Civil Service Management Board – 26 February 2016

The list of attendance is appended.

1. Improve Project Management capacity (Action 17)

The CSMB discussed the paper presented and a number of issues arising, and agreed to proceed with the proposed approach as follows:

- as a first step a Project Management Network of existing practitioners should be established, including from State Agencies where appropriate; a small central hub\office be established at a later stage, with location to be decided;
- to adopt a common set of Project Management principles based on proven models currently in practice;
- to establish a Project Management Advisory\Leaders service, comprising a panel of experts drawn from the network;
- that Project Management be a core part of the new Learning and Development offering, with details of how best to achieve this to be agreed, and
- to carry out a minimum of two pilot studies, which would utilise expertise from the Network and Leaders\Advisory service; this will require co-operation from Departments which already have significant Project Management experience.

It was agreed that Graham Doyle would join the group of Sec Gens sponsoring this Action and that the CSMB would review progress in a number of months.

2. Talent Management (Action 10)

The CSMB discussed the paper circulated and agreed with the proposal for initiating talent management programmes at (i) SPS level and (ii) PO level as per the timetable outlined in the paper.

It also discussed an outline timeframe for other related Civil Service Renewal initiatives which will support staff in achieving their potential, in particular the roll-out of the new Learning and Development framework.

It was agreed that:

- the next CSMB meeting would receive a detailed presentation on the content and roll-out of proposed new Learning and Development model;
- this will facilitate final decisions on the sequencing and presentation of the relevant Actions, and
- in the interim, work should proceed on issuing a Request for Tender for a Talent Management programmes at (i) SPS level and (ii) PO level.

3. Updates

- **Assignment of Responsibilities – whodoeswhat.gov.ie (Action 21)**

The CSMB noted the short paper circulated and agreed that Departments would review their content on the website in light of these observations.

- **Grade Re-structuring (Action 16)**

The CSMB noted the update circulated on the proposed amalgamation of the Staff Officer and Executive Officer grades.

- **Civil Service Engagement Survey (Action 25)**

The Survey results at Departmental level will be available to Departments during the course of March and there will be a further discussion at the next CSMB meeting.

4. Annual Report

The Annual Report of the CSMB was agreed subject to any final observations received by Wednesday 2 March.

5. PMO Update

The draft list of Milestones for the Civil Service Renewal Programme in 2016 and the Summary Update on each Action from the PMO were noted

It was agreed that all Departments would ensure that the recent request for expressions of interest in the post of Head of the Organisational Capacity Reviews be circulated to all relevant staff.

6. Preparations for new Government

The CSMB discussed various issues in relation to preparations for a new Government following the general election.

26 February 2016

Attendance

Martin Fraser, D\Taoiseach (Chair)
Robert Watt, D\PER
Niall Cody, Revenue
Noel Waters, D\JE
John McCarthy, D\ECLG
Jim Breslin, D\Health
Maurice Quinn, D\Defence
Aidan O'Driscoll, D\AFM
Seán Ó Foghlú, D\ES
Liam O'Daly, AGO
Mark Griffin, D\CENR
Clare McGrath, OPW
Niamh O'Donoghue, D\SP
Niall Burgess, D\FA
Graham Doyle, D\TTS
Joe Hamill, D\AHG
Fergal Lynch, D\CYA
Derek Moran, D\Finance
Padraig Dalton, CSO
John Murphy, D\JEI

Apologies

Fiona Tierney, PAS

Secretariat

John Shaw, D\Taoiseach
Orlaigh Quinn, D\PER