Civil Service Management Board – 28th October 2016

The list of attendance is appended.

1. Updates

1.1 Action 7: Developing Strategic HR Capability

David Cagney gave a presentation on the work to date. He outlined the high level feedback received to date; underlined the linkages to the Civil Service Renewal Plan and advised of next steps. It was noted that the target is to bring a final draft of the Strategy for CSMB consideration in the first quarter of 2017. The CSMB welcomed the engagement to date with the HRM Forum and further planned consultations which will help in grounding the final HR Strategy.

1.2 Action 13: Civil Service Excellence and Innovation Awards

It was noted that 74 nominations have been received from which 30 will be short listed. A video clip of each of the projects is being prepared to be displayed during the event. It was noted that the Awards Selection Committee members are Lucy Fallon Byrne (Chair), Gerry Kearney, Brid Horan, John Ryan and Mark Ryan. The CSEIA ceremony will take place on 6 December 2016 in the Royal Hospital Kilmainham.

1.3 Action 5: Whole of Government Action

A short written update was provided. Discussion on the action was deferred until the next meeting.

1.4 Action 19: ICT Public Service Strategy

Barry Lowry provided a detailed update on the progress to date in respect of the ICT Strategy. It was noted that the Action Plan being developed covers all five pillars of the Public Service ICT Strategy i.e. Digital First, Data as an Enabler, Build to Share, Improve Governance and Increase Capability. It was noted that the ICT Advisory Board has been established and is providing important leadership with input from a range of Departments and Offices in respect of the individual pillars.

There was a short discussion on the legal framework and the need to ensure that the relevant legislative elements – including in the area of Data Protection – are co-ordinated well across departments.

It was noted that the involvement of sponsors across the system was critical to ensure that the emerging strategy and related infrastructure is being driven by business needs.

There was also a discussion on Cloud technology and the emerging options. It was agreed that while cost was an important consideration, control and the adequacy of controls is more important in terms of Government business. Shifts between centralised and more federated systems internationally should provide useful learning. He also advised that his Office is well networked across the EU.

It was noted that the approach will avoid “stopping” existing systems, but rather, allow for the build up of the infrastructure on a portfolio basis. The focus will be on new initiatives and on taking the opportunity to examine systems which are up for renewal or review and how new solutions can be

built on to an emerging infrastructural platform. This has already given pause for thought in the development of some new initiatives which is also positive.

It was agreed that Barry Lowry would present progress reports to CSMB on a twice-yearly basis.

1.5 Action 25: Follow-up on the Civil Service Engagement Survey

An update was provided on departmental initiatives in response to the 2015 survey. A number of SGs queried whether the summary fully reflected the range of activities being undertaken locally. Specifically it was noted that in some departments a number of highly relevant activities pre-dated the survey and may not have been reported as they were not "new "initiatives. It was agreed that it is important that this activity is also captured. It was proposed that the update would be re-circulated and further populated with all relevant local initiatives.

It is planned to review again in February. It was noted that the follow up Survey date is September 2017.

1.6 Action 15: SPS Managed Mobility Proposal (new entrants and existing cadre)

There was a lengthy discussion in respect of the SPS Managed Mobility Proposal with a number of concerns raised. It was agreed that the document would be re-submitted to take account of issues raised.

2. PMO Update

PMO noted as follows:

- 29 Open Policy Debates to date (21 in 2015 and 8 in 2016). Secretaries General are reminded to keep the PMO informed of any new debates that are scheduled so that we can provide assistance and branding and update details on the CS Renewal portal.
- Secretary General Maurice Quinn of the Department of Defence has authored a blog on the programme of Organisational Capability Reviews set out under action 20. This blog is now available on the CS Renewal website.
- Two Town Halls are to be held in November 2016. On 7 and 8 November, Town Halls on Staff Mobility and Performance Management will be held in Wexford and Cork, hosted by D/HPCLG and D/FAT, respectively.
- A Communications Strategy for Phase 3 has been prepared by the Renewal PMO. Included in this is a review of the content and format of Town Halls, and the introduction of new channels of communication, including Lunchtime Lobby Campaigns to take place in buildings with significant numbers of civil servants to raise awareness of CS Renewal.

3. AOB

SG D/AFM noted that the Project Management Handbook is out for external consultation. It was noted that it is the intention to "test" the handbook in a number of pilot areas as part of further "internal" consultation on the Handbook.

SG D/HCLG raised the issue of resourcing in respect of Action 9 (Learning and Development) and in particular the depletion of the current team due to promotion. In order to maintain progress, replacement resources will be required.

The Chair gave a short update on the SG Performance Management process.

The Chair also noted that the first Organisational Capability Review is due to be completed by the end of the year. A decision on candidates for the next review(s) should be taken shortly.

28 October 2016

Attendance

Jim Breslin, D\Health
Niall Burgess, D\FA
Niall Cody, Revenue
Graham Doyle, D\TTS
Martin Fraser, D\Taoiseach (Chair)
Joe Hamill, D\AHG
John McCarthy, D\HCLG
Derek Moran, D\Finance
Liam O'Daly, AGO
Niamh O'Donoghue, D\SP
Aidan O'Driscoll, D\AFM
Maurice Quinn, D\Defence
Orlaigh Quinn , D\JEI
Fiona Tierney, PAS
Noel Waters, D\JE

Apologies
Padraig Dalton, CSO
Mark Griffin, D\CENR
Fergal Lynch, D\CYA
Chairman, OPW
Seán Ó Foghlú, D\ES
Robert Watt, D\PER

Secretariat
Elizabeth Canavan, D\Taoiseach
Sheila O'Brien, D\PER
David Cagney, Chief Human Resources Officer, DPER