allowance payable to divisional crime scene investigators nationwide.**

**DMR SOUTH**

**PROGRESS REPORT**

This motion was proposed at Conciliation as a 'Claim' but was rejected as being outside the scope of that body. It cannot be further progressed at this stage.

**SECTION 6: TRAINING**

6

**That Conference directs the National Executive to call on Garda Management to ensure that all Gardaí issued or permitted to carry a firearm undergoes mandatory tactical firearms training.**

**CORK CITY**

**PROGRESS REPORT**

Update as of 27.1.16 Tactical Training is currently being delivered to specialist units within An Garda Síochána namely the Regional Support Unit and the Emergency Response Unit. All other Gardaí authorised to carry Firearms, by their relevant District Officer, receive refresher training as per attached policy, namely HQ Directive 21/07. This is unacceptable and AGSI will continue peruse this.

7

**That Conference directs the National Executive to negotiate with Garda Management to ensure that sufficient members on regular units are trained and authorised to carry firearms in all parts of the state.**

**ROSCOMMON/LONGFORD**

**PROGRESS REPORT**

Update as of 27.1.16 The number of firearm cards on issue to each Garda Division is a matter for the Divisional Officer. The existing risk management assessment associated with the need for firearm cards within each Division, again, is for consideration by the Divisional Officer. It would be necessary for each Divisional Officer to review their existing management assessment, in order to identify a need for an increase, or decrease as the case may be in the number of firearm cards on issue in each Division. The matter of Firearm holders is a matter for Divisional Officers. AGSI must now look at what options are available to us to progress this matter at Divisional level.





That Conference directs the National Executive to seek to have a national and comprehensive policy on continuous professional development training included in the national policing plan and senior Garda management be cited in divisions where the policy is not adhered to.

8

KILKENNY/CARLOW

**PROGRESS REPORT**

Garda Management have advised AGSI that CPD is currently being examined by the Garda College.

That Conference directs the National Executive to carry out a review of continuous professional development and look at the feasibility of centralising CPD funding to one location for more structure delivery and the introduction of compulsory training dates for all members.

9

DMR EAST

**PROGRESS REPORT**

Garda Management have advised AGSI that the operation of CPD training is being examined by the Director of Training.

## SECTION 8: DUTIES & RESPONSIBILITIES OF SERGEANTS & INSPECTORS

That Conference directs the National Executive to call on the Garda Commissioner to address the fact that due to the increased level of administrative duties being delegated downwards to Sergeant rank, little or no time is allowed for outdoor operational supervision responsibilities. This conflicts with the findings of the Garda Inspectorate report.

10

GALWAY

**PROGRESS REPORT**

The Commissioner is proposing more sergeants to address the issue of supervision shortfalls and to also look at IT solutions to support frontline policing.

## SECTION 14: TRANSPORT & EQUIPMENT

That Conference directs the National Executive to call on the Garda Commissioner to supply all members of our association with an official mobile phone, and phone package in line with other public servants.

11

MAYO

**PROGRESS REPORT**

AGSI Have pursued this issue with the Executive Director ICT. We are still awaiting a response.

12

That Conference directs the National Executive to call on the Garda Commissioner to purchase a number of new motorcycles which are suitable for, and appropriate to, the role and requirements of Garda motorcycle instructors, so that they can continue to deliver motorcycle training in a professional manner, which does not compromise or increase health and safety risks to trainees and instructors, notwithstanding existing or any future policy and decision pertaining to the selection and purchase of Garda motorcycles for operational use

GARDA COLLEGE

PROGRESS REPORT

Withdrawn

13

That Conference directs the National Executive to call on the Garda Commissioner to implement an ICT package which would permit updating and the capture of all SAMS related activity in order to streamline the administrative process to ensure that members do not suffer financial hardship.

DONEGAL

Amendment:

After “hardship” insert “Also Garda Management to notify the affected member prior to reduction of pay or removal from the payroll”.

