

Reserve Defence Force Representative Association



Association Policy (as of 30 April 2022)

‘Standing’ policies: pg.2

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Ongoing ‘End-goal’ policies: pg.8

‘Standing’ policies:

Personnel (Recruitment)	
Policy	Conference at which ratified
Adequate IT resources and equipment should be made available to all units and sub-units in order to assist RLOs with recruitment activities.	30 April 2022
RDF recruitment should actively target specialists, and not just candidates for general service recruitment. (This is recommended by CoDF report)	19 May 2018
The RDF recruitment process should be constantly reviewed to streamline, improve and speed up the process. (This is recommended by CoDF report)	19 May 2018

Personnel (Promotions)	
Policy	Conference at which ratified
In the event of the creation of specialist appointments at officer or NCO rank, these appointments should be open to application by existing Privates or NCOs who meet the required qualifications and experience, through an open and fair process, and their experience should be taken into account. (This is recommended by CoDF report)	22 May 2021
All RDF officers and snr NCOs – who have not completed their minimum number of training hours in a calendar year, as per DFR R5 – should be immediately posted / gazetted to the non-effective strength to create promotion opportunities for active pers.	19 May 2018; updated 22 May 2021
Cpl-to-Sgt / LS-to-PO promotions should be immediately initiated where vacancies exist.	19 May 2018
A more proactive process of posting genuine non-attenders to the non-effective list should come into force.	19 May 2018

Personnel (Other Matters)	
Policy	Conference at which ratified
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.	19 May 2018

Logistics	
Policy	Conference at which ratified
All applications from RDF members for new/replacement clothing should be processed in a timely fashion by the relevant logistics staff.	19 May 2018

Courses/Training	
Policy	Conference at which ratified
Notification of all courses for reservists should be listed on the Members Section of military.ie in order to better disseminate information and maximise applications.	30 April 2022
There should be a minimum notice period for training, courses and taskings within units and this should relate to the length of the commitment required (e.g., 1 week's notice for a 1-2 day event or 4 weeks' notice for longer periods) to facilitate reservists booking leave from work.	30 April 2022
RDFRA shall pursue a policy that places are made available on all 1 Bde RDF and 2 Bde RDF courses to the DFTC and NSR due to the size of the DFTC and NSR not offering the same opportunities.	30 April 2022
In order to ensure all administration for students on a course is correct, students should be detached from their home units for each training date of a course and re-attached back to their home units in between course dates.	30 April 2022
RDFRA will engage with the Military Authorities to ensure that RDF courses will comprise relevant sub-qualifications, e.g., PMS with a Senior NCO Course or MIF with a Quartermaster Course.	30 April 2022
JIs should include firm dates and confirmation of whether all dates are paid or not.	22 May 2021
The calling notices/joining instructions for all courses, training or exercises – that are open to application from all units/sub-units within a Formation – should be forwarded directly from the RDF G7 Staff Officer to RDF Staff Officers in each unit/sub-unit for their situational awareness.	22 May 2021
Inter-unit training should be promoted and encouraged. (This is recommended by CoDF report)	22 May 2021
Reserve units/sub-units should be efficiently and promptly provided with all calling notices for courses run throughout their respective formations, thereby allowing reservists to apply for driving courses, medical courses, etc.	19 May 2018
All periods of fulltime training and all courses, when announced, should confirm at the calling notice stage that accommodation will be provided.	19 May 2018
Suitable courses should be modularised to make them as RDF-friendly as possible, e.g. elements run over training nights and/or weekends. (This is recommended by CoDF report)	19 May 2018

Recognition of Qualifications	
Policy	Conference at which ratified
RDF civilian qualifications and skills – from a recognised, national or international awarding body – should be fully recognised by the Defence Forces and utilised in support to RDF and PDF when needed. (This is recommended by CoDF report)	19 May 2018; updated 22 May 2021

Legislation	
Policy	Conference at which ratified

Regulations	
Policy	Conference at which ratified

Financial	
Policy	Conference at which ratified

Employer Engagement	
Policy	Conference at which ratified
The RDF Employers' Handbook should be revisited, and civilian trade unions and leading business groups should be consulted to find out their needs and requirements to enable overseas deployments.	22 May 2021

Medical	
Policy	Conference at which ratified
The process of obtaining an AF14c GP medical should be simplified, from an administrative perspective, to allow greater efficiency of processing.	22 May 2021

RDFRA association procedure	
Policy	Conference at which ratified

Achieved ‘End-goal’ policies:

