



GARDA ALLOWANCES by Business Case

Human Resource Management.



Foreword.

The rationale behind the exclusivity of these allowances, which were first introduced by Government in the Garda Síochána Allowances Order 1924 and 1926, and through subsequent negotiations, is the unique nature of the work of An Garda Síochána.

This uniqueness was subsequently recognised by both the Conroy Commission (1970) and the Ryan Committee of Enquiry (1979). It can be effectively argued that the job cannot be done properly without incurring these allowances which are paid to members in the performance of duty. The allowances were negotiated over time and were deemed necessary to the work of An Garda Síochána. Indeed the Conroy Commission recognised the important effect these allowances had on the morale of the organisation.

The Conciliation and Arbitration process is one of the negotiating mechanisms which was established for the purpose of enabling the Minister for Justice & Equality, the Minister for Public Expenditure and Reform, and the Commissioner of An Garda Síochána on the one hand, and the Representative Associations on the other hand, to provide means acceptable to the Government and these Garda Representative Associations for the determination of:

- Claims, including pay and allowances.
- Proposals relating to conditions of Service of members of the ranks they represent.

A further purpose is to secure the fullest co-operation between the State, as employer, and the members, as workers, for the better discharge of the functions of An Garda Síochána. This has the added effect of preserving industrial harmony, to maintain confidence in the Garda industrial relations machinery and any variation in the terms of these agreements must be re-negotiated, in line with best practice.

It must be reasonably concluded that officials from the Department of Justice & Equality, the Department of Finance, who presided over the initial granting or subsequent increasing of these allowances /expenses for the Garda Síochána during the four decades of these negotiations, were satisfied that the allowances were in the first instance wholly necessary, given the unique nature of the organisation and the environment in which it operates.

This report therefore sets out the historical background to each allowance whether by legislation or negotiation and provides a business case in respect of each allowance. It also highlights the rationale behind the granting of these allowances. In respect of the negotiation, the relevant Agreed Report which supports their continued payment is eluded too.



The following is an extract from the Garda Finance Code outlining the provisions regarding Garda Allowances.

(F) 4.1 Claiming of an Allowance

Where an allowance is claimed it will not, unless the Commissioner otherwise determines, be payable in respect of any period not falling wholly within twelve months immediately preceding the date on which it is claimed.

(F) 4.2 Regulations Governing Payment of Allowances

(1) Absence without leave — Special leave without pay

No allowance shall issue in respect of any period of absence without leave or of special leave without pay. (For the purpose of this regulation fractions of a day will be disregarded).

(2) Ordinary Leave

All permanent allowances may issue in respect of periods of ordinary leave.

(3) Sickness

(a) Where the illness is attributable to execution of duty without wilful default or negligence, uniform, boot, plain clothes and Gaeltacht allowances may be paid in full while there is a reasonable prospect of duty being resumed.

(b) Where the illness is not attributable to execution of duty but without wilful default or negligence, uniform, boot, plain clothes and Gaeltacht allowances may be paid in full for six months in any year, (in the case of members suffering from tuberculosis at three-quarter rate for next six months), and at a half rate thereafter as may be authorised by the Commissioner while there is a reasonable prospect of duty being resumed.

(c) In circumstances outlined at (a) or (b) all permanent allowances may be paid for not more than four weeks continuous absence due to sickness; however public service vehicle allowance and clerical/designated allowance may be paid for six weeks and six months respectively and be subject to review at the end of that period. Locomotion allowance for Officers and Inspectors will be paid in accordance with section (F) 4.15 to (F) 4.20 infra.

(4) Special leave with pay

For periods of special leave with pay: uniform, boot, plain clothes and Gaeltacht allowances may issue. Payments of other permanent allowances may be made as indicated in subsection (3) (c) above.

(5) Suspension

(a) A member who has been suspended from duty may be granted a suspension allowance, in lieu of pay, during the period of suspension at the rate of 75% of basic pay and rent allowance.

(b) A suspended member may apply to the Commissioner, on grounds of special hardship, to have the suspension allowance increased to a rate of up to 90% of basic pay and rent allowance.

(c) A member suspended from duty should be informed at the date of service of the Suspension Order of the necessity to apply immediately for suspension allowance. Code (F) 3.44 also refers.



(6) Plain Clothes

Payment of plain clothes allowance will not be made for any period of absence where the member concerned had not been employed continuously on plainclothes duty prior to such period of absence.



Template of Garda Allowances





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1. Overtime Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Overtime Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to members of An Garda Síochána who perform overtime duty. |
| 3. Number on Spreadsheet | 1 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

A claim for overtime pay was dealt with in the Conroy Report, as it was linked to complaints of excessive hours worked and a failure to provide a proper amount of compensatory time off. While Conroy made a number of recommendations on how this should be dealt with it was not until a claim went before Conciliation Council at the end of 1971 that the matter was addressed.

The method for the calculation of overtime was decided on the following calculation,

Overtime on a day other than a Sunday or public holiday is calculated at the rate of 3/82nds of basic weekly pay per hour.

At the beginning of each year all Assistant Commissioners are allocated an overtime budget for distribution to their respective Divisions/Sections. Being the overtime budget holder, an Assistant Commissioner will be responsible in implementing whatever measures are necessary to ensure that the overtime spend is kept in line with his/her annual budget provision. Divisional Officers/Chief Superintendents and District Officer/Superintendents are responsible for monitoring and managing their devolved overtime budget as well as authorising overtime as local policing requirements dictate. Overtime should normally be authorised by a member's District Officer/ Superintendent. In the event, however, of a member finding it necessary to work overtime, or the member in charge of a station finding it necessary to detail other members to work overtime, he/she may do so without the authority of the District Officer/Superintendent. The District Officer/Superintendent should, however, be informed at the first available opportunity.

(2) Is the allowance cost effective/represent value for money?



This payment is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is a payment in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



2. Rent Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Rent Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to members of An Garda Síochána up <u>to the rank of Chief Superintendent</u> . It is a contribution to a member's rent costs. |
| 3. Number on Spreadsheet | 2 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This is paid to every member up to and including Chief Superintendent, this allowance has been examined a number of times over the years, notably by the Conroy and Ryan Commissions on pay. The main reason for the provision of such an allowance is that members of An Garda Síochána may be deployed by the Garda Commissioner to serve anywhere in the State, thereby requiring the member to acquire rented accommodation.