CORK CITY

PROGRESS REPORT

Garda management are working to improve existing SAMS and to flag locally when a person is approaching half pay or off the payroll milestones and improve administration.

14

That Conference directs the National Executive to call on the Garda Commissioner to introduce a special driving permit so as to safeguard members while driving official vehicles on duty.

WESTMEATH

PROGRESS REPORT

This proposal is still being considered by Garda Management

15

That Conference directs the National Executive to request the Commissioner to have installed a Barrier/Divide between the front and rear of all patrol cars in order to ensure the safety of all members in light of the Supreme Court ruling, D.P.P. V Cullen

CAVAN/MONAGHAN

PROGRESS REPORT

This matter is being pursued by the Transport focus group on which AGSI is represented.



## SECTION 15: FORCE STRENGTH

That Conference directs the National Executive to request the Commissioner to explain the rationale behind the deployment of resources and to develop a Force Deployment model with set criteria, to ensure there is transparency in resource allocation across the country.

MEATH / LOUTH

16

#### PROGRESS REPORT

This has been raised with the Commissioner. Work is already underway in the rationale behind the allocation of trainee / recruit members. The lack of Sergeants and Inspectors is hampering the implementation of an acceptable model at those levels. This has also been covered in the Garda Inspectorate Report "Changing Policing In Ireland"

That Conference directs the National Executive to actively seek that the force number be brought to stop Garda numbers falling below 13,000 and strive to achieve minimal numbers of 14,000

KILKENNY/CARLOW / KERRY

#### Amendment:

After the word "brought" insert the word "up"

17

CORK CITY

#### PROGRESS REPORT

HRM are pursuing this with Justice and DPER. The Garda Inspectorate Report "Changing Policing in Ireland" 2015 has highlighted this matter as a concern. AGSI have taken every opportunity to campaign for this and will continue to do so.

That Conference directs the National Executive to call on the Commissioner to set aside a specific budget to allow for the allocating of extra manpower to cover the temporary loss of personnel through parental leave, term time, career break or maternity leave. This could be by way of the creation of a panel of retired members who could be called upon to replace/substitute serving members who have availed of time off as outlined. This would be similar to what occurs in other professions.

WEXFORD/ DMR EAST

18

#### Amendment:

Replace the words "term time" with "shorter working year".

CORK CITY

#### PROGRESS REPORT

Motion rejected.

**SECTION 19: POLICING METHODS & TECHNIQUES**

19

That Conference directs the National Executive to insist that all historical procedural audits be carried out by either a suitably staffed Garda Internal Audit Section or by the Garda Inspectorate. Any such audits should be included in that years policing plan with a clear methodology of why it is to be undertaken, how it should be completed and by whom and signed off by the officer so requiring same in the national policing plan and dedicated resources assigned to it.

Current practice whereby substantial historical audits are imposed on front line members is neither an appropriate or efficient use of resources. To task front line members with such a body of work without a stated framework, terms of reference or identifiable purpose is unprecedented in any organ of the state.

KILKENNY/CARLOW

**PROGRESS REPORT**

Garda Management have been advised by AGSI that in the event of a historic audit being assigned to AGSI members that they are to be provided with appropriate training. Furthermore management have been advised that the audit should be properly resourced and this should be the only activity assigned to the audit team for the duration of the audit. If members are assigned these activities without the appropriate support and training local branches should be notified.

**SECTION 23: ASSOCIATION BUSINESS**

20

That Conference directs the National Executive to review the Association's legal aid scheme with a view to providing legal aid to members facing criminal investigation as a result of actions taken while on duty.

ROSCOMMON/LONGFORD

**PROGRESS REPORT**

Motion rejected.



That Conference directs the National Executive to call on the Commissioner to amend the content of HQ Directive 48/14, thereby exempting the use of driver training vehicles and motorcycles from the cancellation process, in relation to detections made during training courses, as members undergo instruction in how to safely avail of and use the exemptions afforded to them under Section 87 Road Traffic Act 2010.

