

# Public Service Commission

**Sid McDowell, CBE**  
**Chairman**



**People Making Change Happen**



## Background

- 25<sup>th</sup> November 2005- Secretary of State's announcement of the outcome of the Review of Public Administration
- The Secretary of State also announces his intention to establish a Public Service Commission

8<sup>th</sup> March 2006

- Further to the Secretary of State's announcement, The Public Service Commission for Northern Ireland is formed

# Role of the Public Service Commission:

To make recommendations to government on the guiding principles and steps necessary to safeguard the interests of staff and to ensure their smooth transfer to new organisations, established as a consequence of government decisions on the Review of Public Administration, taking into account statutory obligations, including those arising from section 75 of the Northern Ireland Act 1998.

# Remit of the Public Service Commission

- To safeguard the interests of staff to ensure they are treated with dignity and respect so that their transfer to new organisations is a smooth one.

## PSC in Context

PSC will make recommendations to:

- Government

PSC will also engage directly with:

- RPA Steering Group
- DFP – Gateway to Government
- Employers, Staff Commissions, Trade Unions, and staff

## Remit of Steering Group

To ensure co-ordinated implementation of Ministerial decisions on the review of Public Administration in accordance with consistent principles and statutory obligations, including those arising from Section 75 of the Northern Ireland Act 1998, and to promulgate, publish and circulate regular progress reports on the implementation process.

## Sectors Affected by RPA

- Health

18 Existing Trusts reduced to 5 new Trusts, led by 1 Health Authority.

- Local Government

26 Existing District Councils, reduced to 7.

- Education

5 Existing Education and Library Boards merged into 1 new Education Authority.

## Early Advice Issues - Government

- the application of the TUPE principles as set out in the Guidance issued by the Cabinet Office in January 2000 “Statement of Practice on Staff Transfers in the Public Sector” for the transfer of functions and associated staff, including ensuring, in regard to pensions, that staff suffer no material detriment and supplemented by the new regulations from April 2006;
- the arrangements for the appointment of staff to the new organisations;
- the arrangements for dealing with any staff surpluses and the avoidance of compulsory redundancies;

## Early Advice Issues – Government

- the arrangements for engagement with Trade Unions;
- the development of informal dispute resolution procedures (based on informal appeals processes);
- the training and development implications of the implementation of the RPA decisions; and
- any additional issues determined by government.

## Who?

- The membership of the Commission draws on the expertise of existing organisations across the various sectors

# Commission Members

The members are:

- Sid McDowell – Chairman
- Brian Hanna
- Professor Bernard Cullen
- Judith Eve
- Dr Collim Patton
- Dessie Mitchell
- Jim McCusker

# The Secretariat

