

el Periòdic News

REMUNERATION AGREEMENT WITH THE POLICE FORCE

SFGA



The Head of Government, Xavier Espot, and the Director of the Police, Bruno Lasne, this Friday.

11.5% increase in the base salaries of the lowest bands

The salary review aims to alleviate the effects of the GADA freeze

PARIS MAMEGHANI / ELENA HERNÁNDEZ
ANDORRA LA VELLA

The Government has announced an 11.5% increase in the base salaries of the lowest bands of the Police force. The measure, announced by the Head of Government, Xavier Espot, in the framework of the celebration of the patron saint of the force, responds to the desire to improve the competitiveness of the public administration and correct

the dysfunctions detected in the salary scales.

This increase is part of a set of reforms promoted by the Ministry of Justice and the Interior, which also includes proposals to update salaries based on seniority. As explained by Minister Ester Molné, “an assessment has been made of how we could compensate for the fact that during all these years the performance management system has not been implemented”. This review, which aims to alleviate the effects of the freezing of the GADA system since 2012, includes increases of between 2% and 8% for civil servants, depending on their professional career.

In parallel, work has also been done on a review of the salary scales to resolve internal imbalances. Molné explained that “the starting salaries have been compared, evaluated and we have realized that they were a bit low and then they are being increased”, and added that “there was not enough difference between categories”, which motivated the adjustment to guarantee a coherent salary progression. “An individualized proposal has been made for each group”, she remarked.

The director of the police, Bruno Lasne, has positively assessed these improvements: “If higher is the salary, much better”, re-

calling that then “there are more possibilities of attracting people who have a vocation to come to the police and attract talent, which is what we need”. However, Lasne has called for caution until the specific details of the application of the increases are known: “I think it is premature to take a position in this regard now. We will have to see how these increases turn out, who has an increase of how much”.

On the other hand, Lasne has once again insisted on the need to increase the force’s staff to face the increase in workload. “We should reach 300 officers to do well”, he said, recalling that the



Bruno Lasne

DIRECTOR OF THE POLICE FORCE

“To properly deal with the increase in workload, we should reach 300 personnel within the force”

increase in population and tourism has led to an increase in complaints and requests. Molné, for her part, explained that the number of new officers will be determined each year “depending on the budget availability and the needs of the force”.

Finally, the minister reiterated that the Ministry of Justice will ensure that agents involved in serious cases are not able to take early retirement. “When such serious acts have been committed, the officers involved cannot retire early,” she remarked, referring to situations that have caused significant damage to citizens, the force or the Government itself. ●

SALARY ADJUSTMENT TO THE POLICE FORCE

The Police accept the salary increase, but demand the supplements

The president of the CFPA recalls that the non-GADA is only one of the three axes of the meeting

ELENA HERNÁNDEZ MOLINA
ESCALDES-ENGORDANY

The Andorran Police Force (CFPA) has expressed its acceptance of the salary increase proposal announced by the Government, but has warned that there are pending issues that need to be resolved to complete the remuneration review. The president of the union, Hugo Guiomar, explained to EL PERIÒDIC that the analysis document prepared by the company People Matters did not take into account the specific supplements when calculating the revaluations planned within the framework of the non-GADA.

According to Guiomar, “the only thing that will be applied in 2025 is the non-GADA”, and he noted that this element represents only part of the salary structure. “There are three axes: the non-GADA, the scales and the specific supplements”, he pointed out. In this sense, he pointed out that until now “only the base salary has been worked on in the scale”, leaving aside



Parade of the police brigades in Andorra la Vella with the call of all the units in front (land, mobile, canine and air).

the specific supplements, which the union considers essential to understand the totality of the body's remuneration.

Regarding the distribution of the increases, Guiomar indicated that “all grades go up a little”, but highlighted that “the grade that goes up the most is the rank-and-file officer”, in response to their tighter economic situation and with the aim of making entry into the police for-

ce more attractive. Thus, while commanders could see increases of between 5% and 7%, rank-and-file officers could reach an increase of 15%. However, he warned that “we don't have the exact amounts until next week”. In relation to the five million euros announced by the Government to cover the application of the non-GADA, Guiomar admitted that he cannot assess whether the figure is sufficient.

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HUGO GUIOMAR

PRESIDENT OF THE CFPA

“The justification is that an increase must be made for the grid and supplements, and this is a major economic impact”

The union president also recalled that the CFPA presented a counterproposal on the non-GADA a few days after receiving the Government's initial proposal. «We never received a response until now,» he lamented, adding that the Executive recently confirmed that it maintains its original proposal. In this context, he insisted that «people are mixing things up» and that the amounts linked to each of the three salary axes «are completely separate from each other.»

Finally, Guiomar announced that the union has drawn up a document with its proposals, which will soon be sent to the Public Service to open a new round of negotiations. ●

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(+376) 353 424 / (+376) 379 769

(+376) 747 747

laportella@andorra.ad

Casa Nova Olivet 10 · Ordino

www.laportella.ad

