

Ms. Yvonne Cooke,
Acting Executive Director,
HR & PD

Dear Yvonne,

I refer to the above and would be obliged if clarification could be provided on the payment of unused annual leave for Superintendents in An Garda Síochána.

This is a hugely important issue for Superintendents who are facing retirement and find themselves with significant quantities of unused annual leave due to their roles, obligations, commitments and professional responsibilities.

We find that following retirement our colleagues are being paid for their unused annual leave on the basis of a day's leave being calculated as being equated to one seventh of their weekly wage pre-retirement instead of it being the appropriate rate of one fifth of their wage. This is both extremely concerning and stressful for those departing the organisation and results in significant resentment following years of committed service. It goes without saying that a working week for a Superintendent is five working days irrespective of whether this includes a working weekend or not. This is well established, recognised and documented as per the pertaining regulations.

It is a difficult enough time for Superintendents when facing into retirement to not only have to plan for their future but they also are now obliged to pursue proceedings in the Workplace Relations Commission to seek appropriate recognition of their just entitlements. This is extremely concerning, stressful and disrespectful for those members who have dedicated their working lives to An Garda Síochána.

Clarity is now urgently sought on the rationale being used for this unfair approach and why this is being pursued in this manner, please.

Yours sincerely,
Mick

Mick Comyns
Detective Superintendent
General Secretary
Association of Garda Superintendents