

An Garda Síochána

Oifig Saorála Fáisnéise,
An Garda Síochána, Teach áth Luimnigh,
Lárionad Gnó Udáras Forbartha Tionscail,
Baile Sheáin , An Uaimh,
Contae na Mí.
C15 DR90



Freedom of Information Office,
An Garda Síochána, Athlumney House,
IDA Business Park,
Johnstown, Navan,
Co Meath.
C15 DR90

Teileafón/Tel: (046) 9036350

Láithreán Gréasain/Website:
www.garda.ie

Bí linn/Join us  

Ríomh-phoist/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000313-2022 Request Part-Granted

Dear

I refer to your request, dated and received on **18th August, 2022** which you have made under the Freedom of Information Act 2014 (FOI Act) for records held by An Garda Síochána.

Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency "*insofar as it relates to administrative records relating to human resources, or finance or procurement matters*". Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request sought:

- 1) *Pay scales for all ranks including sergeants and inspectors for the years 2014 to date;*
- 2) *An explanation on the difference between the pay scales for those who joined after October 2013 and for those joined after April 1995;*
- 3) *Clarification of how long, on average, is it before a Garda can apply for promotion to Sergeant and Inspector and/or alternatively is there a minimum length of service required before they can apply for each promotion;*
- 4) *Details of the process for a Garda to obtain promotion to sergeant and inspector;*
- 5) *Clarification if additional pay and/or allowances is payable to those working in CID and if yes what is this?;*
- 6) *Clarification if there are standard allowances payable to all ranks and if yes can you provide details for these. We would require the rates applicable from 2014 to date; and*
- 7) *Clarification if there are any statistics for the average overtime and allowances payable to each rank. If yes, is it possible to obtain these statistics for the years 2014 to date.*

I wish to inform you that I have decided to part-grant your request on the 13th September, 2022.

The purpose of this letter is to explain my decision.

1. Findings, particulars and reasons for decision.

Upon receipt, your request was forwarded to the relevant sections within An Garda Síochána to retrieve the information requested by you and a number of records have been identified.

Rates of Garda pay and allowances are set by the Department of Public Expenditure & Reform and not by An Garda Síochána. In addition the payment of Garda salaries (including allowances) is processed by the Financial Shared Services unit of the Department of Justice.

However, in order to assist I can advise you that current Garda payscales are available at: <https://www.gra.ie/documents/PayScales.pdf>

Part 2 of your request sought “ *An explanation on the difference between the pay scales for those who joined after October 2013 and for those joined after April 1995*” As advised above, rates of Garda pay, and changes to same, are set by the Department of Public Expenditure & Reform.

In part 5 of your request you have requested “*Clarification if additional pay and/or allowances is payable to those working in CID and if yes what is this?*” No such section exists within An Garda Síochána and therefore no such records exist.

Part 7 of your request sought “*Clarification if there are any statistics for the average overtime and allowances payable to each rank. If yes, is it possible to obtain these statistics for the years 2014 to date*” I have been advised by Garda Finance Section that the Garda Financial Management System does not include records of average overtime or allowances broken down by rank.

As records in relation to Parts 1, 2, 5 and 7 of your request are not held by An Garda Síochána, I must refuse these parts of your request in accordance with Section 15(1)(a) of the Freedom of Information Act 2014. Section 15(1)(a) states:

Refusal on administrative grounds to grant FOI requests

15(1)(a) the record concerned does not exist or cannot be found after all reasonable steps to ascertain its whereabouts have been taken

Part 3 of your request sought “*Clarification of how long, on average, is it before a Garda can apply for promotion to Sergeant and Inspector and/or alternatively is there a minimum length of service required before they can apply for each promotion*”

I have been advised by the HRM Competitions Office that, in order to be eligible to participate in a competition for promotion to the rank of Sergeant, a Garda member must satisfy the following criteria:

1. Have passed the Sergeant’s promotion examination
2. By the closing date of receipt of applications, must have completed 3 years’ service as a Garda. and

3. Is confirmed in his or her appointment as a member following satisfactory completion of the probationary period with the meaning of that term in accordance with the Garda Síochána (Admissions and Appointments) Regulations 2013 (S.I. No. 470 of 2013).

