

# Forum Europeo delle Direzioni del Personale

28 -30 Giugno 2006

department for

**education and skills**

creating opportunity, releasing potential, achieving excellence

# Employee Regulation within the Civil Service

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# The Role of DfES

## Our Purpose

The Department for Education and Skills exists to secure world class children's services, education and training by:

- creating opportunities for every child, young person and adult to develop and learn;
- releasing potential in people to make the most of themselves; and
- achieving excellence in standards of service and levels of education and skills.

In this way we contribute both to a productive and competitive economy and help to create an inclusive society.

# Directorates

- Lifelong Learning and Skills
- Higher Education
- Schools
- Children Young People and Families
- Technology
- Communications
- Strategy and Reform
- Finance
- Corporate Services & Development

# Size & Locations

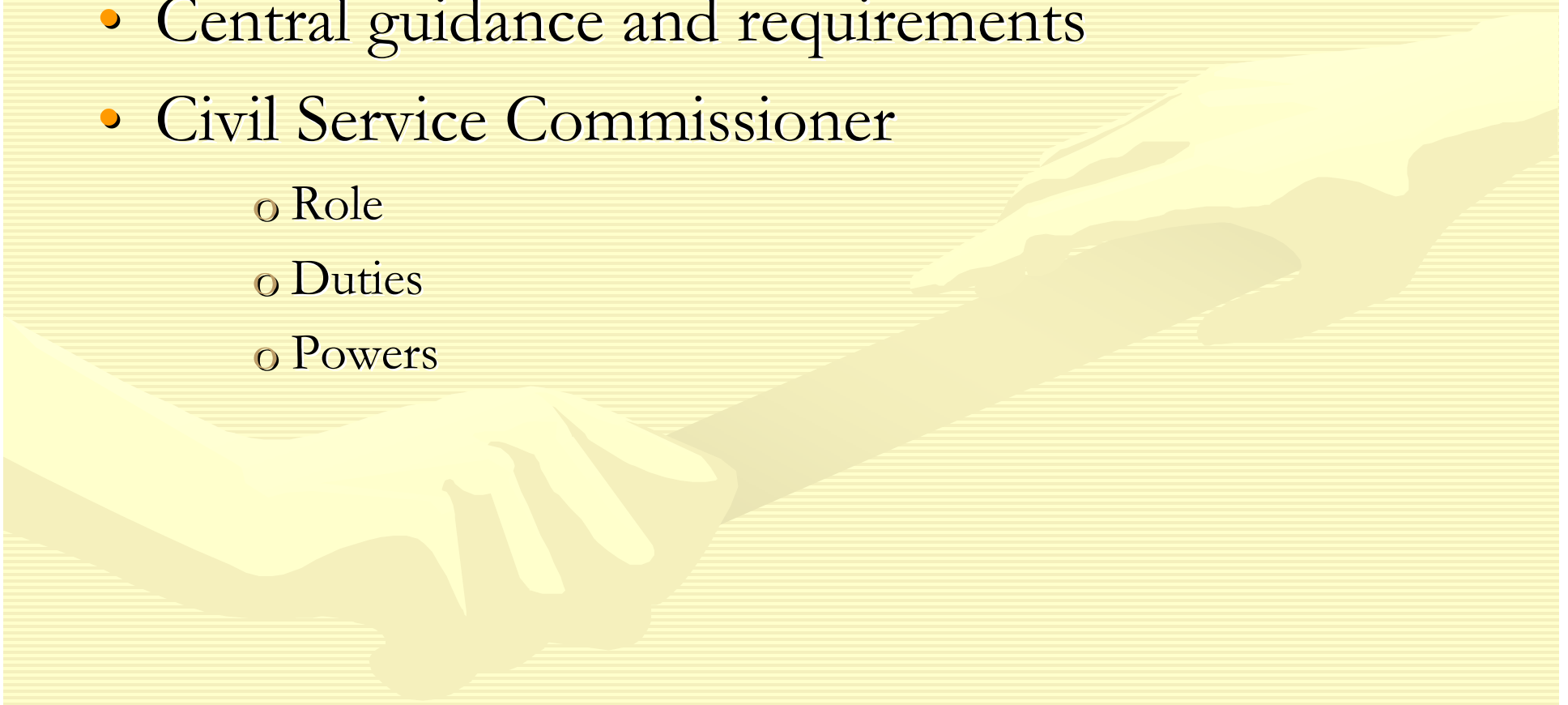
- Currently 3580 staff
- Situated in:
  - London (approx 50%)
  - Sheffield (approx 25%)
  - Runcorn (approx 12%)
  - Darlington (approx 12%)
- Current plans to reduce numbers by 1460 to 3142 by 2008

