

## **RPA Cross Sector HR Forum meeting 2 November 2006**

Present: Linda Brown (CPG)  
Michael Daly (CPG)  
Noel Kelly (DSO)  
Damian Prince (RPA)  
David Bingham (DHSSPS)  
Ian Maye (DOE)  
June Ingram (DEL)  
Maureen Taggart (NIHE)  
Matthew Alford (DE)  
Jacqui Wallace (CPG)

Apologies: Billy Gamble (OFMDFM)  
Orla Murray (DSO)  
Maura McCusker (DE)  
Judena Goldring (DCAL)  
Michael Henderson (OFMDFM)  
Jim McKeown (RPA)

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

Michael Daly briefed the meeting on the position in relation to filling of vacancies in new organisation. He flagged up the importance of recognising the difference between filling a new post and filling a post where the transfer in function results in a potential redundancy situation.

Michael informed the meeting of the advice given by Noel Kelly in relation to the preparation of a paper on consultation arrangements. Linda Brown emphasised the importance of consultation being timebound.

David Bingham updated the meeting on progress on the HPSS HR Framework document. He informed the group of the sessions they have been running for Directors and explained that the Framework document had been very useful in setting the context for the discussions at these sessions.

### **2. Update on feedback from PSC meetings**

Michael Daly informed the meeting that he and John Hunter had attended the PSC meeting the previous day. He outlined the discussions with PSC on the draft 3<sup>rd</sup> Guiding Principle on Staff Transfers and the draft 4<sup>th</sup> Guiding Principle on Filling New or Substantially New Posts in New Organisation. He confirmed that these discussions were useful and positive in nature.

Michael highlighted that the draft 5<sup>th</sup> Guiding Principle on Severance Arrangements would issue shortly.

### **3. RPA Affected Group – employees who have been made redundant**

Linda Brown informed the meeting that this issue was raised by Damien Prince and that it was important to thoroughly discuss. Michael Daly outlined the background to this issue which requires decision. He explained that due to the different timescales in different sectors there is a reciprocity issue. Linda Brown asked Noel Kelly for the legal perspective on the issue. Noel Kelly set out the position in this regard.

Linda Brown raised the practical difficulties there would be in clawing back any redundancy payments. Noel Kelly confirmed the legal position in this regard. David Bingham informed the meeting of the position in Health contracts and Michael Daly confirmed the NICS position. Linda Brown emphasized the need to gather facts on re-employment and redundancy payments.

Wendy Hunter questioned what would actually be achieved by allowing redundant staff to remain in the group highlighting the impact to others in the group.

David Bingham stated that he considered that the problem would diminish and June Ingram highlighted the position in Enterprise Ulster where staff at all grades are being made redundant and stated DEL's position.

It was agreed that a short paper would be prepared for the consideration of the group.

**Action: CPG**

### **4. DHSSPS approach to filling director posts in the Health and Social Services Authority**

Linda Brown circulated copies of Dr Andrew McCormick's minute in this regard and explained that Maura McCusker had asked for this item to be placed on the agenda. She summarised the approach DHSSPS adopted and the secondment arrangement proposed. She advised that other Sector may be pressed to do likewise.

## **5. Discussion on any emerging Cross Sector issues**

Linda Brown referred to the written briefing provided and confirmed the usefulness of this. She pointed to David Bingham's reference to Career Development Workshops and asked him to brief the meeting on this. David explained that this was a suite of pre-selection workshops and gave some details of these. He confirmed that there would also be post selection workshops.

Linda Brown informed the meeting of correspondence John Hunter had received from the organisation involved in providing support to those leaving the Police Service.

David Bingham stated that it was important to provide support to both those leaving and those remaining. This was agreed.

## **6. Date of next meeting**

30 November 2006.