#### GARDA COLLEGE

##### Amendment:

After the word “Commissioner” add “cancel H.Q. Directive 48/14” and remove the remaining lines of the motion.

21

#### CORK NORTH

##### Amendment:

After “2010” insert “such exemption to be extended to all Garda drivers driving emergency vehicles with greater than Competency Based Driving 1 (CBD1) training.”

#### CORK CITY

#### PROGRESS REPORT

Withdrawn

That Conference directs the National Executive to enhance the AGSI Legal Aid Advocacy service on a regional basis. This enhancement should include an expansion of the present divisional service, a minimum once yearly training programme, the creation of “a lessons learned” programme and access by advocates directly to the Association’s legal-aid subcommittee.

#### TIPPERARY

22

#### PROGRESS REPORT

A programme of refresher training will commence this year for advocates. AGSI are working with our solicitors to determine what form a lessons learned programme would take and operate. Advocates have direct access to the Legal Aid Sub-Committee through the Deputy General Secretary



**SECTION 24: GENERAL MATTERS**

23

**That Conference directs the National Executive to call on Garda Management to recognise members who are injured when representing An Garda Síochána at officially sanctioned sports events as being injured on duty.**

**CORK NORTH**

**Amendment:**

**Add “and to deem recurring injuries that were previously deemed as injuries on duty as injuries on duty when a member has to go sick because of that injury”**

**KILKENNY/CARLOW**

**PROGRESS REPORT**

AGSI are championing this matter through the Injury on Duty Working Group. Garda management are working on formatting a wording to cover this matter. AGSI expect a document will be brought forward to the working group shortly.

24

**That Conference directs the National Executive to request the Garda Commissioner to establish a contact with GP's Divisionally who would carry out work in the area of assaults taking of samples, assist in administration of Mental Treatment Act to streamline and standardise this area of Garda administration.**

**DONEGAL**

**PROGRESS REPORT**

Garda Management were preparing a proposal relative to this but it appears to have stalled. AGSI are pursuing this urgently.

25

**That Conference directs the National Executive to request the Garda Commissioner to review the provisions of Code 8.3 and HQ Directive 138/10 to allow members to serve within 50km of their relatives and spouses.**

**DONEGAL**

**PROGRESS REPORT**

This is being pursued with HRM and has been highlighted in the AGSI submission under the Review of An Garda Síochána.

26

**That Conference directs the National Executive to call on Garda Management to accelerate the changes need to collect fines issued in court by a different authorised body other than An Garda Síochána.**

**LOUTH**

**PROGRESS REPORT**

The Commissioner has been asked to facilitate this motion and also raised with Minister for Justice



That Conference directs the National Executive to call on Conference to condemn the belligerent tone and nature of HQ 87/2014.

TIPPERARY

**Amendment:**

Add “considering the lack of continuous professional development training available to members who carried out such duties”.

KILKENNY/CARLOW

**PROGRESS REPORT**

Matter taken up with Commissioner. HQ Directive 87/2014 withdrawn and new HQ directive 15/2015 issued.

That Conference directs the National Executive to call upon the Garda Commissioner to favour the inclusion of a time parameter of 70 days within Garda Code 11.37 being a period within which a Divisional Officer must issue a certificate of injury without default or negligence or issue reason(s) as to why such certificate may not issue.

TIPPERARY

**Amendment:**

Replace the number “70” with the number “30”

CORK CITY

**PROGRESS REPORT**

AGSI are sitting on the Injury on Duty Working Group and are pressing for the implementation of tight time frames in relation to the 11.37 certificate and other matters. A document should be brought to the Working Group shortly.

That Conference directs the National Executive to promote the amalgamation of the Garda Inspectorate, The Garda Síochána Ombudsman Commission and the Garda Authority into a single An Garda Síochána Independent Oversight body. It makes little fiscal or administrative sense to have three separate public bodies charged with the Oversight of one body. The savings from amalgamating all three should be used to increase the intake of recruits as the rate of new members will still not match those leaving the organisation this year.

