

HR Directorate	Senior Public Service	Contact: Triona Quill Ext: 5718
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FAST FACTS

- **€138,000 was allocated in 2014 to progress the measures in the SPS Leadership Development Strategy 2013-2015. Outturn expenditure was €98,490. The underspend of €39,510 (29%) was due largely to timing issues in relation to the roll-out of SPS measures to the Principal Officer cohort.**

Q&A'S

What is the Senior Public Service?

Senior Civil Service structures are a feature of many public administrations in Europe and beyond. The Senior Public Service (SPS) was established in 2011 with the aim of strengthening senior management and leadership across the civil service, and ultimately the public service. Membership is currently comprised of all serving and newly appointed civil servants at Secretary General, Deputy and Assistant Secretary and Director levels and related Departmental and professional grades. The SPS is overseen by the SPS Management Committee, which is chaired by Secretary General Watt. An SPS Secretariat within D/PER supports the management committee and draws up and implements SPS development and mobility initiatives.

What were key achievements in 2014?

- **Executive Coaching:** A second tranche of the SPS Executive Coaching Programme commenced in 2014. The coaching programme is designed to enable participants to enhance aspects of personal, interpersonal and leadership skills, strengthen their ability to manage significant organisational change and to facilitate the development of personalised plans for continuous performance improvement. In line with Public Service Reform Plan and SPS commitments to extend initiatives to the broader public service where possible, access to the Coaching Programme was also opened up to senior managers in Non Commercial State Agency sector in 2014. 52 participants from the Civil Service and NCSA sectors signed up to the coaching programme in 2014.
- **Mobility:** Since 2012 a formal process has been in place whereby vacancies at Assistant Secretary level are, where appropriate, open to expressions of interest from serving Assistant Secretaries. The Mobility process is overseen by an SPS subgroup, chaired by Secretary General Watt. In 2014 there were 3 moves under the process. There have been 15 moves in total to date under the mobility protocol.
- **Networking:** SPS networking events are coordinated by the SPS Secretariat, based in the Department of Public Expenditure and Reform, and take place 3-4 times annually. These events provide an opportunity for the SPS membership to come together and hear the views of speakers from outside and within the Civil Service, from academia and the private sector and from other jurisdictions on topics that are of interest and relevance to them. Three events were held in 2014, as well as the Assistant Secretary Network Annual Conference.

What is the position in 2015?

- €195,000 was allocated to progress measures for the development of the SPS in 2015, including coaching and other training and the development of a new performance management process for Secretaries General and Assistant Secretaries as committed to in the CS Renewal Plan.
- This amount also includes an allocation for the role out of a pilot Civil Service Graduate Development Programme, which was introduced in May 2015 for all newly appointed Administrative Officers and Junior Diplomats. The aims of the Programme are to:
 - Support new AOs/Junior Diplomats in developing and progressing in the Civil Service by helping them to acquire the skills and knowledge needed to perform effectively in their roles and to respond to the challenges they will face in starting out on a career in the Civil Service.
 - Ensure a coordinated approach to the development of AOs/Junior Diplomats across the Civil Service.
 - Promote the Civil Service as an employer of choice in the graduate market.
- There are currently 82 participants on the Graduate Programme from 18 Departments and Offices.