

# LGRJF

facilitating local government reorganisation

## COVER LETTER TO: ADDENDUM TO CIRCULAR LGRJF/01

JUNE 2010

To: Chief Executives of District Councils, arc21 & SWaMP 2008

Cc: DoE Local Government Division, Public Service Commission

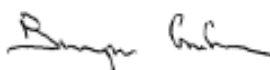
Dear Colleague

1. The attached addendum which suspends the current Vacancy Control System currently operating within local government should be read in conjunction with Circular LGRJF/01 – September 2009 Vacancy Control System – Detailed Procedure.
2. In accordance with the Northern Ireland Executive's Guiding Principles all employing authorities should immediately engage with their local NIJC recognised Trade Unions to consider the practical implications of implementing this suspension. This is in line with the protocol for RPA matters issues previously by the Joint Forum.
3. In the event that interpretation matters arise or clarification is necessary contact should in the first instance be made with the Staff Commission.



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A KERR  
LGSC



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B GRAHAM  
LGRJF TUS Lead



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M TAGGART  
LGRJF Employers' Lead

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## 2<sup>nd</sup> ADDENDUM TO CIRCULAR LGRJF/01 – JUNE 2010

### VACANCY CONTROL SYSTEM - DETAILED PROCEDURE

#### SUSPENSION OF THE VACANCY CONTROL SYSTEM

This Addendum should be read in conjunction with Circular LGRJF/01 – September 2009 Vacancy Control System – Detailed Procedure which was agreed by the Joint Forum and issued as a statutory recommendation by the Local Government Staff Commission.

The Joint Forum met on 23 June 2010 when it recommended that the Vacancy Control System currently operating in local government should be suspended with immediate effect. This follows the NI Executive's decision not to proceed with RPA implementation in local government in May 2011. The Joint Forum will consider the re-introduction of the vacancy controls in a managed way when the timetable for implementing RPA in local government has been clarified.

The Local Government Staff Commission has been requested to issue a statutory recommendation confirming the suspension.

The Joint Forum also agreed that following the suspension of the Vacancy Control System, councils, with the assistance of the Local Government Staff Commission, will need to carefully consider the following:

- The need to fill posts on a permanent basis
- The ability to demonstrate an inescapable requirement for the post
- The approach to making appointments to chief executive posts
- Any arrangements that have already been put in place under the Vacancy Control System (acting up, secondment etc.) on a case by case basis

The Joint Forum also agreed that the Independent Secretariat should commence work on the development of a new approach to recruiting and developing local government staff which will enhance opportunities for staff, ensure equality obligations are met and provide a managed and focused approach to change.

#### FOR MORE INFORMATION PLEASE CONTACT

LGRJF Independent Secretariat; Commission House, 18-22 Gordon Street, BELFAST, BT1 2LG  
tel: 028 9031 3200; email [lgrjf@lgsc.org.uk](mailto:lgrjf@lgsc.org.uk)