



**AGSI**

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

# 2019 ROSTER SURVEY

Findings and Analysis

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29 OCTOBER 2019

# Overall Survey Findings

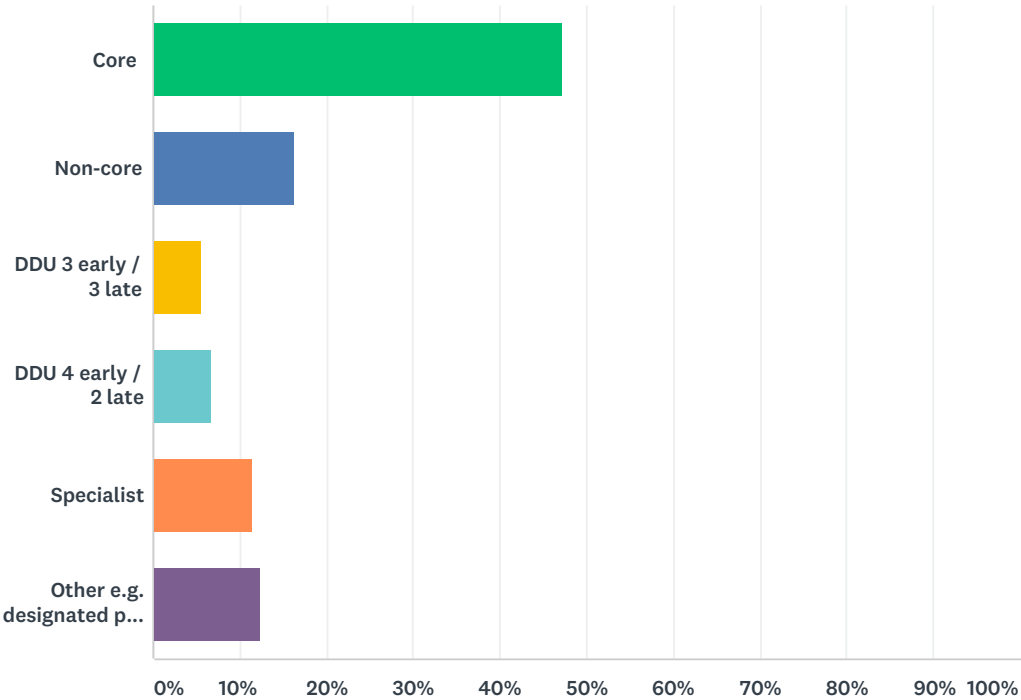
- Roster issued to **1901** members subscribed with email
- **1311** opened email
- **892** completed survey representing a **47%** response rate of members surveyed
  - **47%** of respondents work the Core Roster
  - **16%** operate the non-Core
  - **12%** Specialist
  - **12%** other designated post etc
  - **7%** DDU 4 early / 2 late
  - **6%** DDU 3 early / 3 late
- **48%** of respondents work in a City; **28%** work in a large town; **19%** work in a small town and **5%** work in rural Ireland
- Asked about their commute to work, **77%** have between a 0-45 minute commute
- **63%** express satisfaction with the rotation shifts on the current Roster and this represents a 2.8 average rating out of a 5-level satisfaction rating
- **75%** of members agree that the Roster is extremely important in terms of overall issues at work
- Respondents are split **50/50** on whether the current Roster is family-friendly and/or provide ample time/recovery for personal life
- **76%** of respondents are happy with the current roster whereby members work 6 days on/4 days off
- When asked if the Roster conducive to the effective and efficient undertaking of your policing duties, **48%** of respondents said no, **35%** said yes and **17%** said not sure
- **59%** of respondents are satisfied with the start time of the late shift which represents a satisfaction rating of 3.1 average rating out of 5
- A **third** of respondents said fatigue was biggest challenge of the current Roster
- Asked if they would be willing to have fewer consecutive rest days in return for shorter tours, **63%** of respondents said no

# Overall Survey Findings

- Asked about their view in relation to the concept of 2x2x2 i.e. 2 early's, 2 late's and 2 nights **38%** said it 'could work well', **37%** said they weren't sure, it would 'have to be piloted' while **12%** said they didn't think it would be workable
- **50%** of respondents said they would like to work a 12-hour roster; **36%** said no and **13%** said I don't know
- **58%** of respondents said they believed there should be a roster for Dublin/large urban centres and a different one for rural Ireland
- **85%** said they believed a training day should be built into a new roster
- **89%** of respondents said they thought two was the appropriate number of weekends to work in one month
- Asked if you provide flexibility regarding shift changes at short notice, **41%** said yes, and **47%** said yes when I can
- Asked on a scale of 1-5, how important is the 14-day notice around change of shift, **56%** said very important, **14%** said somewhat important and **18%** said important
- Asked what do consider an appropriate recuperation period after working a 60-hour week, **63%** said 4 days

# Q1 What Roster do you currently work?

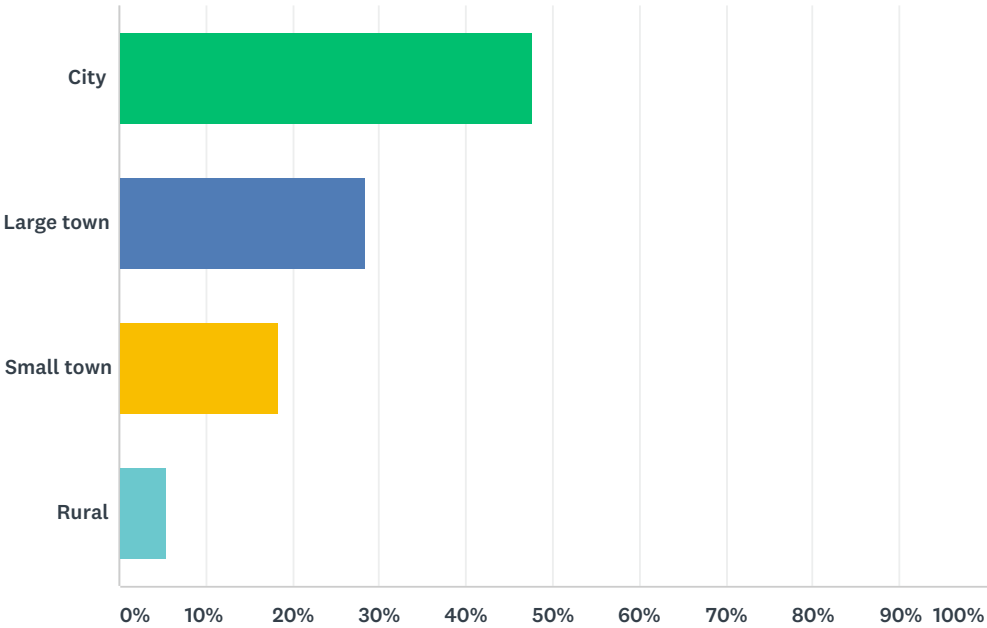
Answered: 892    Skipped: 0



ANSWER CHOICES	RESPONSES	
Core	47.20%	421
Non-core	16.37%	146
DDU 3 early / 3 late	5.72%	51
DDU 4 early / 2 late	6.73%	60
Specialist	11.55%	103
Other e.g. designated post etc	12.44%	111
TOTAL		892

Q2 Which describes your posting geography?

