

# LGRJF

Local Government Reform Joint Forum

*“...facilitating  
local government  
reorganisation....”*

## VACANCY CONTROL SYSTEM SUSPENDED

### 2ND ADDENDUM TO CIRCULAR LGRJF/01

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 to councils confirming the suspension.

Following the suspension of the Vacancy Control System, councils, with the assistance of the Local Government Staff Commission, will need to 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.

In accordance with the NI Executive's Guiding Principles all employing authorities should immediately engage with their local recognised Trade Unions to consider the practical implications of implementing this suspension.

The Joint Forum also agreed to 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.

A 2nd Addendum to the original Vacancy Control System Circular was sent to Chief Executives of District Councils, arc21 and SWaMP 2008 on 25 June 2010. It can also be accessed on the dedicated Joint Forum web page at <http://www.lgsc.org.uk/new-initiatives/local-government-reform-joint-forum/>

Any queries about the implementation of the 2nd Addendum should be addressed in the first instance to the Secretariat at Staff Commission Offices by telephoning (028) 9031 3200.

Joint Forum members agreed, on 23 June 2010, not to meet over the summer period whilst the next steps in the reform programme are considered.

Liaison between the Sides Leads will be maintained during this time to progress Forum business.

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