This allowance was first provided for in the Garda Síochána Allowances Order 1926.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not Applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



4. Night Duty Allowance: (Incl. rostered and non rostered)

PART 1: GENERAL INFORMATION

1. Name of Allowance **Night Duty Allowance**
This is an allowance in the nature of pay
2. Description: Night Duty allowance is payable to members who perform duty at any time during the hours of 6pm to 8pm and at a higher rate during the hours 8pm to 8am.
3. Number(s) on Spreadsheet **4, 6, 8 and 15.**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain **X**
 Modify

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The following rates of compensation apply to duties performed on Saturdays, Sundays, Public Holidays and at night to Gardaí, Sergeants and Inspectors (other than Inspectors acting as District Officers):

- (a) Double basic rate for Sunday duty.
- (b) Double basic rate for duty on a Public Holiday, which was a rostered working day.
- (c) (i) For Sergeants and Gardaí, double basic rate plus a free day for duty on a public holiday, which was a rostered rest day.
- (ii) For Inspectors, treble basic rate for duty on a Public Holiday, which was a rostered rest day.
- (d) Special payment (at current rates) for duty on a Saturday, which was a rostered working day.
- (e) The appropriate overtime compensation for duty on a Saturday, which was a rostered rest day plus relevant Saturday allowance.
- (f) Time and one quarter for Night Duty — 8pm to 8am.
- (g) Time and one-sixth for Night Duty — 6pm to 8pm.

The Conroy Report argued as follows:

582. We are of the opinion that when a member of the Force does regular lengthy periods of night duty this does have an adverse effect on his health and living conditions.

583. We agree with the Official Side that liability to do night duty is a factor which must be considered in assessing the pay of a member of the Force. Normally the incidence of night duty is greatest for members of the Force who are stationed in the cities with the three relief system, namely Dublin, Cork, Limerick and Waterford.



In 1969, however, the increase in protection duty at key installations and along the border counties has spread the incidence of regular lengthy periods of night duty. Where there is regular night duty over long periods there should be some compensation over and above the element of compensation for night duty which is contained in the pay scales. This compensation should be by way of a non-pensionable allowance.

584. This decision involves a consideration of what should be listed as night duty, how many hours in a recognised period, for example, in a week or a month, should be worked to qualify, for the allowance, what members of the Force should be entitled to qualify for the allowance, and at what rates should the allowance be paid.

585. The Garda Code classifies any duty done between the hours of 6am and 8pm as “day duty” and duty performed between 8pm and 6am as “night duty”.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



5. Public Holiday Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Public Holiday Allowance |
| 2. Description: | This is an allowance in the nature of pay
Duty on a Public Holiday is treated in the same way as duty on a Sunday. |
| 3. Number on Spreadsheet | 5 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The allowance is paid to members who perform duty on a public holiday it is based on the hours worked

The following rates of compensation apply to duties performed on Saturdays, Sundays, Public Holidays and at night to Gardaí, Sergeants and Inspectors (other than Inspectors acting as District Officers):

- (a) Double basic rate for Sunday duty.
- (b) Double basic rate for duty on a Public Holiday, which was a rostered working day.
- (c)
 - (i) For Sergeants and Gardaí, double basic rate plus a free day for duty on a public holiday, which was a rostered rest day.
 - (ii) For Inspectors, treble basic rate for duty on a Public Holiday, which was a rostered rest day.
- (d) Special payment (at current rates) for duty on a Saturday, which was a rostered working day.
- (e) The appropriate overtime compensation for duty on a Saturday, which was a rostered rest day plus relevant Saturday allowance.
- (f) Time and one quarter for Night Duty — 8pm to 8am.
- (g) Time and one-sixth for Night Duty — 6pm to 8pm.

During the calendar year 2011, 13,490 members received this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



7. Saturday Allowance: (Rostered and Non Rostered)

PART 1: GENERAL INFORMATION

1. Name of Allowance **Saturday Allowance**
2. Description: **This is an allowance in the nature of pay**
Saturday allowance is paid to members who perform duty on a Saturday, it is a single payment.
3. Number(s) on Spreadsheet **7 and 32**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

During the negotiations on this allowance the Staff Side stated that the allowance payable for duty on Saturday was £1 since it was introduced in 1974. In many employments Saturday work was usually compensated for at the rate of time and a half up to mid-day and double the time thereafter.

The Official Side referred to the relationship between members of Garda rank and Prison Officers that had been established by the Arbitrator in 1974, in respect of unsocial hours allowances. Prison Officers had referred a claim to the Arbitrator for improved conditions in respect of night duty. After some discussion it was agreed to defer further consideration of the claim until the outcome of the Prison Officers' claims became known. At the meeting on the 14th November, 1980, the Official Side stated the outcome of the Prison Officers' claims. The Arbitrator had found that a valid case had been made out for some compensatory payment in respect of the onerous features of the work in question, which he stated might well be unique to the prison service.

As regards the Saturday premium, the Official Side stated that, following a recommendation by the Labour Court, the premium payable to Psychiatric Nurses was increased from £1 to £3. A similar increase was extended to the Prison Service. In view of that they were prepared to recommend a corresponding increase for Gardaí with effect from 18 February 1980. After discussion the Staff Side accepted the offer.

During the calendar year 2011, 13,211 members received this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.



(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



8. Detective Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Detective Allowance |
| 2. Description: | This is a non-pay allowance
Members (all ranks) who have been appointed under the authority of the Commissioner on detective duties are paid a detective allowance to cover casual expenses incidental to detective work. The detective allowance is €30.28 per week. |
| 3. Number on Spreadsheet | 9 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

Detectives engage in undercover and surveillance work associated with bank robberies, tiger kidnapping, terrorism, white collar, financial, organised crime etc. This type of work is a difficult area of law enforcement. The theory behind not wearing a uniform is that it removes any impediments to acquiring information. This type of work requires secrecy. It allows detectives to circulate in areas where the police are not ordinarily welcome. It involves spending money, wholly, exclusively and necessarily in the discharge of duty, while for example watching criminals and their associates, in clubs, restaurants, pubs, night clubs, sporting venues, pop concerts, cinemas, theatres etc. A detective will ordinarily have to pay an entrance fee or consume refreshments or food in the venue or incur other expenses to blend in to the background. It is not always possible to obtain receipts for purchases, as this may bring notice on a Detective, who is engaged in a covert operation.

The job of a detective is to gather information to enable a successful prosecution. The purpose is to obtain evidence, proof of criminal intent, and information on the personalities or lifestyles of certain people. Ordinarily, a large number of arrests are made because a detective has maximised their contacts as much as possible by "converting" one or more of their contacts through the Covert Human Intelligence Source (CHIS) network. This type of work necessitates the spending of money in the performance of duty to defray casual expenses and to cultivate/convert sources/contacts.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.



(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not Applicable. This is a non-pay allowance.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not Applicable. This is a non-pay allowance.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



10. Boot Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Boot Allowance |
| 2. Description: | This is a non-pay allowance
Paid to members (Gardaí, Sergeants and Inspectors) for the maintenance of their official footwear. |
| 3. Number on Spreadsheet | 11 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

Paid to members for the maintenance of their footwear. This Allowance was first provided for in the Garda Síochána Allowances Order 1924.

Appropriate footwear is essential in the performance of duty as a member of the Uniform branch of the Garda Síochána. It is also vital that footwear must be properly maintained in accordance with the Garda dress Code. Gardaí must have and maintain a variety of footwear, some of which is specialist in nature, for different occasions such as – operational, administration, searches, public order events, formal occasions, etc.

