

public  commission

The Public Service Commission

Membership

Sid McDowell – Chair

Brian Hanna

Professor Bernard Cullen

Brenda McLaughlin

Dr Collim Patton

Dessie Mitchell

Jim McCusker

Established March 2006

Remit

“to make recommendations to government on the guiding principles and steps necessary to safeguard the interests of staff and to ensure their smooth transfer to new organisations, established as a consequence of government decisions on the Review of Public Administration, taking into account statutory obligations, including those arising from section 75 of the Northern Ireland Act 1998.”

Guiding Principles Accepted by Government

- An Effective Communications Strategy
- Managing Vacancies Effectively
- Staff Transfers
- Filling New or Substantially New Posts in New Organisations being created as a Result of Review of Public Administration
- Employer Statutory Obligations

Capacity Building – Draft Guiding Principle

The Commission recommends that Government requires current and prospective employers to:

- *Develop and implement a Capacity Building strategy, which will enable and support staff through the transition period, and*
- *Co-operate and collaborate at both sectoral and cross-sectoral levels during the development and implementation of their capacity building strategies.*

What is your starting point?

- As an Organisation, CEX, Manager - Be aware of your current market value in the staff credibility marketplace! What is the value of your reputation stock on a scale of 1-10? Are you investing in your staff? - Are your staff investing in you? Do they believe what you say, support you because you deliver?
- How capable are you?
- Capacity Building must be driven by 'reality' not 'perception'

Some of the Draft Associated Recommendations

- Retain critical skills, experience and knowledge; reposition by redeployment
- Identify skills gaps; recruitment, training and development plan to fill identified gaps
- Enable and support staff - career counselling, retraining, interview skills
- Freer flow of staff between and within public services

Leadership: Communication is vital

- Leadership must have the capacity - passion, visibility, motivation, credibility.....
- A critical issue in a 're-structure' is how to manage it without alienating and unsettling staff and causing a dip in performance – driving down capacity!
- Staff 'at risk' are especially important
- Engage in a sustained programme of internal and external communications - one to one meetings.....
- Organisations – plan, collaborate, integrate

When we treat a person as he/she is, we make that person worse than he/she is.

When we treat a person as if he/she already is what he/she could be, we make that person what he/she should be.

Don't Hope for the Best – Plan to be the Best !



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