In order to be eligible to participate in a competition for promotion to the rank of Inspector, a member must satisfy the following criteria:

1. Have passed the Inspector's promotion examination
2. By the closing date of receipt of applications, must have completed 2 years' service as a Sergeant and
3. In relation to a person promoted to the rank of Sergeant, been confirmed in his or her appointment to the rank of sergeant following satisfactory completion of the probation period.

In respect of part 4 of your request, the process for a Garda member to obtain promotion to the ranks of Sergeant and Inspector are governed by the Garda Síochána (Appointment to the Ranks of Inspector and Sergeant) Regulations 2021 – Statutory Instrument S.I. No 370 of 2021. S.I. 370 of 2021 can be found at:

<https://www.irishstatutebook.ie/eli/2021/si/370/made/en/pdf>

As a result, I am refusing part 4 of your request in accordance with Section 15(1)(d) wherein:

Refusal on administrative grounds to grant FOI requests

15(1)(d) the information is already in the public domain

Part 6 of your request seeks “Clarification if there are standard allowances payable to all ranks and if yes can you provide details for these. We would require the rates applicable from 2014 to date”. Please see below a list of additional allowances payable to serving members (of various ranks) in An Garda Síochána. The allowances listed with the exception of ‘Boot’ and ‘Uniform’ are subject to qualification, and are not payable to ranks above that of Chief Superintendent. Please note that not all allowances listed below are payable to all ranks up to Chief Superintendent. The Boot Allowance and the Uniform Allowance is payable to all ranks as standard up to and including Commissioner. In addition the Uniform allowance is not payable to members who are in receipt of ‘Plain Clothes Allowance’

The following allowances are currently available to all serving members of An Garda Síochána	
Name of allowance	
Unsocial Hours Allowance	
Detective Allowance	
Uniform Allowance	
Boot Allowance	
Plain Clothes Allowance	
Availability Allowance (Officer Rank)	
Ministerial Pool Allowance	
Instructor Allowance (includes Temporary Instructor Allowance)	
Scenes of Crime Allowance	
Expert Allowance	
Overseas Allowance	
Acting up Allowance	

JLO Community Relations/Crime Prevention Allowance
Immigration Allowance (including Part Time)
Court Presenter Allowance
Air Support Unit Allowance
Water Unit Allowance
Delegates Allowance
Collator (CIO) Allowance
Welfare (EAS) Officer Allowance
Substitution Allowance
Dog Handler Allowance
Local Post Allowance (Lisbon, Hague and Lyon)
Child Allowance
Private Secretary Allowance
Cost of Living Allowance
Exchange Allowance
Cost of Living Allowance (Lisbon and Lyon)
Interpol Allowance

Allowances abolished for new beneficiaries from 1 st February 2012
Clerical /Ex Gratia/Designated Post Allowance
Gaeltacht Allowance
Radio Allowance
Transport Allowance
Safety Advisor Allowance
Analyst Allowance
Bicycle Allowance
Aran Island Allowance
Motor Technician Allowance
Locomotion Allowance

As advised above, the rates of each allowance is set by the Department of Public Expenditure & Reform and payment of allowances is processed by the Financial Shared Services unit of the Department of Justice. Current rates of allowances are also available at: <https://www.gra.ie/documents/PayScales.pdf>.

Records in respect of previous rates are not held by An Garda Síochána and as such I must refuse this element of part 6 of your request in accordance with the aforementioned Section 15(1)(a).

2. Right of Appeal

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number **FOI-000313-2022**.

Freedom of Information Office, An Garda Síochána, Athlumney House, IDA Business Park, Navan, Co. Meath. C15 DR90

Please note that a fee applies. This fee has been set at €30 (€10 for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque,

and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8. Payment can be made by electronic means, using the following details:

Account Name: An Garda Síochána Imprest Account

Account Number: 30000302

Sort Code: 951599

IBAN: IE28DABA95159930000302

BIC: DABAIE2D

You must ensure that your FOI reference number (FOI-000313-2022) is included in the payment details.

You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released in to the public domain via our website at www.garda.ie.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Should you have any questions or concerns regarding the above, please contact me by telephone at (046) 9036350.

Yours sincerely,



ASSISTANT PRINCIPAL

PAUL BASSETT

FREEDOM OF INFORMATION OFFICER

13 September, 2022.