KILKENNY/CARLOW

**PROGRESS REPORT**

Motion Rejected.

30

**That Conference directs the National Executive to ensure that they make better use of the associations Communications officer in expedient rebuttal of generalised negative, and unfounded comments by various individuals across both the political & public divide against our Members'**

**CAVAN/MONAGHAN**

#### **PROGRESS REPORT**

The PR policy of AGSI is regularly examined and critiqued by the National Executive



Albert Bell, DMR North Central Branch and Miriam Mulhall Nolan, Kerry Branch

## AMENDMENTS TO THE CONSTITUTION

### FIRST AMENDMENT

That the regional electoral boundaries for AGSI be re-constituted by the amendment of Article 16 of the constitution.

That the provinces be replaced by the Garda regions with 2 members per region elected instead of 3 per province. To maintain 13 on the National Executive this would mean the loss of 1 seat to the DMR or alternatively increase the National Executive to 14.

**KILKENNY/CARLOW**

**Pat Baldwin.**  
**National Executive;**

**Kilkenny/Carlow.**  
**Willie Gleeson.**

*Amendment Rejected.*



Garda Síochána Memorial Day 2015

AGSI  
**TIMES**  
YEAR IN REVIEW



# AGSI TIMES

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Throughout the past 12 months AGSI was active in the media on a range of issues of concern to our members. In this section we share some of the main highlights of the news year.

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10 February 2016

## **SENIOR GARDAÍ SAY NEW ARMED UNIT ‘CHANGES NOTHING’**

**The Association of Garda Sergeants and inspectors (AGSI) have described the announcement of a new 55 person armed support unit as “misleading.”**

On Tuesday the Minister for Justice, Frances Fitzgerald, announced a range of measures to tackle gangland crime, this included €5 million in additional resources to Gardaí and a new dedicated new armed support unit for Dublin.

This unit will be comprised of 55 Gardaí and it will be established to build on the armed resources currently rolled out.

Minister Fitzgerald promised “saturation policing” and an armed response to the gangland killings.

John Jacob, Deputy General Secretary of the AGSI was critical of the announcement saying “These are not new Gardaí. This is a reassignment of existing Gardaí with an impact elsewhere in service delivery.”

“The Government should not lose sight of the fact that safer communities is not all about emergency response, it is about policing generally,” Mr Jacob said.

“This announcement changes nothing. In fact it makes it more difficult for the public to get a police response for ordinary crime and other incidents.”

“Taoiseach Enda Kenny announced his 100% support for the Garda organisation. AGSI now call on him and the Government to outline the investment they propose to make, to adequately resource frontline operational policing as a matter of urgency.”

read the full article at:

<http://utv.ie/News/2016/02/10/Senior-Gardai-say-new-armed-unit-changes-nothing-53798>





02 April 2015

## 'DÁIL PRIVILEGE BEING USED TO TARNISH GOOD NAME OF GARDAÍ'

**Garda supervisors have criticised TDs who use Dáil privilege to “tarnish the good name of our colleagues” without any fear of being penalised.**



The annual conference of the AGSI heard that its members had to answer allegations made against them to commissions of inquiry.

But Dáil deputies could make allegations against individual gardaí and there were no consequences, association president Tim Galvin said.

“This is not just unfair on the individuals involved but is causing untold stress for them and their families,” he added.

Mr Galvin noted that when comments were made about other Oireachtas members, the TDs were asked to withdraw them - but this did not happen if gardaí were named.

“We all need to be treated in a fair and equitable fashion, not one rule for the privileged few, who can use their privileges for political gain.”

read the full article at: <http://www.independent.ie/irish-news/politics/dil-privilege-being-used-to-tarnish-good-name-of-garda-31112756.html>

14 January 2016

## GARDAÍ DEMAND PAY REVIEW AND ACCESS TO 24/7 COUNSELLING SERVICE

The Association of Garda Sergeants and Inspectors said that it has yet to see a pay review - promised under the Haddington Road Agreement - take place.

