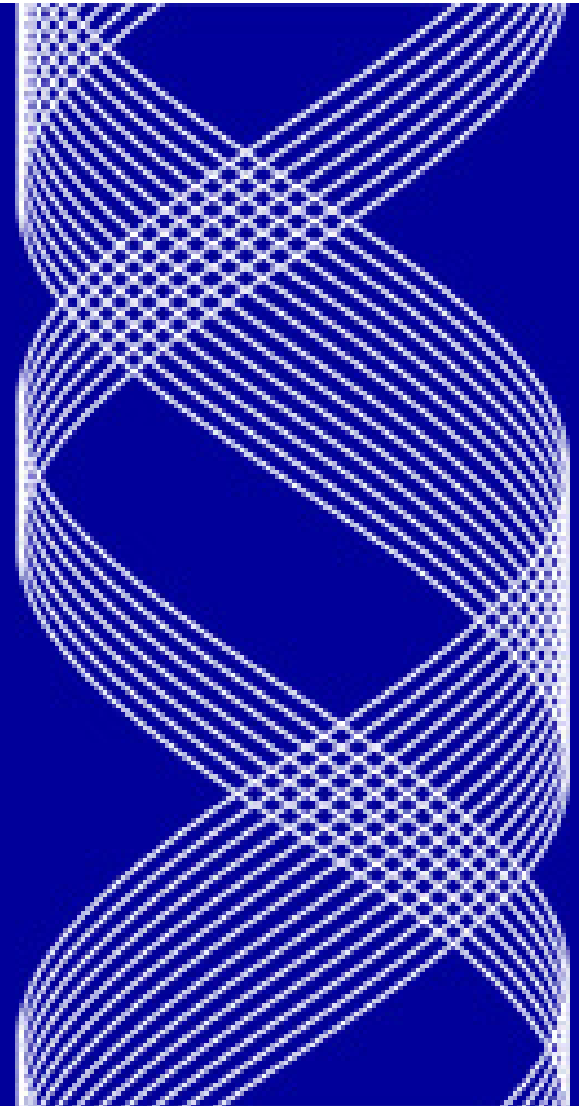


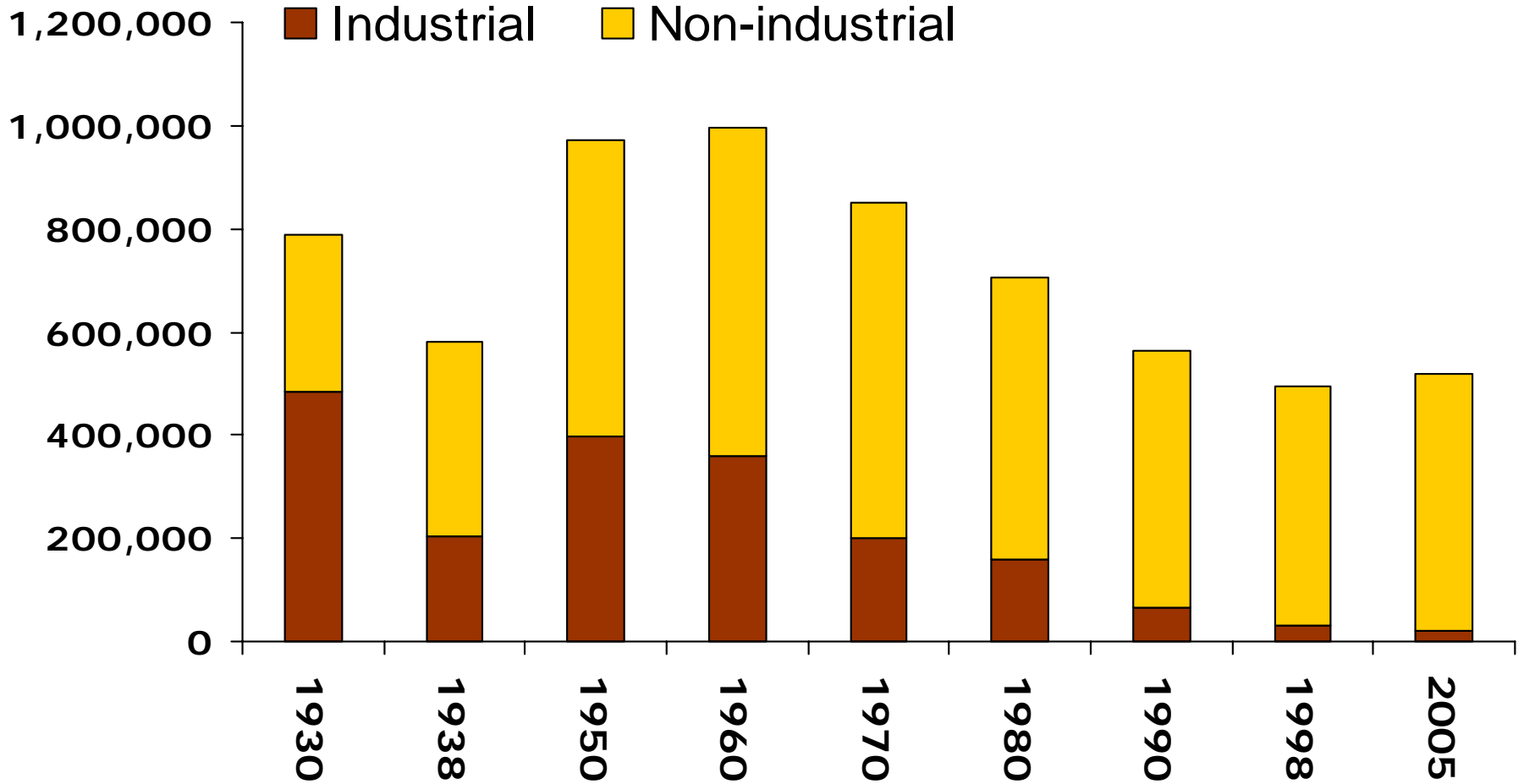


The Civil Service – the Way Forward

Sir Gus O'Donnell



Numbers of Civil Servants

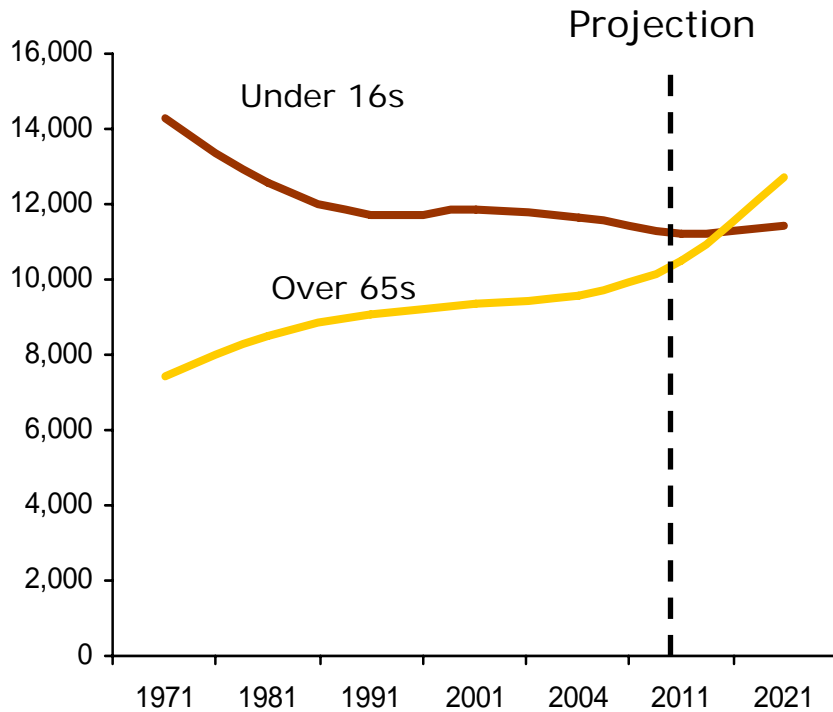


