

ASSOCIATION OF GARDA SUPERINTENDENTS.
Cumann Ceanphorta den Gharða Stochána.



**General Secretary
Association of Garda
Superintendents
Anglesea Street Garda Station
Anglesea Street
Cork City
T12 K244
13 November 2023**

**Helen McEntee, TD
Minister for Justice,
51 St. Stephens Green,
Dublin 2.
D02 HK52.**

Re: Association of Garda Superintendents

Dear Minister,

On behalf of the Association of Garda Superintendents I wish to bring our serious, continued and repeatedly unaddressed concerns to your personal attention. This step is being taken to ensure there is no opportunity for avoidance of knowledge on the real issues of concern.

It is important to state from the outset our absolute commitment to our extensive responsibilities commiserate with our onerous roles within the Garda organisation. Our 24-7-365 availability is honoured each and every day of our service. It continues to be so despite the current escalation of our sense of the antipathy, the feeling of our perceived worthlessness, of being disrespected and dishonored by this Government.

This stems from our already articulated views to the representatives from your Department in what is an extremely insulting tick-box process of purported engagement in advance of still awaited national pay talks.

Hollow platitudes and meaningless promises of action will not address this obvious and festering malaise. We need urgent action, meaningful progression to finalisation of our many outstanding, reasonable, well founded claims which have been at best bounced in every direction except forward by your Government Departments. This begs the question of whether or not there is currently a deliberate, concerted and concentrated process in place to frustrate all Garda claims. It beggars belief that everything is put into 'analysis' again and again and again to spin the process further down the path of non-facilitation to frustrate this Association.

We are the go-to utility at every awkward turn but the walked upon annoyance when we dare to seek our just entitlements. The over-riding concerning aspect of this feeling is that it is permeating through each and every rank in the organisation to the point of frustration saturation.

Minister when will this stop, when will this Government honour our membership and treat us with equity, fairness and decency? In case this message, already delivered to your representatives, has not made its way to you, please now heed our concerns and address them to fruition without further obstruction.

In advance of the next pay agreement please immediately honour our outstanding claims to provide us with some semblance of progress. The ideal of productivity must be on a mutual basis, not on our side alone.

Our long-standing availability claim was promised to be finalised by the third quarter in 2023 as an incentive for us to sign up to the current pay agreement. This has not been honoured.

Our travel and subsistence restoration claim leaves us at 2002 rates because we facilitated austerity tackling to assist the public expenditure in 2009. They have not been restored.

Our indemnity cover claim, has not been progressed. It apparently remains under review.

Our recruitment and retention crisis has resulted in an ever increasing workload for those of us remaining in the organisation to address the growing staffing deficits.

The retirement age issue remains unaddressed despite assurances of its imminent resolution.

We have now been informed that the Garda organisation is refusing to pay our annual subvention. An Organisation cannot deny an Association/Trade Union the financial stability to represent its members.

Please do not ignore us any longer. Please do not think we will accept crumbs to keep us silent. We require our entitled and well-earned respect, our sense of being properly valued. We cannot allow the regression of our hard earned entitlements and will not accept this standard from your Department.

Addressing our outstanding issues immediately and the recognition of our uniqueness as opposed to being lost under the large umbrella of general public service expenditure is essential. It's time for a realisation of the extent of the festering organisational resentment of the treatment from this Government and to take a look at the horizon before the reality becomes implosion.

At this time we have not made this letter public

Yours sincerely,

M Comyns



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