

Consultation on Draft Primary Legislation

**Proposal for an
Order in Council:
The Stormont Estate
(Northern Ireland)
Order 2006**

W2010rkpplace

2010

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1. Outline of the consultation process

Consultation Document on Proposed Order in Council The Stormont Estate (Northern Ireland) Order 2006

Introduction

This is a consultation document setting out details of a proposal by the Department of Finance and Personnel (DFP) for an Order in Council entitled "The Stormont Estate (Northern Ireland) Order 2006". The proposed Order relates to Northern Ireland only.

This document is also available on the Workplace 2010 website at:

www.workplace2010ni.org

The Order is related to Government's proposals as set out in the Strategic Development Plan for the Northern Ireland Civil Service Office Estate (Workplace 2010) published in October 2004.

The growing pressures on the Civil Service Office Estate have been the subject of review and discussion for some time. In early 2004 the Strategic Investment Board (SIB) and the DFP developed a co-sponsored programme to deliver change in line with best practice, target efficiency and to address a number of pressing accommodation issues.

The Strategic Development Plan was prepared in response to this and recommended the introduction of new accommodation standards, including open plan working that would enable the Northern Ireland Civil Service (NICS) to rationalise its existing estate into a smaller and more efficient portfolio. More recently the outline business case, approved by the Secretary of State, has recommended that this should be delivered through a Public Finance Initiative (PFI) solution.

The first phase of the PFI arrangement includes a substantial part of the Greater Belfast estate and a number of the larger regional office buildings. It is proposed that the office buildings and adjacent land located at the southeast end of the Stormont Estate would be included in the PFI contract i.e. Castle Buildings, Craigantlet Buildings, Dundonald House, Hillview Buildings, Massey House and the associated annexes. However, there are legal impediments to the application of this solution to these buildings on the Stormont Estate and this Order is intended to resolve these difficulties. The background to the issue is explained more fully in Part 2 of this document, 'The Policy Context'.

This consultation on the draft Order is concerned only with the Civil Service office buildings and adjacent land located in the southeast end of Stormont Estate. Parliament Buildings, Stormont Castle, Stormont House and the surrounding public grounds are specifically excluded from the proposals and will remain within the public domain and be completely protected from any deal with the private sector.

Purpose

This document explains the need to amend the law to enable the transfer of ownership of the buildings and adjacent land at the southeast end of the Stormont Estate to a third party. Interested parties are invited to comment accordingly.

Responses

A twelve-week period for submission of comments on the draft Order will extend from **23rd September 2005** until **16th December 2005**. Correspondents are asked to submit their views as early as possible during this period to allow as much time as possible for consideration.

Comments should be submitted by reference to the relevant article. For example:

"Article X (x) - I/WE consider that..."

In light of the requirements of the Code of Practice on Access to Government and the Freedom of Information Act, all responses may be made available to the public on request, to Parliament or the Northern Ireland Assembly. You have the option of indicating that you wish your response to remain confidential and the Department will generally respect your request. If it is in the public interest to override your request the Department will contact you before disclosure and, if appropriate, provide an opportunity for your response to be withdrawn.

Responses must be made in writing before the closing date to:

Olive Maybin
Workplace 2010
1st Floor
1 Cromac Avenue
Gasworks Business Park
Ormeau Road
Belfast BT7 2JA

Or online at www.workplace2010ni.org

Or by email to: olive.maybin@dfpni.gov.uk or team@workplace2010ni.org

Or by fax to 028 9090 9420.

Enquiries

If this document is not in a format that meets your needs, or if you have any other queries, please contact us at the above address or call:

028 9090 9406.

2. The policy context

The Strategic Development Plan for the Northern Ireland Civil Service Office Estate

Background

Workplace 2010 is a three to five year programme of work to transform the Northern Ireland Civil Service (NICS) office estate, improving the working environment for many staff and facilitating new ways of working in a way that demonstrates value for money for the taxpayer.

The growing pressures on the estate have been the subject of review and discussion for some time. In early 2004 the SIB and the DFP developed a co-sponsored programme to deliver change in line with best practice, to target efficiency and address the pressing accommodation issues. This was in line with developments in Great Britain following the Gershon and Lyons reviews.

A major factor of current estate costs is the inefficient and inflexible use of space which is a consequence of a largely cellular (individual office) design. In addition, Departments are often split between a number of buildings which is not conducive to efficient business processes and ways of working. Maintenance of the NICS estate has been under funded for some years. This has resulted in the continuing decline of some buildings to the extent that they require major investment to bring them up to standard. There are also numerous temporary buildings that have far outlasted their original lifespan.