# Departments as Employers

- Independent
- Departments of State
- Are aligned with Non-Departmental Government Bodies (NDPBs) and Agencies
- Varying degrees of influence and control via the Cabinet Office & Treasury

# Regulation

- Are required to adhere to UK and EU law
- Central guidance and requirements
- Civil Service Commissioner
  - Role
  - Duties
  - Powers

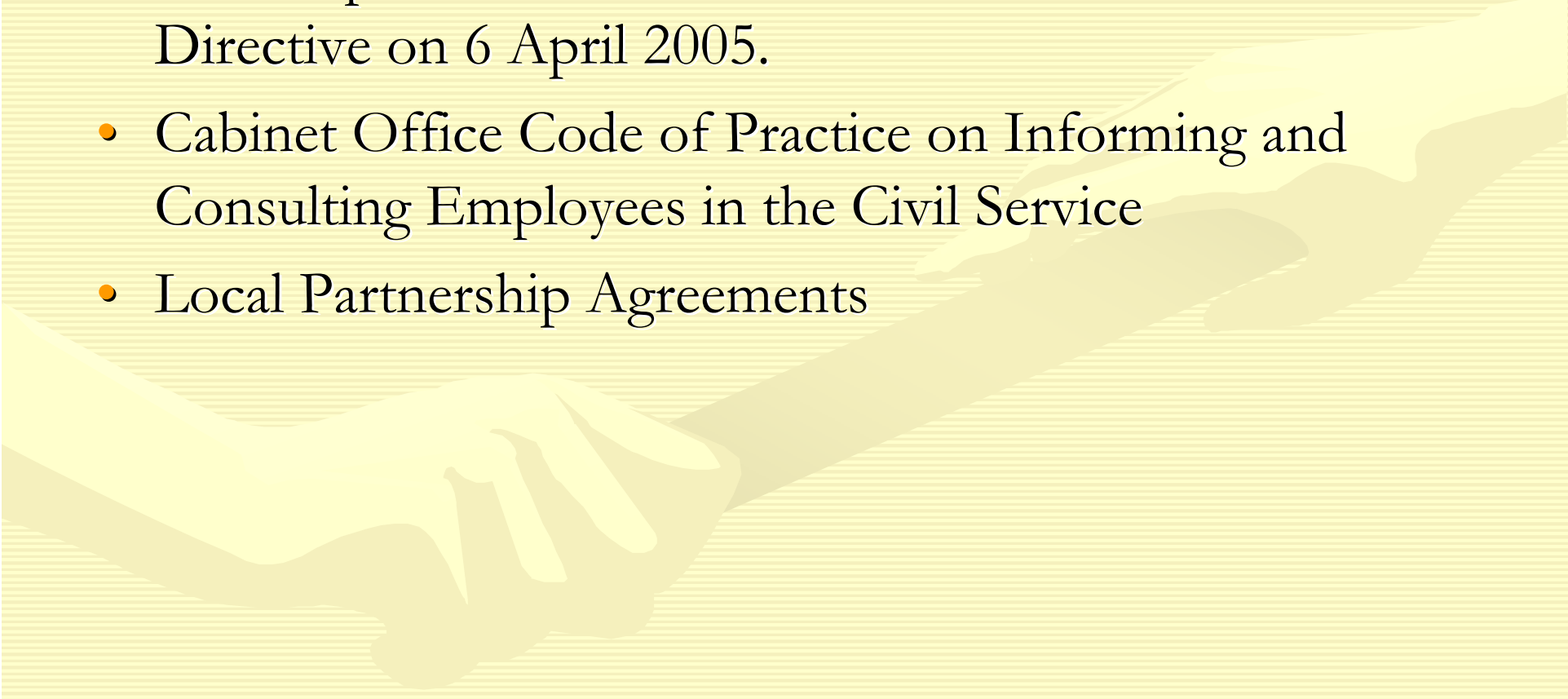


# Regulation

- The Employers Duties
- The reporting arrangements
  - Internal Audit
  - External Audit (KPMG)
  - Departmental Report to the Public Accounts Committee
  - Annual return of compliance by the Permanent Secretary

