

Civil Service Management Board

28 June 2019

1. Mobility (Action 15)

M Quinn introduced the paper on Phase 2A (HEO/AO grades) of mobility, noting:

- That three options are presented for proceeding with Phase 2A – a list-based system, an application process or a hybrid of the two which will provide for matching of skills for particular specialities;
- That option 3, the hybrid model, is being proposed as the preferred choice;
- That the vast majority of staff would be dealt with by the list and the only specialist roles highlighted were auditors and court registrars; and
- That Phase 2B (AP grades), would be an application-based process.

It was emphasised by a number of contributors that there is a broader range of specialised roles than those referenced and this needs to be considered going forward with Phase 2A. It was noted that as areas such as HR and IT become more specialised it may require the CSMB to reconsider how this would impact on mobility for these areas of specialism. It was also acknowledged that there is an expectation from FÓRSA that all HEO level posts would be treated as generalists. It was proposed that the HR Working Group could examine the issue of specialised roles and bring this back to CSMB so as to have a clear mandate in discussions with trade unions.

It was also noted that the flexibility provided for in option 3 was positive but it is important that system and resource requirements are fully scoped out in advance as the skills matching process could get more complicated.

The CSMB agreed in principle to option 3 but a further discussion on what constitutes a specialist role and the implications of designating specialisms at these levels is required.

2a. National Data Infrastructure (Action 24)

M Griffin gave an update on the uptake of Eircode. This is generally good in the private sector and in some sections of the civil and public service, but this is not seen consistently across the Civil Service. It was also noted that the OSI has completed a public sector wide Eircode validation and lookup application (Application Programming Interface) which will allow for Eircode lookups for address fields in existing data holdings.

2b. Project Management (Action 17)

A O'Driscoll spoke to the paper on project management which outlines the achievements under this action including the publication of the Project Management Handbook, establishment of the project managers network and the implementation of the online portal hosted on the RDO website.

The CSMB were updated on next steps which includes formally broadening the network to the public service under Our Public Service 2020. A O'Driscoll emphasised that continuity in respect of administrative support from the RDO in D/PER and in respect of learning and development will be very important. It was also noted that the ongoing support of the CSMB will also be important in driving and embedding further development of project management skills.

L F Byrne noted that Structural Reform Support Service funding had been secured for project management capability as part of Project Ireland 2040.

The CSMB agreed that the next Civil Service renewal plan should include a focus on developing commercial skills, including in engineering and construction, and project management skills.

2c. Organisational Capability Reviews (Action 20)

The CSMB agreed that this item would not be taken as it required more time for discussion.

2d. Civil Service Employee Engagement Survey – Action Plans Dashboard

L F Byrne asked the CSMB to note the dashboard, which provides an overview of initiatives in Departments/Offices, and that a lot of work is taking in place across Departments but that this is not being carried through to agencies. The PMO continues to support Departments/Offices in responding to the findings of their individual reports.

It was also noted that the outcome of additional research on the findings of the 2017 CSEES, undertaken by UCD, would be brought to CSMB.

4. AOB

It was agreed that there would be no CSMB meeting in July.

Attendance

Martin Fraser, D/Taoiseach (Chair)

Niall Burgess, D/FA&T

Graham Doyle, D/TTS

Katherine Licken, D/CHG

Kevin McCarthy, D/R&CD

John McCarthy, D/HPLG

John McKeon, D/EASP

Damien Moloney, AGO

Maurice Quinn, D/Defence

Jim Breslin, D/Health

Niall Cody, Revenue

Shirley Comerford, PAS

Séan Ó Foghlú, D/ES

Aidan O'Driscoll, D/JE

Maurice Buckley, OPW

Brendan Gleeson, D/AFM

Dr. Orlaigh Quinn, D/BEI

Mark Griffin, D/CCAÉ

Fergal Lynch, D/CYA

Secretariat in attendance

Liz Canavan, D/Taoiseach

Lucy Fallon-Byrne, D/PER

Fiona Curran, D/Taoiseach

Apologies

Robert Watt, D/PER

Derek Moran, D/Finance

Pádraig Dalton, CSO