



AGSI

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

Representation in Times of Austerity – An Irish Case Study *The Road to Recognition for the Association of Garda Sergeants and Inspectors in Ireland*

By John Redmond
General Secretary, Association of Garda Sergeants & Inspectors, Ireland

Against a backdrop of continued austerity in Ireland, the plight of members of An Garda Síochána and our own Association weighed heavily on our shoulders this year.

But the Association of Garda Sergeants and Inspectors (AGSI) made history by achieving direct negotiating status with the Government on pay and conditions for the first time in 35 years.

In the first half of this year while the Irish Government hosted the Presidency of the EU, members of the AGSI watched the political rhetoric and ECOFIN gatherings with the threat of further pay cuts and changes to working conditions hanging over them.

Members of the AGSI of which there are 2,000 engaged in a campaign to protect pay and conditions over a long and drawn out six-month period.

However the video and infographic we have developed shows how we finally reached the end of our campaign journey with recognition that we could and should negotiate directly on our own pay and conditions.

Austerity in Ireland has resulted in pay being reduced in many cases by 25%, over 100 Garda Stations have closed and up until May of this year, we feared that a further 7% cut would be implemented in a new public sector Agreement.

AGSI and other Garda representative bodies are in a unique position in Ireland. We are not allowed to join a Trade Union, are not allowed to strike and effectively were voiceless in our campaign of representation this year

with Government and the official negotiating body, the Labour Relations Commission.

Our campaign continued in earnest however, with public rallies and intense strategy meetings of our National Executive, negotiation and consultation with our members and appeals to Government to allow us have our say.

Then in May of this year AGSI negotiated its own deal with the official side and we were successful in preventing further serious cuts.

We successfully argued that our frontline status, our status as officers of the law and protectors of the State and the fact we risk our lives every day we go to work must be looked at in isolation.

And this point was finally taken on board with 93% of members balloted agreeing and signing up to the new Garda Sectoral Agreement 2013-2015.

View our campaign journey “The Road To Recognition” below in our infographic.

You can watch our “Road to Recognition” video here:

<http://www.youtube.com/watch?v=kyAgzh91eIs>

The Haddington Road Agreement

The Road to Recognition

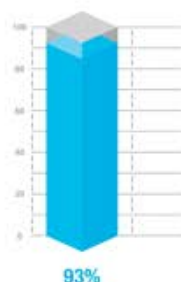
AGSI's Success in the Garda Sectoral Agreement 2013 – 2015



+100 MEETINGS

Over 100 Meetings with the Official Side

Management, LRC, Government to reinforce our argument that members of An Garda Síochána have a unique place in the Public Service. This was borne out in the many public rallies and marches we attended.



GARDA SECTORAL AGREEMENT 2013-2015 BALLOT

93% of Balloted Members Ratify Agreement

"It's been a long road since late last year when our members lived and worked under the pressure of further pay cuts. However, our direct negotiations with the Labour Relations Commission last month have paid off, and today our members voted overwhelmingly to accept it." - AGSI General Secretary, John Redmond