Civil Service Management Board – 7 November 2014

The list of attendance is appended.

Following introductory remarks, and a summary of feedback from the Townhall meeting on 6 November, the meeting discussed each of the Action Points in the Civil Service Renewal Plan under the four thematic areas.

Issues arising included:

- the respective roles and relationships of the Accountability Board, Civil Service Management Board and the Performance Review process for SGs
- the proposed Civil Service Strategy Statement and the proposal in Action 5 for CSMB to drive a small number of cross-cutting projects
- how best to cluster the Actions and assign to Sub-Groups, taking account of best way to sequence Actions; each Sub-Group should have at least one early deliverable
- a Common Governance Standard for Departments, including the role of MACs, link to POs, and non-executive members; can build on work D\PER have already completed, including list of compliance obligations on SGs
- Actions relating to talent management to ensure a sufficient pool of staff available to assume senior management positions
- commitment to move towards professional streams (Action 14)
- a draft ICT Strategy which has been developed by the CIO Council
- how best to progress re-organisation of grade structures (Action 16)
- new arrangements to delegate management of staff resources, within pay ceilings, to Departments (Action 18)
- the process of Organisational Capability Reviews (Action 20)
- a number of organisations already have employee surveys in train, and intend to complete these pending roll-out of Action 25

The next meeting will take place in mid-December. It will agree assignment of clusters of Actions to Sub-Groups and review the approach to, and resources for, implementation.

In this context, members were asked to ensure that the recent request for expressions of interest in working on implementation in D\PER is circulated in their organisations.

Further information will be provided to members on communication of the Plan, including a request for a nominated contact person in each organisation.

Attendance

Martin Fraser, D\Taoiseach (Chair)
Robert Watt, D\PER
Niamh O'Donoghue, D\SFA
Mark Griffin, D\CENR
Liam O'Daly, AGO
Noel Waters, D\JE
John Murphy, D\JEI
Padraig Dalton, CSO
Seán O'Foghlú, D\ES
Liz Canavan, D\CYA
Clare McGrath, OPW
Maurice Quinn, D\Defence
Fiona Tierney, PAS
Jim Breslin, D\Health
Niall Burgess, D\FA
Derek Moran, D\Finance
Josephine Feehily, Revenue
John McCarthy, D\ELCG

Apologies

Tom Moran, D\AFM
Tom O'Mahony, D\TTS
Joe Hamill, D\AHG

Secretariat

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