

CLAIMS OF CIVIL SERVANTS

The police union proposes an increase of up to 12% for non-GADA

The collective is committed to fairer remuneration with salary increases taking into account seniority

ELENA HERNÁNDEZ MOLINA
ANDORRA LA VELLA

The Collective of Andorran Police Officials (CFPA) has sent the Government a proposal for an alternative salary scale designed for civil servants who cannot access the GADA supplement. This counter-offer, as explained by the representative of the collective, Hugo Guiomar, is committed to progressive salary increases that range between 1% and 12%, depending on the seniority of each worker within the body.

“After seeing a little bit about how the GADA worked in the past and with a little coherence, we have reached a consensus to make a proposal to the Government”, explained Guiomar. The approach contemplates a scale divided into sections: “The percentage increases will be made progressively -one, two, three, four- every two years”. Regarding the final bands, the representative maintains that “in the event of a 2% increase, these last bands would go up to 12%.

According to the CFPA, the objective is to prevent newly hired workers —without the option to GADA for reasons of length of service— from receiving unjustified compensation. “We considered that perhaps the most appropriate thing was to take advantage of this percentage to give it to the most veterans, those who have been in the company for the longest time,” Guiomar stressed. In addition, a thorough review of the speci-



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PRESIDENT OF THE CFPA

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fic complement of the body has been proposed, “better distributing the items” and opening the door to a fairer redistribution of what is charged in terms of job specificities.

This movement comes at a time when, from different union areas, efforts are being made to bring positions closer together and respond to a demand that, as confirmed by the Andorran Firefighters Association (ABA) to EL PERIÒDIC, the Government has sent to some unions on the main platform: to present a joint and agreed proposal on the salary improvement of non-GADA workers.

From the ABA, its president, Joan Torra, confirms that “from the platform where the SEP and Sipaag are, an attempt is being made to articulate a joint proposal”. However, Torra regrets that within this platform “there is no spokesperson”, unlike what happens with the one of the special uniformed bodies-referring to the other union platform: “They are more cohesive because they are from the special bodies... and they do now have a spokesperson”.

According to Torra, this internal disorganization favors what, according to him, would be a strategy of the Government: “We meet with this one, we meet with that one... the days go by and we approach elections. Everything is strategy”, he stated. He also pointed out that the legislative dispersion has favored this division: “Now each



Sergi Esteves

PRESIDENT OF THE SEP

“When we started to discuss the issue of salaries, we discussed it with the unions on the platform”

functional body is its own because it has a law, and they are different laws from each other. The common trunk, the Civil Service Law, is very superficial”.

Despite this, the ABA insists that there is room for union strength if there is a will: “When we want to be listened to, for example in the Fire Department, the three unions unite and put a lot of pressure. In the end, the interests are common, the demands are common. The Government knows that”, said Torra.

The president of the Public Education Union (SEP), Sergi Esteves, has acknowledged that the joint platform of unions, which was created with a desire for unity, “is a bit inactive” after several internal changes. However, he highlights that “now, when this issue of salaries began, we were discussing it”, despite taking into account that: “They are very different realiti-



A moment from the celebration of Mary Help of Christians Day

es”, the representative assured.

Regarding the negotiating process with the Government, Esteves explained to Joan Torra: “If before we were all a group, starting from the same law, we would have much more strength. But maybe for the Government is

already good that everyone to look at their own interest”. In this sense, the ABA is calling for the creation of a common spokesperson that represents the plurality of unions and allows for the negotiations to be expedited.

The CFPA proposal, for now, is presented as an attempt to mark a position and provide criteria in the open debate on salary supplements. It now remains to be seen how the executive will respond and whether it will finally be possible to establish a single dialogue that brings together the diversity of the non-GADA public sector unions. ●

Negotiations that have consequences...

►► The development of the new professional career model for special forces, known as “non-GADA”, is still underway. The study that will serve as a basis was contracted through a public tender in 2024, but it was not until February 2025 that the Government presented the results to the unions.

►► After the meetings, the Government committed to sending the complete documentation to the union organizations. However, as of

Sunday, June 8th, there are still unions that have not received the PowerPoint presentations shown at the last meeting.

►► The SEP Union has been working on this issue since December, while the CFPA sent a counter-proposal in February and did not receive a response until a few weeks ago.

►► Union sources point out: “We still do not have the documentation that they told us they would send us last Friday.”

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

(+376) 747 747

laportella@andorra.ad

Casa Nova Olivet 10 · Ordino

www.laportella.ad

