



AGSI

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

A New Public Service Agreement

2021-2022

Building Momentum

National Pay Talks December 2020

- Invitation to talks on the 25th November at the WRC
- Further meetings on the 27th Nov, 30th Nov, 3rd December.
- However, exclusion for talks between 3rd – 11th December 2020 when final document, Building Momentum was agreed with public Services Committee of ICTU
- Left AGSI and other Garda staff Associations at a disadvantage in having a say on final proposals – this is a recurring issue and we will probably always be at a disadvantage until we gain the right to strike

December through July 2021

- Significant advocating and lobbying by AGSI with Garda Commissioner, Minister and other non-ICTU affiliates
- Significant amounts of correspondences between us and Dept
- Assurances sought and received around 'Parity of Esteem' for future pay talks
- Assurances around Rosters and Westmanstown process
- Ballot to members in August 2021
- Overwhelming yes vote 90.5%yes – with a 52.4% turnout

Benefits of the Pay Deal

- A general round increase in annualised basic salary for all public servants of 1% or €500, whichever is greater, October 2021.
- **The equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund, in accordance with Chapter 2 of the Agreement, on 1st February 2022.**
- A general round increase in annualised basic salaries for all public servants of 1% or €500, whichever is greater on, 1st October 2022.
- Pay increases apply to Allowances in nature of Pay and benefits pension and gratuity

Sectoral Bargaining Fund

- Sectoral Bargaining is a new element to this pay deal and has not featured in any previous pay agreements.
- It is a fund established to deal with outstanding adjudications, commitments, recommendations, awards and claims within the terms of the fund
- A quantum of 1% of basic pay will be allocated to this fund
- No sectoral pay claims can be dealt with outside this fund for the duration of the agreement
- Management/Rep associations to decide how fund will apply

Sectoral Bargaining Fund

- Within the Sectoral bargaining Fund there are Sectoral Bargaining Units
- In An Garda Siochana each of the Staff Associations is a Unit
- Each will decide on the Sectoral Bargaining Fund for its members
- AGSI has decided a 1% pay round for all members equally – to award some of our membership over the other would be divisive and against the ethos of equal representation for all

An Garda Síochána Reform Agenda

- APSFF, A Police Service For the Future is the Government Plan to implement the Report of the Commission of the Future of Policing.
- APSFF is being implemented in An Garda Síochána through a range of projects and initiatives
- For Sectoral Bargaining pay award of 1%, due in February 2022 it has been clarified with the Commissioner and the Department that it is initiatives under this APSFF that the reform agenda refers to

Agreed Productivity

- PRIORITY 1: REFORM OF PROMOTIONAL PROCEDURES FOR GARDA RANKS
- PRIORITY 2 ; CONTINUED ROLLOUT OF IMPROVED TECHNOLOGY AND DIGITISATION ACROSS THE ORGANISATION
- PRIORITY 3; CONTINUED IMPLEMENTATION OF THE NEW OP MODEL
- PRIORITY 4 ; COOPERATION WITH DELIVERY OF CERTAIN TRAINING MODULES VIA ELEARNING
- PRIORITY 5 ; CONTINUED IMPLEMENTATION OF WORKFORCE MODERNISATION
- PROIRITY 6 ; EMBEDDING AND SUPPORTING AGS INDUSTRIAL RELATIONS PROCESSES AND PROCEDURES

Expected Pay Increases

- Agreed reform agenda has been sent to the Department and onto DEPER
- Draft pay scales have been completed and sent also
- Payment will be backdated.
- Date in paycheques - ? Enquiry sent

Haddington Road Hours

- Matter was raised at Conciliation on 5th November – last Friday
- Management insistent that hours must be worked in 2021
- AGSI in non-agreement unless the dictate stating members can be directed after October is lifted and HQ Directive which states it cannot be worked in unsocial hours is lifted
- Management proposed a ‘carry over of hours to 2022’
- AGSI disagreed
- Expecting an update on this imminently

Rosters

- AGSI are currently attending at Rosters Negotiations at the behest of the Garda Commissioner.
- Roster Negotiations are ongoing in the Westmanstown Forum, under the facilitation of Mr Sean McHugh.
- The Chief Superintendents and Superintendents Associations are not currently attending due to a dispute.
- Proposals have been tabled by Garda Management and The Garda Representative Association.
- The process is confidential as you will appreciate, so details of those proposals cannot be shared with you at this time.