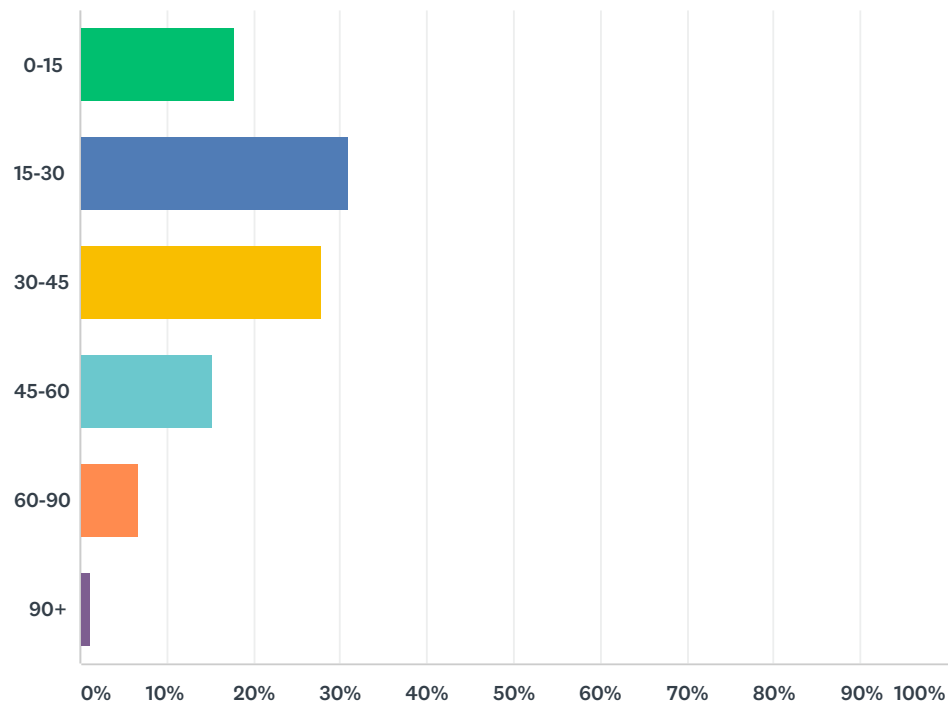
Answered: 892    Skipped: 0



ANSWER CHOICES		RESPONSES	
City		47.65%	425
Large town		28.36%	253
Small town		18.50%	165
Rural		5.49%	49
TOTAL			892

Q3 What is your typical commute to work?

Answered: 892 Skipped: 0



ANSWER CHOICES	RESPONSES	
0-15	17.71%	158
15-30	31.05%	277
30-45	27.91%	249
45-60	15.36%	137
60-90	6.73%	60
90+	1.23%	11
TOTAL		892

Q4 How satisfied are you with the rotation shifts on the current Roster?

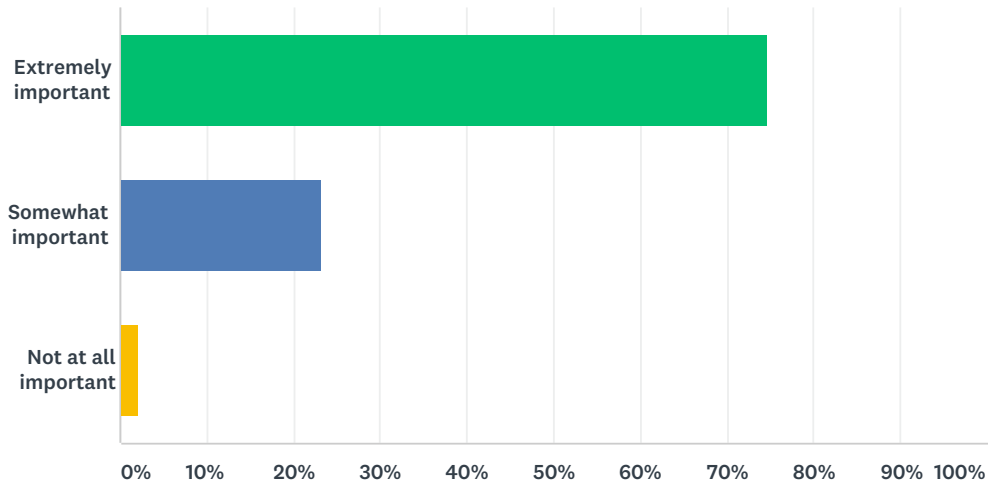
Answered: 892 Skipped: 0



	EXTREMELY SATISFIED	FAIRLY SATISFIED	MODERATELY SATISFIED	DISSATISFIED	EXTREMELY DISSATISFIED	TOTAL	WEIGHTED AVERAGE
☆	13.23% 118	27.02% 241	32.29% 288	19.28% 172	8.18% 73	892	2.82

Q5 How important is the Roster in terms of overall issues at work?

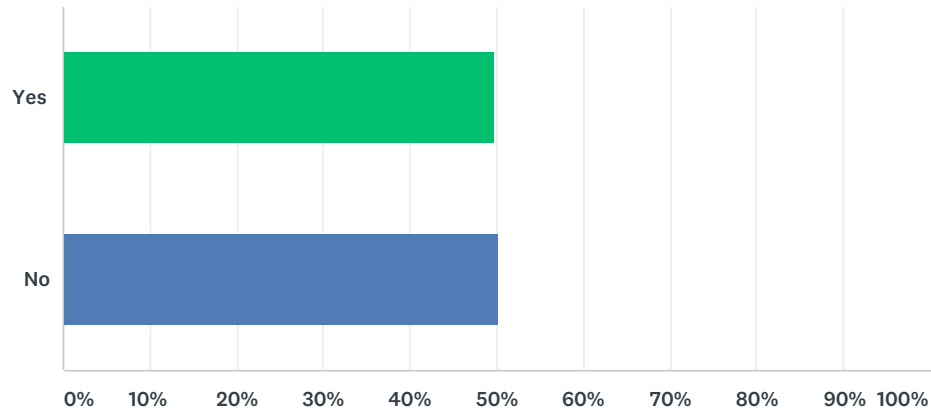
Answered: 892    Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely important	74.66%	666
Somewhat important	23.21%	207
Not at all important	2.13%	19
TOTAL		892

Q6 Is the current Roster family-friendly and/or provide ample time/recovery for personal life?

