

From: [REDACTED]
To: [REDACTED]
Subject: FW: Advice from DAERA Capability Brach on DVO TPO/Development opportunity Notice
Date: 12 March 2024 14:50:59
Attachments: [REDACTED]

[REDACTED]
Business Management Branch
Veterinary Service Animal Health Group
Department of Agriculture, Environment and Rural Affairs
Academy House, 1st Floor, 121A Broughshane Street, Ballymena, BT43 6HY
Tel: + [REDACTED] [REDACTED] [REDACTED]
Email: [REDACTED]

DAERA Signature Strip New 2020 Green



From: [REDACTED]
Sent: Thursday, February 29, 2024 8:00 AM
To: [REDACTED]
Subject: Advice from DAERA Capability Brach on DVO TPO/Development opportunity Notice

From: DAERA Capability & Staff Admin <Capability&StaffAdmin@daera-ni.gov.uk>
Sent: Monday, February 19, 2024 3:34 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: CM: DVO Temporary Promotion Opportunity - VSAHG

Good Afternoon [REDACTED]

We have reviewed your documents and renamed these slightly, tracked changes and inserted comments for your consideration. We are assuming that this is an existing post and is already graded.

In line with HR advice a combined TPO/Development opportunity should not be issued as there is no way to fairly assess someone who is currently in the substantive grade against someone who applies for a TP, to proceed with this type of notice would leave you open to challenge. The business area may wish to issue a DTN to allow staff in the same grade and discipline to apply.

The TPO notice and application should be amended to remove the references to development opportunity and therefore solely a TPO.

As per a previous response to you on a TPO with Essential Criteria, I have provided an example form, you will need to amend your application form to include the Essential Criteria.

Once you have made the changes and inserted closing dates on both documents, we would be happy to review these again before you issue within VSAHG.

It is for the business area to ensure that **all** relevant documentation (including records of decision making) as set out in the Revised DAERA Supplementary Guidance is completed and retained in CM as an audit trail.

Best Regards

[REDACTED]
Capacity, Capability, Equality & Diversity Branch (formerly Business Management Branch)
Strategic Support Directorate
Tel: 02890378507 (Ext 88507)
Email: [REDACTED]

DAERA Signature Strip New 2020 Green



From: [REDACTED]
Sent: Wednesday, February 14, 2024 12:20 PM
To: DAERA Capability & Staff Admin <[REDACTED]>
Cc: [REDACTED]
Subject: DVO Temporary Promotion Opportunity - VSAHG

Good Afternoon,

Grateful if you could consider this opportunity and provide any comments that you might like to make.

TUS, as below, have been consulted.

Regards

[REDACTED]

From: [REDACTED]
Sent: Wednesday, February 14, 2024 9:06 AM
To: [REDACTED]
Subject: FW: DVO Temporary Promotion Opportunity - VSAHG

[REDACTED]
Please progress for issue with DAERA BMB
Thanks
[REDACTED]

[REDACTED]
Business Management Branch
Veterinary Service Animal Health Group
Department of Agriculture, Environment and Rural Affairs
Academy House, 1st Floor, 121A Broughshane Street, Ballymena, BT43 6HY
Tel: [REDACTED]
Email: [REDACTED]

From: [REDACTED]
Sent: Wednesday, February 14, 2024 8:45 AM
To: [REDACTED]
Cc: [REDACTED]
[REDACTED]
Subject: CM: RE: DVO Temporary Promotion Opportunity - VSAHG

Good morning, [REDACTED]

Thank you for this response. The addition of a section for applicants to tick which posts they are interested in, the inclusion of a line that the competition will be used to fill further vacancies that may arise during the lifespan of the competition and offering the posts in merit order against the post applied for, or the next closest location if none selected, address TUS's concerns.

TUS is content with this TPO as set out below.

Regards

[REDACTED]