

**Public Service Commission  
Minutes of Proceedings**

**2pm, Tuesday 13 April 2010  
Boardroom, 10 Cromac Place  
The Gasworks**

Present: Mr Sid McDowell (Chairman)  
Mr Brian Hanna  
Professor Bernard Cullen  
Mrs Brenda McLaughlin  
Mr Jim McCusker  
Mr Dessie Mitchell  
Dr Collim Patton

In Attendance: Mrs Pat Stringer  
Mrs Gillian McKeown

**1. Apologies**

No apologies.

**2. Minutes of Meeting of 12 March 2010**

The minutes were agreed.

**3. Matters Arising**

Compliance Questionnaire

Pat Stringer has been working with NISRA to produce a draft electronic survey which is now ready for testing. It is planned that it will be ready for issue by mid May and will be sent to HR in all of the organisations being surveyed.

**Agreed:** Copy of draft to be sent to Commissioners for information.

Compendium of Guiding Principles

Maurice Dowling has advised that this is now ready for print, and that he will forward a distribution list to the secretariat for information and additions if required.

**Agreed:** Pat Stringer to contact Maurice Dowling to check when this will be ready.

#### **4. Education - update**

The Commissioners expressed serious concern about the adverse effect on staff because of the uncertainty over RPA being implemented within Education. Commissioners considered it unreasonable for staff to have this uncertainty about their future continuing for such a prolonged period of time.

**Agreed:** The Chairman to send a letter to Paul Sweeney, Permanent Secretary of Education to include the following:

- The Commission has responsibility to advise and guide but cannot do this without more detail/clarity on the Convergence Plan.
- The Commission needs more information on the Regional Management Structures.

#### **5. The Guiding Principles in light of delays in implementing RPA**

Commissioners discussed the validity of the Guiding Principles in light of the delays in implementing RPA within Local Government and Education. It was agreed that more information is required by the relevant organisations in order for Commissioners to further look at this, and that this should be considered again at the next meeting in May. In the meantime Commissioners were strongly of the view that the Guiding Principles, which had already been recognised by Government as representing good HR practice, continued to apply to changes which affected staff whether of a temporary or permanent nature.

#### **6. RPA Progress Reports**

##### Local Government

Commissioners again expressed concern about the negative impact of delays on the interests of staff and resolved to press for early resolution. It was noted that the Commission will be meeting with Wesley Shannon (DoE) and Adrian Kerr (LGSC) at their meeting in May if any material developments occur. Vacancy control procedures will be taken forward as an item on the agenda at the next meeting.

**Agreed:** Secretariat to bring paragraph on Vacancy Control within the Guiding Principles to the next meeting to examine in further detail.

#### **7. Chairman's Business**

Commissioners discussed the meeting that was held with Derek Baker on 26 March regarding the future role of the Public Service Commission.

**Agreed:** Secretariat to send Derek Baker a record of the meeting for information.

## **8. Northern Ireland Assembly/Executive Developments**

None.

## **9. Any Other Business**

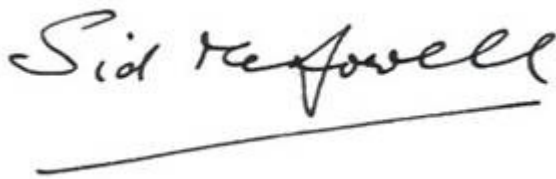
The Chairman advised that, following the PSC suggestion, Adrian Kerr is interested in jointly looking at the 'Managing Change Effectively' paper produced by IDEA with a view to producing something similar for Northern Ireland.

Agreed: Secretariat to arrange a meeting with staff from LGSC to take forward.

A further meeting date of Thursday 20 May was provisionally arranged in case the General Election outcome had any impact on policy in relation to RPA.

## **10. Date of the next meeting**

The next meeting will be held on Friday 7 May at 2pm.

A handwritten signature in black ink that reads "Sid McDowell". The signature is written in a cursive style and is positioned above a solid horizontal line.

SID MCDOWELL

Chairman