Given the condition of the estate and the drive for reform and efficiency it was clear that a significant step change was necessary. This would be in a way that would deliver efficiencies and value for money whilst ensuring that public monies continued to be focused on government priorities.

The Strategic Development Plan was prepared in response to this and recommended the introduction of new accommodation standards, including open plan working that would enable the NICS to rationalise its existing estate into a smaller and more efficient portfolio. More recently the outline business case, approved by the Secretary of State, has recommended that this should be delivered through a Public Finance Initiative solution. This would include a major investment programme which would provide the NICS with accommodation that is fit for purpose, maximises efficiency and supports modernisation and new ways of working.

The first phase of the PFI arrangement includes a substantial part of the Greater Belfast estate and a number of the larger regional office buildings. It is proposed that the office buildings and adjacent land located at the southeast end of the Stormont Estate would be included in the PFI contract i.e. Castle Buildings, Craigantlet Buildings, Dundonald House, Hillview, Massey House and the associated annexes.

The Stormont Estate

The legal history of the Stormont Estate means that the buildings located in it are in a different position to other Civil Service properties. The original 1933 conveyance under which the lands contained within the Stormont Estate were vested in the Ministry of Finance (now DFP) stipulated that the lands be held in trust, i.e. "that they be held, retained and used for the accommodation of the Parliament and public departments of Northern Ireland". Whilst the Stormont Regulation and Government Property Act (NI) 1933 (The Stormont Act) provides DFP with powers to sell, lease, etc. land vested in the Department, it expressly excludes the lands and buildings as are comprised in the conveyance and trust under which DFP holds the Stormont Estate. In other words, the properties within those parts of the Stormont Estate vested in DFP by the 1933 conveyance, cannot be sold, exchanged, leased or surrendered. This effectively prevents any of the Stormont Estate office buildings from being included in the proposed PFI contract.

Proposal for New Legislation

The intention of the draft Order in Council attached to this consultation document is to remove the effects of the trust on certain designated office buildings.

The main provision will empower DFP to dispose of all or part of lands designated by an order (Statutory Rule) made by the Department. The Order in Council will override the present restrictions on disposal in Section 5 (7) of the Stormont Act and in the Stormont Estate trust that exclude the Stormont Estate buildings from powers provided to DFP under Section 4 to lease and sell, etc, land. This change will ensure that the Civil Service office buildings, including Castle Buildings, Dundonald House, Massey House, Craigantlet Buildings, Hillview Buildings and associated annexes, can be included in a PFI solution. A copy of the Statutory Rule that will be made by the Department to designate the lands to be released from the restrictions imposed by the Stormont Estate trust (together with a copy of the proposed map) is also attached.

The proposed Order specifically excludes Parliament Buildings, Stormont Castle, Stormont House and the surrounding public grounds from being designated. They will continue to be subject to the trust conditions contained in the 1933 conveyance and will remain within the public domain and completely protected from any deal with the private sector.

Equality Impact

A report on the Equality and New TSN Screening Exercise carried out on the Strategic Development Plan for the Northern Ireland Civil Service Office Estate is attached at Appendix 1.

It is intended that a full Equality Impact Assessment will be carried out during the procurement stage of the programme.

Regulatory Impact

The effects of the draft Order have been assessed from the standpoint of regulatory impact and the conclusion is that the proposed legislative change will not result in any costs or savings for businesses, charities, social economy enterprises or voluntary bodies. It is not considered necessary, therefore, to prepare a Regulatory Impact Assessment.

3. Draft Explanatory Memorandum

**THE STORMONT ESTATE (NORTHERN IRELAND) ORDER 2006
SI 2006 NO XXX (N.I.XX)**

DRAFT EXPLANATORY MEMORANDUM

INTRODUCTION

1. The Stormont Estate (Northern Ireland) Order 2006 was made on *****. This Explanatory Memorandum has been prepared by the Department of Finance and Personnel ("the Department") in order to assist the reader in understanding the Order. It does not form part of the Order.

POLICY OBJECTIVES

2. The Order removes, in part, the restrictions that currently prevent the Department from selling (or otherwise disposing of) the lands (and premises) within the Stormont Estate as are comprised in the conveyance of 1933 between the Commissioners of Public Works and the Ministry of Finance (referred to hereinafter as 'the trust estate'). By that conveyance, the lands were transferred to the Ministry of Finance on trust for the Parliament of Northern Ireland and public departments in Northern Ireland. The Stormont Regulation and Government Property Act (NI) 1933 (the 'Stormont Act') provides a power to the Department to sell, exchange, lease or surrender any lands vested in the Department for the administration of any public service in Northern Ireland.

