

## Labour Relations Commission Proposals

### An Garda Síochána Sectoral Agreement 2013-2015

Arising from the discussions encompassing a downward adjustment to the overall expenditure of the Garda Exchequer Vote, the parties have agreed to accept the following measures in order to obtain sufficient cost reductions as an extension to the PSA 2010-2014. The changes to be implemented include the following items:

The working time agreement and the pilot roster will continue until June 2014 in order to facilitate a review of the roster.

The current annual leave arrangements will pertain for the lifetime of this agreement.

#### Working Hours

- All Gardaí, Sergeants and Inspectors will work 3 extra days per annum in the calendar years 2013, 2014, 2015. The resultant hours arising from these days will be utilised as follows;
  - 10 x 1 hours to be worked at the start/end of the shift duty
  - 1 day will be worked to a maximum 10 hour day tour (excluding Sundays and Bank Holidays)

- 1 days overtime (x 1.5) which will be taken as compulsory time-off in lieu.

In addition agreement has been reached to formalise the element in the pilot roster by using 1 days leave to facilitate attendance at Court Trials.

### Overtime

- Voluntary overtime to be worked at a rate of time and a quarter rather than a rate of time and a half.

Contributions as decided in the context of the overall savings in relation to increments and related balancing measures as outlined in the relevant existing Labour Relations Commission proposals document (items 2.21, 2.22, 2.24, 2.25 refers) and from higher remuneration (€65k plus) and pension costs will continue to pertain.

The use of short-term career breaks, incentivised career breaks, unpaid leave and family-friendly schemes will also be made available.

## Review of An Garda Síochána

To build upon the progress already made in the Public Service Agreement 2010-2014, a Review of An Garda Síochána will be undertaken. The following terms of reference will apply.

To review and make recommendations on the use by the Garda Síochána of the resources available to it, with the objective of achieving and maintaining the highest levels of efficiency and effectiveness in its operation and administration.

The review shall encompass all aspects of the operation and administration of the Garda Síochána, including –

- the structure, organisation and staffing of the Garda Síochána
- the deployment of members and civilian staff to relevant and appropriate roles
- the remuneration and conditions of service of members of An Garda Síochána including an evaluation of annualised hours/shift pay arrangements
- the appropriate structures and mechanism for the future resolution of matters relating to pay, industrial relations and attendant matters.

The review to commence no later than 1<sup>st</sup> September 2013 and to conclude no later than 1<sup>st</sup> June 2014.

The terms of this Agreement will be lodged at the Labour Relations Commission.

12<sup>th</sup> May 2013