

Forum Europeo delle Direzioni del Personale

28 -30 Giugno 2006

department for

education and skills

creating opportunity, releasing potential, achieving excellence

Selection & Access to the Civil Service

Geoff Howsego

Head of Human Resource Operations

Department for Education & Skills

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

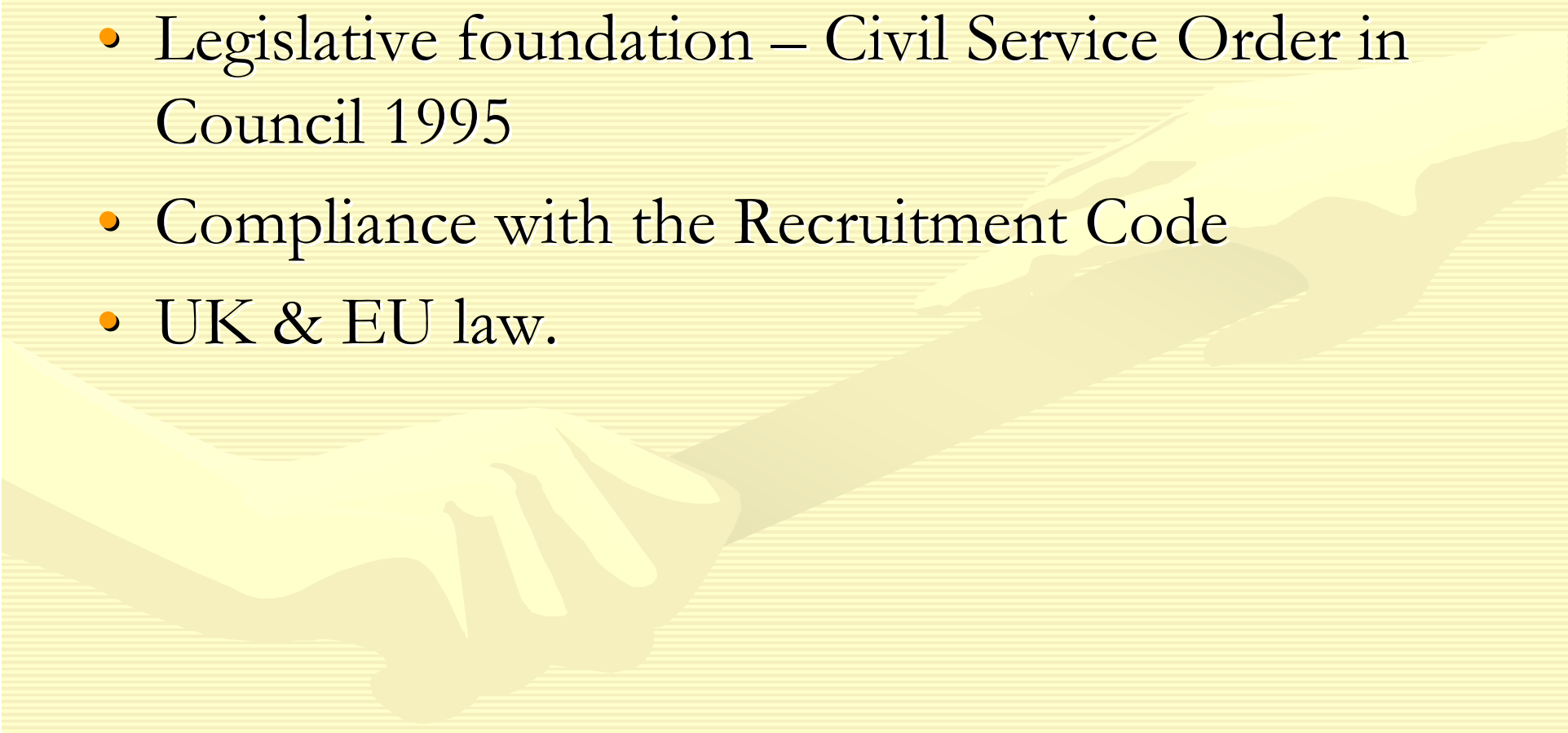
- Independent
- Department of State
- Are aligned with Non-Departmental Government Bodies (NDPBs) and Agencies
- Varying degrees of influence and control via the Cabinet Office & Treasury

