Civil Service Management Board – 25 September 2015

The list of attendance is appended.

1. Progress Update:

(i) Civil Service Awards update

The CSMB noted that the nomination process is generating significant interest across Departments. The Awards ceremony is scheduled for 3 December 2015.

(ii) Learning and Development update

The CSMB noted progress including nomination of business partners in all Departments and work to develop a business case for the new model. Departments have been asked again to provide 6-9 staff to work on curriculum development and are encouraged to contribute to the project.

(iii) Civil Service Staff Survey update

The CSMB noted the current completion rates for the Survey and members were asked to encourage remaining staff to take the opportunity to complete it in the time available.

(iv) Whole of Government Projects update

The CSMB noted the current position in relation to the three proposed pilot projects, including the potential of support from the Centre for Effective Services. It was agreed that relevant Secretaries General would meet to discuss issues arising in relation to the Public Services Card pilot project.

2. Review

(i) Review of Progress

The CSMB discussed the paper reviewing progress during Phase 1 of the Renewal Programme and agreed the recommendations put forward, in particular:

- to focus on a new set of priorities over the next 200 days up to May 2016;

- to move to 2 Sub Groups (Governance, Systems and Processes; People, leadership and Talent); the new Sub-Groups should meet before the next CSMB meeting;

- that the CSMB would maintain ongoing collective oversight of all actions through the implementation phase; SG Sponsors of individual actions would also retain an ongoing role where appropriate, and

- resourcing issues for some key projects need to be resolved; D\PER will be flexible in relation to resources, including backfilling of vacancies arising.

In relation to individual actions the CSMB agreed:

- the draft Common Governance Standard (*Action 3*) will be submitted for CSMB sign-off next month

- Whole of Government pilot projects (*Action 5*) will come back to next CSMB meeting following discussion on the Public Services Card issue and on resourcing

- new Head of Civil Service HR will return to CSMB in due course in relation to developing Strategic HR capability (*Action 7*)

- PAS will give a presentation to a future CSMB meeting on developments and future plans in relation to Open Recruitment (*Action 8*)

- resourcing for next phase of Learning & Development project (*Action 9*) to be resolved before next CSMB meeting

- Talent Management (*Action 11*) to be considered further by CSMB Sub-Group

- reforms to Disciplinary Code being discussed with Trade Union side, while aim should be to commence the introduction of the new PMDS model by start 2016 if possible (*Action 11*)

- there will be further communication to members on SG performance management shortly, and CSMB will review pilot of new A\Sec performance management at end-year (*Action 12*)

- PO Mobility initiated and Sub-Group to consider proposals on how to ensure its success. Particular focus to be given to the scope for progress on wider mobility (*Action 15*)

- proposals on improving Project Management will be brought forward over next couple of months *(Action 17)*

- CSMB to get update from OGCIO on introduction of new shared IT applications across Departments in coming months (*Action 19*)

- proposals for starting and resourcing new Organisational Capability Reviews to be submitted by PMO to next CSMB meeting (*Action 20*)

- programme of Open Policy Debates to continue (*Action 22*)

- PMO to bring forward proposals to CSMB in relation to improved internal communications, including with key grades such as A\Secretaries (*Action 23*)

- CSMB to consider approach to communicating results of Employee Engagement Survey shortly (*Action 25*)

(ii) Priorities for the next phase

The following Actions will be prioritised by CSMB over the next 200 days:

- Common Governance Standard (Action 3)
- PMDS (Action 11)
- SG and A\Sec Performance Management (Action 12)
- Recognising Excellence (Action 13)
- Mobility (action 15)
- Organisational Reviews (Action 20)
- Internal Civil Service Communications (Action 23)

in addition to monitoring of other relevant Actions.

28 September 2015

Attendance

Robert Watt, D\PER (Chair)
Niall Cody, Revenue
Joe Hamill, D\AHG
Noel Waters, D\JE
John McCarthy, D\ECLG
Fergal Lynch, D\CYA
Jim Breslin, D\Health
Maurice Quinn, D\Defence
Clare McGrath, OPW
Aidan O'Driscoll, D\AFM
Fiona Tierney, PAS
Seán Ó'Foghlú, D\ES
Liam O'Daly, AGO
Mark Griffin, D\CENR
John Murphy, D\JEI

Apologies

Martin Fraser, D\Taoiseach
Derek Moran, D\Finance
Niamh O'Donoghue, D\SP
Padraig Dalton, CSO
Niall Burgess, D\FA
Tom O'Mahony, D\TTS

Secretariat

John Shaw, D\Taoiseach

Orlaigh Quinn, D\PER

David Cagney, D\PER

(no sub Group meetings took place in September)