Demographic Challenges

Rising numbers of households and pensioners will mean more demand for services

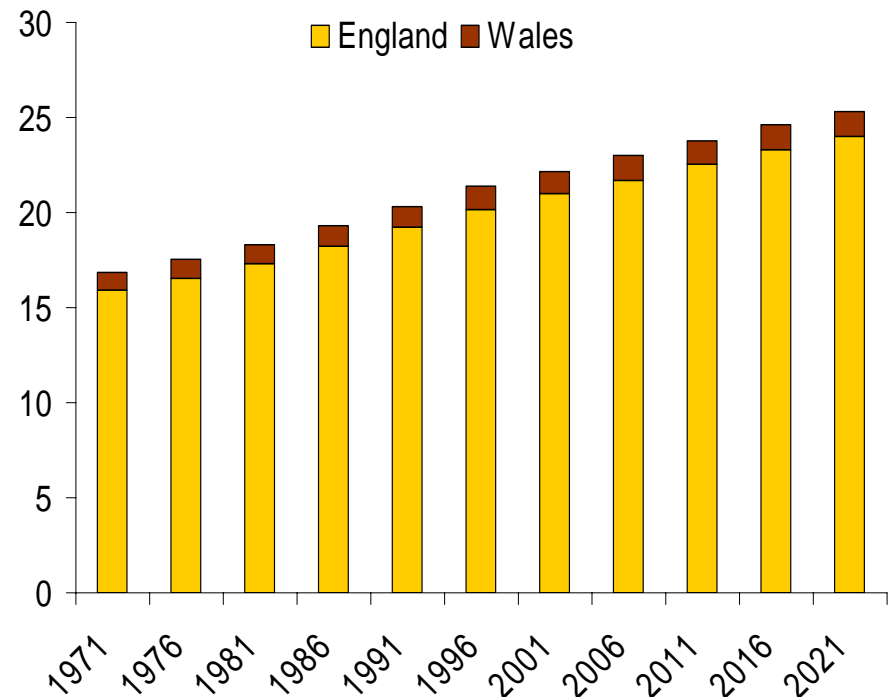
There will be 2.4m more people over 65 in 2017 than in 2007

