

## Action Plan Reporting Template – Phase 4

This template is designed to assist sectors in reporting on further progress made towards delivering reforms outlined in the sectoral action plans developed in line with Building Momentum. The reports should also make reference to compliance with the industrial peace provisions of the Agreement in your sector. Completed templates must be returned to [david.ogorman@per.gov.ie](mailto:david.ogorman@per.gov.ie) and [Caitriona.Fields@per.gov.ie](mailto:Caitriona.Fields@per.gov.ie) **no later than Monday, 22<sup>nd</sup> August 2022.**

OVERVIEW						
PRIORITY 1						
Action	Outcome	Timeframe	Measure	Owner (Dept./Body/ Section)	Previously anticipated achievement by end December 2021	Progress report update and achievements end September 2022
Review the schemes for re-commissioning of Officers and reenlistment of former PDF personnel.	Vacancies filled in the Defence Forces establishment through a range of induction streams	Ongoing	Increased recruitment through a range of induction streams	The Department of Defence and the Permanent Defence Force	The re-entry campaign for former members of the PDF has resulted in re-commissioning 18 officer and 78 re-enlisting personnel to end December 2021	<p>Since the launch of the re-commissioning scheme in 2019, 14 officers have been re-commissioned into the Air Corps, 1 officer into the Naval Service and 3 Officers to the Army. As 9 Air Corps officers have now retired, the total number of Re-commissioned Officers is 5, as of 32 December 2022.</p> <p>Since the launch of the Re-Enlistment scheme, 116 re-enlistments have been approved by the Minister on foot of recommendations from the Chief</p>

						<div>of Staff, with 90 personnel now re-enlisted as of 31 December 2022.</div> <div>Submissions to Minister on recommendations from Chief of Staff are ongoing</div>
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Develop Terms and Conditions for appropriate additional induction streams	Vacancies filled in the Defence Forces establishment through a range of induction streams	Ongoing	Increased recruitment through a range of induction streams	The Department of Defence and the Permanent Defence Force	In total fifteen (15) terms and conditions documents were finalised for open competitions for the Permanent Defence Force resulting in 541 inductions by 31 December 2021.	<p>In total Twelve (12) incl. three (3) Cadetships (Army, NS and AC) terms and conditions documents were finalised for open competitions for the Permanent Defence Force to date in 2022</p> <p>There were four hundred and thirty five (435) inductions to end December 2022. This includes Fourteen (14) re-enlisted personnel and one (1) re-commissioned Officer.</p>
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PRIORITY 2						
Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by end December 2022	Progress report update and achievements end December 2022
Conduct 11th Potential Officers Course (11th POC) in 2021.	Enhanced flexibility to address capability shortfalls	In accordance with White Paper on Defence and Commission on the Defence Forces timelines	11th POC conducted	The Department of Defence and the Permanent Defence force	Concluded	Concluded
Utilisation of RDF members where required subject to meeting appropriate standards.	Enhanced flexibility to address capability shortfalls	In accordance with White Paper on Defence and Commission on the Defence	Capability deficits addressed with Reservists where appropriate	The Department of Defence and the Permanent Defence Force	The Defence (Amendment) Bill 2020 was signed into law by the President, as the Defence (Amendment)	The Defence (Amendment) Act 2021 has been signed into law which serves to update legislation on the use of the RDF on a voluntary basis, on-island and overseas in support of the PDF and where it is in the best interests of the PDF. The Minister has written

		Forces timelines			Act 2021, on 9 November 2021. It is expected that the Commencement Order, for the Act, will be signed by the Minister for Defence early in 2022.	<p>to the CoS seeking his advice on these matters as they pertain to the requirements of the PDF.</p> <p>The practical arrangements to implement the amendment are under active consideration, in consultation with the military authorities.</p> <p>In tandem, engagement continues with DETE on the issue of employment protection for RDF members who might be engaged in such voluntary military service in support of the PDF going forward.</p>
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Identify personnel capability gaps and identify options to address gaps, as appropriate.	Greater flexibility in addressing service requirements	Ongoing	Reduced personnel capability gaps	The Department of Defence and the Permanent Defence Force	Ongoing until end Q4 2022.	Ongoing until end Q4 2023.
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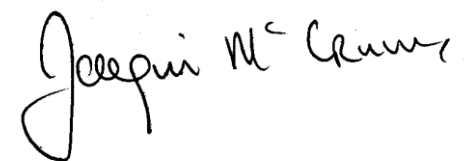
PRIORITY 3						
Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by end December 2022	Progress report update and achievements end December 2022
Promotion competitions revised in line with best practice in consultation with DF representative bodies.	Increase the efficiency of the Officer NCO promotion to process to better meet the workforce needs of the Defence Forces.	Ongoing	Competitive promotion competitions held as required.	The Department of Defence and the Permanent Defence Force	Fifteen competitive promotions competitions were completed in 2021.	Ten (10) competitive promotions competitions, plus three Cadetship Competitions (AL, NS and AC), as well as eighteen (18) NCO Competitions were completed by end December 2022.
Finalise review of the ICF in consultation with the DF representative bodies	More efficient and effective promotion process.	End 2022	Roadmap for implementation of the ICF in place for the end of 2022.	The Department of Defence and the Permanent Defence Force	For Progress in 2022.	For Progress in 2023.

PRIORITY 4						
Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by end December 2022	Progress report update and achievements end September 2022
Implement Government approved recommendations, arising from the Commission on the Defence Forces, subject to consultation with the DF Representative Bodies, in accordance with DFR S. 6	Delivery of transformational change agenda outlined in the Report of the Commission on the Defence Forces.	Move to Level of Ambition 2 (LOA2) by 2028.	Government approved recommendations implemented in accordance with Implementation plan.	The Department of Defence the Permanent Defence Force.	The Report of the Commission on the Defence Forces was published on the 9th February 2022. The report contained 130 recommendations in total, including sub recommendations. A Memo for Government and High Level Action Plan were approved by Cabinet on the 12th July. Work has commenced on the development of a detailed implementation plan and the implementation of early actions as identified in the High Level Action Plan, which	The Report of the Commission on the Defence Forces was published on the 9th February 2022. The report contained 130 recommendations in total, including sub recommendations. A Memo for Government and High Level Action Plan were approved by Cabinet on the 12th July. Work on the development of a detailed implementation plan and the implementation of early actions as identified in the High Level Action Plan were at an advanced stage as of the end of December 2022. Work on both the detailed implementation plan and the implementation of the early

					<p>are due to be completed by January 2023. The Representative Associations will be consulted during this process on all matters within the scope of representation as per this agreed action plan.</p>	<p>actions will continue in January 2023 and beyond.</p>
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PRIORITY 5						
Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by end December 2022	Progress report update and achievements end September 2022
Actions to include a review of Sick Leave arrangements in the Defence Forces.	Greater Productivity	End 2022	Harmonisation with public sector norms, as appropriate	The Department of Defence and the Permanent Defence Force.	As previously for progress in 2022.	Matter progressed internally within the Dept by End 2022. Deliberative process ongoing. Intention to engage with the RAs during 2023

The Representative Associations have complied with the Industrial peace provisions as provided for in the Building Momentum, new public service Agreement.




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**JACQUI MCCRUM**  
**SECRETARY GENERAL**