



# REVIEW OF PUBLIC ADMINISTRATION (RPA)

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# The Personnel Dimension

## Key Issues

- Equality of opportunity in all dimensions
  - Section 75 and EQIA compliance on all policy proposals
  - Dispersal/decentralisation

# The Personnel Dimension

## Key Issues

- Protection of Employment
  - Assurances of no compulsory redundancy
  - Minimising change, retention of skills; and
  - Maintaining services

# The Personnel Dimension

## Key Issues

- Protection of pay, terms and conditions of employment
  - “no less favourable terms” principle (model Local Government “Transfer of Officers” Regulations – 1973: No 303)
  - Protection of Pension Entitlements
  - Right to Independent Dispute Resolution
  - Right to compensation without loss of employment

# The Personnel Dimension

## Key Issues

- Protection of promotion and career opportunities
- Compensatory payments for transfer of location, etc

# The Personnel Dimension

## Key Issues

- Negotiating Structures
  - Need for overarching cross sectoral machinery
  - Lead responsibility of Govt Departments
  - Key principles covering all sectors
  - Public Service Commission