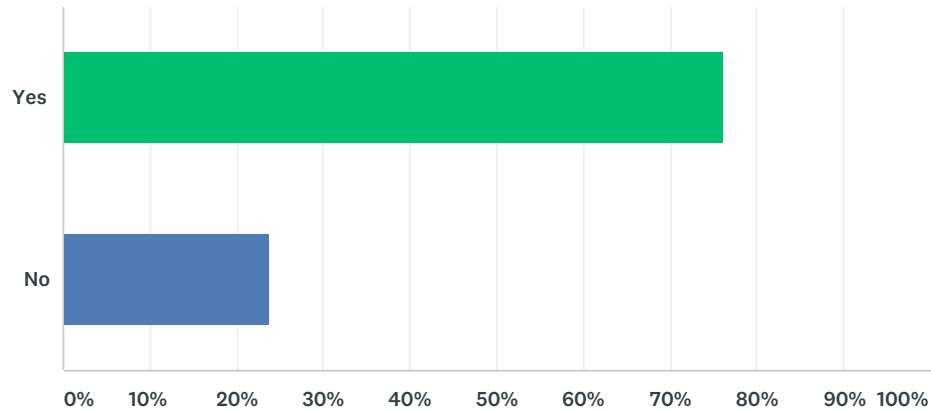
Answered: 892 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		49.78%	444
No		50.22%	448
TOTAL			892

Q7 Are you happy with the current roster whereby members work 6 days on/4 days off?

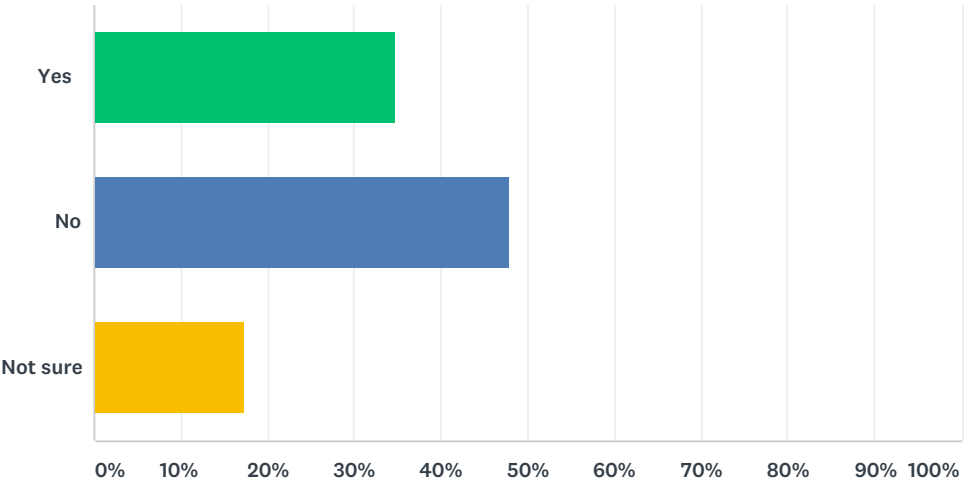
Answered: 892 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	76.23%	680
No	23.77%	212
TOTAL		892

Q8 Is the Roster conducive to the effective and efficient undertaking of your policing duties?

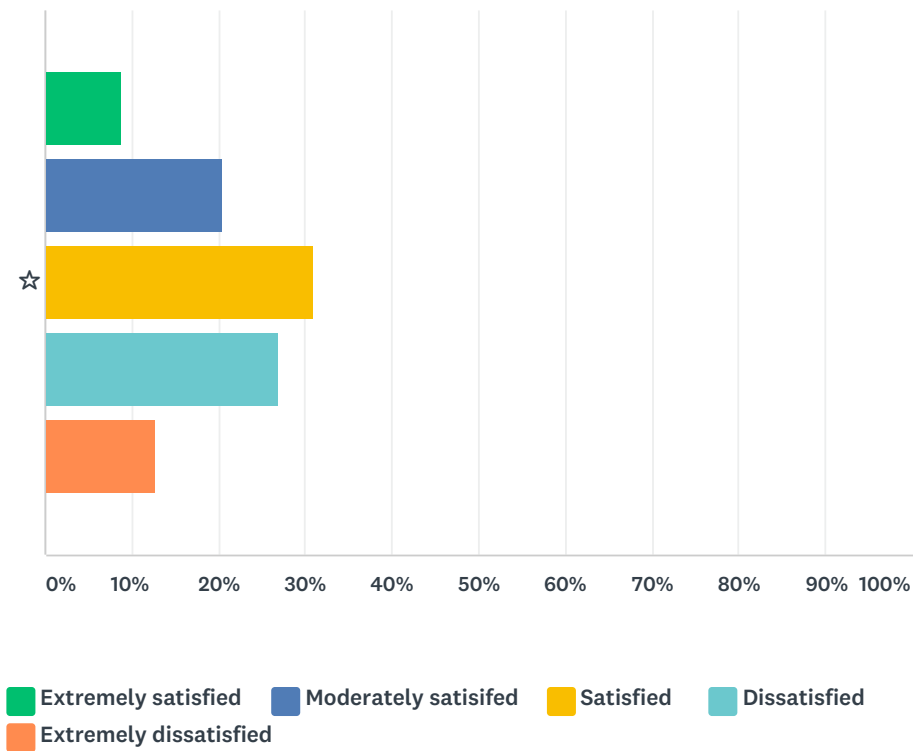
Answered: 892 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		34.64%	309
No		47.98%	428
Not sure		17.38%	155
TOTAL			892

Q9 How satisfied are you with the start time of the late shift?

