

# LGRJF

Local Government Reform Joint Forum

## JOINT COMMUNICATION BULLETIN

### VACANCY CONTROL IMPLEMENTATION

The Joint Forum is currently collating information from councils in respect of:

- ◆ Posts filled under the vacancy control procedure
- ◆ Details of posts considered to be in the 'at risk' category
- ◆ Advice to 'at risk' staff
- ◆ Progress in relation to organisational design/structures

A full report will be considered by the Joint Forum at its December meeting.

#### Definition of the RPA Affected Group

To assist Councils to effectively implement the vacancy control procedure the Joint Forum Employers' Side

Lead has written to Malcolm McKibben, Head of the NI Civil Service and copied to the Public Service Commission seeking clarification in relation to those organisations and groups of staff within the wider public sector who at this point in time should be considered as falling within the definition of the RPA Affected Group.

### RPA STAFF SEVERANCE SCHEME FOR LOCAL GOVERNMENT

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 of emoluments.

Since the Scheme was published a number of aspects have become out of date and on 27 August 2014 the following amendments were approved by the Joint Forum:

- ◆ 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'
- ◆ Deletion of reference to Transition Committees/Statutory Transition Committees
- ◆ Deletion of the requirement to use a Standard Approval Form

This revised Scheme was forwarded to the Department of the Environment for inclusion

*"...facilitating local government reorganisation...."*

Future work for the Joint Forum

Model Policies, including Location, Relocation and Expenses

Consultation and Negotiating Arrangements Post 2015

The Joint Forum's Workplan can be viewed on the Joint Forum web page at : [www.lgsc.org.uk](http://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:  
<http://www.lgsc.org.uk>

The following details are now available for information:

- ◆ Terms of Reference and Operating Arrangements
- ◆ Agreed Minutes
- ◆ Membership Details
- ◆ Joint Communication Bulletins
- ◆ Agreed Circulars
- ◆ Workplan

*“ ...facilitating local government reorganisation... ”*

**JOINT COMMUNICATION BULLETIN**

**CODE OF CONDUCT FOR LOCAL GOVERNMENT**

The Joint Forum adopted the final draft of the Code of Conduct for Local Government Employees and agreed to forward it to the Local Government Staff Commission for consideration at its November meeting prior to issue to Councils.

Appendix 2 the Local Government Employee and Councillor Working Relationship Protocol developed by the Department of the Environment has now been endorsed by the Minister and has been issued as Circular LG 43/2014 to Councils.

**LOCATION RELOCATION AND EXPENSES**

The Task and Finish Working Group met on 07 October 2014 to consider the consultation responses received to date. A further meeting is scheduled for early November to finalise amendments.

**NEW CONSULTATION AND NEGOTIATING MACHINERY FOR LOCAL GOVERNMENT**

The Joint Forum considered a progress report on the new Industrial Relations Framework and agreed that work should start on the development of a draft Constitution.

**DEVELOPMENT OF HR POLICIES FOR THE NEW COUNCIL STRUCTURES – TIMELINE**

The Joint Forum agreed the timeline for the development of the following HR policies:

<i>Tranche 1</i>	Disciplinary Policy Grievance Procedure Capability Policy
<i>Tranche 2</i>	Social Media Policy Dignity at Work Attendance at Work

Other potential policies include Equality of Opportunity, Flexible Working, Annual Leave, Maternity Leave, Paternity Leave, Car User/Allowance and Severe Weather.