BACKGROUND

3. In October 2004, the Department of Finance and Personnel published Workplace 2010 - the Strategic Development Plan for the Northern Ireland Civil Service (NICS) Office Estate. This forms a key part of the NICS reform agenda, Fit for Purpose, which requires the Civil Service to deliver a step change in Government infrastructure. The Plan recommends the introduction of new accommodation standards, including open plan working that would enable the NICS to rationalise its existing estate into a smaller and more efficient portfolio. The outline business case, approved by the Secretary of State, recommends that this is delivered through a Public Finance Initiative (PFI) solution providing accommodation that is fit for purpose, maximising efficiency and supporting modernisation and new ways of working.

4. The first phase of the PFI arrangement includes a substantial part of the Greater Belfast estate and a number of the larger regional office buildings. It is proposed that the office buildings and adjacent land located at the southeast end of the Stormont Estate would also be included in the contract i.e. Castle Buildings, Craigantlet Buildings, Dundonald House, Hillview Buildings, Massey House and the associated annexes. There are, however, some legislative impediments in relation to those Civil Service properties located within Stormont Estate. Whilst the 'Stormont Act' inter alia makes provision for the management of government properties it expressly excludes the trust estate from the application of its provisions. In other words, the lands comprising the trust estate cannot be sold, exchanged, leased or surrendered. The 'Stormont Act' and the trust under which the trust estate is held, therefore, effectively prevent all the main buildings on the Stormont Estate from being included in the proposed PFI.
5. The intention of the proposed Order in Council is to remove the effects of the trust on a designated part of the trust estate while retaining them for the remainder, being the lands related to Parliament Buildings, Stormont Castle, Stormont House and the surrounding public grounds. The effect of the Order would be to enable the Department to include the properties at the southeast end of the Stormont Estate in a PFI contract whilst ensuring that Parliament Buildings, Stormont Castle, Stormont House and the surrounding public grounds would remain protected from any contract with the private sector.

CONSULTATION

6. The draft Order in Council, together with a draft of this Explanatory Memorandum and a copy of a draft statutory rule designating the lands to be released from the restrictions on disposal in the Stormont Estate trust, was circulated as an integral part of a consultation paper. Copies of the consultation paper are available from the address below:

Workplace 2010 Programme Team
1st Floor
1 Cromac Avenue
Gasworks Business Park
Belfast
BT7 2JA
Tel: 028 9090 9406
Email: team@workplace2010ni.org

The consultation document is also available on the Workplace 2010 website at:

www.workplace2010ni.org

COMMENTARY ON CLAUSES

7. A commentary on the provisions follows. Comments are not given where the wording is self-explanatory.

Article 1: Title, commencement and interpretation

This Article sets out the title of the Order. It also specifies when the provisions come into effect.

Article 2: Power to dispose of designated lands in Stormont Estate

Article 2(1) empowers the Department of Finance and Personnel to dispose of all or part of any land designated by order under article 2(3).

Article 2(2) over-rides the restrictions on disposal in the trust under which the lands comprised in a conveyance of 1933 between HM Commissioners of Public Works and the Ministry of Finance are held by the Department of Finance and Personnel.

Article 2(3) gives the Department of Finance and Personnel power to designate by order those lands that are to be released from the effects of the Stormont Estate trust.

Article 2(4) prevents Parliament Buildings, Stormont Castle or Stormont House from being included among the designated lands.

Article 2(6) restricts exercise of the designation powers to the six months following the date on which first designation order is made. This will prevent the disposal in the future of additional lands forming part of the trust estate without recourse to further primary legislation.

Article 3: Effect of disposal under Article 2 on regulations, etc. of Stormont Estate

Article 3 provides that, once the designated land is disposed of, sections 1 to 4 of the Northern Ireland Act 1933 will cease to apply to it and that the regulations made under Section 1 of that Act will also cease to apply at that point.

Article 3 also provides for the Secretary of State's power to require accommodation under Section 93 of the Northern Ireland Act 1998 to be applicable only where the Department of Finance and Personnel has the power to comply with such a requirement. This means that the Secretary of State will retain the power to require accommodation to be made available to him within buildings leased by the Department from the PFI provider.

