



## Reserve Defence Forces Representative Association

*Comhlachas Ionadaitheach na nÓglach Cúltaca*

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### RDFRA policy arising from 2018 ADC motions

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#### **Policy that is NOT to be implemented**

**(Such policies were voted down/failed at the 2018 RDFRA ADC)**

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- a. NSR recruit training should be decentralised.
- b. Reservists should no longer require an appointment slot to report to stores in Cathal Brugha Barracks to draw new/replacement clothing.
- c. The current clothing and scale of issue restrictions on the RDF should be lifted and instead matched to PDF scale of issue.
- d. A “wear your uniform to work” day should be formally introduced to broaden awareness of the RDF.
- e. A national “Defence Forces day” should be implemented as a PR and public engagement exercise to include facilitating recruitment to the RDF.
- f. RDFRA will engage with the Military Authorities to establish a route for personnel to personally apply for service medals and bars when they reach the required length of service.

## Formation Committee policy

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### Policy that should be primarily implemented/fought for at Formation-level:

#### Clothing/Kit

- a. All applications from RDF members for new/replacement clothing will be processed in a timely fashion by the relevant logistics staff.
- b. The process of pooling issued equipment for RDF use should be ended, and replaced with personal issue equipment to be stored in locker rooms as per the PDF.

#### Courses

- c. Reserve units/sub-units should be efficiently and promptly provided with all calling notices for cses run throughout their respective formations, thereby allowing reservists to apply for driving cses, medical cses, etc.
- d. All periods of fulltime training and all courses, when announced, must confirm at the calling notice stage that accommodation will be provided.
- e. Suitable courses should be modularised to make them as RDF-friendly as possible, e.g. elements run over training nights and/or weekends.

#### Promotions

- f. Cpl-to-Sgt / LS-to-PO promotions should be immediately initiated where vacancies exist.
- g. All RDF officers and snr NCOs – who have not paraded since 01 Jan 2014 – should be immediately posted / gazetted to the non-effective strength to create promotion opportunities for active pers.
- h. A more proactive process of posting genuine non-attenders to the non-effective list should come into force.

#### Misc

- i. Reservists should be allowed to use DF gym facilities on the same basis as PDF personnel.
- j. NSR eyesight induction standards should be in line with the PDF (**NSR Committee only**).

### Policy that Formation Committees can assist the National Executive with implementing/fighting for:

#### Recruitment

- k. The online RDF recruitment application form will be amended to allow for the selection of corps unit, in locations where more than one (1) RDF unit is based [**Formation Committees can seek support from GOCs/G1 offices for this policy**].
- l. RDF recruitment should actively target specialists, and not just candidates for general service recruitment [**Formation Committees can ensure such targeting of specialists for recruitment is conducted at Formation level**].
- m. The RDF recruitment process should be constantly reviewed to streamline, improve and speed up the process [**Formation Committees can ensure that recruitment at Formation levels adheres to this policy**].

### **Clothing/Kit**

- n. DPM barrack jackets should be on personal issue to all reservists [**Formation Committees can seek support from GOCs/G4 offices for this policy**].
- o. Haix boots, hollow fibre/snugpak jackets and DPM wetsuits should be on personal issue to all reservists, regardless of length of service or other qualifying criteria [**Formation Committees can seek support from GOCs/G4 offices for this policy**].

### **Courses**

- p. Suitable RDF members should have the option of attaining a Defence Forces standard accreditation by undergoing the assessment phase of a course [**Formation Committees can seek support from GOCs/G7 offices for this policy**].

### **Promotions**

- q. A new Army Reserve potential officers course should be initiated immediately [**Formation Committees can seek support from GOCs/G1 offices for this policy**].

### **Misc**

- r. Defence Forces ID cards should be on issue to all members of the Reserve, regardless of rank or length of service [**Formation Committees can seek support from GOCs/G1 offices/Area Records offices for this policy**].

