

*This latest Spring 2023 edition of the Fórsa Garda Civilian bulletin includes updates on:*

- *Policing, Security and Community Safety Bill*
- *Organising to win*

## **POLICING, SECURITY AND COMMUNITY SAFETY BILL**

# **Will politicians listen to the concerns of Fórsa members?**



Garda Civilian union representatives.

The potential implications of the proposed Policing, Security and Community Safety Bill continue to be a top priority for Fórsa members working in the Garda area. This article provides an update on the current status of the Bill and how your union is fighting for you.

On 19th January, the Bill was initiated, meaning that it is now formally in front of the Dáil. This means that the legislative process is now underway and will continue to move through the various stages

to become legislation. (See page 2 for a description of the legislative process.)

What feedback do we have from Fórsa members? Our recent widespread engagement with Fórsa members showed that members do not want to lose their Civil Service status that would come as part of this legislation.

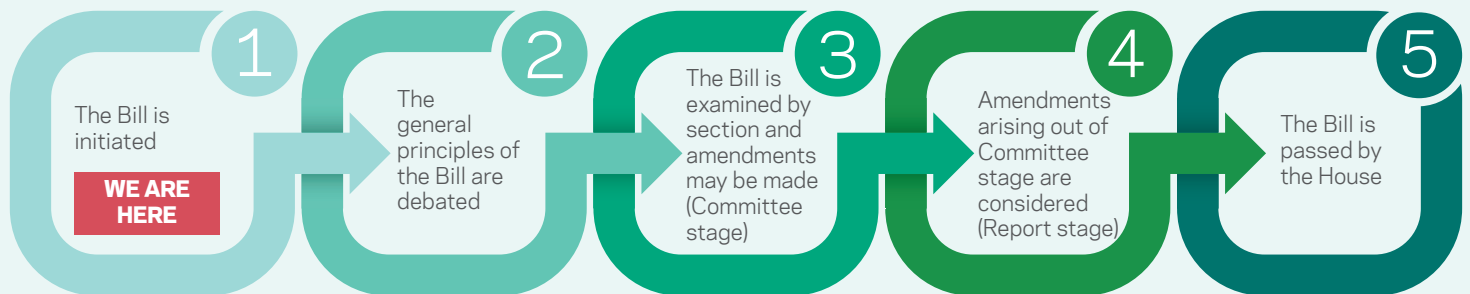
Additionally, Fórsa members are concerned that many of the terms and conditions that are currently held as Civil Servants would be lost

(such as mobility and interdepartmental competitions, to name just two). The view held by Minister for Justice Helen McEntee is that changing this Civil Service status will unify the Garda workforce. Based on their real-life working experience in An Garda Síochána, Fórsa members beg to differ.

As of December 2022, the acting Minister for Justice Simon Harris has declined to meet with Fórsa to discuss this.

# Where are we at now?

For a Bill to become law, it must pass through five stages



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## What is Fórsa's position on this?

Fórsa's position is very clear.

1. *The Minister for Justice's justification for this proposed change to Civil Service status does not align with our members' view.*
2. *Our members do not want this change.*
3. *An overwhelming majority of those who participated in the Fórsa consultation process want to retain their Civil Service status, including the protections and terms and conditions that are associated with it.*

This position has been repeatedly and forcibly communicated to your employer. Given that this Bill is progressing, Garda management and the Minister appear to be unwilling to accept this. This means it is now time to solidify this message and deliver it to a different audience.

## What are the next steps?

Fórsa representatives recently participated in a strategy workshop to flesh out the next steps in ensuring that the voices of Garda Civilians are heard.

A new grassroots political campaign has already commenced, involving outreach in communities to local representatives to communicate these concerns. With

Garda management and the Minister for Justice being unwilling to listen, will local political representatives be a voice for Garda Civilians?

As this campaign progresses, we will be communicating further updates to all members. If you would like to get involved with this project or would like further information, please contact your local Fórsa representative (details on page 3) or email [gardacivilianinfo@forsa.ie](mailto:gardacivilianinfo@forsa.ie).



Garda Civilian union representatives participating in a strategy workshop.

FOR FURTHER INFORMATION ON ANY MATTERS RAISED IN THIS BULLETIN, PLEASE CONTACT:

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Bernie Aston, Lead Organiser, Fórsa  
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# Fórsa Garda Civilian Representatives

## Dublin Metropolitan region

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## North Western region

### SLIGO, DONEGAL, LEITRIM

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### GISC

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## Eastern region

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## We are organising to win, are you?

We here in Fórsa, would like to encourage you all to continue to engage with us on all matters related to your working life and there are several practical steps that you can take to ensure that this becomes a reality.

Above is a list of local union representatives. Where possible, their role is to support and advise union members on matters that affect them in the workplace

These representatives are Civil Servants and all work in the Garda Civilian area. They can, therefore, empathise with the challenges that you may be experiencing. They are further supported by Fórsa staff in carrying out their roles.

If you are not a member, please join. If you wish to become more active in your union by becoming involved, please contact Lead Organiser Bernie Aston ([baston@forsa.ie](mailto:baston@forsa.ie)). Simply put, a union is a group of workers supporting each other to win in the workplace.

So why not exercise your right to have your say, collectively as a group. Become organised, become active and most of all become heard.

**Not a member?  
Join Fórsa HERE**



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Fórsa Trade Union



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