4. Draft of The Stormont Estate (Northern Ireland) Order 2006

DRAFT STATUTORY INSTRUMENTS

2006 No. (N.I.)

NORTHERN IRELAND

The Stormont Estate (Northern Ireland) Order 2006

Made - - - - - 200*
Coming into operation 200*

ARRANGEMENT OF ORDER

1. Title, commencement and interpretation [J1]
2. Power to dispose of designated lands in Stormont Estate [j2]
3. Effect of disposal under Article 2 on regulation, etc. of Stormont Estate [j3]

At the Court at Buckingham Palace, the ** day of ** 200*

Present,

The Queen's Most Excellent Majesty in Council

Whereas a draft of this Order in Council has been approved by resolution of each House of Parliament:

Now, therefore, Her Majesty, in exercise of the powers conferred by paragraph 1(1) of the Schedule to the Northern Ireland Act 2000 (c.1) and of all other powers enabling Her in that behalf, is pleased, by and with the advice of Her Privy Council, to order, and it is hereby ordered, as follows:—

Title, commencement and interpretation [J1]

- 1.—(1) This Order may be cited as the Stormont Estate (Northern Ireland) Order 2006.
- (2) This Order comes into operation on the day after the day on which it is made.
- (3) The Interpretation Act (Northern Ireland) 1954 (c.33) applies to this Order as it applies to an Act of the Assembly.
- (4) In this Order—
 - “the 1933 Act” means the Stormont Regulation and Government Property Act (Northern Ireland) 1933 (c.6);
 - “the Department” means the Department of Finance and Personnel;
 - “the scheduled land” means the hereditaments described in the Schedule to the 1933 Act;
 - “the Stormont Estate” has the same meaning as in the 1933 Act.

Power to dispose of designated lands in Stormont Estate [j2]

- 2.—(1) The Department may dispose of all or any part of the designated land.
- (2) Paragraph (1) has effect notwithstanding—
 - (a) section 5(7)(a) of the 1933 Act;
 - (b) anything in any deed or other instrument relating to the scheduled land.
- (3) The “designated land” means such land as is—
 - (a) comprised in the scheduled land; and

(b) designated for the purposes of this Order by an order made by the Department.

(4) The designated land must not include—

- (a) Parliament Buildings;
- (b) Stormont Castle; or
- (c) Stormont House.

(5) An order under paragraph (3)(b) may designate land by reference to a map which is not contained in the order but is published in such manner as the Department thinks appropriate for bringing it to the attention of interested persons.

(6) No order may be made under paragraph (3)(b) after the end of the period of 6 months beginning on the date on which the first such order is made.

Effect of disposal under Article 2 on regulation, etc. of Stormont Estate [j3]

3.—(1) This Article applies if any land comprised in the Stormont Estate is disposed of by the Department under Article 2.

(2) Sections 1 to 4 of the 1933 Act (which regulate the Stormont Estate) cease to apply in relation to that land; and any regulations for the time being in force under section 1 of the 1933 Act cease to apply in relation to that land.

(3) Any trusts subject to which the land was held by the Department cease to apply in relation to the land.

(4) Section 93(2) of the Northern Ireland Act 1998 (c.47) (power of Secretary of State to require Department to make accommodation, etc available to him) ceases to apply in relation to any premises comprised in that land to the extent that the Department would not have power to comply with a requirement made in exercise of that power.

5. Draft of a Statutory Rule The Stormont Estate (Designation of Lands) Order (Northern Ireland) 200*

200* No.

STORMONT ESTATE

The Stormont Estate (Designation of Land) Order (Northern Ireland) 200*

Made - - - - - ***** 200*
Coming into operation - - - - - ***

The Department of Finance and Personnel, in exercise of the powers conferred on it by Article 2(3) and (5) of the Stormont Estate (Northern Ireland) Order 2006^[1] and of all other powers enabling it in that behalf, hereby makes the following Order:

Citation and commencement

1. This Order may be cited as the Stormont Estate (Designation of Land) Order (Northern Ireland) 200* and shall come into operation on *****.

Interpretation

2. In this Order -

“the map” means the drawing numbered 198862AAB and marked “ The Stormont Estate (Designation of Land) Order (Northern Ireland) 200*, copies of which have been deposited at Workplace 2010, 1st Floor, 1 Cromac Avenue, Gasworks Business Park, Ormeau Road, Belfast BT7 2JA.

“the Order” means the Stormont Estate (Northern Ireland) Order 2006.

Designation

3. The land designated for the purposes of the Order shall comprise the land in the south-east of the Stormont Estate and delineated on the map by a continuous red line.

Sealed with the Official Seal of the Department of Finance and Personnel on []

(L.S)

A senior officer of the Department of Finance and Personnel

[¹] S.I. 2006/ xx (N.I.)

EXPLANATORY NOTE

(This note is not part of the Order)

This Order designates the land within the Stormont Estate which may be disposed of by the Department of Finance and Personnel in connection with a Private Finance Initiative contract to modernise the Civil Service office estate.

