

## **NIPSA Calls for Halt to RPA in Education**

**F**ollowing the latest delay in the implementation of Education Skills Authority (ESA) it is clear the proposals projected over 5 years ago are now no longer fit for purpose and do not have political or public support for a single Education Authority.

During the past 4 years, NIPSA members have been bearing the brunt of the indecision with Vacancy Control (which was introduced in October 2006) being used to create further uncertainty and insecurity for members. In addition the Department of Education's moratorium imposed since the autumn of 2007 has also lead to a number of members being refused job evaluation even where their job has changed significantly

NIPSA believes the whole process is now discredited and is shrouded in myth. Members need to be aware of the reality.

	<b>MYTH</b>		<b>REALITY</b>
1.	The creation of ESA would lead to savings which would be directed to the frontline. This was estimated to be £20m per year.	1.	<i>No savings have been made. The ESA Implementation Team have cost in excess of £7m with no real benefit (£5<sup>1</sup>/<sub>2</sub>m on staff costs) and it has been publicly stated the resources will <u>not</u> be redirected to schools.</i>
2.	Vacancy Control would ensure no compulsory redundancy.	2.	<i>There is now evidence that over 50% of staff are not in their substantive post. With no sign of Vacancy Control being disbanded, very soon most staff will be in a displaced grade which has an impact on their personal lives.</i>
		2b	<i>NIPSA have many examples were staff have been unable to secure mortgages, loans etc because of the uncertainty of the temporary nature of their role – Banks and other lenders won't lend.</i>

3.	<b>Resources diverted to frontline.</b>	3.	<b><i>The savings to be realised in the reduction of administration will not be diverted to schools – it is lost! Therefore the public are being misled.</i></b>
4.	<b>People rewarded appropriately for the job they do.</b>	4.	<b><i>Not for everyone. There is at least 150 posts which have been job evaluated and therefore people may be working out of grade with no additional remuneration or grade acknowledgement. Potential detriment in moving into new organisation.</i></b>
5.	<b>Services not affected by creation of ESA.</b>	5.	<b><i>Untrue! There are many examples that service and service delivery is being affected – not because of the fault of any individual – but the system is under severe pressure. Lack of staff or displaced staff.</i></b>

For the above reasons and the refusal of ESAIT or the Department to remove Vacancy Control, it is clear members will continue to be disadvantaged in any new organisation.

NIPSA has been pressing for Vacancy Control to be removed and have sought for posts and postholders to be made permanent. This is clearly not happening.

Members need to be aware that if you are filling a post under 'Vacancy Control' or your post is temporary you only have a right to your 'substantive' post and grade (ie your last permanent post and grade). For some members, this is one, two or even three grades lower than your current earnings.

NIPSA believes there is no alternative but to call for a halt to RPA in Education because of the negative impact on members, there is no evidence that children will see improvements in the class. Therefore the original reason for RPA in Education is a MYTH.

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