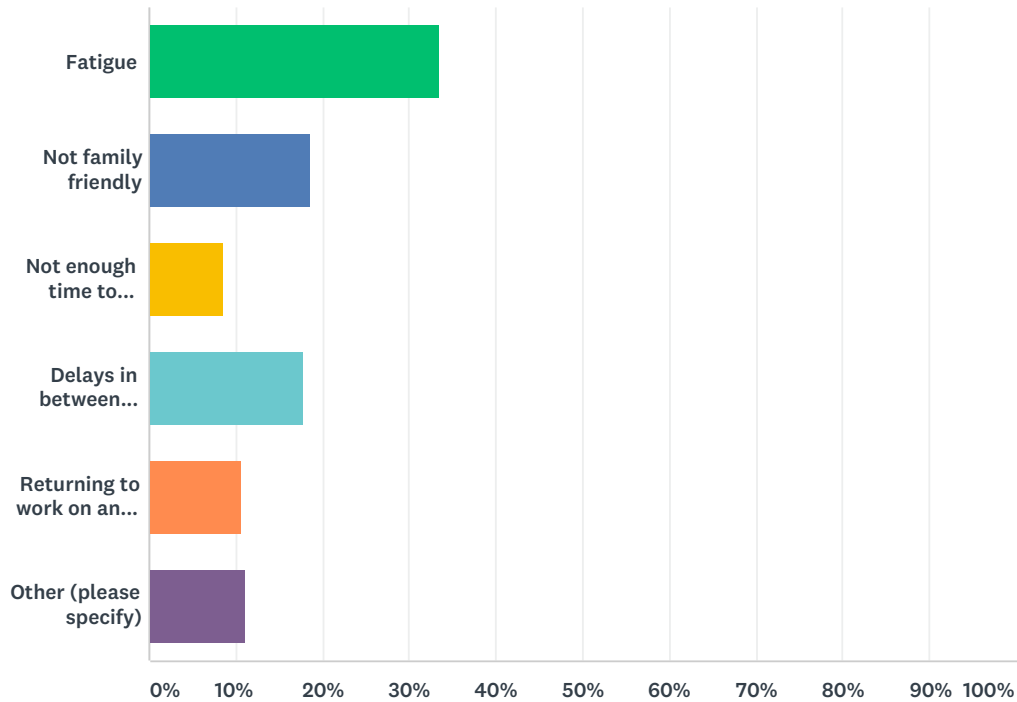
Answered: 892 Skipped: 0



	EXTREMELY SATISFIED	MODERATELY SATISFIED	SATISFIED	DISSATISFIED	EXTREMELY DISSATISFIED	TOTAL	WEIGHTED AVERAGE
☆	8.86% 79	20.40% 182	31.05% 277	27.02% 241	12.67% 113	892	3.14

Q10 What is the biggest challenge of the current Roster?

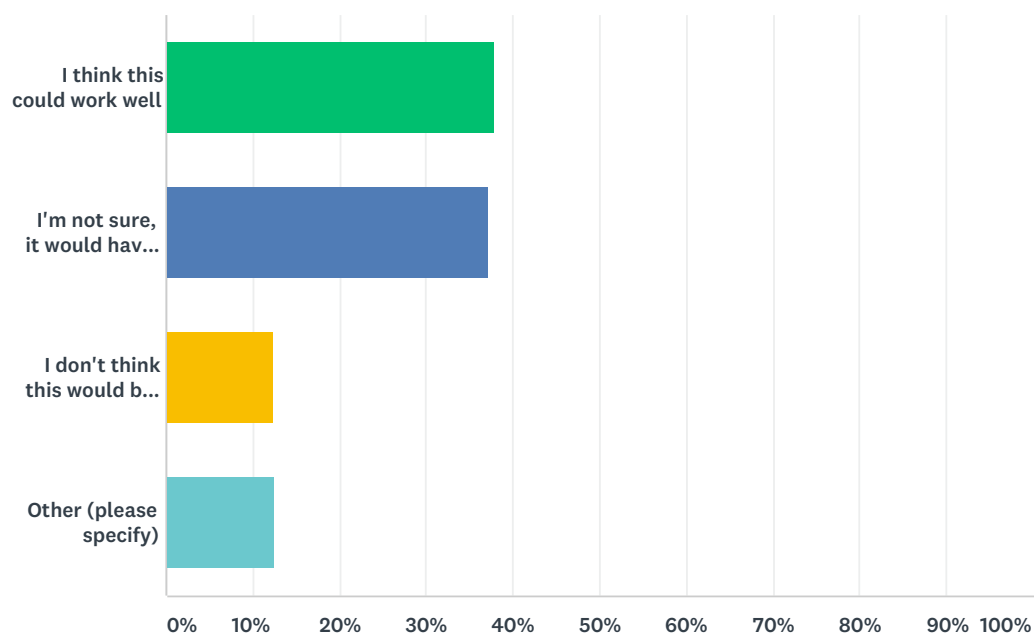
Answered: 892    Skipped: 0



ANSWER CHOICES	RESPONSES	
Fatigue	33.41%	298
Not family friendly	18.61%	166
Not enough time to complete policing duties	8.52%	76
Delays in between completing policing duties	17.71%	158
Returning to work on an early tour	10.76%	96
Other (please specify)	10.99%	98
TOTAL		892

Q11 What is your view in relation to the concept of 2x2x2 i.e. 2 early's, 2 late's and 2 nights?

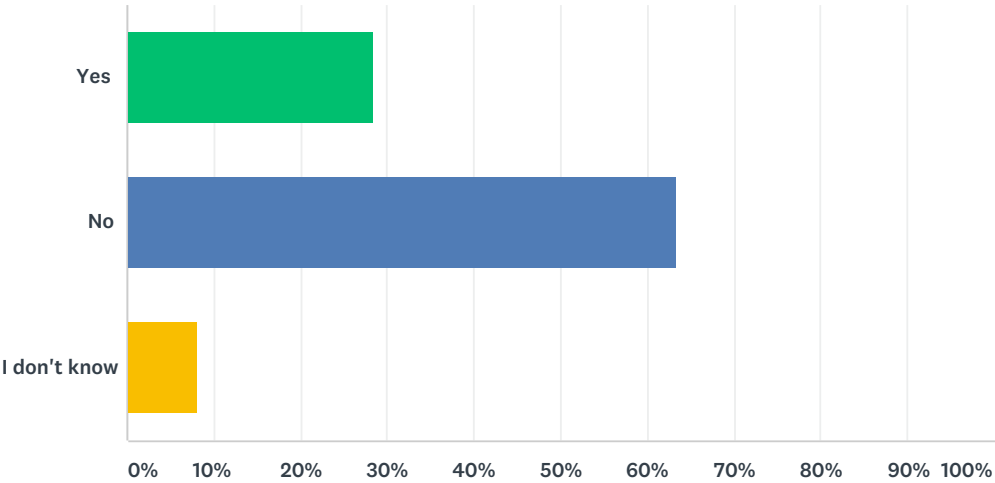
Answered: 892 Skipped: 0



ANSWER CHOICES	RESPONSES	
I think this could work well	37.78%	337
I'm not sure, it would have to be piloted	37.22%	332
I don't think this would be workable	12.44%	111
Other (please specify)	12.56%	112
TOTAL		892

Q12 Would you be willing to have fewer consecutive rest days in return for shorter tours?

