



To: DEC, Branch Secs, Senior Staff & All Staff in the Civil Service Div.

Re: Meeting with Garda Commissioner

Date: 14/11/2019

Dear Colleagues,

As members will be aware Fórsa has been grappling with major transformation initiatives in An Garda Síochána particularly the civilianisation programme and the proposed new policing model. To this end we met the Garda Commissioner on the 11th November, in what turned out to be a very positive engagement.

This meeting had been sought over our serious concerns about the lack of engagement centrally on the new policing model. This concern was heightened by the fact that locally Chief Superintendents were pressing ahead with staff briefings.

As members will know the new policing model is a very significant transformation of Garda regions and divisions, as follows;

Proposed new Regions

- North Western Region: Running from Mayo to Louth and from Donegal to Galway. This would replace both the current Northern Region (Donegal, Sligo/Leitrim, Cavan/Monaghan and Louth) and all but Clare of the current Western Region (Mayo, Galway and Roscommon/Longford).
- Eastern Region: This would incorporate both the current Eastern Region (Meath, Westmeath, Laois/Offaly, Kildare and Wicklow) and all but Tipperary of the current South Eastern Region (Kilkenny/Carlow, Waterford and Wexford).
- Southern Region: This would replace the current Southern Region (Cork West, Cork North, Cork City, Kerry and Limerick) and also subsume Clare and Tipperary.
- Dublin Metropolitan Region will remain unchanged.

Proposed new divisions

Divisions will be reduced from 28 to 19. The six Dublin divisions and Cork city division would remain unchanged, as would Kerry, Galway and Limerick. But all other divisions would merge with neighbouring ones. This includes:

- Cork North and Cork West;
- Clare and Tipperary;
- Mayo and Roscommon/Longford;
- Donegal and Sligo/Leitrim;
- Cavan/Monaghan and Louth;
- Meath and Westmeath;
- Laois/ Offaly and Kildare;
- Wicklow and Wexford;
- Kilkenny/Carlow and Waterford.



Clearly there is the possibility of serious industrial relations issues arising particularly taking account of the fact that all this is happening simultaneously with the biggest civilianisation programme in the history of An Garda Síochána. By 2021 FÓRSA expects civilian staff numbers to double to at least 4 thousand, more than a 100% increase. As members will be aware civilian staff will replace Gardaí as they move back into operational roles. This should bring new challenges, different work and promotional opportunities to our members, however as we said to the Commissioner, there needs to be better engagement centrally.

Currently FÓRSA are operating a policy of non-cooperation with local briefings, but we did advise the Commissioner that we would change this position if we could agree satisfactory arrangements for central engagement and negotiation.

To this end the meeting of the 11th was very positive, with strong commitments for a major briefing and bilateral discussions, both on the new policing model and the ongoing civilianisation programme.

Members should note that until such time as the appropriate consultation and engagement arrangements are in place with FÓRSA the status quo should remain and in the event of approaches being made by management members are advised not to engage and are asked to immediately contact either their local FÓRSA rep or the FÓRSA office.

Organisation issues

FÓRSA are also preparing to visit the lead divisions over the coming months; including Galway, Limerick, Meath, West Meath, Cork City and , DMR South Central to meet our members and address important questions around union organisation, attracting new members and representatives and ensuring that everyone is fully briefed on the major industrial relations agenda that we are dealing with.

This is a time of huge importance for our members in An Garda Síochána and we look forward to meeting you on the ground over the coming months to ensure that we have the fullest engagement possible.

Yours Sincerely,

A handwritten signature in black ink, appearing to read "D. Mullen".

Derek Mullen
National Secretary
Civil Service Division