A map showing the land designated for disposal is available for inspection at any reasonable hour at Workplace 2010, 1st Floor, 1 Cromac Avenue, Gasworks Business Park, Ormeau Road, Belfast BT7 2JA.

6. Appendix 1 – Equality & New TSN screening

Equality and New TSN Screening

Introduction

Section 75 of the Northern Ireland Act (1998) requires public authorities in carrying out their functions relating to Northern Ireland, to have due regard to the need to promote equality of opportunity:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

As part of ensuring compliance with the statutory duty, DFP published an Equality Scheme in February 2001, demonstrating their commitment to equality of opportunity, to screening all policies and carrying out Equality Impact Assessments on policies which may have a differential impact on any of the categories noted above.

The potential existence of a differential impact is determined by reference to the following four criteria:

- is there any evidence of higher or lower participation or uptake by different groups?
- is there any evidence that different groups have different needs, experiences issues and priorities in relation to the particular policy area?
- is there an opportunity to better promote equality of opportunity or better community relations by altering the policy or working with others in government or in the larger community? or
- have consultations in the past with relevant groups, organisations or individuals indicated that particular policies create problems that are specific to them?

Purpose of this section

The purpose of this section is to consider the possible impact of the NICS Strategic Development Plan on the nine equality groupings, to assess the scope to promote equality of opportunity and good relations through the plan and to assess the opportunity to target social need.

The key considerations are discussed below in relation to the following elements of the proposed option:

- refurbishment of the NICS Estate outside the Greater Belfast Area to improve the quality of accommodation;
- rationalisation of the NICS Estate in the Greater Belfast Area and reconfiguration of staff locations within the Greater Belfast and Bangor areas; and
- the implications for Civil Service posts as a result of a transfer of the management of the NICS estate to a private company.

Matters relating to Section 75 are considered in the sections below.

Refurbishment of the NICS Estate

Refurbishment of the regional NICS Estate will improve the quality of accommodation for NICS staff and provides scope to promote equality of opportunity for staff and visitors, in particular those with disabilities through providing improved access. There is no indication that there is scope for negative impacts arising as a result of this element of the proposed strategy.

Rationalisation of the NICS Estate and associated staff movements

The proposed option will involve movements in staff between the current locations in the Greater Belfast and North Down areas. While the precise details of such moves are not clear at this stage it is likely that staff could be affected by the transfer of posts into Belfast City Centre due to proposed closure of buildings in the Bangor area and Stormont Estate. In considering the potential impact on Section 75 groups in this respect it is important that impact is assessed with reference to both NICS staff and the wider population.

For the purposes of this screening data has been considered in relation to the community background and level of reported disability among staff in the following locations:

- Belfast City Centre (we have assumed that this includes government buildings in the Duncairn, Newlodge, Falls and Shaftesbury wards in Belfast City Council);
- North Down District Council area; and
- Stormont Estate (including the Netherleigh and Rosepark Buildings).

Full details of the buildings which have been included in each location are available.

Data relating to the religious belief and political opinion of people living in North Down District Council Area, Belfast City Council Area and Northern Ireland has also been considered.

People with disabilities

People with disabilities may be particularly affected by relocation, especially where travelling distances to work are increased. Table A10.1 indicates the relevant proportions of staff with disabilities in each location

Table A10.1 Percentage of staff with reported disabilities	
Location	Percentage of staff reporting disabilities
Stormont Estate	5.2 per cent
Belfast City Centre	4.2 per cent
Bangor	4.4 per cent

Source: NISRA

While the data above indicates that the proportions of staff with reported disabilities are broadly similar in each location, further assessment indicates that the proportions vary significantly between departments. In the Stormont

estate levels of reported disability vary between two per cent in Office of the First Minister and Deputy First Minister and ten per cent in the Department for Social Development. In the city the level of reported disability varies from two per cent of the Department of Enterprise, Trade and Investment staff to almost eight per cent of Invest NI staff and in North Down levels vary from no reported disabilities among staff in the Department for Regional Development to almost 16 per cent of PSNI civilian staff.

In making specific decisions about relocation, the particular needs of disabled staff should be considered, in relation to travel distances, physical access and car parking. The need to have due regard to the promotion of equality of opportunity for this group should be a factor in reaching any decisions.

Political opinion and religion

Table A10.2 details the proportions of NICS staff in the three locations by community background and presents information on the religious belief of the populations of Belfast City Council, North Down District Council and Northern Ireland².

