

**MINUTES OF THE 452nd MEETING OF THE LABOUR RELATIONS AGENCY BOARD HELD AT
10.30 am ON THURSDAY, 23 JANUARY 2020
IN THE AGENCY'S OFFICES, GORDON STREET, BELFAST**

Present:	Marie Mallon (Chair) Louise Crilly Michelle McGinley Alison Millar Albert Mills Jill Minne Daire Murphy
In Attendance:	Tom Evans Chief Executive, (CEO) Don Leeson Director, Corporate Services (DCS) Mark McAllister Director, Employment Relations Services (DERS) Alison Wolfe Minute Secretary Grainne Ni Cheallaigh Boardroom Apprentice

Members of the Board met 'in-camera' prior to the formal commencement of the meeting. The key points from this discussion recorded at Agenda item 10 – Board Effectiveness.

	<i>Action</i>
<p>1. Apologies</p> <p>Apology received from Deirdre Fitzpatrick and Gary McMichael.</p> <p>Albert Mills had indicated that he would be late arriving for the meeting.</p>	
<p>2. Conflicts of Interest</p> <p>No conflicts of interest declared.</p>	
<p>3. Chair's Opening Remarks</p> <p>The Chair welcomed Colin Lewis and Colin Jack, DfE, to the meeting. The Chair confirmed that the Board would like an understanding of the Department/Executive's thinking on the following issues; ALB review; timeline for the publication of the PfG and impact on annual/corporate planning; policy issues arising out of New Decade, New Approach document; budget position; Partnership Agreement, Board appointments and EU exit.</p> <p>The Chair then outlined the business for the meeting.</p>	
<p>4. Update from DfE Officials</p> <p>Colin Lewis, supported by Colin Jack provided a comprehensive analysis of the likely direction of travel in relation to the priorities identified by the Board, the following issues were noted;</p>	

<ul style="list-style-type: none"> • Any review of ALBs will focus on making the public service more effective and efficient, and that the Agency is already seen as an essential part of the business regulation infrastructure; • Unlikely that a PfG will be published in the near future but that the Agency should continue its existing OBA-approach to business/corporate planning; • There will again be a one-year budget settlement and the Department will seek to cover the Agency's pay and price increases on top of a flat-line budget allocation for 2020-21; • Also confirmed funding for the Agency's labour market conference in September; • The financing of many of the initiatives referenced in the NDNA document still to being agreed, any additional resource likely to be allocated to health and education; • Colin Lewis thanked Board members for their commitment and for accepting a number of extensions to their term of office, and confirmed that work on recruitment competitions to appoint new Board members could now proceed; • Colin Jack indicated that DfE should be able to launch a recruitment competition before the summer; • One the Minister's initial priorities was to approve the introduction of Early Conciliation and that the Minister would welcome an invite to meet the Board; • Colin Jack confirmed that the way in which the EC project has been managed, involving the Agency, OITFET and DfE, is in line with best practice; • The Department will be developing a Partnership Agreement to replace the current MSFM and will consult with the Agency to ensure it is fit for purpose; • Agreed that it was important for DfE to work with the Agency on the emerging policy agenda and that the Agency would facilitate engagement with the Roundtable. <p>The Chair thanked Colin Lewis and Colin Jack for their very comprehensive and positive briefing, which has provided clarification and significant reassurance to the Board on a range of issues.</p>	<p>CEO</p> <p>DCS</p> <p>Chair</p> <p>Chair</p> <p>DCS</p> <p>CEO</p>
<p>5. Minutes of 19 December 2019 Board Meeting (Paper BP01-01/20)</p> <p>The minutes of the meeting held on 19 December 2019 <u>agreed</u> as a true and accurate record of the meeting.</p>	<p>Secretary</p>
<p>6. Matters arising from the Minutes of 19 December 2019 Board meeting (Paper BP02-01/20)</p> <p>The DCS introduced the Board Actions Progress Report highlighting the following issues:</p> <ul style="list-style-type: none"> ✚ The research tender is in the process of being awarded to the University of Warwick; project start up meeting planned for tomorrow; ✚ Data sharing agreement with OITFET; first meeting with employment judiciary took place on 22 January. <p>The Board noted the content of the progress report.</p>	<p>DCS</p>
<p>7. Chief Executive's Update</p> <p>The CEO's update focused exclusively on EC implementation:</p>	

<p>12. Any Other Business</p> <p>Louise Crilly reported that there has been no progress with regard to the mentee scheme.</p> <p>Grainne Ni Cheallaigh, Boardroom Apprentice indicated that she found this meeting useful and is now more encouraged to apply for a Board membership role. Grainne will be attending future ARAC and Finance & Personnel Committee meetings.</p>	
<p>13. Date of Next Meeting</p> <p>The next meeting of the Agency Board is a Board Business Planning Workshop, on Thursday, 27 February 2020 at 10.00 am in Malone House, Belfast.</p>	<p>Secretary</p>

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