Civil Service Management Board – 24 March 2016

The list of attendance is appended.

1. Presentation on Learning and Development Proposals (Action 9)

The CSMB received a presentation on progress with development of the new shared model for Learning and Development and thanked the project team for their work to date.

A number of issues arising were discussed including the timeframe for initial roll-out of courses, the scope for external accreditation of courses, the inclusion of policy-related courses, and some of the risks and challenges facing the project.

In addition, the CSMB noted that decisions are required urgently in relation to resourcing some key positions within the project and to physical facilities for L&D provision. It was agreed that the CSMB would re-visit these two issues at its next meeting.

2. Mobility Proposals (Action 15)

The CSMB noted progress to date with the project and agreed that the focus of phase 1 will be on an interdepartmental lateral mobility scheme at CO, SO and EO general service grades. Proposals for phase 1 will be submitted to the CSMB in May.

3. Civil Service Engagement Survey (Action 25)

The CSMB noted that finalised Department-level results will be circulated shortly. It was agreed that:

- these would be discussed by Management Boards in advance of publication within each department on 14th April;

- a template for use by Departments in their response to the Survey findings, incorporating a Civil Service-wide response, will be circulated by the PMO, and

- finalised results for bodies under the aegis of Departments will be circulated by 11th April.

The CSMB also discussed the Post-Implementation Review circulated and agreed that decisions on the timing of the next Survey would be taken at a later meeting after further consideration of the responses to the findings of this Survey.

4. Updates

- **Organisational Capability Reviews (Action 20)**
  The CSMB noted the update circulated.

- **Common Governance Standard (Action 3)**
  The CSMB noted the update on progress. While D\PER are willing to provide feedback in order to support consistency of approach and style across Departments, it is a matter for each Department to ensure that the Framework accurately reflects its governance approach and particular circumstances.

  It was agreed that all Frameworks should be published online by 21 April.

- **Whole-of-Government Pilots (Action 5)**
  The CSMB noted that a paper setting out a proposed approach across the three pilot projects will be circulated for discussion at the next meeting.

  The CSMB also briefly discussed an update from D\SP in relation to the Public Services Card and agreed that, where appropriate, members would seek to expedite progress in bilateral engagements in relation to the project.

  It was proposed that the next meeting would get a short presentation on the new Identity Access Management system.

5. PMO Update

The CSMB noted the update circulated. SG sponsors of individual actions were asked to ensure sufficient project management and financial planning is being applied in each case.

It was noted that the draft new Underperformance Policy (under Action 11.3) will be subject to an arbitration hearing on 8 April.

29 March 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
Joe Hamill, D\AHG
Fergal Lynch, D\CYA
Padraig Dalton, CSO
John Murphy, D\JEI
Fiona Tierney, PAS

Apologies

Graham Doyle, D\TTS
Derek Moran, D\Finance

Secretariat

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