The current allowance is €2.87 per week and it is provided to offset the expenses which are wholly, exclusively and necessarily incurred in the performance of duty.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not Applicable. This is a non-pay allowance.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



12. Plain Clothes Allowance:

PART 1: GENERAL INFORMATION

1. Name of Allowance **Plain Clothes Allowance**
This is a non-pay allowance
2. Description: It is a tradition of the Garda Síochána, since Ireland became independent, that standard policing is carried out by unarmed uniformed members of the Service. These members are supplied with a uniform. In contrast detectives are necessarily obliged to purchase, wear and maintain 'plain clothes' which are necessary in the performance of their duty, as the carrying of a firearm in uniform is normally prohibited.
- The allowance is paid on a weekly basis and is currently set at:
 €11.60 for Gardaí and Sergeants,
 €13.22 for Inspectors and,
 €14.68 for Superintendents and C/Superintendents.
3. Number(s) on Spreadsheet **13, 45 and 56**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

Detectives are not provided with standard "plainclothes" in place of wearing the uniform. To avoid being recognised as a member of the Garda Síochána, plainclothes officers are required to purchase and maintain a range of clothing that would allow them to fit in with the people and the surroundings they are working in.

On a general assignment detectives may wear suits which conform to a certain organisation dress code, however, that is entirely contingent on what they are investigating. They generally dress 'not to stand out' in the working environment. Different people and surroundings require a different dress code and this normally meets with the approval of a District Officer. Undercover detectives working on Drugs operations will wear attire that allows them to fit into the drugs culture whereas those investigating white-collar crimes will generally wear suits to blend in with the business



environment. As a matter of course Officers who are appointed as detectives would meet regularly with members of the business community and external stakeholders and would do so in business attire.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not Applicable. This is a non-pay allowance.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



13. Clerical (Designated Post/Ex-Gratia) Allowance:

PART 1: GENERAL INFORMATION

1. Name of Allowance **Clerical (Designated Post/Ex-gratia) Allowance**
This is an allowance in the nature of pay.
2. Description: This allowance is paid to members engaged in clerical duties. This allowance is also payable to members on Special Designated Post who undertake duties that a civilian is unable to fulfil such as cash escorts, prison van/escorts, and court protection. The Allowance is a means to compensate for loss of other allowances, particularly unsocial hours.
3. Number(s) on Spreadsheet **14 and 21**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The clerical duties would normally require specialist police knowledge and this allowance is required to ensure that Garda members are not at a loss when they are required, sometimes under direction, to change their work pattern thus affecting their earning capabilities.

There are currently 280 members in receipt of the Designated Post Allowance, of whom 45 are detailed on Special Designated Posts. There are 124 members in receipt of the clerical allowance ex gratia.

A Garda member occupying a 'Civilian' (non-designated) post will be paid an ex-gratia sum, equivalent to the designated post allowance, while he/she occupies such post. Eligibility for the ex-gratia sum will be subject to the following provisions:

- a) That the member opted to transfer to outdoor duties; and
- b) That it is not practicable to release the member from the post he/she occupies.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.



(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.
The number of designated posts is subject to organisational review.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



14. Availability Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Availability Allowance |
| 2. Description: | This is an allowance in the nature of pay
Availability Allowance is payable on a weekly basis to Superintendents and Chief Superintendents. |
| 3. Number on Spreadsheet | 16 and 23. |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This allowance is paid to Superintendents and Chief Superintendents for being available outside normal office hours. The payment of the availability allowance was based on an overall remuneration package i.e. pay scale, rent, etc., allowances together with the availability allowance, which covers the full range of duties and responsibilities of the position.

Note: where an Inspector acts up as a District Officer (Superintendent) he/she is entitled to claim availability allowance, Agreed Report 697 has reference.

At present there are 302 members in receipt of this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?



(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



15. Gaeltacht Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Gaeltacht Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to members of An Garda Síochána up to the rank of Chief Superintendent for members serving in the defined Gaeltacht areas and who have attained a certain level of proficiency in Irish. |
| 3. Number on Spreadsheet | 17 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

- (1) What does the employer receive in return for the allowance?

This allowance is based on 7.5% of basic salary. The Gaeltacht Allowance was set up by Government decision. The Gaeltacht Allowance was first introduced in 1934 to those members of An Garda Síochána in the Galway West Division, by the Minister for Finance under Article 12(c) of the 1926 Order (S.I.13/49/34). It was extended further in 1935 to include Irish-speaking areas in the Donegal and Kerry divisions.

At present the allowance is payable to members serving in certain Gaeltacht stations and have attained a certain level of proficiency in the Irish Language. The payment of this allowance reflects the policy of An Garda Síochána to ensure a high standard in oral Irish proficiency for members serving in Gaeltacht areas.

Section 33(2) of the Garda Síochána Act 2005 states that:

The Garda Commissioner shall ensure that members of An Garda Síochána stationed in a district that includes a Gaeltacht area, are sufficiently competent in the Irish language to enable them to use it in carrying out their duties.

The Official Languages Act 2003, Section 13, deals with language proficiencies and provides:

- That public bodies (such as An Garda Síochána) will ensure that an adequate number of their staff is competent in the Irish language so as to be able to provide its service through Irish as well as English.
- That the particular Irish language requirements associated with the provision of services in Gaeltacht areas are met.
- That the Irish language becomes the working language in its offices in the Gaeltacht not later than such date as may be determined, with the consent of the Minister.



Under Section 11 of the Official Languages Act, 2003, the Garda Commissioner has developed and introduced a 'Scheme 2009-2012' in 2009. The Scheme is designed to develop incrementally the services which An Garda Síochána provides through Irish and the Garda organisation has committed to providing a full service to the public through Irish in designated Gaeltacht areas by the end of 2015.

All personnel allocated to Garda stations in the Gaeltacht areas must have the necessary proficiency in Irish. Persons already based in designated Gaeltacht areas, including those stations which do not currently qualify for the Gaeltacht Allowance, will be proficient in the use of the Irish language by the end of 2015.

At present there are 341 members in receipt of this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



17. Instructor Allowance: (Includes Temporary Instructors Allowance)

PART 1: GENERAL INFORMATION

1. Name of Allowance **Instructor Allowance**
This is an allowance in the nature of pay
2. Description: This is an allowance paid to members of An Garda Síochána up to the rank of Inspector. It is an allowance paid to members engaged in the instruction of other members.
3. Number(s) on Spreadsheet **19, 20, 48, 55, 58, 60 and 80**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This allowance reflects the requirement to have a permanent staff of experienced police officers in positions to provide instruction to the organisation as a whole. The allowance ensures that members who take up these positions are not at a disadvantage in their earnings and reflects the specialist service they provide.

A pro-rata allowance will also be payable to members who are employed as temporary instructors on a whole time basis.

There were 202 all ranks in receipt of this allowance in 2011.
 (During the year 2011, there were 99 (Garda and Sergeant rank) members in receipt of temporary Instructors Allowance).

