

Public Service Agreement 2010 -2014 (Croke Park Agreement)
DEFENCE SECTOR
ACTION PLAN

The Parties to the Defence Sector Agreement which was done in parallel to the Public Service Agreement 2010 - 2014 accept the principles, objectives and obligations set out in the Public Service Agreement. Therefore this plan references those principles, objectives and obligations rather than specific paragraphs of the Public Service Agreement. This Agreement will ensure that the Defence Forces continue their contribution to the return of economic growth and economic prosperity to Ireland while delivering excellence in service to the Irish people. In order to achieve this in the context of reduced resources and numbers and recognising the mobility arrangements pertaining to Officers under the DFRs, the Defence Forces will re-organise and personnel will be required to increase their flexibility and mobility, and work together to achieve the specific actions set out in this plan.

1.Human resource management <i>Actions to include under this heading include reductions in numbers, redeployment, reconfiguration of service delivery, revisions in attendance arrangements, better attendance and absence management, etc.</i>			
Terms of the Public Service Agreement 2010-2014	Action	Time Frame	Estimated savings/Benefits arising 2010-2014
Reduction in Public Service numbers Reconfiguring the design and delivery of public services	1.1 Will participate in a review of the instructions relating to Substitution and Acting Up appointments so as to ensure that the principal of short-term acting unpaid appointments and non-substitution is consistent with public service norms.	Review will be completed by April 2012	Savings already incorporated into 2012 vote. Savings in 2013 to be reflected in 2013 Vote depending on re-organisation and barrack closure impact.
	1.2 The overall process will be actively managed so as to obviate, as far as possible, the requirement for acting-up and substitution.		Under existing IR agreements acting up arises automatically after 30 Days.
	1.3 Re-organisation of Defence Forces into 2 Brigades with a total strength ceiling of 9,500.	Review completed by 31 July 2012	To implement requires a further new CS4 (re-organisation).

	1.4 A review will be undertaken of the current technical grading of appointments and/or classes of appointments for enlisted personnel, including consideration of whether current requirements merit tech pay, are at the appropriate rate of tech pay (including whether a higher or lower rate of tech pay should be paid) or can be met in a more cost effective manner. The parties are committed to the implementation of proposals arising from the review within an agreed time frame.	31 June 2012. Review cannot progress until clarification received from D/PER on status/sanction of Tech Pay.	Elimination of technical pay for general office, clerical and other similar roles.
	1.5 Review of overseas expense related packages.	End 2012	Cost savings.
	1.6 To co-operate with the approved findings of the VFM review of the RDF	Review on going	Awaiting findings of review. This is also dependent on the completion of the re-organisation of the Defence Forces.
	1.7 The Parties will co-operate with the drive to reduce costs through organisational rationalisation and restructuring and by service delivery organised in different ways or delivered by different bodies.	On going	Cost effective delivery of service
	1.7(a) the Parties will co-operate with the drive to reduce costs through service delivery.	On-going	Pharmacy services will be civilianised and service delivery of Physiotherapy will be re-organised under the future medical service.

Sectoral Agreements Stable industrial relations climate Performance and skills	<p>2.1 Consult Representative Associations on Organisation and Structure.</p> <p>2.2 Once review of the DF organisation and structure is completed, amend DFR CS4 and Admin Instr. CS4.</p> <p>2.3 Support the implementation of the recommendation of the Medical Review (PA Consultants Report) in order to deliver medical services in an efficient, effective and economic manner. Implementation Plan in place. Phased implementation to be progressed.</p>	<p>On going</p> <p>31 July 2012</p> <p>First stage i.e. the formal establishment of the new Central Medical Unit to be completed by 31 March 2012.</p>	<p>Representative Associations consulted on Organisation and Structure.</p> <p>Efficient and effective allocation of personnel within reduced resources and personnel numbers.</p> <p>The new Unit will bring all medical personnel under one central command. It will manage and deliver Medical Services based on operational requirements and demands. Medical services will be aligned to the operational needs of the PDF and DF strategy.</p>
Reduction in Public Service numbers Performance and skills	<p>3.1 Promotion and recruitment within the PDF to be maintained within the new 9,500 number for the Permanent Defence Force.</p>	<p>On going</p>	<p>Benefit accrues centrally. Cost savings for reduction incorporated in the allocation of the 2012 Defence Vote.</p>

