

## **NOTHERN IRELAND REGION**

Chair: Sharon Currans (Banbridge District Council)

Secretary: Linda Leahy (Local Government Staff Commission)

### **Membership**

Membership in our region remains steady and meetings remain well attended.

### **Activities**

There have been no regional meetings since my last report however there has been a significant level of activity in the region over the summer months.

The People/OD Strategic Framework has been issued by the Local Government Staff Commission for consultation. I reported on this piece of work in my last report as PPMA members were heavily involved in its development.

This PPMA working groups involved in examining collaboration opportunities within the Sector in Recruitment, System Integration, and Occupational Health have been progressing their work.

The Practitioners Group Chaired by PPMA and which feeds into the Local Training Group had a workshop in July facilitated by Professor Jackie McCoy – Director of the Business Institute, University of Ulster. The objective of the workshop was to explore an Integrated Competency-Based Learning and Development Framework for Local Government in Northern Ireland. This was a highly successful action based session and formed a solid basis for the way for a newly invigorated Development Strategy for the Sector.

In August, PPMA hosted the first in a series of Master Classes for HR Professionals. This is the result of PPMA making a decision during 2010 to ask Penna (as a national PPMA Partner) to undertake a 'scoping study' to determine the development needs of PPMA NI members in the context of the business needs of local government and the change agenda for the coming years. The scoping study was kindly funded by the LGSC. The Scoping Study identified a number of development areas including:-

- Change Management
- Talent Management
- Performance Management
- Business Management Coaching Capability
- Culture Transformation.

The Master class which focussed on Change Management, was well supported and there was excellent feedback from participants. Following on from the class we are now investigating options around a 'toolkit' approach to Change Management supported by skills training for HR professionals.

As always we wish to record our thanks to the national officers who provide support and encouragement throughout the year.

Sharon Currans

September 2011