

Outside Scope of Request

Outside Scope of Request

From: Gribben Austin DWP DWP NI Retirement Services

Section 40(2)

Sent: 07 October 2022 17:16

Section 40(2)

> Mclarnon Maureen DWP

BALLYMENA JOBS AND BENEFIT OFFICE

Hanna Anne Belfast Benefit Centre Hotsite

Subject: RE: F&H Form - W&HG, DfC, Working Age Services, DfC, Belfast Service Centre – DP post

Caution – This email has been received from outside the NICS network.

Please ensure you can verify the sender's name and email address.

Treat all attachments and links with caution.

FOR INTERNAL NICS STAFF ONLY - If you have any concerns regarding the email please forward to spam@finance-ni.gov.uk.

Hello Section 40(2)

Apologies for not getting back to you earlier.

Anne is Section 40(2). She will want to speak with Maureen and Section 40(2) regarding this situation.

However, given all the information we have and the fact that the current competition is only one available right now, Outside Scope of Request

My remaining post will need to be filled from a process that gives me assurance of ability to travel when required.

Regarding the other remaining vacancies listed, Maureen and **Section 40(2)** will need to make their own decisions around their posts – they are in very different circumstances to me – and most likely **Section 40(2)** will need to be sighted on that too.

Outside Scope of Request

Outside Scope of Request I have also listed below, the remaining IRC number that was outstanding for the post that I had declared.

Outside Scope of Request

Thanks very much **Section 40(2)**, and apologies again for delay in response.

SLA Vacancies for DWP Services	Location	Numbers bid	G7		SWP from Current Competition
Outside Scope of Request					
DWP Working Age Services	Lisahally Service Centre	1	Maureen McLarnon	RC284418	
DWP UC Services	Lisahally Service Centre	1	Maureen McLarnon	RC284417	
DWP Retirement Services	Lisahally Service Centre	1	Austin Gribben	RC 286114	NO – Travel Required as essential

Austin Gribben

DfC

DWP Retirement Services Directorate (RSD):
State Pensions Telephony Changes, Plaza
State Pensions Telephony Changes, GNT
International Pensions Claims Telephony, GNT
Attendance Allowance Registration / Overpayments / WARs, Lisahally

E_M_A_I_L_B_L_O_C_K

From: **Section 40(2)**
Sent: 05 October 2022 13:00
To: Gribben Austin DWP DWP NI Retirement Services **Section 40(2)**
Subject: RE: F&H Form - W&HG, DfC, Working Age Services, DfC, Belfast Service Centre – DP post

Austin,

Just checking in re this one. Conscious time is moving on and don't want us to miss any ship sailing!!!

Thanks

Section 40(2) | NICS HR | DfC HR Business Partner | Department of Finance
 2nd Floor | 2-4 Bruce Street | Belfast | BT2 7JD
 Contact: ✉ **Section 40(2)** ☎ Tel: **Section 40(2)**



From: Gribben Austin DWP DWP NI Retirement Services [mailto:Section 40(2)]

Sent: 27 September 2022 11:51

To: Section 40(2)

Mclarnon Maureen DWP

BALLYMENA JOBS AND BENEFIT OFFICE

Hanna Anne Belfast Benefit Centre Hotsite

Subject: RE: F&H Form - W&HG, DfC, Working Age Services, DfC, Belfast Service Centre – DP post

Caution – This email has been received from outside the NICS network.
Please ensure you can verify the sender's name and email address.
Treat all attachments and links with caution.

FOR INTERNAL NICS STAFF ONLY - If you have any concerns regarding the email please forward to spam@finance-ni.gov.uk.

Section 40(2)

Thanks very much for this. Section 40(2)

Section 40(2)

Regarding the DP Post in Lisahally RSD, this is for new work and the Position ID hasn't even been created yet – it's with Section 40(2) and her team at the minute – and we'll create the vacancy on HR Connect as soon as we know the Pos ID.

Thanks very much,

Austin Gribben

DfC

DWP Retirement Services Directorate (RSD):
State Pensions Telephony Changes, Plaza
State Pensions Telephony Changes, GNT
International Pensions Claims Telephony, GNT
Attendance Allowance Registration / Overpayments / WARs, Lisahally

E_M_A_I_L_B_L_O_C_K

From: Section 40(2)

Sent: 27 September 2022 10:10

To: Gribben Austin DWP DWP NI Retirement Services Section 40(2)

Cc:

Mclarnon Maureen DWP

BALLYMENA JOBS AND BENEFIT OFFICE

Hanna Anne DWP WAD BELFAST SERVICE CENTRE

Subject: FW:

DP post

Austin,

As discussed, in Anne’s absence, please see response to her email dated 21/09/22 for your consideration.