Personnel (Recruitment)	
Policy	Conference at which ratified
Upon receipt of an application to join the RDF, applicants should receive notification of fitness test/interview and medical testing dates, as well as the timeframe in which security vetting will be completed and medical testing results will be returned.	22 May 2021
Upon receipt of an application to join the RDF, the Formation Recruitment office should forward each applicant’s contact details to the relevant unit/sub-unit for the attention of the local Recruit Liaison Officer (RLO).	22 May 2021
An applicant's GP letter should be used for initial entry until the issues with medical appointments are resolved. (Rendered obsolete by new recruitment system)	22 May 2021
Army Reserve and Naval Service Reserve cells should be established to assist with Reserve recruitment at Formation level (22 May 2021 conference).	22 May 2021
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.	19 May 2018
NSR eyesight induction standards should be in line with the PDF.	19 May 2018
The online RDF recruitment application form should be amended to allow for the selection of corps unit, in locations where more than one (1) RDF unit is based.	19 May 2018

Personnel (Promotions)	
Policy	Conference at which ratified

Personnel (Other Matters)	
Policy	Conference at which ratified

Logistics	
Policy	Conference at which ratified

Courses/Training	
Policy	Conference at which ratified
RDFRA should seek to change relevant syllabi to allow Recruit Course weekends to be paid.	22 May 2021
Standard and Senior NCO* courses should commence without further delay following adequate notice. (*Course on ATED for 2024)	22 May 2021
Reservists should be allowed to use DF gym facilities on the same basis as PDF personnel.	19 May 2018
A new Army Reserve Potential Officers course should be initiated immediately.	19 May 2018

Recognition of Qualifications	
Policy	Conference at which ratified

Legislation	
Policy	Conference at which ratified
RDFRA should seek to remove legislative restrictions on RDF personnel serving outside of the State.	22 May 2021
RDFRA should 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.	19 May 2018

Regulations	
Policy	Conference at which ratified

Financial	
Policy	Conference at which ratified
The 10% pay cut imposed on the RDF should be reversed.	19 May 2018

Employer Engagement	
Policy	Conference at which ratified
The RDF Employers Handbook should be published and distributed promptly.	19 May 2018

Medical	
Policy	Conference at which ratified

RDFRA association procedure	
Policy	Conference at which ratified
The draft/new RDFRA Constitution – approved in principle by the delegates at the reconvened 2021 ADC (28 Nov 2021), and recently approved by the Minister for Defence – shall be formally adopted as the RDFRA Constitution.	30 April 2022

Ongoing ‘End-goal’ policies:

Personnel (Recruitment)	
Policy	Conference at which ratified
The reserve joining age limit should be raised to 45, especially for individuals with specialised skills. (This is recommended by CoDF report)	30 April 2022
Age-specific entrance fitness standards should be introduced for all RDF applicants, and appropriate fitness standards should be introduced for all direct-entry specialist applicants. (This is recommended by CoDF report)	30 April 2022
All aspects of medical testing for RDF recruitment applicants should be made available on weekends.	22 May 2021
Alternative routes into the RDF for specialists, i.e. medical, IT, engineering specialists, etc., should 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. (This is recommended by CoDF report)	19 May 2018

Personnel (Promotions)	
Policy	Conference at which ratified
RDFRA should seek to ensure that direct entries for NSR technical officer appointments will be commissioned at the rank of Lt (NSR).	22 May 2021
All Snr NCOs who complete a Potential Officers course should be commissioned as a Capt (AR) or Lt (NSR), as per the PDF.	19 May 2018

Personnel (Other Matters)	
Policy	Conference at which ratified
Army Reserve and Naval Service Reserve cells should be established to assist with Reserve pay at Formation level.	22 May 2021
RDFRA should seek to have a formal means to communicate with personnel leaving the RDF as a retention measure.	22 May 2021
When the RDF skills survey White Paper project is completed, an up-to-date skills survey should take place among effective personnel to identify useful skills and an active database established with this information. Each person’s qualifications/skills sets should be recorded on PMS by linking civilian qualifications to military skills codes, or via the implementation of civilian skills codes on PMS. (This is recommended by CoDF report)	22 May 2021