Thousands of people



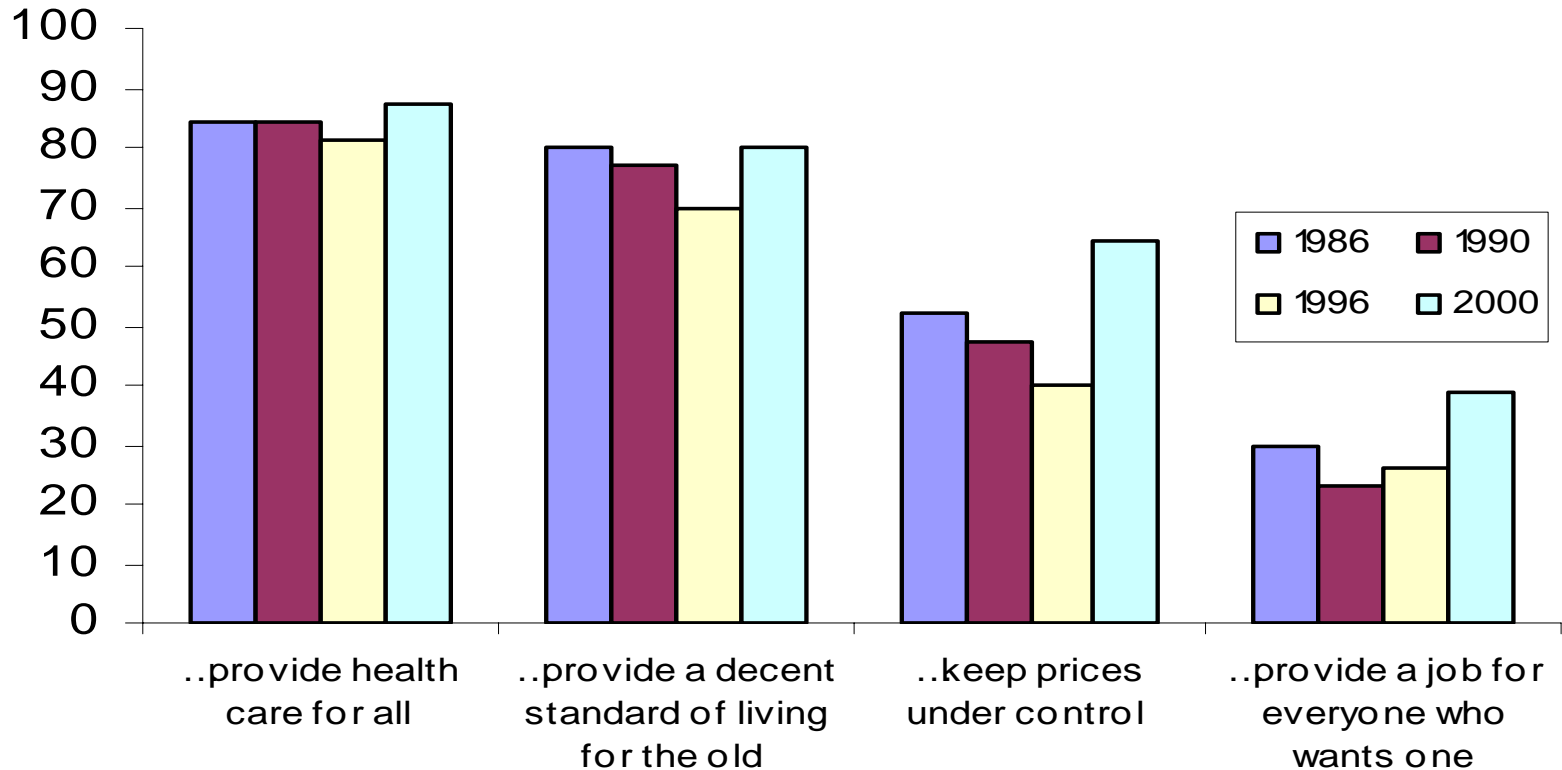
And the number of households in England and Wales will have increased by nearly 2m between 2007 and 2017