I have engaged with Resourcing to determine what is possible in relation to the situation Anne has outlined and Section 40(2) has set out the position in his email below.

As you will see from Section 40(2) email, Resourcing colleagues will do what they can to ensure experience is retained whenever an existing civil servant or Recruitment Agency worker is on the merit list within the framework of our statutory / legal obligations in relation to disability and adherence to the merit principle. However this will all depend on where internal candidates appear on the merit list – you may wish to come back to me once that information is available and we can see what this may mean in terms of timing.

Therefore an offer should only issue from this competition if DfC are prepared to take the candidates on the terms and conditions outlined in the CIB and manage that risk.

Also in terms of the five bids listed, you will see from Section 40(2) note below that Resourcing and DfC Organisation Development Team are unable to find any record of a vacancy for DWP Retirement Services Lisahally. Can you confirm that this vacancy has been raised and perhaps provide the Headcount and Funding form?


As Section 40(2) explains these vacancies (the four currently recorded) had previously been referred to the competitions team to consider an alternative method to fill due to the need for GB travel noted in the bids. Therefore can you advise if we should now record the DP General Service competition as the proposed method to fill on the basis of the advice provided in Section 40(2) email and above?

Many Thanks

Section 40(2) | NICS HR | DfC HR Business Partner | Department of Finance

2nd Floor | 2-4 Bruce Street | Belfast | BT2 7JD

Contact:  Section 40(2)

 Tel: Section 40(2)



Outside Scope of Request

Outside Scope of Request

Outside Scope of Request

Outside Scope of Request

Outside Scope of Request

Outside Scope of Request

Outside Scope of Request

From: Hanna Anne DWP WAD BELFAST SERVICE CENTRE

Section 40(2)

Sent: 21 September 2022 18:58

To:

Section 40(2)

>; Gribben Austin DWP BALLYMENA

JOBS AND BENEFIT OFFICE
BENEFIT OFFICE

Mclarnon Maureen DWP BALLYMENA JOBS AND

Outside Scope of Request

Section 40(2)

yesterday DWP Services have currently placed 5 DP bids and I am confirming we wish to secure our vacancies from the current DP open competition.

To note bids placed in regards to our 3 Service Level Agreements as set out below-

SLA Vacancies for DWP Services	Location	Numbers bid	G7		SWP from Current Competition
Outside Scope of Request					

Outside Scope of Request					
DWP Working Age Services	Lisahally Service Centre	1	Maureen McLarnon	RC284418	
DWP UC Services	Lisahally Service Centre	1	Maureen McLarnon	RC284417	
DWP Retirement Services	Lisahally Service Centre	1	Austin Gribben	RC 286114	NO – Travel Required as essential

When the bids were placed we stipulated the following-

“These DWP funded posts will involve travel, including overnight stays in Great Britain. It is therefore essential that the post holders are able and willing to travel as and when required, sometimes at short notice. Travel throughout N Ireland may also be required, therefore, successful candidates will need access to a form of transport. They must agree to this requirement before accepting the post i.e. meeting with the G7 to discuss what is involved”

Section 40(2) in her e mail below of the 30 August has stated “As the DP CIB made no reference to requirement to travel to GB for overnight stays we cannot add this requirement at offer stage. Consideration should be given to advertising these opportunities internally as a DfC Interest Circular and we could backfill the posts vacated if filled internally. DfC would be responsible for taking this forward. Alternatively, you can advise if you want us to fill from the DP GS competition but the allocated candidate will not be compelled to travel to GB as this was not a requirement in the competition”.

Section 40(2) we have considered Section 40(2) suggestions however given our numbers of vacancies some of which have been covered by TP’s for up to 4years and the requirement to urgently have substantive DPs Outside Scope of Request we do not feel as in the case of the recent SO Expression of Interest, this will deliver any take up. Furthermore to wait until a specific DP open competition is available will delay the matter further. Given we can’t secure a trawl and the recent CIB did not cover travel demonstrates the current NICS HR recruitment policy is not fit to deliver our DWP needs. Outside Scope of Request

Outside Scope of Request

Outside Scope of Request

Post Covid travel has been very limited and more ad hoc but nonetheless for DWP Services to take on new DP’s who won’t travel is not an option as DWP require us to be visible and engaging F2F at certain events.

I hope this is helpful, happy to discuss.

Thanks, Anne

Anne Hanna

Assistant Director & DWP SPOC

Dept for Communities | Supporting People Group | Mobile: Supporting people, Building communities, Shaping places

Section 40(2)

Working in partnership with DWP