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



18. Scenes of Crime Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Scenes of Crime Allowance |
| 2. Description: | This is an allowance in the nature of pay
An allowance is payable to members who have been formally appointed as Scenes of Crime Examiners. |
| 3. Number on Spreadsheet | 22 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This Allowance is paid to members who have been appointed and have received full training as Scenes of Crime examiners. These members are permanently employed on divisional scenes of crime units. These members work in uniform and the payment of this allowance is not compatible with the payment of detective or plain clothes allowance. Members attached to this unit receive specific training in forensic scene examination.

During the calendar year 2011, 156 members (Garda and Sergeant rank) received this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?



(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



19. Expert Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Expert Allowance |
| 2. Description: | This is an allowance in the nature of pay
Expert Allowance is paid to members of An Garda Síochána assigned to the Garda Technical Bureau |
| 3. Number on Spreadsheet | 24 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

Paid to members who are classed as 'experts' by the court, fingerprints, ballistics, etc This allowance is graduated depending on the training and experience of the member, typically a member will not receive the full allowance until they have been 5 years in the position and have successfully completed all required courses.

The allowance was introduced after agreement was reached at Conciliation Council. The main points made for the introduction of the allowance were as follows:

1. Members who served in the Technical Bureau were losing out on allowances
2. There were very restricted promotional opportunities
3. Members were often called out to crime scenes at very short notice
4. There was a general lack of recognition for the members expert status

The Allowance is payable on an incremental scale, the first increment is paid on appointment, the second increment after 3 years and finally after 5 years with relevant expert qualifications to a maximum of €5,207.90 per annum.

At present there are 84 members that are in receipt of this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.



(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



20. Overseas Allowance:

PART 1: GENERAL INFORMATION

- | | |
|-----------------------------|---|
| 1. Name of Allowance | Overseas Allowance |
| 2. Description: | This is a non-pay allowance
This allowance is payable to members serving on U.N. duties overseas. |
| 3. Number(s) on Spreadsheet | 25, 28, 51, 57, 91, 92, 92 and 99 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The duties and responsibilities of the Garda Síochána go well beyond the borders of this jurisdiction. The Garda Síochána is quite properly held in high esteem internationally in policing matters relating to peacekeeping and civilian crisis management. The reputation is well deserved and derives from a long tradition of Garda Síochána involvement in international peacekeeping missions.

Section 51(2) (b) of the Garda Síochána Acts 2005 -2007 provides that " ... the Garda Commissioner may assign eligible members of the Garda Síochána for service outside the State ... on secondment to an international organisation with the consent of the Minister". "International organisation" includes any force or mission organised by, or operating with the mandate of, the European Union or any institution or body of the European Union. Agreed Report 598 records agreement to pay an overseas allowance to members based on rank. This came about after adjudication on a claim by the Association of Chief Superintendents for the payment of an overseas allowance.

The payment of the allowance was considered by the official side at Conciliation Council to be adequate compensation for the members on these missions and provided recognition for the circumstances attaching to particular missions.

During the Calendar year 2011, 62 members received this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.



(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is a non-pay allowance.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



21. Radio Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Radio Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to members of An Garda Síochána up to the rank of Superintendent. This is an allowance paid to members who are employed full time in the Telecommunications Section, in servicing, maintaining and repairing the radio equipment for use in the Force. |
| 3. Number on Spreadsheet | 26 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This allowance is paid to members who are qualified in the use of specialised radio equipment.

Historically it had been the case that these members were brought into the organisation as Technicians under a direct entry process and while they are members of An Garda Síochána, their sole function has always been to support the Garda Telecommunications Section throughout the State.

At present there are 74 members in receipt of this allowance.

In future Garda members will no longer be brought into this section to provide technical services. All new entrants to this section will be Garda civilian staff.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



22. Acting up Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Acting up Allowance |
| 2. Description: | This is an allowance in the nature of pay
This allowance is paid on a monthly basis to members of Inspector rank who have been nominated by the Divisional Officer/Chief Superintendent to fulfil the roll of District Officer/Superintendent in the absence from duty of the District Officer/Superintendent. |
| 3. Number on Spreadsheet | 29 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

Garda Code 3.7 Taking Charge of a District
In the absence of a District Officer for any period of duty the Divisional Officer will nominate an Inspector or other Superintendent to take charge of the District.

When taking charge of a District, the duties of an Inspector will be similar to those prescribed for a Superintendent.

The following text is taken from the negotiations at Conciliation Council concerning the deliberations on the introduction of this Allowance.

The Staff Side in support of their claim stated that Inspectors are increasingly fulfilling the role of District Officer.

The Staff Side stated that unlike the Civil Service, members of the Force are instructed to act up, it is not optional.

At various times during the calendar year 2011, 96 Inspectors received this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post;



impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?



A J.L.O. is also required to take an active interest in youth clubs and other sporting organisations within their areas and also regularly partakes in bringing young people away for day trips and weekends.

CPO/Community Relations Officers are regularly called upon to give talks in schools, and other community groups. The nature of the work involves meeting with and building up relationships with a range of individuals and community groups. This work necessarily involves expenditure, wholly and exclusively in the course of duty. The expenditure associated with this work is for the provision of light refreshments, and other incidental items.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not Applicable. This is a non-pay allowance.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



25. Qualifying Bonus Allowance:

PART 1: GENERAL INFORMATION

- | | |
|-----------------------------|---|
| 1. Name of Allowance | Qualifying Bonus Allowance |
| 2. Description: | This is a non pay allowance
A once only bonus at current rates will be paid to a member who qualifies at either the Inspector's or Sergeant's professional examination. |
| 3. Number(s) on Spreadsheet | 33 and 46 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

No instruction is provided by the organisation in this regard. Members are expected to source their own instruction and pass the examinations. It is accepted that this requires a substantial effort on the part of the member both in time and resources.

By way of example a copy of the Garda guide is required study for both exams and while members are issued with a CD copy the cost to purchase a hard copy is €325 (including discount). This allowance is a once off payment to offset both the monetary cost and loss of leave (no study leave is available). Successful completion of the exams does not guarantee promotion.

During the calendar year 2011, 543 members received the allowance for passing the Sergeants promotion exam and 91 members received the allowance for passing the Inspectors promotion exam.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is a non-pay allowance.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



26. Court Presenter Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Court Presenter Allowance |
| 2. Description: | This is an allowance in the nature of pay
A Court Presenters Allowance is paid to Sergeants who are appointed as Court Presenters. |
| 3. Number on Spreadsheet | 34 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This allowance is paid to members who are appointed as court presenters. These members are permanently attached to the courts offices and are therefore not in a position to earn rostered unsocial hours allowances. Court presenters have a thorough knowledge of court procedures and of all aspects of the Criminal Law for the cases they must deal with on a daily basis and provide legal argument on same.

Since the inception of the court presenter system, only Sergeants have been appointed to the role of court presenter thereby qualifying for the payment of this allowance.