Table A10.2 Community background and religious belief (percentages)		
Locations	Roman Catholic	Protestant
Stormont Estate NICS	31.8	65.4
Belfast City Centre NICS	49.1	49.0
North Down NICS	23.4	74.1
Northern Ireland average	40.3	45.6
Belfast District Council average	42.1	40.3
North Down District Council Average	10.0	64.5

Source: NISRA and Census 2001

² It should be noted that the figures for Stormont Estate, Belfast City Centre and North Down are based on perceived community background figures provided by NISRA while the District Council and Northern Ireland average figures are based on Religious Belief from Census 2001.

Table A10.2 clearly shows that there are significant differences in the community background of staff across the three locations.

The perceived community background of NICS staff in Belfast City Centre (49.1 per cent Roman Catholic) most closely reflects the religious belief of the Northern Ireland population (40.3 per cent Roman Catholic). It is also the case that the religious composition of the population in Belfast District Council (42.1 per cent Roman Catholic) area more closely reflects the population in Northern Ireland (40.3 per cent Roman Catholic) than that of the North Down District Council area (10 per cent Roman Catholic).

In terms of the need to promote equality of opportunity and good relations between people of different religious beliefs, the data suggests that there is an opportunity presented by any possible relocation. In particular, movements of staff from North Down, to the City Centre may open specific employment opportunities and foster a more neutral working environment. In making decisions about staff relocations, regard should be had to the promotion of equality of opportunity and moves which would result in greater imbalance should be avoided.

Political opinion

Table A10.3 presents data on the proportion of first preference votes in the May 2001 Northern Ireland Assembly Elections.

Table A10.3 First preference votes May 2001 NI Assembly election (%)			
	Northern Ireland	Belfast City Council	North Down District Council
Unionist ³	48	42	55
Nationalist ⁴	39	46	0
Other	13	12	45

Source: Electoral Commission

³ Unionist includes votes for UUP, DUP, PUP and Other Unionist
⁴ Nationalist includes votes for SDLP and Sinn Fein

The North Down area had no Nationalist votes in 2001 against a NI average of 39 per cent. This suggests that any relocation of jobs towards Belfast from North Down could promote equality of opportunity for people of different political opinion.

People with dependants

In considering relocation arrangements, there may be a more significant impact on people with dependants than those without if relocation results in longer travelling time to work. This issue should be considered along with options to mitigate any such impacts when relocation decisions are being made.

Transfer of the management of the NICS Estate to a private company

The proposal to transfer the management of the NICS estate to a private company has obvious implications for staff currently employed in that capacity within DFP. Analysis of the composition of all DFP staff in the Stormont Estate indicates that there are broadly similar proportions of men and women and that the community background of staff reflects that of the broader estate indicating that there should be no impacts arising on these groups.

In making decisions about redeployment it is important to consider issues which may particularly affect the following groups:

- people with disabilities may have particular needs in relation to travel distance from home, access and car parking; and
- people with dependants may have particular needs in relation to distance from home and availability of flexible working arrangements.

Screening summary

A summary of the preceding screening is detailed overleaf.

Screening Question	Refurbishment of NICS Estate	Redeployment of NICS Staff within Greater Belfast and North Down Areas	Transfer of Management of Estate to a private company and associated redeployment of DFP staff
Is there any evidence of higher or lower participation or uptake by different groups?	No	Proportions of Roman Catholic and Protestant staff vary across each of the three locations. The population of Belfast City Council District area, more closely reflects the population in Northern Ireland than that of North Down suggesting that in moving staff from North Down to Belfast City Centre and Stormont there is an opportunity to promote equality and good relations.	In looking at all staff in DFP in the Stormont Estate, there are equal proportions of men and women. The community background of DFP staff in Stormont Estate is also broadly reflective of that in the Estate as a whole.
Is there any evidence that different groups have different needs, experiences issues and priorities in relation to the particular policy area?	Yes – People with disabilities have particular needs in relation to access. Refurbishment of the Estate will permit compliance with the Disability Discrimination Act and improve access for the benefit of both visitors and staff.	Yes – any proposed moves should take account of the need to promote equality of opportunity for all of the nine categories and, in particular, people with disabilities, people with dependants and people of different religious belief and political opinion.	Yes – any proposed redeployment should take account of the need to promote equality of opportunity for all of the nine categories and, in particular, people with disabilities, people with dependants.
Is there an opportunity to better promote equality of opportunity or better community relations by altering the policy or working with others in government or in the larger community?	No – there does not appear to be an opportunity to promote equality of opportunity or good relations through this policy.	No - the strategy as constructed should promote equality of opportunity and better community relations.	Consultation with affected staff and representatives will ensure equality of opportunity and good relations are promoted.
Have consultations in the past with relevant groups, organisations or individuals indicated that particular policies create problems that are specific to them?	No	No – although further consultations will be held.	No – although further consultations with affected staff will be held.

