

From: [REDACTED]
To: [REDACTED]
Subject: FW: DVO Temporary Promotion Opportunity - VSAHG
Date: 12 March 2024 14:51:35
Attachments: [REDACTED]

[REDACTED]
Business Management Branch
Veterinary Service Animal Health Group
Department of Agriculture, Environment and Rural Affairs

[REDACTED]
[REDACTED]
[REDACTED]

DAERA Signature Strip New 2020 Green



From: [REDACTED]
Sent: Thursday, February 29, 2024 11:39 AM
To: [REDACTED]
Subject: FW: DVO Temporary Promotion Opportunity - VSAHG

From: [REDACTED]
Sent: Monday, February 19, 2024 3:54 PM
To: [REDACTED]
Cc: [REDACTED]; DAERA Capability & Staff Admin <[REDACTED]>
Subject: RE: DVO Temporary Promotion Opportunity - VSAHG

Hi [REDACTED]

Thanks for below.

I'm also grateful to [REDACTED] for responding to your documentation and highlighting our concerns.

We can't respond to advice you received from NICS HR without sight of that advice in full.

I would also note that the **DTN** and **TPO** process is DAERA specific, developed in consultation with

colleagues including the Heads of Group and reviewed by NICS HR.

DAERA does not have a written procedure that covers the process you wish to engage, and we're therefore not able to QA or stand over it.

If you wish to proceed as outlined then it's a matter for the business area.

Thanks

[Redacted]

[Redacted]

Capacity, Capability, Equality & Diversity Branch

Department of Agriculture, Environment and Rural Affairs | Jubilee House, 111 Ballykelly Road, Limavady, BT49 9HP

[Redacted]

Generic email: [Redacted]



[Chat with me on Teams.](#)

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From: [Redacted]

Sent: Monday, February 19, 2024 3:43 PM

To: DAERA Capability & Staff Admin <[Redacted]>

Cc: [Redacted]

[Redacted]

Subject: RE: DVO Temporary Promotion Opportunity - VSAHG

Hi [Redacted]

Can you confirm where the HR advice came from. We have been liaising with [Redacted] in NICSHR and her advice (indeed her team cleared the notice) was to issue it in this way.

This is not a DTN opportunity because it is temporary as such how would you propose we offer this to VOs?

Regards

[Redacted]

From: DAERA Capability & Staff Admin <[Redacted]>

Sent: Monday, February 19, 2024 3:34 PM

To: [Redacted]

Cc: [REDACTED]

[REDACTED]

Subject: 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

[REDACTED]
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

From: [REDACTED]

Sent: Wednesday, February 14, 2024 9:06 AM

To: [REDACTED]

Subject: FW: DVO Temporary Promotion Opportunity - VSAHG

Please progress for issue with DAERA BMB

Thanks

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]

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

