

[REDACTED]

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Attention of

Police Reform Group

The current situation facing An Garda Síochána roster difficulties are identical to the situation presented to the Irish Prison service for many years leading up to the year 2005.

The Prison Service suffered from bad publicity and very difficult HR issues, industrial actions, overtime was the cancer, cutbacks brought resistance and unnecessary attention from the media.

[REDACTED]

[REDACTED]

Overtime is the problem and it unites the staff to present a strong resistance against change. Examine the Prison Service culture leading up to 2005 and the similarities are quite revealing.

Two issues have to be addressed to bring An Garda Síochána into the 21st century are:-

Design specific rosters for each section / grade, maximum time on/off. Cut costs for travel, allow for carpool, facilitate child minding and job sharing.

Eliminate overtime, introduce annualised hours with specific targets for operational front line requirements. Staff can have a comfortable income with optional take up on working additional hours.

Should your office or a member of your staff wish to consult with me on the above, I shall be available to meet with same.

[REDACTED]

[REDACTED]

[REDACTED]

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