Civil Service Management Board – 29th June 2018

The list of attendance is appended.

Discussion

1. Talent Management – PO Mobility and PO Executive Leadership Programme (Action 10)

The nomination levels per organisation for 2018 PO Executive Leadership Programme was agreed. It was noted that the final number to be selected will be subject to scope within the contract having regard to the overall numbers of nominations between the SPS and the PO programme.

CSMB also agreed the content and approach outlined in the draft "swap" protocol for POs. This is an additional measure to encourage mobility i.e. where a time-bound move will be more attractive to some than a permanent move. It was agreed that SGs would not have a "veto" per se. SPS Management Committee will consider any implications of proposed mobility moves on individual organisations in the context of its evaluation process. [It was noted that Directors are being accommodated within the existing programme.]

2. Improving Gender Balance (Action 8.5)

CSMB noted and agreed the proposed guidance note on "Approaches to Support Maternity Leave and Adoptive Leave" and the related implementation arrangements.

It was agreed that a central information pack for use by Departments would be developed for those who have applied for maternity leave. A small group of HR managers will work with D/PER to develop and finalise the pack.

Update

3. People Strategy Implementation (Action 7)

An update was provided on the key deliverables for implementation of the People Strategy over the next 12 months including a review of the current HR operating model in the Civil Service. The review will make recommendations for the future optimal model and structure as well as a transition plan. It will examine HR standards framework for HR roles, review the role and capacity of line managers and identify high level outcome based metrics to assess the impact of HR on organisational performance. A number of Departments will be examined to inform the review – these have been selected based on size, devolved HR, decentralised offices, grade complexity and external agencies.

An update on progress on individual actions of the People Strategy was also provided. It was noted that the Chief Human Resource Office will provide a quarterly report to the CSMB regarding the roll-out of the Strategy.

4. Mobility – Phase 1A 'go-live' (Action 15)

CHRO updated the meeting, noting that operational issues have been resolved and unions have signed off on the proposed arrangements. NSSO have indicated a 6-7 week period to make the necessary changes but that the work cannot begin immediately due to competing priorities. CSMB directed that the IT changes required should be top priority to ensure "go-live" at the earliest possible date.

5. Strategic Communications (Action 23)

Ms Canavan provided an update on the GIS Work Plan, the identified work streams, and the agreed governance model.

- SGs who have not yet responded were asked to respond urgently to Mr Fraser's letter of February regarding the use of the Government of Ireland identity.
- Governing principles of Gov.ie were noted and the proposed approach to content management.
- Revised approach to campaign management was noted. It was agreed that the GIS team will review all proposed public information campaigns with a budget over €50k value to maximise co-ordination and support Departments in their media strategy and in ensuring and assessing campaign impact. Final campaign sign off and funding is a matter for individual Ministers/Departments.
- Launch of the Communications Network in July was also noted.

SGs were agreed on the need for specialists' skills across Departments and noted PAS was assisting in recruitment arrangements with a PO panel already in place.

6. Programme Director's Monthly Report

The PMO's Report was noted including the following:-

- Nominations opened in May for the Civil Service Excellence and Innovation Awards 2018. Applicants have until 31st July to send project nominations to their designated departmental contacts.
- A Project Manager's Network event took place on 29th May on the theme of 'Project Management Delivering Business Results' with over 200 attendees.
- A communication issued from Civil Service HR on 17th May to all Departments to update staff on the delay of phase 1A of Civil Service Mobility Scheme.
- The 2017 CSEES individual survey results were disseminated to the CSMB Departments/Offices on 12 June. Work is underway on the reports for other Non CSMB-Departments/ Offices.

- Two Town Hall meetings, in Dublin and Cork, took place in May with a specific focus on the Civil Service Employee Engagement Survey, (CSEES) with approximately 250 civil servants in attendance.

PMO also advised that the PER and DoT teams would be working towards circulating a draft Revised Civil Service Renewal Plan for the September meeting.

7. CSMB Annual Report 2017

The draft report for submission to Government was circulated. SGs were asked to provide any comments on the draft report to Ms. Canavan as soon as possible.

8. AOB

Mr Fraser referred to a number of significant developments over recent months including:

- Developments in the area of Justice and in particular the Report of the Effectiveness and Renewal Group on the Department of Justice;
- The planned programme of reform in Health – Sláintecare
- Project Ireland 2040
- Brexit

It was agreed that the Civil Service approach to and responsiveness in respect of these issues would be considered at the September meeting in the context of the new Renewal Plan.

The CSMB noted Ms. Tierney's pending retirement and thanked her for her work on both the development of the CSR programme and her active participation in the CSMB and related sub-group work to support implementation.

29th June 2018

Attendance

Martin Fraser, D\Taoiseach (Chair)
Maurice Buckley, OPW
Niall Burgess, D\FA&T
Pádraig Dalton, CSO
Graham Doyle, D\TTS
Katherine Licken, D\CHG
Kevin McCarthy, D/R&CD
John McCarthy, D\HPLG
John McKeon, D\EASP
Oonagh McPhillips, D\JE
Damien Moloney, AGO
Derek Moran, D\Finance
Aidan O'Driscoll, D\AFM
Seán Ó Foghlú, D\ES
Maurice Quinn, D\Defence
Orlaigh Quinn, D\BEI
Fiona Tierney, PAS

Apologies

Jim Breslin, D\Health
Niall Cody, Revenue
Mark Griffin, D\CCAE
Fergal Lynch, D\CYA
Robert Watt, D\PER

Other/Secretariat

Liz Canavan, D\Taoiseach
Lucy Fallon-Byrne, D\PER
David Cagney, D\PER