

## RPA Cross Sector HR Forum meeting 22 September 2006

Present: Michael Daly (CPG)  
Jacqui Wallace (CPG)  
Noel Kelly (DSO)  
Jim McKeown (RPA)  
David Bingham (DHSSPS)  
Billy Gamble (OFMDFM)  
Maura McCusker (DE)  
June Ingram (DEL)  
Claire Devlin (DOE)

Apologies: Linda Brown (CPG)  
Orla Murray (DSO)  
Ian Maye (DOE)  
Matthew Alford (DE)  
Michael Henderson (OFMDFM)

### 1. Minutes of last meeting and matters arising

Minutes of the meeting on 31 August were not discussed.

Michael Daly gave the meeting informal feedback from the CJF meeting earlier that day and the most recent PSC meeting.

#### RPA Affected Group

PSC welcomed the paper on the RPA Affected Group but did not comment on content.

CJF had a useful discussion on the Affected Group.

Michael confirmed that a final draft would issue following the meeting and asked for comments by 12 noon on Monday 25<sup>th</sup> September.

#### **Action: All**

#### Draft 4<sup>th</sup> Guiding Principle

PSC have not yet responded to the Governments comments.

#### Draft 3<sup>rd</sup> Guiding Principle

NICTU have stated that they want to see what the legislative provisions will look like. They referred to the legislation used to transfer functions to the North South Bodies and stated that this approach is their preference.

Michael Daly explained the position in relation to harmonisation when TUPE applies.

David Bingham highlighted the issue on salary protection. There was a brief discussion in this regard and it was agreed at a separate meeting should be convened with a view to preparation of an options paper.

**Action: Michael Daly, Noel Kelly, David Bingham, Maura McCusker**

## **2. Cross Sector Forum – consultation arrangements**

Michael Daly explained the background to preparation of this document and emphasised the importance of accurately reflecting the consultation arrangements in place.

Maura McCusker highlighted the issues in this regard within the Education Sector. She stated that the Education Staff Commission feel that they should have a representative on the Cross Sector Forum. She suggested that perhaps they could attend the meeting on specific subjects. Maura also expressed concerns on representing DCAL at the Forum. She suggested that DCAL formally join the Group. Michael Daly agreed to raise this with Linda Brown.

**Action: Michael Daly**

Both Maura McCusker and David Bingham raised concerns on the impact of PSC writing direct to bodies.

## **3. Programme Management arrangements – Steering Group Report**

Content of dashboard report was discussed and agreed.

## **4. Guidance to employers on implementation of PSC Guiding Principles - Draft RPA Guidance Note**

Michael Daly explained the background in this respect and asked for comments on both format and content. Some amendments to content were proposed. These were accepted and it was agreed that the draft should issue to NICICTU.

**Action: Michael Daly**

## **5. Implementation of 2<sup>nd</sup> PSC Guiding Principle – note in relation to Enterprise Ulster**

Michael Daly referred to implementation of the 2<sup>nd</sup> PSC Guiding Principle particularly the element in relation to a “clearing house”. He also referred the meeting to the RPA Consultation document and to the Efficiency and Relocation Programme within the HCS. It was agreed that Government

should consider the how in practise the “clearing house” would work. June Ingram agreed to prepare an initial draft paper.

**Action: June Ingram**

## **6. Any other business**

David Bingham raised an issue in relation to anticipated advertising costs, which would result from advertising posts in New Organisations to the RPA Affected Group. This was discussed and it was agreed that the handling of this would link to the “clearing house”.

David Bingham gave an example of the 3<sup>rd</sup> level posts in Trusts and below. There was a discussion on whether this was really the filling of vacancies or the management of surpluses. It was agreed that strictly speaking it was the latter.

David Bingham agreed to prepare a brief paper in this regard.

**Action: David Bingham**