

Speers Charters  
SLB Secretariat  
DOE Local Government Policy Division  
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BELFAST  
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01 April 2010

Dear Speers

**LOCAL GOVERNMENT REFORM JOINT FORUM (JOINT FORUM)  
RPA STAFF SEVERANCE SCHEME FOR LOCAL GOVERNMENT**

At its meeting held on 24 March the Joint Forum agreed the RPA Staff Severance Scheme for Local Government. The Scheme was issued for consultation to councils and Transition Committees with consultation responses received and considered in early February.

As agreed at the inaugural meeting of the Joint Forum severance arrangements for staff is one of the key HR policy areas and recognised, it is linked to the other main HR policy areas ie Vacancy Controls, Staff Transfer Schemes and Filling Posts in New Organisations and has a direct and significant impact on each. In drafting the Scheme the Joint Forum has been cognisant of the main issues to be addressed, as highlighted in the second PDP C policy paper which was agreed by the Strategic Leadership Board (SLB) in January 2009, namely affordability, consistency and timing.

A copy of the Scheme is enclosed and the Joint Forum requests that it is considered by the SLB on 14 April and that it needs to address the outstanding fundamental issue of funding for the implementation of the Scheme.

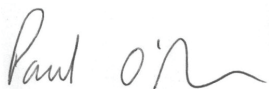
Once the funding arrangements for the RPA Staff Severance Scheme have been decided upon the Joint Forum intend to prepare operational guidelines to enable orderly implementation of the Scheme at the appropriate time.

The Joint Forum has finalised its work on the System for Filling Posts in the New Council Structures and Recruitment Documentation for New Chief Executive Posts including the Job Description and Person Specification and is consulting with the Local Government Staff Commission for Northern Ireland prior to them being issued for wider consultation.

I would be grateful if you could liaise with the Joint Forum Independent Secretariat, Linda Leahy at the Staff Commission on (028) 9031 3200, to discuss any of the matters raised.

Thank you very much for your attention to these matters. We look forward to hearing from you.

Yours sincerely



**Paul O'Brien  
Independent Facilitator**

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