

## Briefing Material on Civil Service Renewal for Secretary General at the PAC on 3<sup>rd</sup> April 2014

### 1. Background

- A renewal programme is being developed to strengthen the capacity and capability of the Civil Service so that it can meet current demands and future pressures facing civil service organisations and those that work within them. The aim is to improve the overall effectiveness of the performance of the civil service.
- The work is aiming towards an integrated vision and strategy for the Civil Service that:
  - affirms the purpose, role, values and expectations of the Civil Service;
  - narrates the reform progress achieved and underway;
  - translates best practice into common practice;
  - showcases the strengths of the Civil Service pinpoints remaining areas for improvement, and
  - sets out a practical, shared and motivating vision for the future.
- The renewal agenda is a central strand of the overall public service reform programme and is included in the Government's Public Service Reform Plan (launched in January 2014).

### 2. Areas for Action

- Proposals have yet to be finalised but it is expected that areas that to be addressed may include actions to help the Civil Service work in a more collective way; support staff and organisations to maximise their performance; improve approaches to internal and external communications and staff engagement.

### 3. Civil Service Renewal Taskforce

- The programme is led by a cross-departmental Taskforce of 19 senior managers from across the Civil Service, chaired by Orlaigh Quinn and supported by a small team in the Reform and Delivery Office in D/PER.
- The programme is overseen by all Secretaries General and supported by the Government.

### 4. Consultation and Engagement Process

- The Renewal Programme involves an open, participative and extensive engagement process to inform the development of the programme.
- Every civil servant is being given the opportunity to have their say through an online portal and Townhall meetings. To date 950 staff ideas have been received on issues like mobility, training and development, recruitment and promotion and skills development.
- Consultation is also taking place with external experts including the OECD and private sector interests.
- There will also be an opportunity for public consultation at a later stage.

### 5. Civil Service Renewal Plan

- The Renewal Programme will link with the outcomes of the consultation process aimed at 'Strengthening Civil Service Accountability and Performance'.

- The Renewal Programme is proceeding in parallel with the accountability initiative and the outcomes of both processes will come together to form proposals for Government in early summer which will lead to the publication of a single *Civil Service Renewal Plan*.

**6. Cost**

- Work is continuing on developing the actions and an associated implementation plan for civil service renewal and therefore it is not possible to estimate expenditure implications of the renewal programme at this stage. It however is envisaged that many of the actions will not give rise to additional expenditure.

20 March 2014