New TSN

New Targeting Social Need (TSN) represents an important driver and the policy is given significant prominence in the Programme for Government, particularly in relation to reducing socio-economic differentials between the two communities in Northern Ireland.

By way of background, New TSN aims to tackle social need and social exclusion by targeting efforts and available resources within existing departmental programmes towards people, groups and areas in greatest need. The policy comprises three complementary elements:

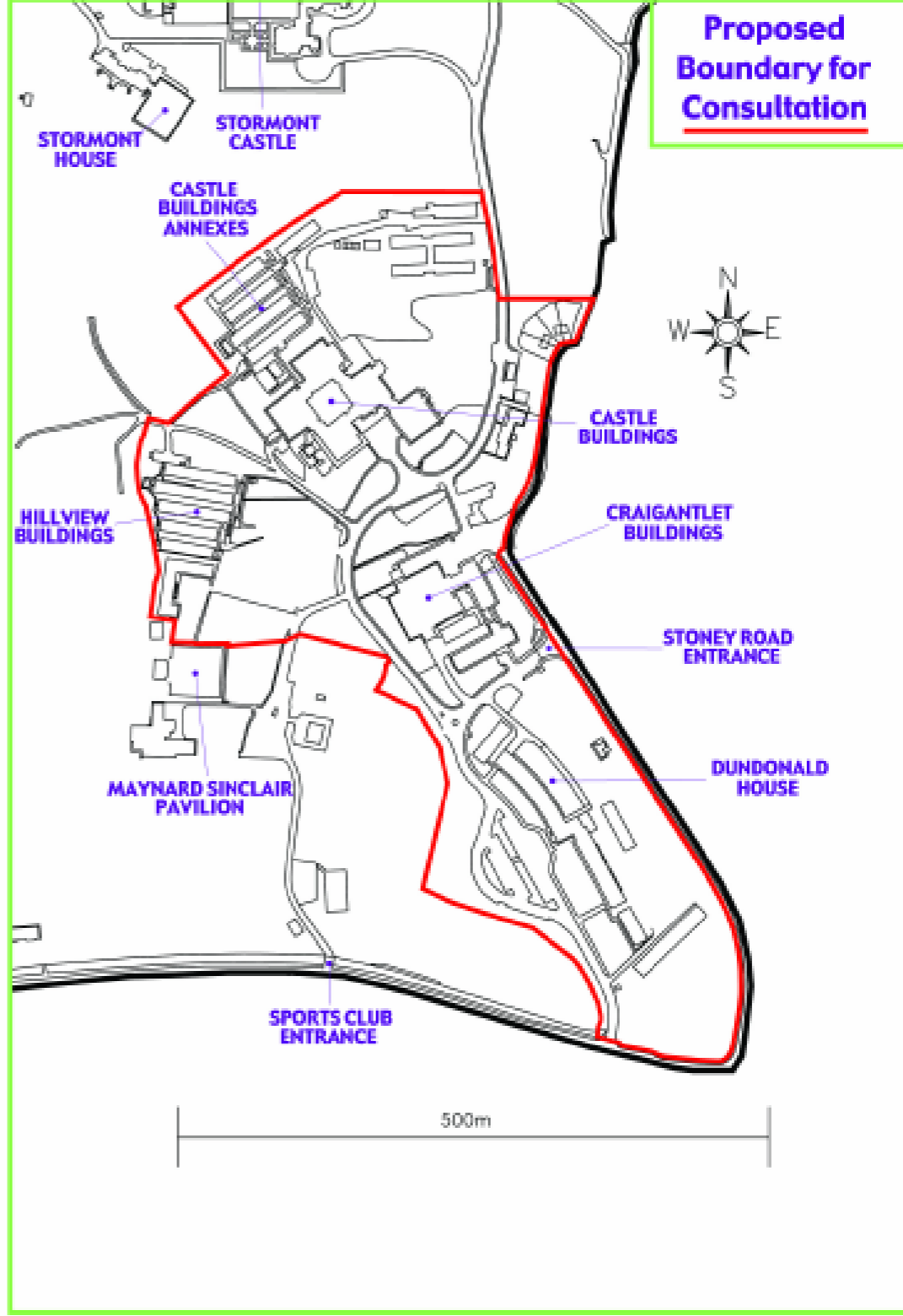
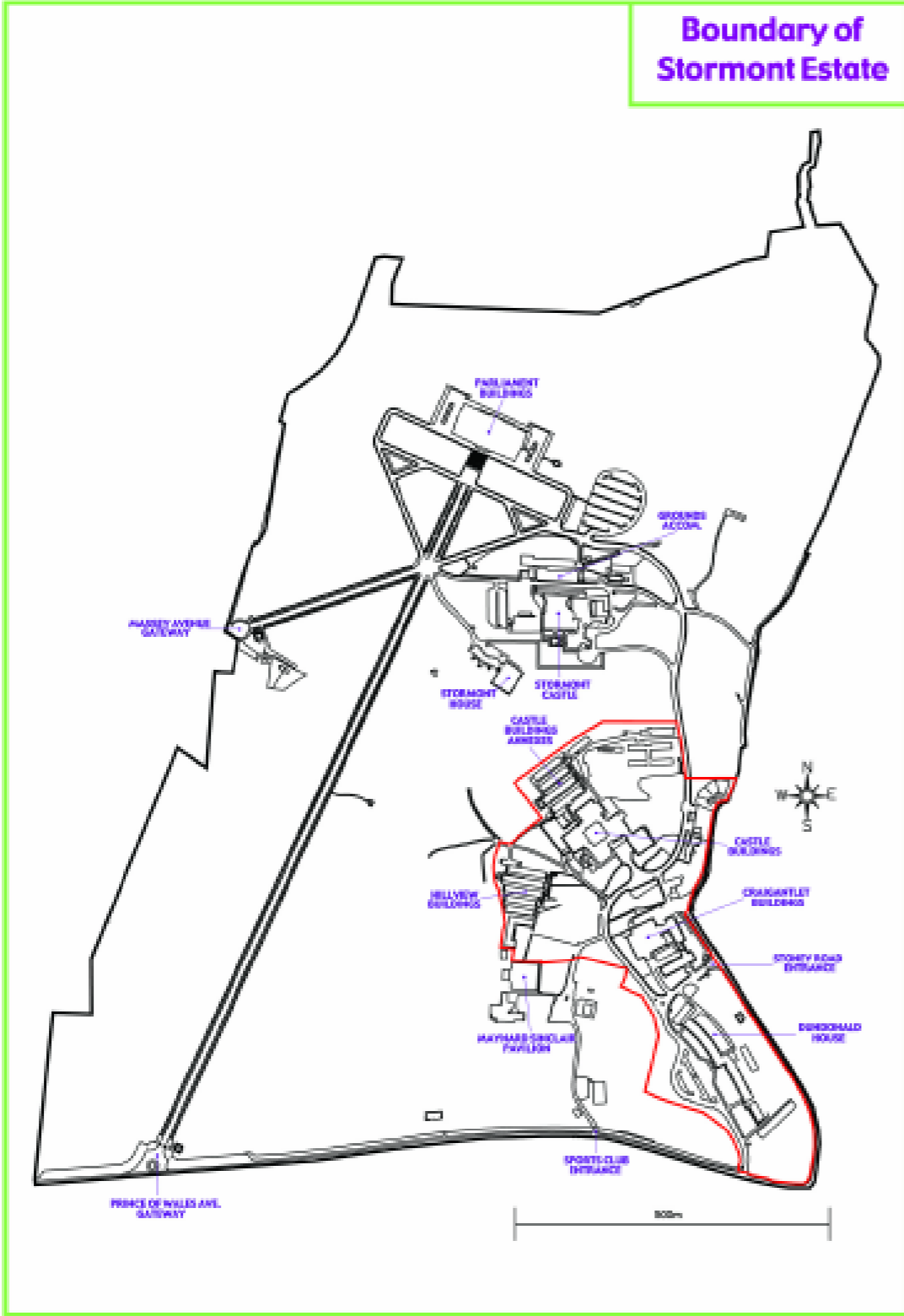
- it has a particular focus on tackling the problems of unemployment and increasing employability;
- it aims to tackle inequalities in areas such as health, housing and education and the problems of disadvantaged areas; and
- it includes Promoting Social Inclusion.

The key issue for New TSN, in the context of the NICS Strategic Development Plan relates to the extent to which changes in location can address social need and exclusion, particularly in relation to tackling unemployment and increasing employability.

North Down District Council Area is the least deprived district in Northern Ireland, while Belfast is the second most deprived. In particular, the four wards which cover the city centre are all among the top five per cent most deprived wards.

In terms of New TSN, there is therefore an opportunity to promote employment opportunities through relocation of NICS jobs.

7. Appendix 2 – maps of Stormont Estate





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September 2005

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