RDFRA should engage with the Military Authorities to introduce a streamlined approach to transfer between units and brigades, noting that in today's flexible working environment members may need to transfer between different brigade areas for employment, study, etc., which can impose hardship to maintain training.	22 May 2021
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Logistics	
Policy	Conference at which ratified
TAMs should be issued to all PNCOs prior to commencing a PNCO course and remain on personal issue if they complete the course and are promoted to Corporal. If students do not complete the course, TAMs to be returned for reissue by the Unit.	30 April 2022
Army Reserve military police should be issued with a plain red beret in place of the current red beret with green patch. (This is recommended by CoDF report)	30 April 2022
Permission should be granted for Reserve officers to sign clothing forms (AF 245 B) for Initial Issue (I/I) of clothing and Fair Wear & Tear (FWT) clothing inspections.	30 April 2022
Female specific uniforms should be re-modelled/made fit for purpose, and sufficient supply made available to RDF pers.	30 April 2022
RDFRA shall seek the abolition of all distinguishing reserve uniform and insignia features, as distinct from PDF equivalents. (This is recommended by CoDF report)	30 April 2022
RDF personnel will be issued with PT clothing in line with their PDF counterparts.	22 May 2021
The process of pooling issued IPLCE/PPE/other equipment – such as all tactical eating/drinking equipment – for RDF use should be ended due to the inherent risks of this practice associated with Covid-19/should be ended in a post-Covid-19 working environment, and replaced with personal issue equipment to be stored in locker rooms as per the PDF.	19 May 2018; updated 22 May 2021
Heavy operational boots (standard or safety), hollow fibre/snugpak jackets and DPM wetsuits should be on personal issue to all reservists, regardless of length of service or other qualifying criteria, as per Health and Safety Authority Guide to the Safety, Health and Welfare at Work (General Application) Regulations 2007 Schedule 2 Regulation 62/PPE/ Weatherproof clothing (work in the open air in rain and cold weather).	19 May 2018; updated 22 May 2021
DPM barrack jackets should be on personal issue to all reservists.	19 May 2018
Defence Forces ID cards should be on issue to all members of the Reserve, regardless of rank or length of service.	19 May 2018

Courses/Training	
Policy	Conference at which ratified
PT tests should be carried out at Sub-Unit locations via a qualified testing officer being made available to travel and carry out tests.	30 April 2022
A central virtual notice board and/or other functional communication/notification system should be created where all RDF courses are formally published therefore allowing reservists to be informed in a timely manner of upcoming courses. If necessary, PDF mechanisms already in place could be leveraged.	30 April 2022
A derogation from fitness tests for non-robust courses for female personnel should be introduced for the first year back post-partum.	30 April 2022
An RDF-specific unit admin course syllabus should be produced.	30 April 2022
Two working weeks' notice should be given for cancellation of all courses and duties. If cancellation is made within this period, members should be offered an optional alternate form of paid activity for that period. If this cannot be arranged, members should be paid for the cancelled activity.	22 May 2021; updated 30 April 2022
Regular and defined training blocks/periods should be re-established at certain intervals throughout the year to make it easier for RDF personnel to make themselves available with work, and also to ensure enough personnel are available to merit the training going ahead.	22 May 2021
A greater emphasis should be placed on Aid To the Civil Power/Authority training to enable more RDF members to participate during times of regional and/or national crisis. (This is recommended by CoDF report)	22 May 2021
In cases where reservists possess a civilian qualification that has a corresponding Defence Forces qualification, suitably qualified reservists should only have to complete shortened conversion training before undergoing the testing phase of a course.	22 May 2021
The Defence Forces should implement a secure online distance/blended learning platform in order to improve and support RDF training.	22 May 2021
Extra training aids should be developed for personnel with learning disabilities, or personnel whose first language might not be English and who struggle with the Irish language. It is proposed that this should be done through audio and/or visual aids.	22 May 2021

Recognition of Qualifications	
Policy	Conference at which ratified

Legislation	
Policy	Conference at which ratified
RDFRA should seek to have the recent employment protection legislation – in the event of an emergency call out – permanently enshrined in the Defence Act and/or Employment Equality Act. (This is recommended by CoDF report)	22 May 2021
RDFRA should engage with the Military Authorities and the Department of Defence to introduce employment protection legislation for members of the RDF. (This is recommended by CoDF report)	19 May 2018
RDFRA should engage with the Military Authorities and the Department of Defence to formalise a system of operational service, supported by legislation, 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.	19 May 2018
RDFRA should be provided with full access to the Conciliation and Arbitration (C&A) Scheme, as per PDFORRA and RACO.	19 May 2018

