

LGRJF

Local Government Reform Joint Forum

JOINT COMMUNICATION BULLETIN

LOCAL GOVERNMENT RPA NEGOTIATING BODY ESTABLISHED

The Local Government Reform Joint Forum (the Joint Forum) held its 2nd Meeting on 5th August 2009.

The meeting was chaired by the appointed Independent Facilitator, Paul O'Brien, Chief Executive of APSE.

The meeting consisted mainly of briefings on each of the agreed HR implementation issues for immediate action.

These were, the Vacancy Control System, Severance Arrangements for Staff and Filling Posts in New Organisations.

In addition, both Sides agreed to finalise arrangements for local consultation and negotiation arrangements for Transition Committees.

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Priority Issues for the Joint Forum:

- Introduction of Vacancy Control System
- System for Filling Posts in the New Organisations
- Staff Severance Arrangements
- Local Consultation and Negotiation Arrangements for Transition Committees
- Staff Transfer Arrangements

MEMBERSHIP OF THE JOINT FORUM

Independent Facilitator — Paul O'Brien (APSE)

Employers' Side

Lead: Maureen Taggart (NIHE)

Local Government - Councillor Allan Ewart, Councillor Tom Hartley, Trevor Salmon & Roger Wilson

DoE & Transferring Functions -

Maureen Taggart (NIHE), Ian Maye (DoE), & Jim Wilkinson (DSD)

Trade Union Side

Lead: Bumper Graham (NIPSA)

NIPSA - Bumper Graham, Paddy Mackel, Pat Baker & Connor Haughey

Unite - Albert Mills & Jim Parker

GMB - John Dawson

Each Side can nominate substitutes as necessary

TERMS OF REFERENCE AND OPERATING ARRANGEMENTS

The Forum agreed Terms of Reference and Operating Arrangements with the remit of the group as follows:

To facilitate consultation and negotiation between Employer and Employee representatives on a range of Human Resource (HR) related issues that are cross sectoral in nature in the context of the TUPE Regulations, employers' statutory obligations, and the NI Executive Principles as recommended by the Public Service Commission.

The Joint Forum will not encroach on the current responsibilities of the existing collective negotiating machinery in local government, NICS or the wider public sector but the respective Side Members will maintain links between the various bodies and seek the views of their constituents and be appropriately mandated to progress the detailed business of the Joint Forum.

Contact Details:

Independent Secretariat (LGSC):
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FUNCTIONS OF THE JOINT FORUM

- Agreeing principles and arrangements for the transfer of staff
- Exercising oversight of the application of the Northern Ireland Executive's Guiding Principles
- Consulting and negotiating on HR policies and implementation decisions
- Developing Terms of Reference for consultation and negotiating machinery for post-2011
- Ensuring that all decisions of the Joint Forum adhere to Section 75 obligations
- Actively promoting and encouraging training and development programmes
- Promoting the protection of all affected staff.

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At the meeting on 5th August 2009 the following progress was made:

- The minutes of the meeting on 22nd July were agreed by both Sides as accurate.
- The role, remit and operating arrangements for the Joint Forum were discussed and agreed as final.
- There was discussion on Model Terms of Reference and Operating Arrangements for local consultation and negotiation forums at Transition Committee level. This will be further discussed at the next meeting with a view to issuing for implementation.
- The following HR implementation issues were prioritised for immediate action with the secretariat providing a briefing of the issues for members on:
 - ◇ Introduction of a Vacancy Control System
 - ◇ Staff Severance Arrangements
 - ◇ Filling Posts in New Organisations
- It was agreed that the secretariat, with input from the Leads on both Sides, would work on a Model Severance Scheme (based on Health and Education) to be brought for discussion to the next meeting.
- It was agreed that the secretariat, with input from the Leads on both Sides, would work on a Model Scheme for filling Posts in New Organisations to be brought for discussion to the next meeting.
- Forum members requested that the Key Recommendations from the SLB and RTCG meetings are tabled at future meetings for discussion.
- The next meeting of the Joint Forum will be held on Wednesday 2nd September at 10.30am.

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Independent Secretariat (LGSC)

Adrian Kerr

Linda Leahy

Diana Stewart

Lisa O'Neill