At present there are 23 members, all of whom are Sergeants that are in receipt of this allowance.

The use of the court presenter system alleviates the necessity for the prosecuting members to attend court sitting, thereby reducing the costs involved where members attend court on overtime.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.



(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



28. Air Support Unit Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Air Support Unit Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to members of An Garda Síochána up to Inspector rank. This is an allowance paid to members who are appointed to the Garda Air Support Unit. |
| 3. Number on Spreadsheet | 36 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This allowance is paid to members attached to the Garda Air Support Unit (GASU). In order to join this unit a member must undergo specialist training which includes all aspects of equipment on board Garda aircraft as well as attaining a level of fitness above the normal levels required for Garda members.

Once a member has successfully completed the required course of training and there are vacancies at the unit they are employed as air observers in Garda aircraft.

Among the reasons for granting this allowance was the unique requirement that the members of this unit while on duty are not permitted to leave the Air support unit base at Baldonnell.

At present there are 22 members in receipt of this allowance

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



There is currently one (1) member in receipt of the Motor Technician Allowance.

The maintenance of the Garda Fleet has now been outsourced and there will no longer be a requirement to employ Garda members in this area.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



30. Water Unit Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Water Unit Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to members of An Garda Síochána of Garda and Sergeant rank. A daily allowance at current rate is payable to any member who has actively engaged in underwater operations for each day or part of a day. |
| 3. Number on Spreadsheet | 38 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The Garda Water Unit was formed as a permanent unit in 1974. The allowance agreed at Garda C & A was in recognition of the specialist services provided by the unit and the requirement to be available at short notice to travel anywhere in the state.

The Garda Water Unit provides an operational support and search capability to other Garda units and outside agencies in marine environments and hazardous locations. The Unit consists of 2 operational teams based at Athlone Garda Station, Co. Westmeath and Santry Garda Station, Dublin respectively.

The Unit is regularly called in for investigations relating to murders and serious crime, missing persons and evidence recovery. In addition to underwater searches, it is also regularly asked to carry out surface patrols throughout the country and around the Irish coastline. This involves the enforcement of marine legislation and the policing of major events taking place on or near the water.

At present there are 17 members in receipt of this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.



(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



31. Locomotion Allowance:

PART 1: GENERAL INFORMATION

1. Name of Allowance **Locomotion Allowance**
This is a non-pay allowance
2. Description: Locomotion allowance at the current rates is payable to certain Officers and Inspectors who use their private motor cars in the performance of duty, similar to Public Service.
3. Number(s) on Spreadsheet **39, 84, 87, 88, 89 and 94**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

Locomotion expenses — All travelling expenses including car and boat hire; rail fares; transfer expenses of members and their families; allowances to Officers and Inspectors for use of their own motor cars on duty; repayable advances made to Officers and Inspectors to enable them to purchase motor cars for the performance of their duties.

The Conroy Report States:

498. Normally a Chief Superintendent in charge of Division, a Superintendent in charge of a District, and an Inspector serving outside Garda Headquarters, the Training Centre, or the D.M.D., before it was extended in 1964, is obliged to have a motor car for use on duty. Loans are made available officially to enable any such officer to buy a car. These are interest free loans.

499. The Commissioner has an official car and driver and all the cost of it is borne by the State. The Deputy and Assistant Commissioners have a fixed allowance of £220 per annum. The Police Surgeon, the Chief Superintendents in charge of Divisions outside of Dublin, and Superintendents in charge of Districts outside Dublin, Cork and Limerick are paid a fixed rate per annum and a mileage rate. Both of these rates vary according to the horse-power of the car.

500. An Inspector in any District outside the old Dublin Metropolitan District gets a fixed annual allowance depending on the horse-power of the car and he also gets a mileage rate. An Inspector in Dublin gets a fixed annual allowance per annum for locomotion expenses whether he has a car or not.

538. An application has been made by the Inspectors in the D.M.A. to be placed on the same basis as Inspectors outside the D.M.A. so far as locomotion



allowance is concerned. Of the 58 Inspectors stationed in the D.M.A. four are in receipt of the same allowance as an Inspector outside the D.M.A., and one has the use of an official car and has no allowance.

539. An Inspector stationed in the D.M.A. is not obliged by the Garda Regulations to own a motor car. He is entitled to a flat rate allowance per annum which covers any transport charges he may incur whether it is for use of his car or taxis or public transport.

540. Normally an Inspector in the D.M.A. uses his car on official business, particularly an Inspector in charge of a station and a Detective Inspector. These men are on 24 hour call and official transport is not always available. If public transport, or an official car, is not available the Inspector must hire a taxi or use his own car.

541. It was stated that an Inspector frequently has to take over the duties of a District Officer. This may last for two or three months in the year. During this time he has to do travelling for which the District Officer gets nearly three times as big an allowance.

542. It was urged on us that the allowance per annum was inadequate and that an Inspector in the D.M.A. should be given the same allowance as an Inspector outside the D.M.A. An Inspector outside the D.M.A. gets an annual grant which varies according to the horse power of the car and he also gets a mileage allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is a non-pay allowance.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



32. Delegates Allowance:

PART 1: GENERAL INFORMATION

1. Name of Allowance **Delegates Allowance**
This is a non-pay allowance
2. Description: This is an allowance payable where a member is on an official visit abroad and is a sole member or part of a delegation representing the State at a meeting of the European Union, or other International Organisations, or with representatives of another Government or Governments. The purpose of the meeting is what denotes whether the allowance is payable or not.
3. Number(s) on Spreadsheet **40, 64, 65, 95, 96, 97 and 98**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

Payment is based on Civil Service structures. In accordance with Agreed Report 519, 529, Garda HQ Circular No 188/97 and Department of Public Service Circular 1/83 of January 1984, delegates allowance is currently payable to members of An Garda Síochána who attend conferences in accordance with the following provisions:

- (i) for an official visit abroad
- (ii) as a sole member or part of a delegation
- (iii) representing this country at a meeting of the EU or other international organisations

It should be noted that payment is not made where the journey abroad is for the purpose of

- (i) attending a training course,
- (ii) a familiarisation visit
- (iii) fact-finding or otherwise securing information
- (iv) attending a seminar or meeting held solely to exchange information, whether orally or by the presentation of papers.

During the Calendar year 2011, 47 members received this allowance at various times



(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



33. Change Management Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Change Management Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to members of An Garda Síochána up to the rank of Chief Superintendent attached to the Garda Change Management Unit. |
| 3. Number on Spreadsheet | 41 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

- (1) What does the employer receive in return for the allowance?

The main role of the Change Management Unit is the implementation of large structural and cultural projects within An Garda Síochána. The Unit was established in 1996 to support the implementation of the PULSE Project. At the time, PULSE was the largest IT project ever undertaken in the State.

The Unit is tasked with delivering change initiatives effectively by managing, leading and driving change in a structured framework and through extensive engagement within the organisation.