Regulations	
Policy	Conference at which ratified
Reservists should be permitted to take a leave of absence from training, for between 6 months and 3 years duration, for any reason, subject to approval from the relevant Military Authority.	30 April 2022
RDFRA will seek to have a working group established with a diverse range of RDF representatives to draft and implement a new Admin Instr R5 following the publication of the new DFR R5.	30 April 2022
DFR R5 and Admin Instr R5 should be amended to ensure that future Snr NCO promotion competitions are advertised on a national basis, with applications invited from suitably qualified personnel in all Formations. (This policy is contained in new/draft DFR R5)	22 May 2021
DFR R5 and Admin Instr R5 should be amended to remove the upper age limit restriction on applying for a Reserve Potential Officers course and/or obtaining a Reserve commission. (This is recommended by CoDF report)	22 May 2021
DFR CS4 and Admin Instr CS4 should be amended to place reservists (Offr x 1 and NCO x 2) on the establishment of Mil Col HQ for the purposes of conducting RDF administration of Mil Col RDF personnel. (May be rendered obsolete by CoDF-recommended restructuring of the Defence Forces)	22 May 2021

RDFRA should seek to enact the expansion of the establishment of the NSR from 200 to 300 personnel as recommended by the 2015 White Paper on Defence. (This is incorporated in CoDF recommendations)	22 May 2021
A prerequisite for NCO promotions should be the completion of a relevant course. (This policy is contained in new/draft DFR R5)	22 May 2021
The recording of notional hours of training should be replaced with the recording of actual hours of training on the PMS.	19 May 2018
All reservists, if they pass away while still serving, should be formally entitled to a tri-colour and guard of honour at their funeral.	19 May 2018

Financial	
Policy	Conference at which ratified
Female officers and senior NCOs should be permitted to claim the cost of non-issue maternity dress uniforms.	30 April 2022
RDFRA shall <i>explore</i> membership of ANSAC for RDFRA members.	30 April 2022
RDF pers should be paid for all activities, as well as receive all allowances for undertaking relevant activities, as per the PDF (e.g. SDA for undertaking Security Duties, etc.)	22 May 2021; updated 30 April 2022
RDFRA should seek to support a tax rebate for RDF members when tax credits are shared with reservists' employment, limited to two weeks training, once minimum requirements are met.	22 May 2021
A top up to the state pension should be investigated. It is proposed that a top up, by a figure to be agreed per years served, should be added at a <i>pro rata</i> rate, ceasing at thirty-one years' service.	22 May 2021
The current method of determining an RDF manday rate, i.e. one (1) week divided by seven (7), should be changed to one (1) week divided by five (5), in line with the PDF.	22 May 2021
TI 05/2015 and AFC 297 should be amended to allow Unit OCs to approve up to fourteen (14) mandays per person per year.	22 May 2021
The annual gratuity should be re-instated. (This is recommended by CoDF report)	19 May 2018
An additional tax-free allowance should be provided for Reserve Defence Force members.	19 May 2018
The requirement to apply in advance to exceed 28 mandays per annum should be abolished.	19 May 2018

Employer Engagement	
Policy	Conference at which ratified
A social media campaign should be run that is aimed towards businesses and employers, educating them in the benefits of hiring RDF personnel.	22 May 2021
RDFRA should seek to have employers of RDF members receive a tax incentive for hiring reservists and allowing reservists time off work to carry out training.	22 May 2021

Medical	
Policy	Conference at which ratified
RDFRA should engage with Military Management and the Department of Defence to implement a healthcare system whereby any reservists injured, as a result of Reserve training, receive appropriate medical and/or financial support following the conclusion of the training period on which they were injured.	30 April 2022
RDFRA shall campaign, for acceptance by the Defence Forces, that an audiogram should not be required to participate in a small arms range practice, if Defence Forces medical branch personnel cannot facilitate such tests.	30 April 2022
Defence Forces medical examinations should be made available to all members of the NSR. Members of the NSR under 40 years old should only be required to carry out a Defence Forces medical examination once every 36 months.	30 April 2022
The maximum refundable amount for an AF14c GP medical should be increased from €56.73 to €80.00.	22 May 2021
Personnel should have the option to complete routine medicals at the local MAP of the relevant unit.	22 May 2021
RDFRA should seek to amend medical regulations in order to remove any barriers to RDF doctors carrying out DF medicals / conduct medicals for RDF personnel.	19 May 2018; updated 22 May 2021

RDFRA association procedure	
Policy	Conference at which ratified
The content of the Commission on the Defence Forces report, as it pertains to the Reserve, shall be implemented in full and with maximum haste.	30 April 2022
It shall be RDFRA policy to seek full membership of EUROMIL at the expiration of the Association's period of associate membership in October 2022.	30 April 2022
It shall be RDFRA policy to vigorously oppose the closure or relocation of Cathal Brugha Barracks.	30 April 2022
The RDFRA electoral process should be overhauled and simplified, as decided by the 2021-2023 National Executive, in advance of the 2023 elections.	22 May 2021