



RACO

BAFF

Parliamentary Reception



Introduction

- ◆ Commandant Michael Geraghty, Assistant General Secretary
- ◆ RACO was formally established in 1991 & has a statutory right of representation.
- ◆ RACO represents professional commissioned officers from Second Lieutenant to Colonel inclusive in the Irish Defence Forces; officer cadets are student members.
- ◆ 98% of all officers are full members of RACO.
- ◆ It is a member of EUROMIL.
- ◆ PDFORRA represents NCOs & men.
- ◆ Veterans and reservists are not represented by RACO or PDFORRA.



Content

1. The Establishment of Representation in Ireland
2. Structure of RACO
3. Industrial Relations Structures in the Military.
4. The 'Scope' of Representation.
5. Working Together; Modernisation Agendas



I. Establishment of Representation in the Irish Defence Forces



Establishment of Representation

◆ 1980 – 1987;

- ⊕ national recession
- ⊕ DF downsizing & organisational overstretch

◆ 1988;

- ⊕ NASA established [National Army Spouses Association]
- ⊕ Low morale
- ⊕ Interdepartmental Committee on Defence Forces Pay



Establishment of Representation

◆ 1989;

- ⊕ Promotion embargo
- ⊕ General election
- ⊕ New Defence Forces Pay Review Body; the Gleeson Commission
- ⊕ PDFORRA Formed

◆ 1990;

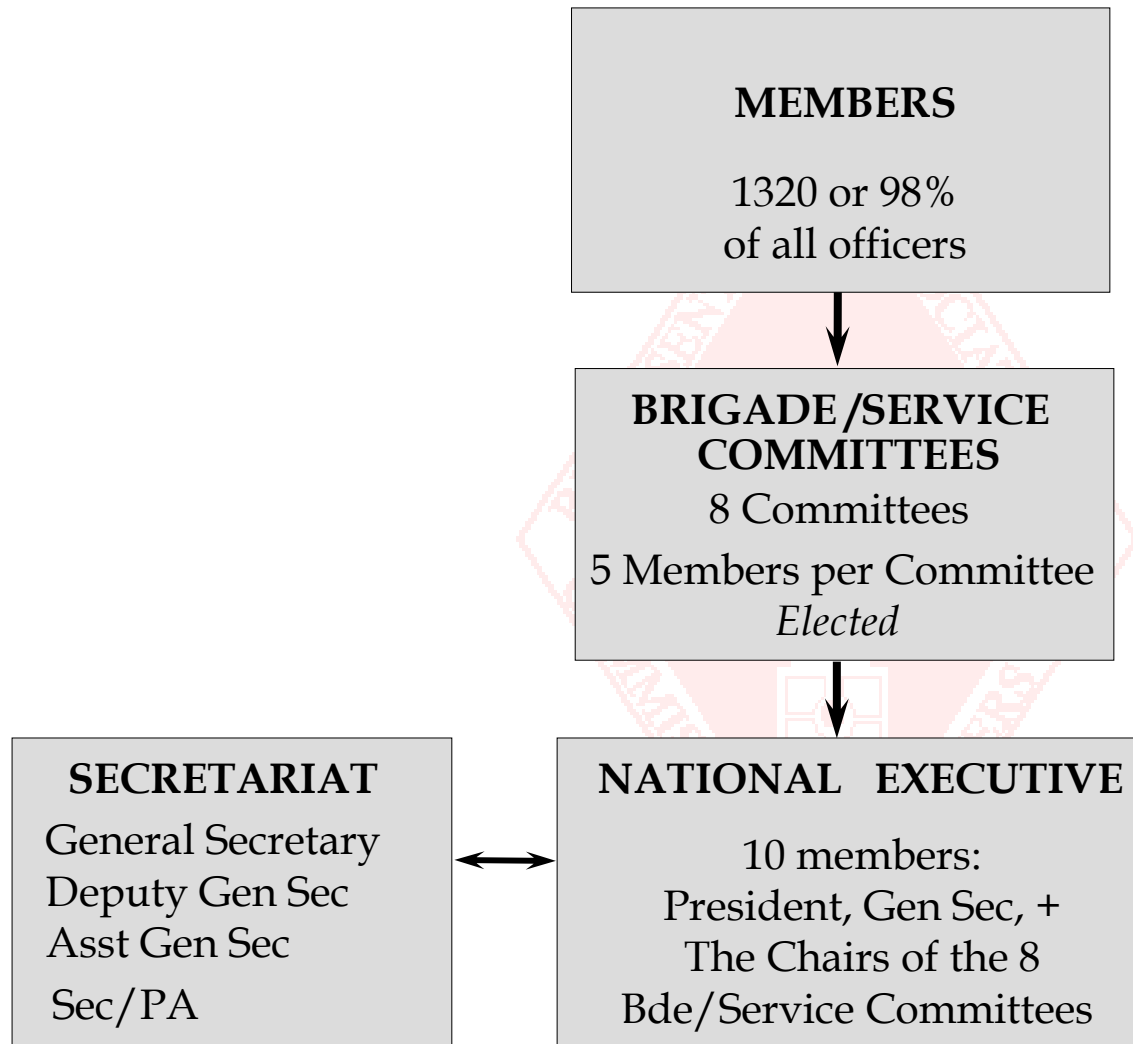
- ⊕ RACO formed
- ⊕ Political agreement leading to the Defence Amendment Act 1990 giving legal effect to representation.