In order to achieve this the Unit:

- Identifies or creates new projects
- Causes and facilitates necessary changes
- Coordinates the different stakeholders in a project
- Enables An Garda Síochána and its staff to adapt as smoothly as possible to ever-changing environments

Recent major Change Projects completed by the Unit include:

- Fixed Charge Processing System
- Garda Information Service Centre
- High Visibility Policing Initiative
- Garda Reserve
- Major Change Projects currently being progressed by Change Management include:
- Change & Modernisation Programme



- Training & Development Review Group
- National Digital Radio System
- Boundary Realignment Project
- Computer Aided Dispatch
- Automated Fingerprint Identification System
- Automated Ballistic Identification System

At the time this allowance was introduced there was a significant shortfall in the number of members with IT skills, there was also a limit to the number of external IT Staff that could be appointed on contract on a consultancy basis. These factors led to the introduction of this allowance for the unit which saw a subsequent rise in the number of Gardaí up skilling and applying for positions in this area.

At present there are 17 members in receipt of this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



34. Collator (CIO) Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Collator Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance payable to members who have been formally appointed as Criminal Intelligence Officers. |
| 3. Number on Spreadsheet | 42 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

In recent years the role of Collator/CIO has expanded with the introduction of the PULSE system and the need for these members to become even more proficient in the gathering of intelligence, analysing the intelligence and ensuring the information is accurately recorded.

At present there are 58 members in receipt of this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



35. Welfare (EAS) Officer Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Welfare (EAS) Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance payable to members who are appointed as Welfare Officers in the Garda Síochána |
| 3. Number on Spreadsheet | 43 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The Employee Assistance Service (EAS) caters for serving, retired members, student and former members, their spouses and immediate families. They also cater for retired members of external Police forces who reside here.

Garda EAS Officers provide a confidential counselling service on personal, domestic, work-related, financial or social problems. They also provide information and unbiased advice on a range of welfare issues and, where necessary, provide a referral service to appropriate specialist agencies through the member's General Practitioner or the Chief Medical Officer. They will liaise, where appropriate, with Staff Associations, Garda Organisations, Garda Chief Medical Officer, Human Resource Management, specialised agencies, Divisional Welfare Committees, Peer Supporters, etc.

At present there are 9 members in receipt of this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



36. *Substitution Allowance:*

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Substitution Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to members of Garda rank who act as member in charge of a station (except a substation) |
| 3. Number on Spreadsheet | 49 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This allowance was paid for the first time on the 1st October 1965, as a result of an agreement reached at the Conciliation Council. It may be paid to a Garda who acts as member-in-charge of a station (other than a substation) and who fulfils the following conditions

- (a) That the Station concerned is designated as a Station where a member not below the rank of Sergeant shall be responsible for the administration of, but due to administrative reasons, the Sergeant's post has not been filled or remains temporarily vacant;
- (b) No payment will be made in respect of any periods in which a Garda acts as member in charge, which amounts in the aggregate, to less than 28 days in any financial year;
- (c) Periods in which a Garda acts for a Sergeant who is on rest days will be excluded in calculating the qualifying period of 28 days set out at (a) above;
- (d) Where a Garda acts for a qualifying period of not less than 28 days, payment will be made for the full qualifying period of substitution in that financial year; and
- (e) The District Officer certifies that the Garda has carried out the duties appropriate to the higher rank in an efficient manner.

During the calendar year 2011, 90 Gardaí received substitution allowance.

There is a claim in respect of the payment of this allowance before the Garda Conciliation Council.



(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



37. Safety Advisor Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Safety Advisor Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to members of An Garda Síochána recognised as Safety Advisors. |
| 3. Number on Spreadsheet | 50 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

In order to comply with the Health and Safety Act, 2005, the Commissioner appointed members of An Garda Síochána to the post of safety advisors. These members are conditioned to work from 9am to 5pm, Monday to Friday, and consequently are not be in receipt of rostered un-social hour's payments or designated post allowance. To counter this change in their work this allowance was introduced to ensure that these members (all of whom are qualified in the area of Health & Safety) are retained. These members provide health and safety training and instruction, as well as preparing safety information. They develop and assist in the implementation of Health and Safety management policies in the organisation and advise on event management plans. These conduct health & safety surveys and advice which extends to firearms handling & practices, equipment and patrol vehicle safety

During the calendar year 2011, 8 members received this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



38. *Analyst Allowance:*

PART 1: GENERAL INFORMATION

1. Name of Allowance **Analyst Allowance**
2. Description: **This is an allowance in the nature of pay**
This is an allowance payable to Gardaí, Sergeants and Inspectors who are appointed as analysts. All recipients must have a third level qualification.
3. Number(s) on Spreadsheet **52, 61, and 70**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This allowance is paid to Garda members in the analysis service and to some members who were attached to the Organisational Development Unit and are now working in the Policy and Planning Unit in Change Management.

The allowance is only paid to members who hold or are in the process of obtaining a masters degree.

At present there are 13 members in receipt of this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



39. Dog Handler Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Dog Handler Allowance |
| 2. Description: | This is an allowance in the nature of pay.
This allowance is paid as a compensation for the expense of handling and maintaining Garda dogs. |
| 3. Number on Spreadsheet | 53 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

Each handler is responsible for the care of the dog including housing and feeding the dog up to and including the retirement of the animal.

This principle underpinning the granting of allowances to dog handlers in the Garda Síochána was to offset the cost of feeding their working dogs. Dog handlers are required to kennel their dogs at their home and are responsible for grooming, feeding and exercising their dogs. The handler is also responsible for the proper control of the dog and its behaviour both on and off duty.

During the calendar year 2011, there were 18 Dog handlers who were in receipt of this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



40. Reward Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | Reward Allowance |
| 2. Description: | This is a non-pay allowance
Section 18 of the Garda Síochána Act 1924 established a fund called the "Garda Síochána Reward Fund," The Minister for Justice & Equality with the concurrence of the Minister for Finance may from time to time prescribe, for the reward or benefit of members of the Garda Síochána. |
| 3. Number on Spreadsheet | 54 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

- (1) What does the employer receive in return for the allowance?

Section 18 of the Garda Síochána Act 1924 established a fund called the "Garda Síochána Reward Fund," and continues in being under Section 127(1) of the Garda Síochána Act 2005.

The Minister for Justice & Equality with the concurrence of the Minister for Finance may from time to time prescribe, for the reward or benefit of members of the Garda Síochána. The Fund also receives its income from the following sources:

1. Disciplinary penalties imposed on Garda members. This money is lodged in the Garda Reward Fund Suspense Account and is primarily used for the purchase of Scott Medals and funding for the Garda Reward Fund Welfare Scheme. Recently it also provides for the payment of monies on an annual basis to Fr. Joe Kennedy and Archdeacon Pierpoint.
2. Amounts levied by the courts for Revenue and Fisheries offences. This money is lodged into the PMG Garda Reward Fund Deposit Account and is used for the payment to individual Garda members involved in the Revenue and Fisheries Seizures.

