

LGRJF

Local Government Reform Joint Forum

JOINT COMMUNICATION BULLETIN

VACANCY CONTROL SYSTEM—A REMINDER

On 19 March 2014 the Joint Forum agreed the extension of the Vacancy Control System to additional, determined potentially 'at risk' posts with effect from 01 May 2014.

Circular LGRJF/06 was issued as a statutory recommendation for adoption by all 26 councils (including Environmental Health and Building Control Committees), arc21, SWAMP 2008, the North West Region Waste Management Group and the Local

Government Staff Commission.

As a result Councils should now ensure that they seek to fill a vacancy from 'at risk' staff in the following order of consideration:

'at risk' staff in the individual council

'at risk' staff in the amalgamated cluster

'at risk' staff across the 26 councils (including Environmental Health and Building Control Group

Committees), arc21, SWAMP 2008, the North West Region Waste Management Group and the Local Government Staff Commission

'at risk' staff across all the sectors in the RPA Affected Group

To view Circular LGRJF/06 please go to <http://www.lgsc.org.uk/fs/doc/Cover%20Letter%20and%20Circular%20LGRJF06.pdf>

UPDATING OF THE RPA STAFF SEVERANCE SCHEME FOR LOCAL GOVERNMENT

Context

The RPA Severance Scheme for Local Government (the Scheme) was agreed by the Joint Forum and issued as Circular LGRJF/05 in April 2013, as a recommendation for adoption by councils.

The Local Government Act (NI) 2014, Section 123 requires the Department of the Environment to make regulations for the purpose of the payment of compensation for

loss of office or diminution emoluments.

The Department has indicated that the Scheme will provide the basis for the statutory Regulations, which are required under Section 123.

On 27 August the Joint Forum agreed that it was important to ensure that the Scheme was up to date in relation to employment legislation and approved amendments in order that it can be promulgated by way of statutory Regulations.

The following amendments were approved:

- Ensure that the draft regulations reflect the updated Scheme and amend the title of the Scheme to reflect the new legislative status
- Revise the Scheme to take into account the Local Government Pension Scheme Regulations (NI) 2014 which will take effect from April 2015
- Deletion of the tapering provision and related reference to a 'Default Retirement Age' (contained in 2.8 of the Scheme)
- Deletion of reference to Transition Committees/Statutory Transition Committees
- Deletion of the requirement to use a Standard Approval Form

The Secretariat and the Department of the Environment are continuing to liaise with the pension provider NILGOSC on the revisions which will be required to take account of the new Pension Regulations.

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Joint Forum Workplan and Critical Decision Dates

The updated and agreed Joint Forum Workplan is available to view on the dedicated Joint Forum web page at www.lgsc.org.uk

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INFORMATION ON THE JOINT FORUM

More on the Joint Forum can be accessed on the dedicated web page at www.lgsc.org.uk

including:

Circulars

Consultations

Terms of Reference and Operating Arrangements

Agreed Minutes

Membership Details

Joint Communication Bulletins

The Joint Forum has agreed to meet on the following dates:

- 22 October 2014
- 17 December 2014
- 18 February 2015
- 22 April 2015

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JOINT COMMUNICATION BULLETIN

CODE OF CONDUCT FOR LOCAL GOVERNMENT EMPLOYEES

The consultation period was extended, by agreement, for a number of councils. Responses to the consultation exercise will be reviewed by the Task and Finish Working Group on 22 September and a final draft prepared for consideration by the Joint Forum on 22 October.

LOCATION, RELOCATION AND EXPENSES

A draft Policy has been issued for consultation with comments to be received by 26 September. Responses to the consultation exercise will be reviewed by the Task and Finish Working Group on 07 October and a final draft prepared for consideration by the Joint Forum on 22 October.

CONSULTATION AND NEGOTIATING MACHINERY FOR LOCAL GOVERNMENT POST 01 APRIL 2015

The Joint Forum is agreed that a new industrial relations framework needs to be developed as a matter of urgency and is liaising with the Staff Commission's People and OD Working Group to bring forward proposals. The Staff Commission has a statutory role in:

'Promoting or assisting the establishment of, or establishing, procedures for the negotiation between councils, the Executive and officers of councils or the Executive or associations representing any of them, of standard rates of remuneration, or other terms and conditions of employment, for officers of councils or the Executive and recommending the adoption by councils and the Executive of rates, terms and conditions so negotiated.'

On this basis the Staff Commission has a role in recommending a new model following agreement by the Joint Forum.

LOCAL CONSULTATION AND NEGOTIATION FORUMS

Councils are reminded that in order to effectively consider the human resource policy and implementation issues connected to the RPA transfer of staff to the new Councils in April 2015 and reach agreement there has to be regular engagement and communication with trade unions at Local Consultation and Negotiation Forums.

NICS Staff Transfer Scheme – TUPE Type Transfer

The NI Executive approved the NICS Staff Transfer Scheme – TUPE Type Transfer at its meeting on 8 July 2014. A copy of this Scheme can be accessed on the dedicated Joint Forum webpage at www.lgsc.org.uk

LGRJF LOCAL GOVERNMENT REFORM JOINT FORUM

facilitating local government reorganisation

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