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.

Human resource management *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.*

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.	October 2011	Measured against the ECF, the number of personnel in the Permanent Defence Force is below the level permitted. This benefit accrues centrally. In addition the new CS4 (re-organisation) will obviate, to a large extent, the need for acting up/substitution More efficient allocation of personnel
	1.2 The overall process will be actively managed so as to obviate, as far as possible, the requirement for acting-up and substitution.	October 2011	
	1.3 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	Completed Feb 2012	Elimination of technical pay for general office, clerical and other similar roles.

	to the implementation of proposals arising from the review within an agreed time frame 1.4 To cooperate with the approved findings of the VFM review of the RDF 1.5 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.	 Review on going On going	 Awaiting findings of review Cost effective delivery of service
Sectoral Agreements Stable industrial relations climate Performance and skills	2.1 Once review of the DF organisation and structure is completed, amend DFR CS4 and Admin Instr. CS4. 2.2 Agree with and 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.	End July 2011 Review completed May 2011	Efficient and effective allocation of personnel within reduced resources and personnel numbers. Medical services will be aligned to the operational needs of the PDF and DF strategy
Reduction in Public Service numbers Performance and skills	3.1 Promotion and recruitment within the DF to be maintained within the numbers of the ECF and the defence budget. 3.2 Review promotion procedures to ensure merit based competitive promotion policies are the norm,	On going Review completed September 2011	Benefit accrues centrally and numbers are below ECF limits. Ensure that promotion is linked to performance

Redeployment in the integrated Public Service Reconfiguring the design and delivery of public services	• Recognising that GOCs have power to post personnel to appointments within the Brigade, including for reasons, *inter alia*, SWAs, surpluses arising from barrack closures, restructuring of the PDF cadre supporting the Reserve, and for operational requirements, etc. the Parties will cooperate in this context with the flexible deployment/ redeployment of personnel. • The Eastern Brigade and DFTC will be treated as the one Brigade area for the purposes of such deployment/redeployment. • In so far as is possible, redeployment will be based on the principles of volunteerism/ expressions of interest so as to avoid the necessity for compulsory redeployment. • 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.	On going	Provides flexibility within the PDF to maintain capabilities within reduced numbers.
Redeployment in the integrated Public Service Reconfiguring the design and delivery of public services.	5.1 Agree to enter into a review of the tasks attracting Security Duty Allowance (SDA) and eligibility thereto. 5.2 Agree to a review of the IMG recommendations in relation to the Specialised Instructors.	Review completed December 2011 End 2012	The benefits accruing under this Section are consolidation of tasks attracting allowances and thereby financial savings.

	5.3 Agree that the Air Corps pilot retention payment will be discontinued on expiration of the current contracts.	Contracts expired	
	5.4 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.	End 2011	Greater productivity by reduction in sick leave and harmonisation with public sector norms.
	5.5 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.	End 2011	Increased revenue from charges
	5.6 Agree to review the criteria for NCO promotions, course qualification and selection.	Promotion review concluded July 2011	Ensure promotion linked to performance
	5.7 The significant work already achieved in progressing Regulatory reform will be continued. Administrative Instructions relating to the following Regulations will be amended and updated: DFR A11 – Leave DFR A10 (New A 2)- Enlistment, Promotions etc for Non commissioned personnel Part V Defence Act rewrite	On going	Development of new regulation provides a consistent authoritative basis for the introduction and maintenance of new procedures. Modernisation of defence legislation.

	5.8 A review of the existing practices and procedures regarding undertakings for courses of education and training for enlisted personnel will be undertaken.	End June 2011	Retention of expertise and return on training investment.
	5.9 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 *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.*			
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 Co location of DF and civilian personnel 6.2 Integration of civilian and military elements 6.3 Continued use of integrated civilian and military personnel on committees	Staff co-located in Newbridge Pilot project to commence end 2011 On going	More effective policy review and formulation in the Department of Defence
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.	End 2011	Greater productivity and maintenance of capabilities within reduced numbers
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 *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.*

Terms of the Public Service Agreement 2010 - 2014	Action	Timeframe	Estimated Savings/benefit arising 2010 - 2014
Performance Verification Stable industrial relations climate	9.1 The parties accept the principles, objectives and obligations set out for the Defence Sector and the overall "Public Sector Agreement 2010-2014". 9.2 The parties are committed to public service modernisation as set out in previous agreements.	2010 - 2014	Permits greater flexibility within the PDF to maintain capabilities and provides for same in a collaborative manner