Civil Service Code

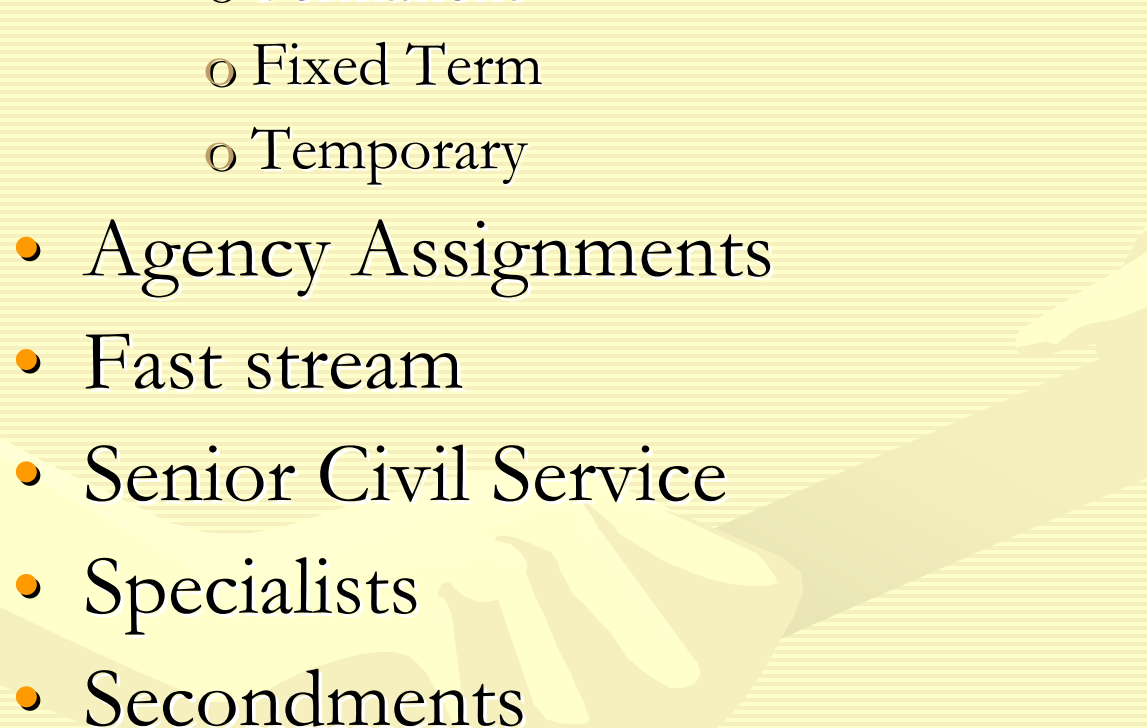
- Integrity
- Honesty
- Objectivity
- Impartiality
- Rights & Responsibilities



Regulatory Framework for Recruitment to the Civil Service

- Civil Service Commissioners
 - Legislative foundation – Civil Service Order in Council 1995
 - Compliance with the Recruitment Code
 - UK & EU law.
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Recruitment Undertaken by DfES

- Various types of contracts used:
 - Permanent
 - Fixed Term
 - Temporary
 - Agency Assignments
 - Fast stream
 - Senior Civil Service
 - Specialists
 - Secondments
- 
- A faint, stylized background image of two hands shaking, symbolizing agreement or partnership. The hands are rendered in a light, semi-transparent yellow color against the overall yellow gradient background.

Reform Agenda

- The Department is reducing in size
- Management of the internal labour market
- Increased use of secondments and fixed term contracts
- Avoiding compulsory redundancy arrangements
- Voluntary Early Release (VER) schemes

Conditions to start work as a Civil Servant

- Probation period of 1 year
- Skills, knowledge & education requirements are dependant upon the post being advertised
- Identity, nationality & residency checks
- Background checks
- Reserved and Regulated posts
- Appointment of non UK & EU nationals

Selection Procedures

- Tailored processes
- Methodology dependant upon grade & numbers required
- Use of external providers
- Cabinet Office framework
- Professional Skills for Government (PSG)

Access Conditions

- EU citizens have same access rights as UK nationals for most posts
- Designated 'Reserve Posts' – EU Treaty Article 39.4
- Aliens certificates issued by the Civil Service Commissioners

Top Management

- All posts must be filled through fair and open competition
- Commissioners will have involvement in the appointment of all Senior Civil Servants
- Exceptions for Temporary appointments of 12 months or less
- Extensions are possible for a further 12 months
- Secondments are limited to 24 months

Questions

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