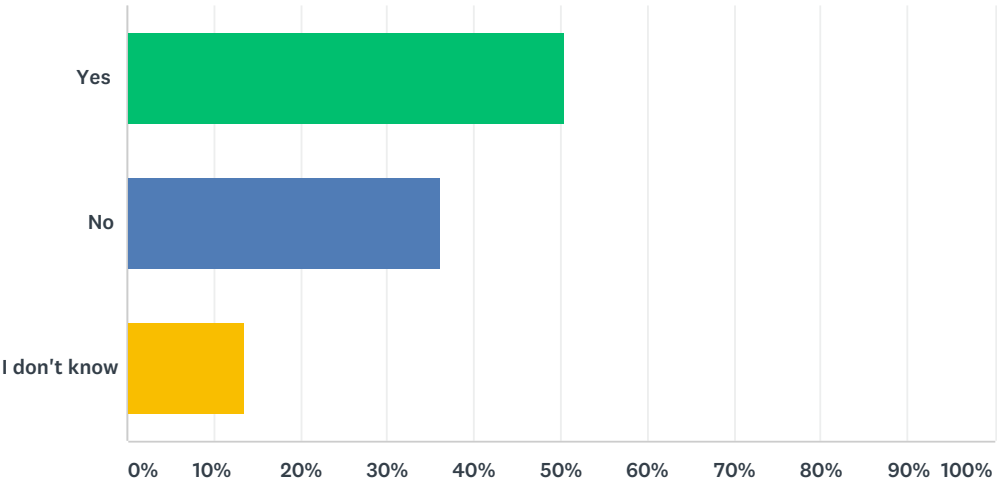
Answered: 892 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		28.36%	253
No		63.45%	566
I don't know		8.18%	73
TOTAL			892

Q13 Would you like to work a 12-hour roster?

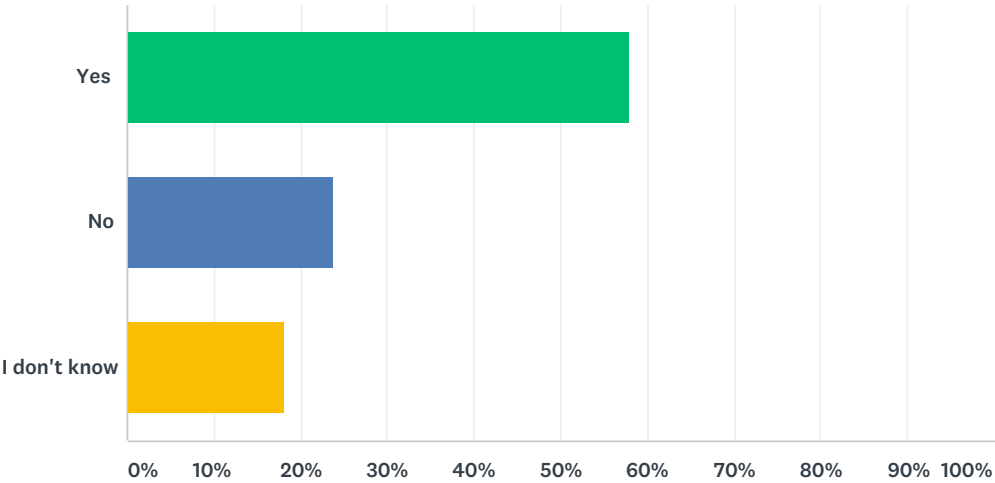
Answered: 892 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		50.34%	449
No		36.10%	322
I don't know		13.57%	121
TOTAL			892

Q14 Do you believe there should be a roster for Dublin/large urban centres and a different one for rural Ireland?

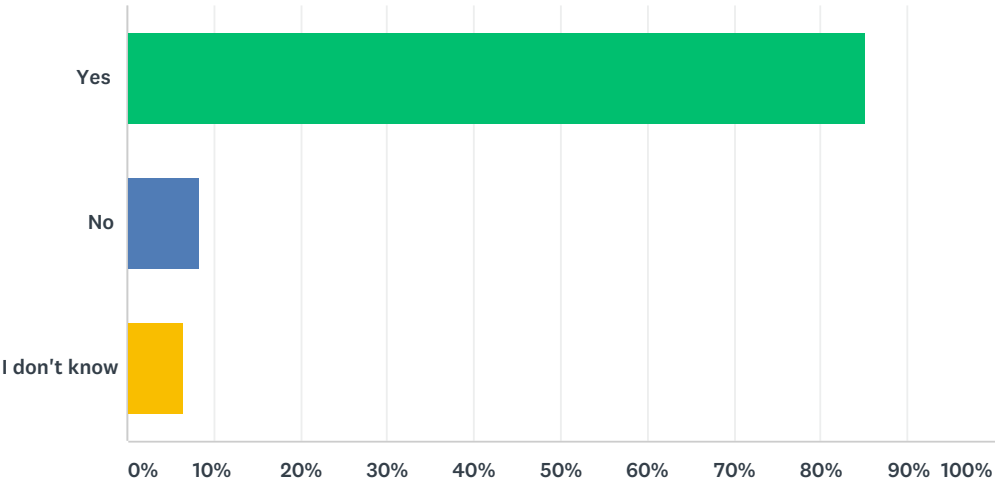
Answered: 892 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		57.85%	516
No		23.88%	213
I don't know		18.27%	163
TOTAL			892

Q15 Do you believe that a training day should be built into a new roster?