Millions

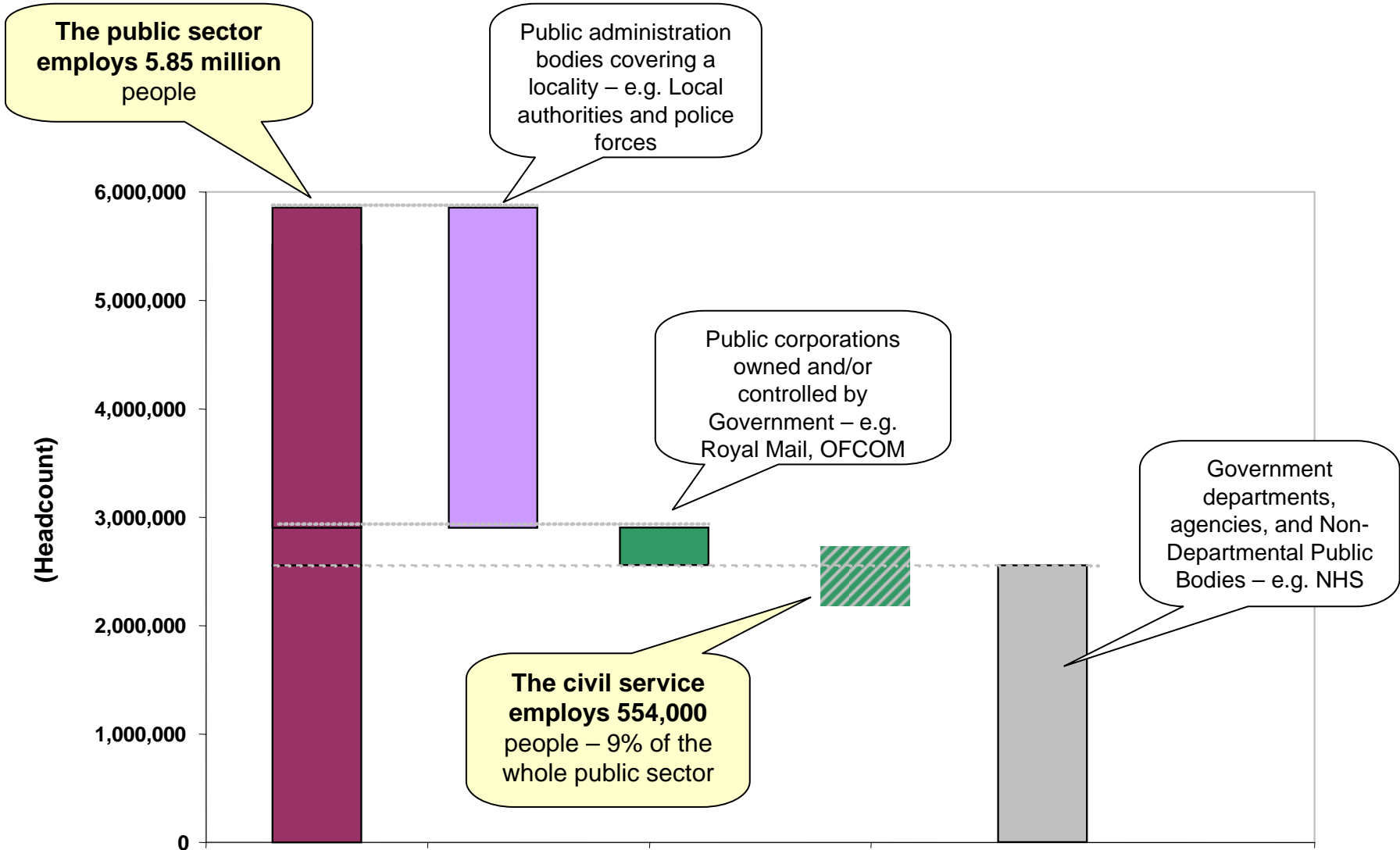


Consumers have higher expectations of what the State should provide

% who think it definitely should be the State's responsibility to...