	<p>5.2 Agree to a review of the IMG recommendations in relation to the Specialised Instructors.</p> <p>5.3 Agree to a review of current certified sick-leave entitlements/processes and, in that context, consider amongst other things the application of civil service norms in relation to salary payments for long-term sick leave.</p> <p>5.4 Will participate in a review of “living-in” accommodation requirements, standards and charges to ensure greater transparency in the system by reference to objective criteria.</p> <p>5.5 Agree to review the criteria for NCO course qualification and selection.</p> <p>5.6 The significant work already achieved in progressing Regulatory reform will be continued. Part V Defence Act rewrite</p>	<p>End of 2012. Review cannot progress until clarification received from D/PER on status/sanction of Specialised Instructors allowance.</p> <p>Planned mid 2012. However now on hold due to a central Initiative regarding sick leave.</p> <p>30 June 2012</p> <p>31 October 2012</p> <p>Work of Part V is ongoing</p>	<p>A review of the Specialised Instructors allowance is due to be completed in 2012 as part of a general review of the ‘Independent Monitoring Group report’ also scheduled for 2012.</p> <p>Greater productivity by reduction in sick leave and harmonisation with public sector norms.</p> <p>Increased revenue from charges. While officers is completed Other ranks is ongoing.</p> <p>Promotion scheme needs to be piloted before work on career courses can commence. Hence the proposed completion date stated. More people qualified for higher level posts.</p> <p>Modernisation of defence legislation.</p>
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	5.7 A review of the existing practices and procedures regarding undertakings for courses of education and training for enlisted personnel will be undertaken.	29 February 2012	Retention of expertise and return on training investment.
	5.8 The parties agree to continue to work together to address the education and training of personnel to promote future employment following transition out of the Defence Forces by continuing to expand the accreditation of Defence Forces military courses and training.	On going	Provision of skills and knowledge to personnel in preparation for their exit from the PDF necessitated by existing terms and conditions of employment

2. Better Business Processes <i>Actions under this heading would include efficiency measures including procurement, revisions to business process, reconfigurations and other changes to service delivery options, including sharing of service, revisions to regulatory/inspection actions, and so on.</i>			
Terms of the Public Service Agreement 2010 - 2014	Action	Timeframe	Estimated savings/Benefits arising 2010-2014
Redeployment in the integrated Public Service Reconfiguring the design and delivery of public services	6.1 Integration of civilian and military elements	Pilot project to commence in Q2 2012	
	6.2 Continued use of integrated civilian and military personnel on committees	On going	
Redeployment in the integrated Public Service Reconfiguring the design and delivery of public services Performance skills	7.1 Identify aspects of business which could be considered for civilianisation or outsourcing.	Ongoing	Provision of medical services currently being considered.
Redeployment in the integrated Public Service Reconfiguring the design and delivery of public services	8.1 In the event that Government decides to close further installations, the Parties will co-operate in relation to those matters, which fall within the scope of representation, particularly redeployment and retraining of personnel.	Subject to Government decision	Maintenance of capabilities within reduced numbers

3. Delivering for the Citizen <i>Actions under this heading would include efficiency measures and improvements to the processes by which your Department/body delivers its services to the public, including changes to the technology used, better data management, including around identity, and so on.</i>			
Terms of the Public Service Agreement 2010 - 2014	Action	Timeframe	Estimated Savings/benefit arising 2010 - 2014
Performance Verification Stable industrial relations climate	<p>9.1 The parties accept the principles, objectives and obligations set out for the Defence Sector and the overall “Public Sector Agreement 2010-2014”.</p> <p>9.2 The parties are committed to public service modernisation as set out in previous agreements.</p>	2010 - 2014	Permits greater flexibility within the PDF to maintain capabilities and provides for same in a collaborative manner