

LGRJF

Local Government Reform Joint Forum

JOINT COMMUNICATION BULLETIN

RPA STAFF SEVERANCE SCHEME

In August the Joint Forum agreed to revise the RPA Staff Severance Scheme with the following amendments:

- 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 revised RPA Staff Severance Scheme was issued at Circular LGRJF/11 on 04 February 2015 together with Guidance on the Interpretation and Application of the RPA Staff Severance Scheme. Both documents can be downloaded from the dedicated Joint Forum webpage at <http://www.lgsc.org.uk/new-initiatives/local-government-reform-joint-forum/>

INTERNAL ONE STEP GRIEVANCE PROCEDURE TO LINK WITH THE RPA THIRD PARTY DISPUTES RESOLUTION PROCEDURE

At the December meeting Joint Forum members agreed the Procedure subject to a number of minor amendments. These have been completed and the Procedure was issued as Circular LGRJF/10 on 04 February 2015.

LOCATION RELOCATION AND EXPENSES

The agreed Location Relocation and Expenses Policy was issued to councils as Circular LGRJF/12 on 10 February 2015. The Public Transport Rate referred to in the policy is taken from the NICS Handbook Chapter 3 Travelling on Official Business. It gives the Public Transport Rate for the use of private motor vehicles as 25.7p per mile.

Operational guidance to support the policy is currently being developed by the Joint Forum Task and Finish Working Group.

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

Current Joint Forum activities

Model Policies, including Grievance, Disciplinary and Capability

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

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Joint Communication Bulletin

JOINT FORUM CIRCULARS

CIRCULAR LGRJF/03—OCT 2012

Vacancy Control System—Detailed Procedure

CIRCULAR LGRJF/04—OCT 2012

Model Terms of Reference and Operating Arrangements for Local Constitution and Negotiation Forums

CIRCULAR LGRJF/06 - APRIL 2014

Extension of Vacancy Control System to include Additional Potentially 'At Risk' Posts

CIRCULAR LGRJF/07—JUNE 2014

Scheme of Transfer for Local Government Staff

CIRCULAR LGRJF/08—JULY 2014

Procedure for Filling Posts in the New Council Structures

CIRCULAR LGRJF/09—NOV 2012

Code of Conduct for Local Government Employees

CIRCULAR LGRJF/10—FEB 2015

One Step Grievance Procedure to Link with RPA Independent Third Party Disputes Resolution Procedure

CIRCULAR LGRJF/11—FEB 2015

Revised RPA Staff Severance Scheme

CIRCULAR LGRJF/12—FEB 2015

Location Relocation and Expenses Policy

GROUP ENVIRONMENTAL HEALTH AND GROUP BUILDING CONTROL

The Joint Forum is urgently seeking information from councils in respect of the arrangements currently in hand to allocate staff to the new councils in respect of delivering Environmental Health and Building Control services. A template was circulated for completion to Chief Executives and HR Leads on 13 January 2015.

Employers must consult with their local NIJC recognised Trade Unions on the arrangements for the transfer of Group staff.

DEVELOPMENT OF MODEL POLICIES

The following model policies are currently being finalised following consultation with the 11 new councils and local consultation and negotiation forums.

- Disciplinary Procedure
- Grievance Procedure
- Capability Procedure
- Dignity at Work Policy
- Managing Attendance Policy and Procedure
- Social Media Policy

NEW CONSULTATION AND NEGOTIATING MACHINERY FOR LOCAL GOVERNMENT

At its February meeting the Joint Forum considered an Options Paper detailing a strategic approach to employee relations for local government in Northern Ireland. The paper is intended to inform discussion and includes a timeline for engaging with stakeholders and reaching agreement on revised negotiating machinery arrangements.

The Secretariat has agreed to liaise with the Minister of the Environment to agree mechanisms for reconstituting the Joint Forum on an interim basis.

DATE OF NEXT MEETING

The Joint Forum is scheduled to meet next on Wednesday 22 April 2015.

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