

Action Plan Reporting Template – Phase 2

This template is designed to assist sectors in reporting on further progress made towards delivering reforms outlined in sectoral action plans developed in line with Building Momentum. This standardised template will help to assess the extent to which reforms have been delivered across the public service sectors in as consistent a manner as possible given the unique features of work conducted in each sector. Completed templates must be returned to david.ogorman@per.gov.ie and Caitriona.Fields@per.gov.ie **no later than Monday, 10 January 2022.**

OVERVIEW (add additional rows as required)						
PRIORITY 1						
Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by end December 2021	Progress report update and achievements end December 2021
Review the schemes for re-commissioning of Officers and re-enlistment of former PDF personnel.	Vacancies filled in the Defence Forces establishment through a range of induction streams	Ongoing	Increased recruitment through a range of induction streams	The Department of Defence and the Permanent Defence Force	Previously the re-entry campaign for former members of the PDF resulted in 1 re-commissioned officer and 28 re-enlisted personnel by September 2021.	The re-entry campaign for former members of the PDF has resulted in 1 re-commissioning officer and 34 re-enlisting personnel to end December 2021.
Develop Terms and Conditions for appropriate additional induction streams	Vacancies filled in the Defence Forces establishment through a range of induction streams	Ongoing	Increased recruitment through a range of induction streams	The Department of Defence and the Permanent Defence Force	To finalise all terms and conditions documents for open competitions for the Permanent Defence Force in order to maximise intake.	In total fifteen terms and conditions documents were finalised for open competitions for the Permanent Defence Force resulting in 541 inductions by 31 December 2021.

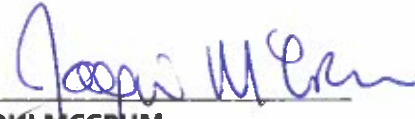
PRIORITY 2						
Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by end December 2021	Progress report update and achievements end December 2021
Conduct 11th Potential Officers Course (11 th POC) in 2021.	Enhanced flexibility to address capability shortfalls	In accordance with White Paper on Defence and Commission on the Defence Forces timelines	11 th POC conducted	The Department of Defence and the Permanent Defence Force	The 11th POC commenced on 26 APR 2021 with twenty four (24) course participants. The course is scheduled to be completed by 09 Apr 2022.	As previously, the 11 th POC will conclude in Q1 of 2022 on 09 April.
Utilisation of RDF members where required subject to meeting appropriate standards.	Enhanced flexibility to address capability shortfalls	In accordance with White Paper on Defence and Commission on the Defence Forces timelines	Capability deficits addressed with Reservists where appropriate	The Department of Defence and the Permanent Defence Force	The Defence (Amendment) Bill 2020 continues to progress through the Oireachtas (at 3 rd stage) and progress in this area expected in 2022 once Bill has been enacted.	The Defence (Amendment) Bill 2020 was signed into law by the President, as the Defence (Amendment) Act 2021, on 9 November 2021. It is expected that the Commencement Order, for the Act, will be signed by the Minister for Defence early in 2022.
Identify personnel capability gaps and identify options to address gaps, as appropriate.	Greater flexibility in addressing service requirements	Ongoing	Reduced personnel capability gaps	The Department of Defence and the Permanent Defence Force	Ongoing until end Q4 2022	Ongoing until end Q4 2022

PRIORITY 3

Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by end December 2021	Progress report update and achievements end December 2021
Promotion competitions revised in line with best practice in consultation with DF representative bodies.	Increase the efficiency of the Officer and NCO promotion process to better meet the workforce needs of the Defence Forces.	Ongoing	Competitive promotion competitions held as required.	The Department of Defence and the Permanent Defence Force	Fifteen (15) competitive promotion competitions were anticipated in 2021.	Fifteen (15) competitive promotion competitions were completed in 2021.
Finalise review of the ICF in consultation with DF representative bodies	More efficient and effective promotion process.	End 2022	Roadmap for implementation of the ICF in place for the end of 2022.	The Department of Defence and the Permanent Defence Force	To progress in 2022	For progress in 2022

PRIORITY 4						
Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by end December 2021	Progress report update and achievements end December 2021
Implement Government approved recommendations, arising from the Commission on the Defence Forces. Subject to consultation with DF representative bodies in accordance with S.6	TBC, will arise from the report from the Commission on the Defence Forces.	Commission on the Defence Forces due to report by the end of 2021.	TBC, the measures will be set out by the Commission on the Defence Forces in their report to the Minister for Defence.	The Department of Defence, the Permanent Defence Force and the Commission on the Defence Forces.	The report from the Commission on the Defence Forces was anticipated by end December 2021.	The report from the Commission on the Defence Forces was anticipated by end December 2021 is now due by end January 2022. In the reporting period the Representation Associations engaged in a positive and constructive manner with the Commission on the Defence Forces.
PRIORITY 5						
Action	Outcome	Timeframe	Measure	Owner (Dept./Body/Section)	Previously anticipated achievement by end December 2021	Progress report update and achievements end December 2021
Actions to include a review of Sick Leave arrangements in the Defence Forces.	Greater Productivity	End 2022.	Harmonisation with public sector norms, as appropriate.	The Department of Defence and the Permanent Defence Force	For progress in 2022	As previously for progress in 2022.

The Representative Associations have complied with the Industrial peace provisions as provided for in the Building Momentum, new public service Agreement.


JACQUI MCCRUM
SECRETARY GENERAL