

# LGRJF

Local Government Reform Joint Forum

## JOINT COMMUNICATION BULLETIN

### VACANCY CONTROL SYSTEM– DETAILED PROCEDURE

The Joint Forum Agreement Building Control Group implementation of the Circular LGRJF/03 Vacancy Committees), arc21, SWaMP Vacancy Control System Detailed Procedure, was issued on 10 October 2012 by the Staff Commission as a statutory recommendation for application by all 26 councils (including Environmental Health and The Joint Forum will be keeping the phasing of the

2008, the North West Region Waste Management Group and the Local Government Staff Commission from 01 November 2012.

when appropriate, the phasing of all remaining potentially 'at risk' posts. The Joint Forum will be monitoring the application of the Vacancy Control System.

### TIMING OF THE APPOINTMENT OF CHIEF EXECUTIVES TO THE NEW COUNCIL STRUCTURES

#### Context

The Joint Forum Task and Finish Group evaluated a range of potential options for the timing of the appointment of Chief Executive posts in the eleven new councils.

The Task and Finish Group considered how appointments could be made within a workable timeframe to enable a smooth transition from the existing councils to the 11 new structures.

#### Overview of Options

Four broad options were considered:

**Option 1** Appointment of Chief Executives by the Statutory Transition Committees

**Option 2** Appointment of Chief Executives by the Shadow Councils

**Option 3** Appointment of Chief Executives by the New Councils

**Option 4** Appointment of Interim Chief Executives

#### Recommendation

Having fully considered the Options on 07 November the Joint Forum recommends **Option 1** as the preferred approach from a leadership and management perspective. However the Joint Forum recognises that if the priority is political ownership of the process the **Option 2** is applicable.

The Joint Forum recognises that the decision will be made by the Minister. The potential timeline for making chief executive appointments will depend on the Option agreed by the Minister and the consequent legislative provisions.

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Priority Issues for the Joint Forum:

RPA Staff Severance Scheme

Scheme of Transfer for Local Government Staff

System for Filling Posts in the New Council Structures including the Appointment of Chief Executives

Location, Relocation and Expenses

#### Contact Details:

Independent Secretariat (LGSC):  
Commission House  
18-22 Gordon Street  
Belfast, BT1 2LG  
Tel No. (028) 90313200  
Email: lgrjf@lgsc.org.uk



## INFORMATION ON THE JOINT FORUM

More on the Joint Forum can be accessed on the dedicated web page at:

<http://www.lgsc.org.uk/new-initiatives/local-government-reform-joint-forum/>

Here the following details can be accessed:

Terms of Reference and Operating Arrangements

Agreed Minutes

Membership Details

Joint Communication Bulletins

The next Joint Forum meeting will be held on

Wednesday 13 December 2012

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## JOINT COMMUNICATION BULLETIN

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### DRAFT SCHEME OF TRANSFER FOR LOCAL GOVERNMENT STAFF

Members have agreed the draft Scheme of Transfer for Local Government Staff which will be issued in the near future for consultation.

The Scheme covers those staff employed on 31 March 2015 who will transfer on 01 April 2015 to a new or different local government organisation as a result of the change of council boundaries. It includes provisions to:

- ◆ Enable the transfer of staff employed by the existing 26 councils to the new 11 council structure (this includes staff employed directly in support of (Statutory) Transition Committees/Shadow Councils.
- ◆ Enable the transfer of staff from joint committee structures including arc21, SWaMP 2008 and the North West Region Waste Management Group.
- ◆ Enable the transfer of staff employed by the Local Government Staff Commission.

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### RPA STAFF SEVERANCE SCHEME FOR LOCAL GOVERNMENT

The Joint Forum agreed the terms of the RPA Staff Severance Scheme in 2010. The Scheme was endorsed by the Strategic Leadership Board chaired by the then Minister for the Environment. On the 07 November the Trade Union Side registered formal disagreement at the lack of central funding for the severance scheme for local government officers. The Trade Union Side also referred the matter to the Public Service Commission and have written to the Minister of the Environment.

The Side Leads have agreed to meet to discuss the way forward.

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### LOCATION, RELOCATION AND EXPENSES

The Joint Forum have considered a discussion paper to operationalize the NI Executive's 7th Guiding Principle and Associated Guidance Note as recommended by the Public Service Commission. The Secretariat has agreed to bring forward a detailed options paper to the next meeting.

LGRJF LOCAL GOVERNMENT REFORM JOINT FORUM  
*facilitating local government reorganisation*  
Independent Secretariat (LGSC)

Adrian Kerr  
Linda Leahy  
Dermot O'Hara  
Diana Stewart