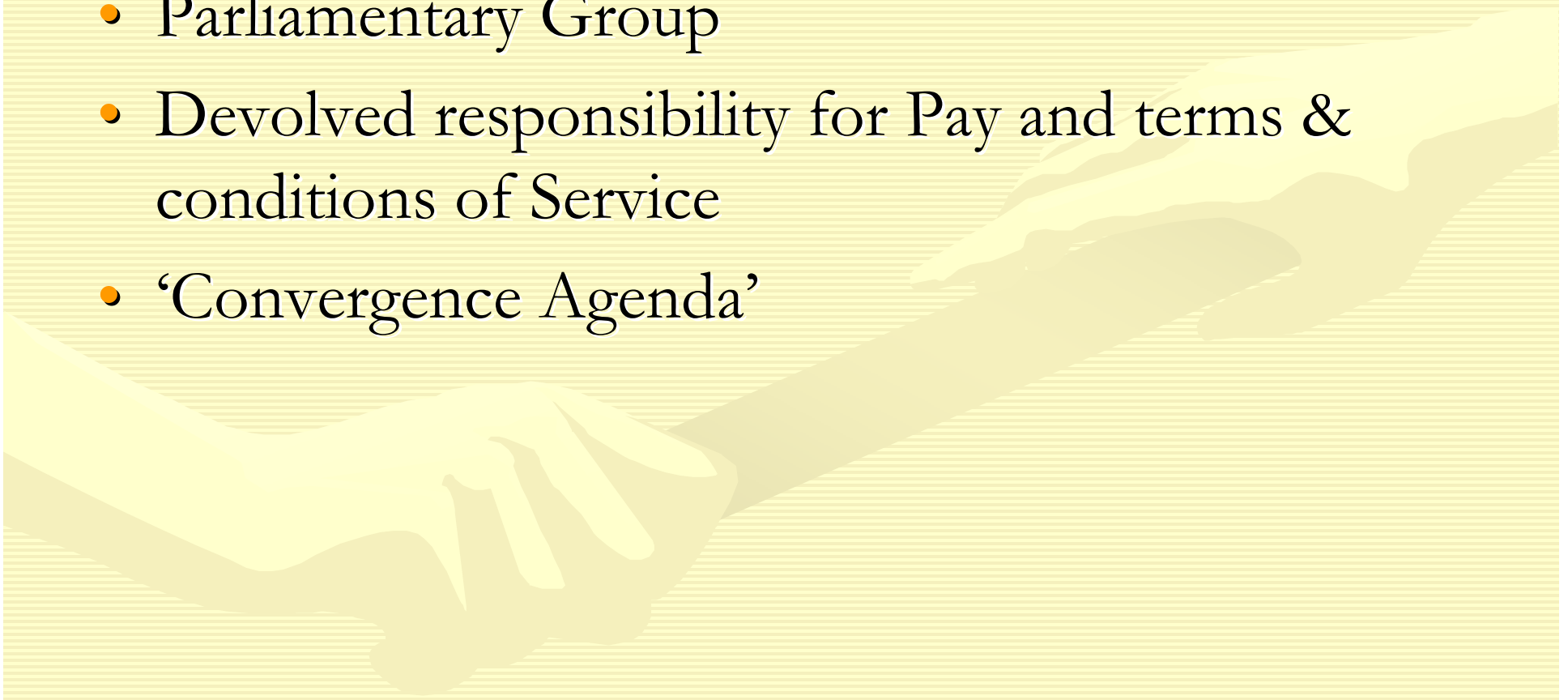


# Relationships with Trade Unions

- Information & Consultation of Employees Regulations 2004 implemented the EC Information & Consultation Directive on 6 April 2005.
  - Cabinet Office Code of Practice on Informing and Consulting Employees in the Civil Service
  - Local Partnership Agreements
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# TU Relationships

- Our main unions
- Parliamentary Group
- Devolved responsibility for Pay and terms & conditions of Service
- ‘Convergence Agenda’



# Civil Service Code

- Integrity
- Honesty
- Objectivity
- Impartiality
- Rights & Responsibilities



# DfES Partnership Agreement

- Principles
  - Equality & Diversity
  - Employee Relations
  - Training & Development
  - Structure
  - Collective Agreements
  - Review mechanism
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# Contracts

- Various types of contracts used:
  - Permanent
  - Fixed Term
  - Temporary
- Conditional until checks have been completed
- Secondments are different. The contract is between the Department & the sponsoring employer

# Questions

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