

TERMS OF REFERENCE

The overarching objective of the review is to put forward a set of practical recommendations for the longer-term approach to the location of public sector jobs (including civil service jobs) in Northern Ireland and propose an agenda for action. It is proposed that the review will:

- a) Consider the current location and nature of public sector jobs and functions in Northern Ireland, including planned movements in the short term;
- b) Consider current policies on the location of public sector jobs, including the framework for decision-making on the location of RPA-related bodies (published in November 2007);
- c) Take into account the public sector reform agenda, including
 - the future context of the NICS in light of the reforms underway to develop a modern civil service;
 - the practical outworking of RPA on the ground; and
 - changing patterns of service delivery, including increasing co-location, co-operation and integration of services and use of electronic delivery channels;
- d) Consider the costs, benefits and lessons learned from previous dispersal exercises of public sector jobs within Northern Ireland;
- e) Consider the potential longer term impacts, costs and benefits of dispersal in the Northern Ireland context, including the social and economic cases for dispersal, the implications for communities, how best to maximise the longer-term benefits of a dispersal policy and value for money considerations;
- f) Consider the potential equality issues in relation to the location public sector jobs;
- g) Consider the potential human resource issues in relation to the location of public sector jobs;

- h) Consider the sustainable development and environmental issues in relation to the location of public sector jobs, including the road and public transport impacts;
- i) Consider the organisational/operational impacts of decentralisation;
- j) Take into account the Programme for Government and the Executive's plans and priorities, including considering how location policy could best be linked with other Executive priorities;
- k) Consider the lessons learned from decentralisation policies in other jurisdictions - Scotland, Wales, England and the Republic of Ireland and their respective implementation;
- l) Take into account the Regional Development Strategy
- m) Consider the availability of suitable office accommodation to which public sector jobs could be dispersed;
- n) Reflect best practice in relation to policy-making and implementation in relation to decentralisation of public sector jobs and functions; and
- o) Take proper account of existing legislative and regulatory regimes, including employment law and other relevant Government policy and strategic frameworks, including 'Lifetime Opportunities'.

REVIEW TEAM MEMBERSHIP

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