

Civil Service Management Board

26th November 2021

Note of Meeting

Item 1a – Civil Service Renewal 2024

The CSMB discussed the first three-year action plan under Civil Service Renewal 2030 and conveyed its thanks to all those involved in its development. It was noted that the Corporate Assistant Secretary Group will be critical to the successful implementation on the actions related to the theme of Workforce, Workplace and Organisation of the Future.

It was agreed that it was important to sign off on and launch the plan before the end of the year. However, with the option to revisit the content of the plan in the future if deemed necessary. It was noted that priority actions should be identified within the plan and it was agreed that CSMB sponsors for priority actions or groups of actions would be identified in the new year.

Item 1b – Blended Working Policy

The Secretary General of the Department of Public Expenditure and Reform updated the CSMB on the development of the Blended Working Policy Framework and how flexi-time accrual should be managed upon the introduction of longer term blended working arrangements. The CSMB discussed the potential benefits and risks of the options proposed, including in relation to recruitment and retention, and perception of trust and equity. The CSMB agreed that while it was in favour of flexitime-accrual irrespective of work location in principle, this should be subject to a pilot to better understand the impact on organisations and employees. It was agreed that the People Sub Group would be convened to progress this option and that it would be brought back to CSMB for decision.

Item 2a – Organisational Capability Reviews (OCR) (Action 20)

OCR Pipeline

The CSMB noted the paper prepared on the future pipeline and resourcing of OCRs and agreed that a sequence of future OCRs would be decided at the January meeting.

The CSMB discussed the challenges with recruitment being experienced across the system, particularly in professional and technical roles. While it would be useful to conduct a review of recruitment across the civil service, it was noted that the Public Appointments Service are currently managing a number of major infrastructure projects and to conduct such a review in 2022 would be difficult. It was agreed to have a dedicated item on this issue at the next meeting of the CSMB.

Post OCR Impacts

The CSMB noted the paper prepared on the changes of greatest impact arising from OCRs and the related organisation action plans.

Item 2b – 2019 and 2020 CSMB Annual Reports

The CSMB noted the two Annual Reports.

AOB

An update on annual leave was provided to the CSMB. The Civil Service currently operates a 3-year carryover rule in relation to accrued annual leave. Due to the pandemic and the various associated challenges facing Departments at the time, a special arrangement was put in place for officers to remain in their current cycle year. The current position was noted (i.e. to not rollover again as a large amount of leave has been accrued across the system and that employees continue to be encouraged to take leave). However, it was agreed this decision would be revisited in January.

Attendance

Martin Fraser, Department Taoiseach

Seán Ó Foghlú, Department of Education

Kevin McCarthy, Department of Rural and Community Development

Katherine Licken, Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media

Maurice Buckley, Office of Public Works

Damien Moloney, Office of the Attorney General

Oonagh McPhillips, Department of Justice

David Moloney, Department of Public Expenditure and Reform

Brendan Gleeson, Department Agriculture, Food and Marine

Orlaigh Quinn, Department Enterprise, Trade and Employment

Fergal Lynch, Department Children, Equality, Disability, Integration and Youth

Robert Watt, Department of Health

Niall Cody, Revenue

Shirley Comerford, Public Appointments Service

John McKeon, Department of Social Protection

Ken Spratt, Department of Transport

Jacqui McCrum, Department of Defence

John Hogan, Department of Finance

Mark Griffin, Department Environment, Climate and Communications

Pádraig Dalton, Central Statistics Office

Graham Doyle, Department of Housing, Local Government and Heritage

Secretariat

Liz Canavan, Department of the Taoiseach

Dave Hanley, Department of Public Expenditure and Reform

Fiona Curran, Department of the Taoiseach

For Agenda Item 1b

Dave Cagney, DPER

Apologies

Jim Breslin, Department of Further and Higher Education, Research, Innovation and Science

Joe Hackett, Department of Foreign Affairs