During the calendar year 2011, 735 members received payment from this allowance. Many of the rewards are in the region of €50 each or multiples thereof.



It is important to note that the amount showing in the attached template and paid in 2011, were rewards for the period 2004 to August 2011 inclusive i.e. seven years.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is a non-pay allowance.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



41. Local Post Allowance: (Lisbon, Hague and Lyon)

PART 1: GENERAL INFORMATION

- | | |
|-----------------------------|---|
| 1. Name of Allowance | Local Post Allowance |
| 2. Description: | This is a non-pay allowance
This allowance is paid to just 5 members of An Garda Síochána based around Europe |
| 3. Number(s) on Spreadsheet | 59, 69 and 77 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This allowance is intended to cover housing/rental expenses while abroad – it is non pensionable. The members involved are all appointed as liaison officers around Europe as part of the commitment to maintain a Garda presence in Irish Embassies as well as with a number of Police Agencies.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is a non-pay allowance.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



43. *Private Secretary Allowance:*

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Private Secretary Allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to a member of Superintendent rank |
| 3. Number on Spreadsheet | 66 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This allowance is currently paid to the Superintendent who is appointed as the private secretary to the Garda Commissioner; the allowance is paid at the same rate as Private Secretary to Secretary General. This was first provided for in the Garda Síochána Allowances Order 1926.

The post of Garda Commissioner and the post of secretary general are viewed as being of equal status, and this has been reflected in the level of remuneration for the posts. This parity was further highlighted in the first benchmarking report in 2002, which recommended that the level of remuneration for Chief Superintendents should be greater than the level for principal officers.

The post of private secretary to the commissioner is set at superintendent level because of the level of police training, education and experience which is appropriate to manage the functions of that office.

The merits of the argument for the parity in the allowance for those posts was discussed and agreed in 1983. Precedence was set in 1983 when parity was agreed between the post of secretary to the Commissioner and the position of secretary to Departmental Secretaries.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.



(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



44. Cost of Living Allowance: (Hague)

PART 1: GENERAL INFORMATION

- | | |
|-----------------------------|---|
| 1. Name of Allowance | Cost of Living Allowance (Hague) |
| | This is a non-pay allowance |
| 2. Description: | This allowance is payable to the member of Sergeant rank stationed at the Hague |
| 3. Number(s) on Spreadsheet | 67 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The allowance is in line with allowances payable by the Department of Foreign Affairs to its personnel serving overseas. During the calendar year 2011, 2 members received this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is a non-pay allowance.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



45. Bicycle Allowance:

PART 1: GENERAL INFORMATION

1. Name of Allowance **Bicycle Allowance**
2. Description: This allowance is provided to members of Garda and Sergeant Rank, who have been directed to provide themselves with a bicycle on duty in accordance with Garda Regulations.
3. Number on Spreadsheet **68**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

This allowance is provided to members of Garda and Sergeant Rank, who have been directed to provide themselves with a bicycle on duty in accordance with Garda Code Regulations.

70 members were in receipt of the allowance which amounted to €2.77 per week during 2011.

Members who are supplied with bicycles as a result of the introduction of the Mountain Bike Unit are not in receipt of the cycling allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is a non-pay allowance.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



47. Exchange Allowance:

PART 1: GENERAL INFORMATION

1. Name of Allowance **Exchange Allowance**
This is a non pay allowance
2. Description: The allowance was set up to compensate members of An Garda Síochána who join an exchange/secondment programme with the PSNI which was set up under the Patton Programme.
3. Number(s) on Spreadsheet **74, 81, 82, 85, 101 and 108**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

On 29th April 2002 the Irish and British Governments signed an Agreement on Police Co-operation providing a framework for the implementation of certain Patten recommendations on enhanced police co-operation. The implementation of Articles 1 (Lateral entry), 2 (secondments with police powers) and 5 (personnel exchange without police powers) of the Agreement is a key measure towards improving the level of cross-community confidence in the impartiality of the criminal justice system.

Legislation

The Garda Síochána Act 2005 was enacted in July 2005. It incorporated the provisions of the Garda Síochána (Police Co-operation) Act 2003 which provided that members of the Garda Síochána and the PSNI will be eligible to apply for certain posts in the other police service, and for the secondment of members of each police service to the other police service, with full police powers, for periods not exceeding 3 years.

Regulations are not required for secondments and personnel exchanges. Personnel exchanges are generally not more than one month in duration.

This allowance compensates for the loss of unsocial hours generally and other allowances the Garda member would in the ordinary course of his employment be entitled to if he /she was not in the exchange programme. There is an element of this allowance that is taxable.

During the calendar year 2011, 51 members received this allowance.



(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



48. Cost of Living Allowance (Lisbon and Lyon)

PART 1: GENERAL INFORMATION

1. Name of Allowance **Cost of Living Allowance (Lisbon and Lyon)**
This is a non pay allowance.
2. Description: This allowance is payable to the member of Sergeant rank stationed at Lisbon and Lyon. The allowance is in line with allowances payable by the Department of Foreign Affairs to its personnel serving overseas.
3. Number on Spreadsheet **72 and 75**

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The allowance is in line with allowances payable by the Department of Foreign Affairs to its personnel serving overseas.

During the calendar year 2011, 2 members received this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is a non-pay allowance.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



49. Interpol Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Interpol allowance |
| 2. Description: | This is an allowance in the nature of pay
This is an allowance paid to members of An Garda Síochána attached to the Interpol Unit. |
| 3. Number on Spreadsheet | 79 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The following text is taken from the negotiations at Conciliation Council concerning the deliberations on the introduction of this Allowance.

The Staff Side referred to the high level of expertise in official languages required by members attached to the Interpol Unit. This has been acknowledged in evaluation reports drawn up by Interpol General Secretariat and a firm of consultants, Deloitte and Touche. They stated that while An Garda Síochána, as an organisation, has foreign language needs, Interpol is the only section that is specifically required to be self sufficient in the area. They stated that members operate on a nine to five basis but make themselves available at weekends. The Staff Side claimed that the work of the Interpol Unit requires liaising with approximately 180 countries and that members are frequently called upon at short notice.

During the calendar year 2011, 1 member received this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



50. *Weights and Measures: (Now Defunct)*

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---------------------------------------|
| 1. Name of Allowance | Weights and Measures Allowance |
| 2. Description: | This allowance is now defunct |
| 3. Number on Spreadsheet | 86 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain
Modify **X**

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

N/A

(2) Is the allowance cost effective/represent value for money?

N/A

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

No case can be made for the retention of this allowance, which is defunct.



51. Supplementary Overtime Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Supplementary Overtime Allowance |
| 2. Description: | This is an allowance in the nature of pay
Other overtime duty for Detectives, where a Detective undertakes overtime in the interest of the service |
| 3. Number on Spreadsheet | 90 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

Supplementary Overtime Allowance will compensate a member employed as a detective as follows:

(a) The number of hours in excess of an average of 40 hours a week worked during a quarter (i.e. three calendar months beginning 1st January, 1st April, 1st July or 1st October, in each year), excluding those hours referred to in subsection (1) above, should be computed.