The group said that its members are growing increasingly frustrated with the lack of any developments on the issue.

“Some of the main concerns that our membership have are in relation to the failure of the Minister for Justice and the Garda Commissioner to deliver on promises made to our membership,” said AGSI vice president Antoinette Cunningham.

“The first of these is in relation to the review that was to be carried out under the Haddington Road Agreement which was due to be complete in June 2014.

“We have had many promises about this review to be carried out, but to date, it still hasn't happened.”

read the full article at: <http://www.breakingnews.ie/ireland/gardai-demand-pay-review-and-access-to-247-counselling-service-715643.html>

18 December 2015

## **GARDAÍ WILL NOT WORK FREE HADDINGTON ROAD HOURS - AGSI**

**The Association of Garda Sergeants and Inspectors has expressed deep disappointment at the Government's proposal to an incremental pay freeze and it has said gardaí will not work the 30 free hours as laid out in the Haddington Road Agreement.**

The AGSI met the Department of Public Expenditure and Reform (DPER) on Friday to discuss its rejection of the Lansdowne Road Agreement.

Deputy General Secretary John Jacob said this morning: "The AGSI National Executive is very disappointed that despite implementing all of the terms of the Haddington Road Agreement our members now face an incremental pay freeze from July 2016.

"The Haddington Road Agreement placed certain obligations on our members including working an additional 30 hours unpaid overtime which we complied with willingly, among other terms.

"However, despite Government's commitment to a review - a specific term under the Haddington Road Agreement, which was due to be concluded by June 2014 - we are a long way from it being finalised."

read the full article at: <http://www.rte.ie/news/ireland/2015/1124/748806-gardai-haddington/>

19 February 2016

## **UNIONS TO SEEK FULL RESTORATION OF PAY IF LAW ABOLISHED**

**Labour movement responds to FF and FG over public service pay in manifestos**

Public sector unions will lodge a € 2 billion pay claim if Fianna Fáil abolishes emergency legislation – introduced during the economic crisis to cut pay – as promised in its manifesto.

The unions were responding to a row between Fianna Fáil and Fine Gael over what provision should be made for public service pay in their respective manifestos.

Defending the Fianna Fáil decision not to give any figure for public service pay increases following the expiry of the Lansdowne Road deal, party spokesman on Public Expenditure and Reform Seán Fleming pledged to abolish the Financial Emergency Measures in the Public Interest Acts (Fempia) legislation over the next two years.

read the full article at: <http://www.irishtimes.com/news/politics/unions-to-seek-full-restoration-of-pay-if-law-abolished-1.2540415>



03 June 2015

## AGSI CALLS FOR JUDGE TO INVESTIGATE GARDA'S DEATH

**The Association of Garda Sergeants and Inspectors has written to the Minister for Justice seeking the establishment of a judicial inquiry into the conduct of the Garda Síochána Ombudsman Commission**



The association says GSOC was a factor in the death of one of its members, Garda Sergeant Michael Galvin, who appears to have taken his own life at Ballyshannon Garda Station last Thursday, and therefore should not be involved in the inquiry.

The Galvin family are also unhappy that GSOC is investigating the case and have described the Ombudsman's investigation into a fatal traffic accident during which Sgt Galvin was questioned as "horrendous".

read the full article at: <http://www.rte.ie/news/2015/0603/705493-gsoc/>

16 February 2016

## REVIEW OF GARDA WORKING CONDITIONS GETS UNDERWAY

**The head of the AGSI has written a letter to the Irish public**

In an open letter to the Irish public, Mr Jacob said: "If there was any doubt that policing is a dangerous job the spotlight was firmly focused on the risks gardaí face while policing our cities and communities in the past 10 days".

"Despite these daily risks the public expect that gardaí will and can provide an effective policing service. My experience is the gardaí provide a service to the best of their ability, which is by and large greatly appreciated by the citizens of this State".