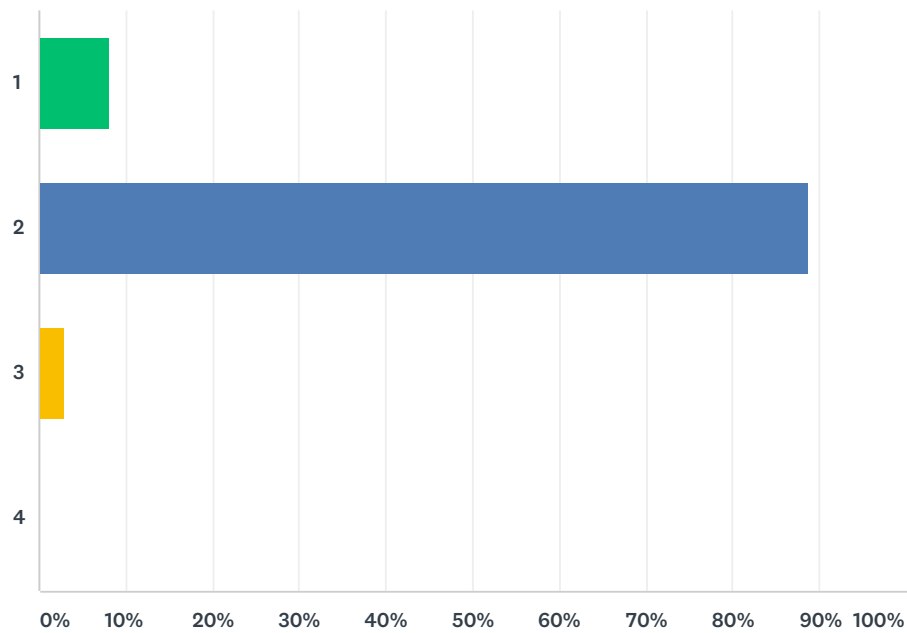
Answered: 892    Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		85.09%	759
No		8.41%	75
I don't know		6.50%	58
TOTAL			892

Q16 What is an appropriate number of weekends to work in one month?

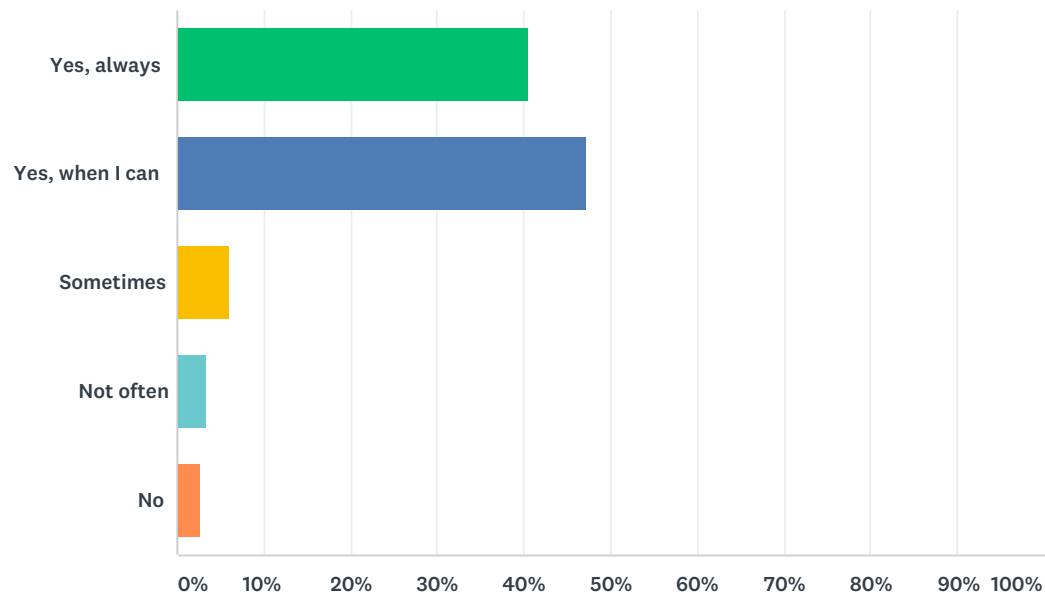
Answered: 892    Skipped: 0



ANSWER CHOICES		RESPONSES	
1		8.18%	73
2		88.79%	792
3		2.91%	26
4		0.11%	1
TOTAL			892

Q17 Do you provide flexibility regarding shift changes at short notice?

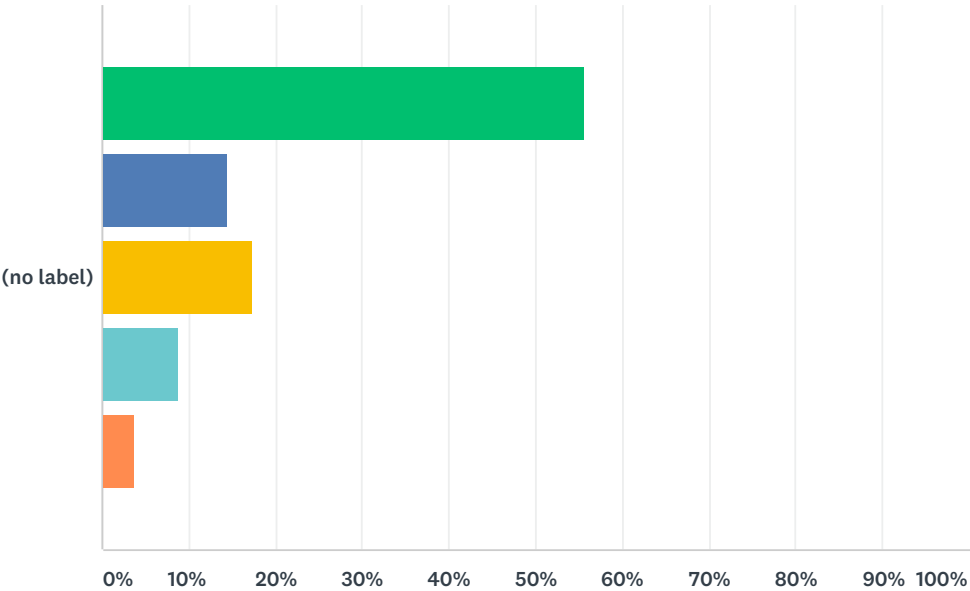
Answered: 892    Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes, always		40.58%	362
Yes, when I can		47.20%	421
Sometimes		6.05%	54
Not often		3.36%	30
No		2.80%	25
TOTAL			892

Q18 On a scale of 1-5, how important is the 14-day notice around change of shift? (5 being very important, 1 being not at all important)

