

1. **PRESENT**

ACTION

Maureen Taggart (Chair)	Dir. of Personnel & Management Services NIHE
Paul Lowe	Personnel Officer NIHE
Wendy Hunter	DoE
Linda Leahy	Professional Officer LGSC
Cllr Dermot Curran	SDLP
Sharon Currans	PPMA
Debbie Rogers	Head of HR Limavady
Eddy Curtis	Director of Administration Newry & Mourne
Carmel Connolly	PPMA
Adrian Donaldson	Chief Executive Castlereagh
Stanley Black	Head of HR Belfast City Council
Marie Cochrane	DoE
Jacqueline McKee	Head of Employment Devt. Equality Commission
Alison Millar	NIPSA
John Adams	NIJC
Cllr Tom Hartley	Sinn Fein
Cllr Sara Duncan	Alliance Party
Cllr Arnold Hatch	JNC
Joan Kinnaird	Head of HR Ballymoney
Ivor Paisley	Director of Corporate Services Cookstown

John McAreavey of DoE attended the meeting as an observer.

2. **APOLOGIES**

Apologies were received from Cllr. Jimmy Spratt, Cllr. Kate Lagan, Cllr. Roberta Dunlop and Wendy Johnston.

3. **AGENDA AND PREVIOUS MINUTES**

The main purpose of the meeting was to agree the content of the final Sub Group report. The previous minutes were ratified.

4. **HR SUB GROUP FINAL REPORT**

The Chair introduced the final draft version of the report and highlighted some recent amendments. The content of the report was agreed subject to the following:

- a) Section 5.2 and 5.5. To be stipulated that Political Panels should be balanced.
- b) Section 5.8. Trade unions to be included in consultations regarding the issue of selection. There was some discussion around the need

to acknowledge that the potential pool was wider than just local government. It was considered that this was adequately covered within the final paragraph of Section 5.8.

- c) Section 6.9. It was suggested that it be made clear within the reference to single status that this did not refer to a requirement to achieve single status across the 26 councils by April 2007, but that each council was to achieve single status on an individual basis by this time. To be reflected in the report.
- d) Section 6.13. There was further discussion regarding the recommendation for a 3 year protection period. The Chair emphasised the desire for the Sub Group to specify a period for protection and that 3 years represented the most appropriate model. The final report would retain a record of the differing views expressed. Additionally it was agreed that protection provisions should extend to pension arrangements. To be reflected in report.
- e) Section 7.9. To be amended to recommend that a power should be taken to make specific compensation provisions, to run from 3 months prior to the establishment of the full councils until the end of the protection period.
- f) Section 7.10, Paragraph 5. To be amended to strengthen the recommendation that funding should be made available from central government in order to facilitate the management of surplus staff.
- g) Section 9.6. Recommendation to be revised to one of a majority decision to reflect differing views expressed.
- h) Section 10.1. It was agreed that the recommendation be expanded to include reference to councils supporting the role and work of the JNC.
- i) Section 10.3. It was suggested that this be expanded to record support from the HR Sub Group for the development of staff training to assist the process of redeployment. Report to be amended to reflect this.
- j) Section 10.5. It was indicated that a strong awareness of equality issues should be maintained throughout the process of local government reorganisation. To be highlighted and emphasised within Section 2.4 of the report.

Maureen Taggart

5. **TIMELINE**

The Chair introduced a Timeline developed to accompany the Sub Group report which laid out, with recommended timings, the key HR activities and milestones which would have to be completed as part of RPA implementation. The content of the timeline was agreed.

6. **SUMMARY AND CLOSE**

The Chair indicated that the report would be finalised by Friday 30 June for presentation to the Taskforce Working Group on Tuesday 04 July 2006. A final version would be circulated to all members of the HR Sub Group.

The Chair closed the meeting by thanking the Sub Group members for their participation and all of their input, hard work and assistance which was involved in compiling the report.