"The Association of Garda Sergeants and Inspectors (AGSI) is completely confident the Garda Commissioner has the knowledge, expertise and ability to manage the current escalation in organised criminal gang murders. She knows she will receive the full cooperation from our members. Gardaí of all ranks will undertake whatever actions are necessary to de-escalate the current threat, to investigate the shootings and to bring these criminals to justice".

read the full article at:

<http://www.newstalk.com/Garda-review-Haddington-Road-pay-AGSI-Ray-McGee-John-Jacob>

17 December 2015

## **GARDA MORALE LOW, REVEALS STAFF ASSOCIATION SURVEY**

### **Rank-and-file gardaí seek pay rise as part of review process under Haddington Road deal**

The vast majority of Garda sergeants and inspectors believe morale within the force is very poor, according to a survey to be published today.

The Association of Garda Sergeants and Inspectors (AGSI) conducted a survey among its members ahead of a meeting with Garda Commissioner Nóirín O'Sullivan. Eighty-six per cent of respondents said morale was either low or very low.

The survey comes one week after the publication of a Garda Inspectorate report recommending widespread systemic change to Irish policing as an ineffective structure struggling to cope.

read the full article at: <http://www.irishtimes.com/news/ireland/irish-news/garda-morale-low-reveals-staff-association-survey-1.2469136>

17 December 2016

## **MAJORITY OF SENIOR GARDAÍ FEEL MORALE IS VERY LOW IN THE FORCE**

### **Almost 90pc of senior gardaí feel morale is low in the force, an alarming new survey has found.**

An opinion poll taken by the Association of Garda Sergeants and Inspectors (AGSI) found a massive 86pc of members surveyed feel morale is generally low or very low among gardaí.

More than half (58pc) of the members polled said their morale was low while 68pc said morale was low in their unit.

Almost two-thirds (63pc) said they were dissatisfied that their roles and responsibilities were not clearly defined.

Almost three-quarters (74pc) said they were very dissatisfied or dissatisfied with their workload due to a reduced number of supervisors.

More than three-quarters (76pc) were similarly unhappy with the level of administration around managing garda computer system PULSE and the management of sick days.

Almost four out of five (78pc) said they were very dissatisfied or dissatisfied about increased responsibilities.

read the full article at: <http://www.independent.ie/irish-news/news/majority-of-senior-garda-feel-morale-is-very-low-in-the-force-34294532.html>





17 December 2015

## 'TIME TO GET REAL' ON HOW GARDA MEMBERS FEELING - AGSI CHIEF

**Initiatives to address welfare and morale among gardaí being developed for 2016**

New initiatives aimed at addressing welfare and morale within An Garda Síochána are being developed for next year.

Commitments on areas of concern were given by Garda Commissioner Nóirín O'Sullivan at the end of a period shaped by low morale, wage cuts and reviews outlining serious shortfalls in the country's police service.

Details of a "wellness strategy" and a "reward and recognition system" for gardaí are currently being worked out.

On Thursday, the Association of Garda Sergeants and Inspectors (AGSI) revealed results of a survey which found 86 per cent of its members, based on a 27 per cent sample, felt morale was either low or very low.

Its members also felt they are often not acknowledged or supported by members of upper management.

read the full article at: <http://www.irishtimes.com/news/crime-and-law/time-to-get-real-on-how-garda-members-feeling-agsi-chief-1.2470248>



Josephine Feehily informal meeting with AGSI National Executive





Function to mark the retirement of Dominic Flynn:  
AGSI members Michael Gallagher, Cormac Moylan, Dominic Flynn, Willie Gleeson (retired),  
Donal Smyth and Padraic Tully (retired)



Garda Tony Golden Funeral

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Sergeants David Ring (left)  
and Gerry Watchorn.



**AGSI**

Association of Garda Sergeants and Inspectors  
Cumann Sairsintí agus Cigirí de'n Gharda Síochána