### **Recruitment**

- a. The online RDF recruitment application form will be amended to allow for the selection of corps unit, in locations where more than one (1) RDF unit is based.
- b. RDF recruitment should actively target specialists, and not just candidates for general service.
- c. The RDF recruitment process should be constantly reviewed to streamline, improve and speed up the process.
- d. Alternative routes into the RDF for specialists, i.e. medical, IT, engineering specialists, etc., will be created. Such pers should not have to complete the standard recruit training programme, and should enter the RDF at a rank appropriate to their qualifications.
- e. Direct entry candidates for the RDF should be commissioned at the same rank as a corresponding PDF direct entry officer. Such commissions should be remedied retrospectively if implemented.
- f. Successful RDF recruitment candidates should be reimbursed for their GP medical, similar to the AF14c reimbursement process.

### **Financial**

- g. The annual gratuity should be re-instated.
- h. The 10% pay cut imposed on the RDF should be reversed.
- i. The requirement to apply in advance to exceed 28 mandays per annum should be abolished.
- j. An additional tax-free allowance will be provided for Reserve Defence Force members (NOTE: Proposing unit has allowed NEC to decide the specifics of this tax-free allowance).

### **Clothing/Kit**

- k. DPM barrack jackets should be on personal issue to all reservists.
- l. Haix boots, hollow fibre/snugpak jackets and DPM wetsuits should be on personal issue to all reservists, regardless of length of service or other qualifying criteria.

### **Courses**

- m. Suitable RDF members should have the option of attaining a Defence Forces standard accreditation by undergoing the assessment phase of a course.

### **Promotions**

- n. A new Army Reserve potential officers course should be initiated immediately.
- l. All potential officers who hold a Level 8 Honours Degree (NFQ) or higher should be commissioned as a Lt (AR) or Sub-Lt (NSR) on completion of their potential officers course, as per the PDF.
- m. All Snr NCOs who complete a potential officers course should be commissioned as a Capt (AR) or Lt (NSR), as per the PDF.
- n. Prior enlisted service should be recognised when a member of the RDF is commissioned as an officer. As it stands, a new file is opened for RDF officers and prior service does not appear on Officers' AF108s.

### **Operational Service**

- k. The RDF Employers Handbook will be published and distributed promptly.
- l. RDFRA will engage with the Military Authorities and the Department of Defence to introduce employment protection legislation for members of the RDF.
- m. RDFRA will engage with the Military Authorities and the Department of Defence to remove the restriction on overseas service to allow members of the RDF to engage in activities outside of the State including participation in courses within the EU.
- n. RDF civilian qualifications and skills i.e. QQI, HETAC, PHECC etc. should be fully recognised by the Defence Forces and utilised in support to RDF and PDF when needed.
- o. RDFRA will engage with the Military Authorities and the Department of Defence to formalise a system of operational service whereby members of the RDF can be engaged on short-service contracts (of periods from 1 to 6 months) with their parent PDF unit, outside of the current manday process.
- p. RDFRA will engage with the Military Authorities and the Department of Defence to implement Section 8.5.5 (Opportunities for Paid Service) of the White Paper on Defence (2015) to enable RDF members, whose personal circumstances allow them, to undertake operational duties, at home and overseas.

### **Medical**

- q. Suitably qualified RDF medical personnel should be permitted to conduct medicals for RDF personnel.

### **Misc**

- r. Defence Forces ID cards should be on issue to all members of the Reserve, regardless of rank or length of service.
- s. The recording of notional hours of training should be replaced with the recording of actual hours of training on the PMS.
- t. All reservists, if they pass away while still serving, should be formally entitled to a tri-colour and guard of honour at their funeral.
- u. The RDF page on military.ie should be updated with modern information. In particular, all unit locations that new recruits can apply for should also have the corps of these units clearly indicated.
- v. RDFRA will be provided with full access to the Conciliation and Arbitration (C&A) Scheme, as per PDFORRA and RACO.