

## Staff Exchange Scheme

### Background

The Staff Exchange Scheme, which is modelled on the Temporary Staff Transfer Scheme provided for under Circular 10/1979, is aimed at civil service staff (HEO, AO, AP, PO and equivalents) and at executives in management positions in the Private Sector. It will run on a pilot basis for two years and will be reviewed at the end of the second year of operation to assess its effectiveness.

The Scheme is designed to enhance communication, co-operation and understanding between the Civil Service and the Private Sector and to provide staff development opportunities for participants through new work experiences and project-based assignments. It is also intended to enhance mutual understanding of the drivers of policy and to better inform the policy formulation process of the Civil Service.

The Scheme involves the placement of Civil Servants from Government Departments/Offices in private sector companies for a minimum period of three months and up to a period of one year. The private sector executives will, in turn, be placed in a Government Department/Office for a similar period.

### Progress

From a total of 19 civil servant applications to the Staff Exchange Scheme, four possible swaps were identified and two were assigned. In addition to the formal applicants to the Scheme, the Department has recorded an exchange between the HR staff of the Houses of the Oireachtas and Diageo for the purposes of the Staff Exchange Scheme. The position is summarised below.

1. HEO, Director of Public Prosecutions – assignment with IBM
2. AP, Department of the Taoiseach – assignment with IBEC
3. HR staff, Houses of the Oireachtas – assignment with Diageo

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It is proposed to review the Scheme in the context of the development of a more comprehensive mobility policy in 2014.

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