(b) If the hours of such overtime of a Garda or Sergeant who is in receipt of detective allowance totals 65 hours or more in a quarter he/she will qualify for supplementary detective allowance.

(c) If such overtime is less than 65 hours, he/she will not be entitled to any supplementary detective allowance in that quarter.

(d) Supplementary detective allowance is payable at the current rate.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is an allowance in the nature of pay.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



52. Living Allowance:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|--|
| 1. Name of Allowance | Living Allowance |
| 2. Description: | This is a non-pay allowance
This is an allowance paid to Student Gardai attending the Garda College, Templemore. |
| 3. Number on Spreadsheet | 100 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

On the payroll this allowance is paid to students while they are attending the Garda College during their Phase 1 & 3 of Training and also while they are on Phase 2 Placement Training.

It is a non pensionable allowance as it is meant to cover students living expenses while completing Phases 1, 2 & 3 of the Garda Training Programme. During the Students stay in the college this allowance is paid directly to the college authorities to cover accommodation and meal costs for the student.

As there are no Students attending the Garda College at this time, this allowance was not paid during the year, 2011.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not Applicable. This is a non-pay allowance.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



53. EU Police Mission:

PART 1: GENERAL INFORMATION

- | | |
|--------------------------|---|
| 1. Name of Allowance | EU Police Mission |
| 2. Description: | This is a non pay allowance
Members who are selected by EUPOL to serve on missions under the direction of EUPOL are entitled to receive this allowance. |
| 3. Number on Spreadsheet | 102 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	X
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The allowance is intended to cover the full cost of the member concerned for accommodation and meals for the duration of the mission. This allowance is paid for by EUPOL.

During the calendar year 2011, no members received this allowance.

The payment of this allowance ceased on the 31 December 2009.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not applicable. This is a non-pay allowance.



SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

- (1) What does the employer receive in return for the allowance?

- (2) Is the allowance cost effective/represent value for money?

- (3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?

- (4) What would be the estimated total savings derived from the modification?

- (5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



54. Cost of Living Allowance: (Accompanied and Unaccompanied)

PART 1: GENERAL INFORMATION

- | | |
|-----------------------------|---|
| 1. Name of Allowance | Cost of Living Allowance
This is a non-pay allowance |
| 2. Description: | This allowance is payable to members serving abroad. |
| 3. Number(s) on Spreadsheet | 103 and 104 |

PART 2: BUSINESS CASE PROPOSAL

Please tick relevant box:

Maintain	<input checked="" type="checkbox"/>
Modify	<input type="checkbox"/>

SECTION (a) BUSINESS CASE FOR RETAINING ALLOWANCE

(Please complete headings below)

(1) What does the employer receive in return for the allowance?

The amount payable is dependent on whether they are accompanied or not. The allowance is in line with allowances payable by the Department of Foreign Affairs to its personnel serving overseas.

During the calendar year 2011, no members received this allowance.

(2) Is the allowance cost effective/represent value for money?

This allowance is both cost effective and represents value for money.

(3) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)

Not Applicable. This is a non-pay allowance.

SECTION (b) BUSINESS CASE FOR RETAINING ALLOWANCE ON MODIFIED BASIS

(1) What does the employer receive in return for the allowance?

(2) Is the allowance cost effective/represent value for money?

(3) What type of modification is proposed – e.g. change in rate; change in method of payment; change basis on which allowance is paid; reduce number of persons in receipt of allowance; other?



(4) What would be the estimated total savings derived from the modification?

(5) Other Pertinent Issues (e.g. why duties cannot form part of grade/post; impacts/risks if duties/responsibilities not undertaken)



Index to copies of Statutory Instruments and Agreed Reports Attached to this report.

AR No.	SI No.	Date	Title
	37/23	08/08/1923	Garda Síochána (Temporary Provisions) Act, 1923
	25/24	17/07/1924	Garda Síochána Act, 1924
		27/02/1926	Garda Síochána Allowances Order, 1926
	218/65	21/10/1965	Garda Síochána Allowances (Consolidation) Order, 1965
242		23/09/1980	Increase in rent allowance
282		26/02/1981	Claim for increase of boot allowance
158		24/07/1975	Increase in uniform allowance
281		26/06/1981	Claim for payment of Maintenance allowance for uniform
38		10/03/1967	Subsistence Allowance. Plain Clothes Allowance. Detective Allowance. Cycling Allowance Boot Allowance. Allowance for Gardaí on Arran islands. (No copy Available)
101		23/11/1973	Increase in detective allowance
144		29/05/1975	Increase in JLO Allowance
236		02/10/1980	Claim for Designation Allowance
143		06/02/1975	Increase in Plain Clothes Allowance.
499		28/03/1994	Claim to make Allowances pensionable.
428		13/10/1988	Increase PSV allowance
673		01/01/2006	Transport Allowance
641		01/10/2002	Allowance paid to Dog Handlers
350		05/01/1984	Increase in Private Secretary to Commissioner allowance
121		07/06/1974	Increase in Instructors Allowance
360		03/05/1984	Claim for journeys from Kilonan to Galway City
549		01/02/1997	Claim for an allowance to Sergeant, Inspector ranks deployed in the Change Management Team
588		01/07/1999	Claim by A.G.S.I that members of Garda Water Unit should be granted an allowance
551		01/02/1998	Claim for an allowance to be paid to members attached to Air Support Unit at Baldonnel
456		26/07/1990	Claim for increase in the allowance payable to members radio section
341		20/10/1983	Claim re substitution allowance conditions
629		28/11/2003	Welfare Officers Allowance
582		01/07/1999	Claim for Allowance for members of Garda rank working as Collators
616		09/12/2002	Analyst Allowance
519		01/01/1993	Claim for an allowance to Chief Supers acting as chairman/delegate at international meetings
558		01/09/1997	Allowance for Sergeant and Inspector who perform duty as Court Presenters
598		01/01/1989	Overseas allowance Garda Rank

Garda Allowances

571		01/04/1999	Allowance for Sergeant and Inspector attached to Technical Bureau
590		02/03/2001	Claim for an increase in pay - Availability Allowance
605		01/07/1999	Immigration Officers
520		01/01/1997	Night Duty Allowance
258		18/02/1980	Review of unsocial hours payments
666		01/09/2005	Scenes of Crime Examiners
667		01/01/2006	Once off payment for passing 1B exam
114		01/01/1973	Review of locomotion allowance
646		01/12/2003	Inspector Acting up Allowance
697		01/06/2005	Clarification on AR 646
672		01/01/2005	Interpol Allowance
689		25/06/2007	Safety Advisor Allowance
68		14/03/1972	Unsocial Hours, overtime
123		20/05/1974	Overtime Rates
238		21/01/1980	Unsocial Hours payments