2. Structure of RACO



Structure of RACO



3. Industrial Relations Structures



IR Structures

- ◆ Defence Forces HQ Forum; RACO negotiating with military authorities only. Formal agreements

- ◆ Conciliation & Arbitration Scheme [1993]
 - ✦ Conciliation Council (incl. sub-committees)
 - ✦ Formal Agreements
 - ✦ Recourse to an independent 3rd party
 - ✦ Facilitation
 - ✦ Adjudication
 - ✦ Arbitration

- ◆ Workplace Partnership



4. Scope of Representation



Scope of Representation

- ◆ RACO's primary focus is on:
 - ⊕ The determination of rates of pay & allowances,
 - ⊕ The criteria governing payment and administration of pay & allowances,
 - ⊕ The determination and administration of pensions & gratuities,
 - ⊕ Criteria governing the selection for & administration of promotions,
 - ⊕ Other conditions of service and welfare services:-



Scope of Representation

◆ DFR S6; Scope of Representation – 3rd Schedule

B. Other Conditions of Service and Career Development under the following headings:-

- (d) criteria governing the **entry** of personnel into the Permanent Defence Force other than the number of such personnel;
- (e) changes in systems of **performance appraisal**;
- (f) general criteria governing **selection for overseas** service;
- (g) systems and general criteria governing **promotion**;
- (h) the allowances and the occasions of the granting of all categories of **leave**;
- (i) **medical and dental** benefits provided by the Department of Defence;
- (j) standards of living **accommodation** officially provided and general criteria governing the allocation of married quarters;
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Scope of Representation

◆ DFR S6; Scope of Representation – 3rd Schedule

B. Other Conditions of Service and Career Development under the following headings:-

- (k) procedures for dealing with **redress of wrongs** and grievances;
- (l) the question of the provision of **legal representation** for members of the Permanent Defence Force against whom legal proceedings have been instituted arising out of their duties;
- (m) the application of the **Safety, Health and Welfare at Work Acts**;
- (n) changes in the existing scheme of third level **education**;
- (o) the question of the recognition by outside bodies of training and **qualifications** gained in service;
- (p) changes in **retirement ages** and the procedures regarding voluntary retirement, resignation or discharge;
- (q) the application of **legislation** which affects matters coming within the scope of representation;



Scope of Representation

◆ Scope of Partnership:

- ◆ Input into the development of DF strategy statements and action programme
- ◆ Implementation of organisational change.
- ◆ **Any other matter** in relation to the change process deemed suitable for discussion in partnership.



5. Workplace Modernisation



Modernisation Agenda

- ❖ Payment of national wage agreements and benchmarking awards is dependent in the case of each sector, organisation and grade, on verification of co-operation with flexibility and ongoing change.
- ❖ This includes co-operation with satisfactory implementation of the *Agenda for Modernisation*.
- ❖ Payment is dependent on verification of satisfactory achievement of these agreed provisions.



Modernisation Agenda

◆ Topics on the Current DF Modernisation Agenda;

- ✦ Reserve Defence Forces
- ✦ Bullying & Harassment in the Workplace
- ✦ Legislative & Regulatory Reform
- ✦ Leave Arrangements
- ✦ Retirement Ages
- ✦ Women in the Defence Forces
- ✦ University Contracts
- ✦ Pensions
- ✦ Review of the DF Medical Services
- ✦ Induction; Commissioning from the Ranks Schemes



General Points

- ❖ Established by statute; independent from the chain of command.
- ❖ Not associated with any political party, per RACO constitution.
- ❖ Funded by membership fees.
- ❖ Right to strike, work to rule, withdraw labour or participate in public agitation; not permitted **nor** requested.
- ❖ RACO & PDFORRA exist in harmony; not in competition.
- ❖ Use of litigation to pursue our objectives?



General Points

◆ Concerns of the General Staff in 1990;

- ◆ Will it undermine the chain of command?
- ◆ Will it inhibit operational effectiveness?
- ◆ Will it lower professional standards?

**19 years later these concerns
have been answered in the negative.**