Answered: 892 Skipped: 0

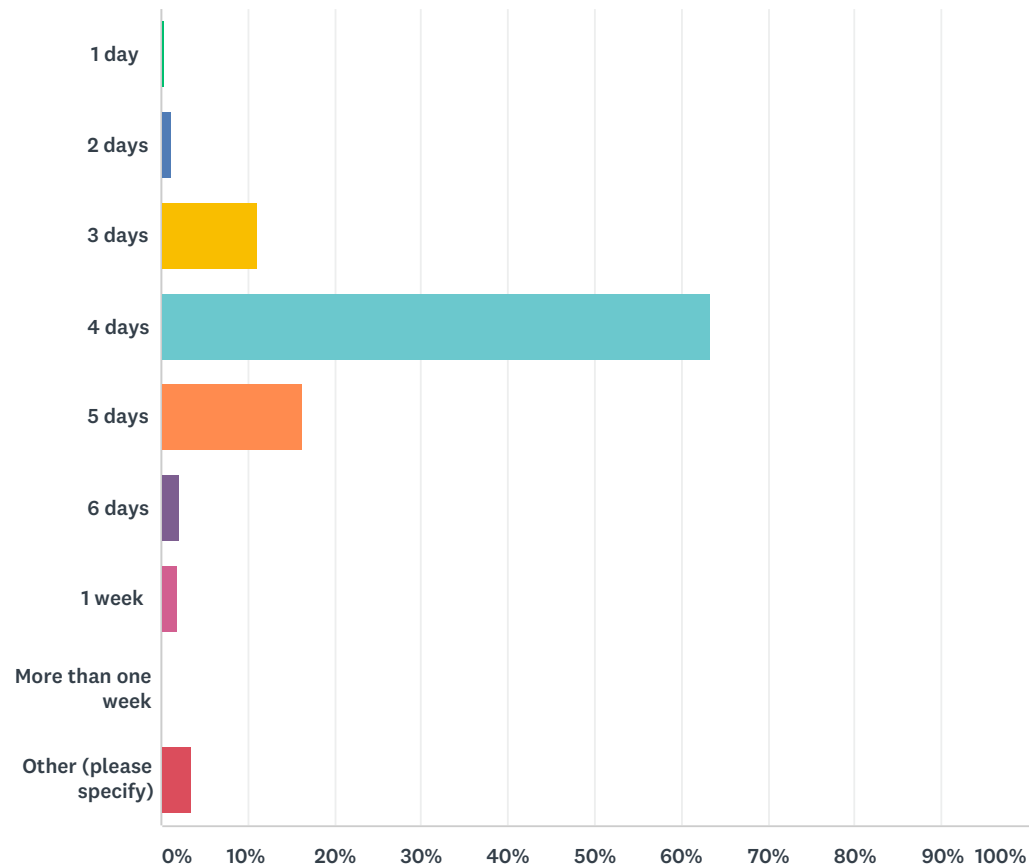


Very important   Somewhat important   Important   Not important   Not at all important

	VERY IMPORTANT	SOMEWHAT IMPORTANT	IMPORTANT	NOT IMPORTANT	NOT AT ALL IMPORTANT	TOTAL	WEIGHTED AVERAGE
(no label)	55.72% 497	14.46% 129	17.26% 154	8.74% 78	3.81% 34	892	1.90

Q19 What do consider an appropriate recuperation period after working a 60-hour week?

Answered: 892 Skipped: 0



ANSWER CHOICES	RESPONSES	
1 day	0.34%	3
2 days	1.35%	12
3 days	11.10%	99
4 days	63.34%	565
5 days	16.26%	145
6 days	2.13%	19
1 week	1.79%	16
More than one week	0.22%	2
Other (please specify)	3.48%	31
TOTAL		892

# Survey Comment Answers

## Q20: Please comment on the four continuous early tours and 4 continuous night tours.

☐ Very tough especially the 4 nights recovery is hard

10/17/2019 1:28 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ hard work

10/17/2019 1:24 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ terrible for ones psyche

10/17/2019 1:17 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Very tough, takes a long time to recover. Find that it increases chances of illness due to fatigue and

10/17/2019 12:52 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ 4 Earlies are tough and I'm exhausted by the end of them and don't have much energy to do anything when I get home. 4 Nights aren't too bad but a build up to Nights would be an improvement

10/21/2019 7:19 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Both a too long. 2-3 max on any tour is appropriate

10/21/2019 7:00 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ The earlies result in long days, 12 hours travelling and work altogether. The nights have a bad effect on sleeping pattern that takes most of the rest days to recover from

10/21/2019 4:58 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Insufficient supervision of Garda rank members during early tours. Over supervision of Sergeants by Officers during early tours. SHO should not attend PAF meetings, responsibility is managing the station..

10/16/2019 8:30 AM

[View respondent's answers](#)

[Add tags ▼](#)

☐ It is difficult but manageable

10/16/2019 3:30 AM

[View respondent's answers](#)

[Add tags ▼](#)

☐ I find the 4 earlies in a row tough but I am fine with the 4nights

10/16/2019 1:01 AM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Can be tiring

10/16/2019 12:57 AM

[View respondent's answers](#)

[Add tags ▼](#)

# Survey Comment Answers

- ☐ I have no issue with the four early tours. I think asking members to work 4 continuous 10 hour night shifts and expect them to drive home in rush hour traffic is dangerous

10/16/2019 4:33 PM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ Extremely tiring.. can be cause lack or poor prductivity

10/16/2019 3:46 PM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ Difficult to perform supervisory duties effectively due to fatigue. Also 4 nights means difficult to meet people for crime investigations etc

10/16/2019 2:57 PM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ having to work 6 days four being early or four being nights is very hard. particularly as you get older. Four earlies or four nights and then rest would be better

10/19/2019 9:07 AM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ I find the early tours work well, I have a good sleep pattern. With regard to the night tours I feel exhausted, I sleep for short periods after nights and I would not have recovered completely for at least 3days to get back into a good sleep pattern.

10/19/2019 8:42 AM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ four long nights in a row is too much in my view and an effort should be made to ensure that no more than 3 are done consecutively in any new roster

10/19/2019 8:33 AM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ Draining

10/19/2019 7:59 AM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ I would like to see three of each instead of four

10/24/2019 7:47 PM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ No major issues with early tours latest not conducive to getting work done

10/24/2019 7:46 PM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ 4 nights mean no chance to meet/phone customers working office hours

10/24/2019 1:30 PM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ Good system. It allows the body to develop a rhythm.