Rosters

- What I can say is that we are mindful of the existing protections and derogations, the need to protect members earning capacity and pension entitlements and the predictability and certainty that members need in their working and private lives.
- The process has intensified in recent days and we will return to it on Friday, this week after Conference ends.
- The Contingency Roster has been extended until the 23rd of January 2022 and we are mindful that you will have to be balloted if an agreement is reached, so the timelines are very important

Promotion Regulations

- The Garda Síochána (Appointment to the Ranks of Inspector and Sergeant) Regulations 2021, which will underpin the selection process for candidates for promotion to Sergeant and Inspector, have been drafted in accordance with Section 122(1)(j) of the Garda Síochána Act 2005.
- The Regulations provide for a number of significant changes to the current Garda Síochána (Promotion) Regulations 2006.

Promotion Regulations

These changes include:

- The transfer of responsibility for holding these promotion competitions to the Public Appointments Service;
- The introduction of a period of probation following promotion;
- The dissolution of the Garda Promotion Advisory Council;
- The removal of academic exemptions for aspects of the promotion examinations;
- Validity of the 'old exam' one off – new exam 5 years

Promotion Regulations

- Last Friday 5th November notified that a new Sergeant to Inspector Competition is imminent (Nov 21)
- Advertisement of Competition – 3 weeks to apply – End Nov
- Stage 1 – Online Objective Testing – February 2022
- Completion of detailed application form – to include booking of interview slots for batch 1 candidates – March 2022
- Stage 2 – Competitive interview and assessment exercise – April 2022
- Results of batch 1 back to An GS – May 2022
- Stage 1 of the Inspector competition will consist of Verbal, Numerical and Situational Judgement Tests and it is planned that these will run in February 2022.

The Policing, Security and Community Safety Bill

- Genesis in the Commission on the Future of Policing in Ireland (CoFPI) Report published in 2018. This report set out that reform and transformation of the Garda Organisation was needed and that the service must be strengthened significantly to meet existing challenges and future demands.
- However, the AGSI would assert that the Bill as set out, does not provide the 'clear vision for policing' as envisaged by CoFPI but instead creates a multi-layered, confusing and complex system of Boards and Bodies, some of whose functions are similar but all who require independent and individual accountability, to such a degree one would question how the Organisation can function when different layers of oversight may have different visions for how it can operate effectively.

The Policing, Security and Community Safety Bill

- The extended powers proposed to be granted to GSOC are without proper justification and it is our belief that these powers will encroach on the legal, constitutional and privacy rights of members of AGSI
- These powers operate on the premise of 'presumption of guilt' in the first instance by an individual member. Concerning too is the complete lack of oversight for the newly proposed GSOC and whom they are accountable to when fair procedures against AGSI members are breached or when frivolous or vexatious complaints are made
- There has been considerable disquiet in relation to a failure on the part of the Ombudsman in their existing guise to tackle frivolous and vexatious complaints and they have been publicly criticised in relation to a failure to bring prosecutions where complaints of this nature are made.
- There is no reference in the Bill to the newly established Garda Anti-Corruption Unit and where it fits into the governance, accountability and investigative structures and it appears that members could be subject to multiple investigations by various bodies relating to the same issue.

The Policing, Security and Community Safety Bill

- Board of An Garda Síochána
- Policing and Community Safety Authority.
- Office of the Garda Ombudsman
- Independent Examiner of Security Legislation
- National Office for Community Safety
- Local Community Safety Partnerships
- Government and Justice Committees
- Various committees that can be established under the Board

Garda Síochána (Functions and Operational Areas) Bill 2021

- Specified functions of members of the Garda Síochána under certain enactments may be performed by members of a different rank;
- To amend certain enactments to provide that references to a district be references to an area;
- To amend the Firearms Act 1925 to provide for the delegation of specified functions of a superintendent under that Act to an Inspector;
- To provide for the revocation of the Garda Síochána (Designations, Appointments and Discipline) Regulations 1924;
- To amend the Garda Síochána Act 2005 by amending Schedule 5 and by creating regulation-making powers in order to make provision for a testing regime of members to detect the presence of controlled drugs to prohibit their presence in specified concentrations other than where exposure in the course of functions or employment occurs and to make provision for disciplinary sanctions relating to these matters

WRC

- **Industrial Relations (Amendment) Act 2019 enters into force on 1 February 2020**
- **Gardai now have access to WRC and Labour Court**
- **Loss of Allowances Covid Roster – advance stage of discussions – 22nd October**
- **Garda College TT issue – a number of meetings**
- **1/41 pay Divisor and 39hr week**

Additional Matters

- Industrial Relations Officers
- Supplementary Pensions
- Inspectors on Interview Boards
- Uniform
- Competition Panels
- Anti Corruption Unit

Finally...

**AGSI Head Office
Thank You**