10/20/2019 4:30 PM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ four continuous night tours create a level of fatigue

10/20/2019 10:01 AM

[View respondent's answers](#)

[Add tags ▼](#)

- ☐ As you get older they are a killer

10/20/2019 12:52 AM

[View respondent's answers](#)

[Add tags ▼](#)

# Survey Comment Answers

## Q21: How could the current Roster be improved?

- ☐ Need to become more family friendly. Need more family time at weekends. Work wise the time off is too long in following up incidents, Can we get back to the four unit rosters. Crossovers not working in present state need to be looked at. Better without than with in the present state

10/16/2019 9:36 AM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ 2 x 2 x 2 (2 early's, 2 late's, 2 nights). Easier to determine what shifts are coming up. Easier for members when planning childcare. However, with a 5 unit roster as opposed to a 4 unit roster, extra personnel are required. Insufficient personnel resources for a 5 unit roster in many divisions at present.

10/16/2019 9:35 AM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ 4 units with flexi unit

10/16/2019 9:28 AM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ 5 units have spread Gardaí too much. More Gardaí per unit means less stress and a more pleasant working tour. We should reduce to four working units.

10/16/2019 11:51 AM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ Reduce to 4 units would mean more personnel on units therefore more members available to provide better service

10/16/2019 11:26 AM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ Proper handover of incidents to oncoming units would improve policing requirements

10/16/2019 11:21 AM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ nothing more than 2 types of any shift.

10/16/2019 6:54 PM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ Adjust some of the starting times

10/16/2019 6:16 PM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ More stability, there are too many different shifts in some of the six week periods

10/16/2019 5:45 PM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ Less night shifts and more late shifts that finish at midnight/1am

10/16/2019 4:33 PM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ As it stands I don't think it can be improved except maybe 6am start instead of 7am for early tour.

10/23/2019 8:02 PM

[View respondent's answers](#) [Add tags ▼](#)

- ☐ I think 2x2x2 is worth a try

10/23/2019 2:38 PM

[View respondent's answers](#) [Add tags ▼](#)

# Survey Comment Answers

<input type="checkbox"/>	12 hrs more rest	10/17/2019 4:13 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	Take away 5pm to 3am. That is a night shift not a late shift. Early tours to finish at 3pm. No need for as much cross over during mon tues wed. Try to not finish 6 days in a night shift.	10/17/2019 4:03 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	Go back to 4 units	10/17/2019 1:59 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	Make it 4 units, three tours, Early, late, night. On cross overs their is neither enough transport / computers to allow Gardaí preform duties.	10/17/2019 1:46 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	Over laps should be lessened and rest days should be reduced to 3 in a row maximum	10/17/2019 1:57 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	Change to 2xE,2xL & 2xN	10/17/2019 1:54 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	the late starting time on days needs to be improved, but it will have implications on overtime budgets on court days.	10/17/2019 1:38 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	getting rid of 4 consecutive nights would be a help. the older you get the harder they are to do	10/19/2019 8:33 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	12 hours tours. 4 on, 4 off	10/19/2019 7:59 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	Return to 4 units.	10/18/2019 11:04 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	12 hour tours, 3 on, 3 off then 4 on 4 off. Reduce to 3 units, bulk numbers, no issue with A/L and training days could then also be built into working days as good numbers on units if reduced to 3 units.	10/18/2019 10:21 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	less changing of start times	10/19/2019 11:33 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/>	Change to 4 unit structure with 12 hour shifts	10/19/2019 7:39 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>

# Survey Comment Answers

## Q22: Have you anything else you would like to add regarding Rosters?

☐ With current lack of resources 4 units would resolve same

10/17/2019 1:59 AM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Would be better if there were four units, therefore more members on the units

10/16/2019 10:07 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Those working unsocial hours should be rewarded in their pay. There should be an incentive to working on the Core unit, particularly for those working nights and weekends.

10/16/2019 9:50 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Members chaging sundays big problem

10/16/2019 9:45 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Take a look at what the Portuguese Police have in force for them. 6days work/4days rest, 8hr tours.

10/18/2019 1:05 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Should be negotiated at national level

10/18/2019 12:55 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ I am attached to a country ASU unit and am very concerned with the proposal to change us from 3 early and late tours to a 24 hour roster. If that has to happen I would be in favour of the 2 2 2 roster proposed as I believe it would be less fatigueing

10/18/2019 12:51 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Clarification should be offered on rosters for members working in offices. I am currently allocated to work mon - fri, 8 hour tours. Has this formed part of the Westmanstown agreement?

10/18/2019 9:49 AM

[View respondent's answers](#)

[Add tags ▼](#)

☐ Many people in Rural stations and some city stations do not work the shift pattern as designed therefore they may state that its positive, if you talk to people who genuinely do the 60hrs as per shift pattern, they are exhausted.

10/18/2019 8:50 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ 12 hours shift

10/18/2019 8:48 PM

[View respondent's answers](#)

[Add tags ▼](#)

☐ It needs to be agreed by members who actually work them and not a group of people who work in offices and dont do shiftwork

10/18/2019 7:59 PM

[View respondent's answers](#)

[Add tags ▼](#)

# Survey Comment Answers

<input type="checkbox"/> Leave the four rest days	10/19/2019 2:51 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> Managers have very little understanding or interest in its effects on members	10/19/2019 1:04 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> If finishing on a nightshift better to have extra day off.	10/19/2019 9:07 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> That Members entering their Last 3 years of service should not be required to work past 2AM and Alternative roster be created for these people	10/21/2019 1:49 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> Parade time is unwanted overtime for supervisors. Sergeant has to carry out the pre-tour parade to accommodate members on unit and come in an extra 15 minutes early to prepare for it.	10/21/2019 1:40 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> Go back to four units but 12 hour tours	10/20/2019 11:44 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> Don't ever go back to 3 relief type roster	10/20/2019 11:23 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> Not finishing off on Nights	10/21/2019 7:19 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> Its not the biggest problem in the job.	10/21/2019 7:00 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> The current one is unfit for purpose and an unnecessary drain on manpower shortages. The scrapping of the 5th unit would supplement shortages across the other 4 working units	10/21/2019 4:58 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> Shouldn't require an app to figure out your hours.	10/21/2019 3:29 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> crossovers are not working due to lack of vehicles in large urban areas especially	10/16/2019 8:15 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>
<input type="checkbox"/> the proposal of 2 earlys, 2 lates, 2 nights has no benefit over current roster. overlaps dont work. revert to roster of 4 units and extra manpower on units will be better than current splurge of manpower for few hours of overlap and then struggle to maintain basic coverage when no overlap	10/16/2019 8:01 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags ▼</a>