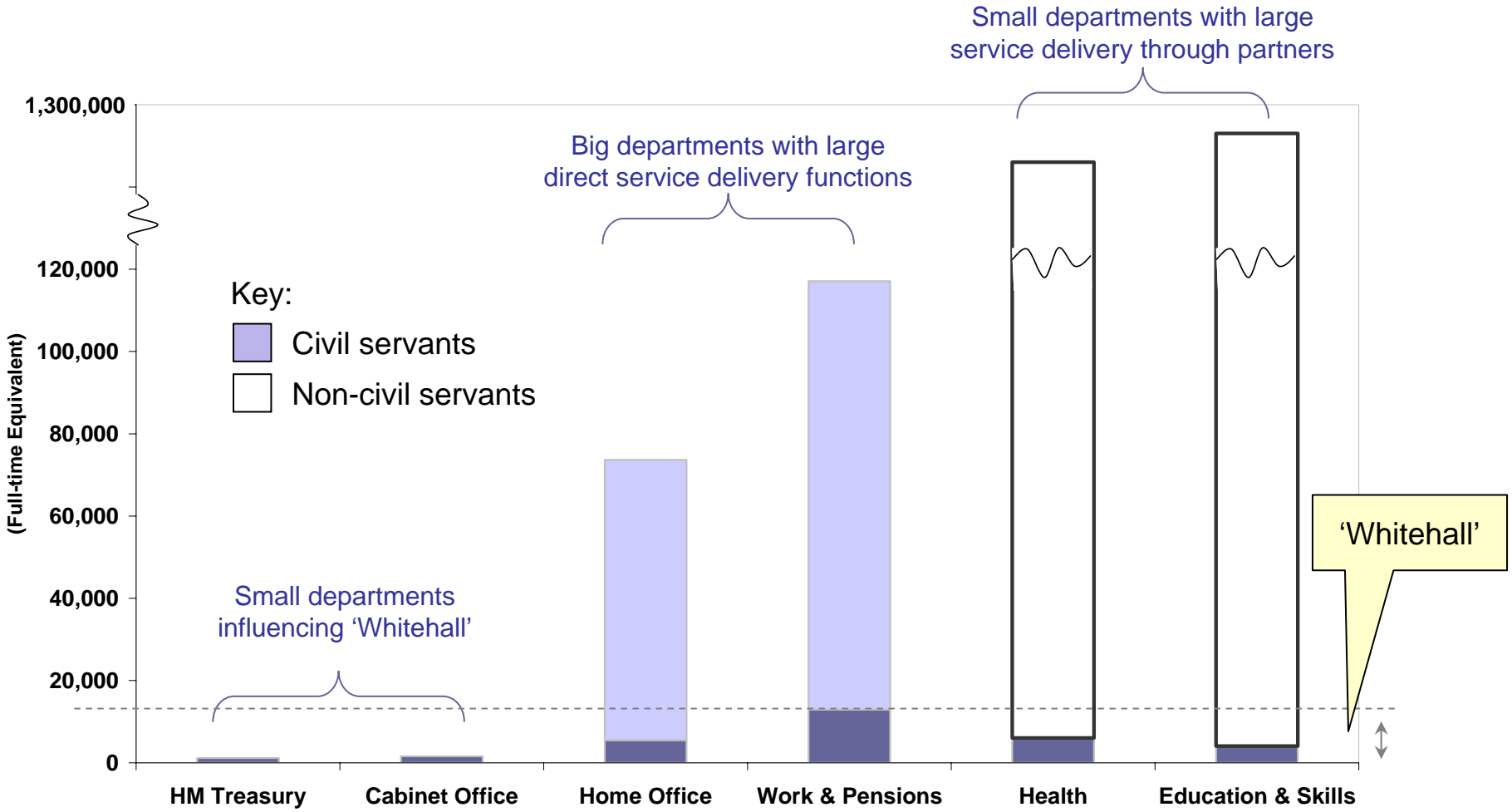
There are 5.85 million employees in the public sector – the civil service makes up 9% of this



Source: Public Sector employment – Quarter 3 2006 – National Statistics First Release

There are broadly three types of department and they all have a core centre collectively known as 'Whitehall'

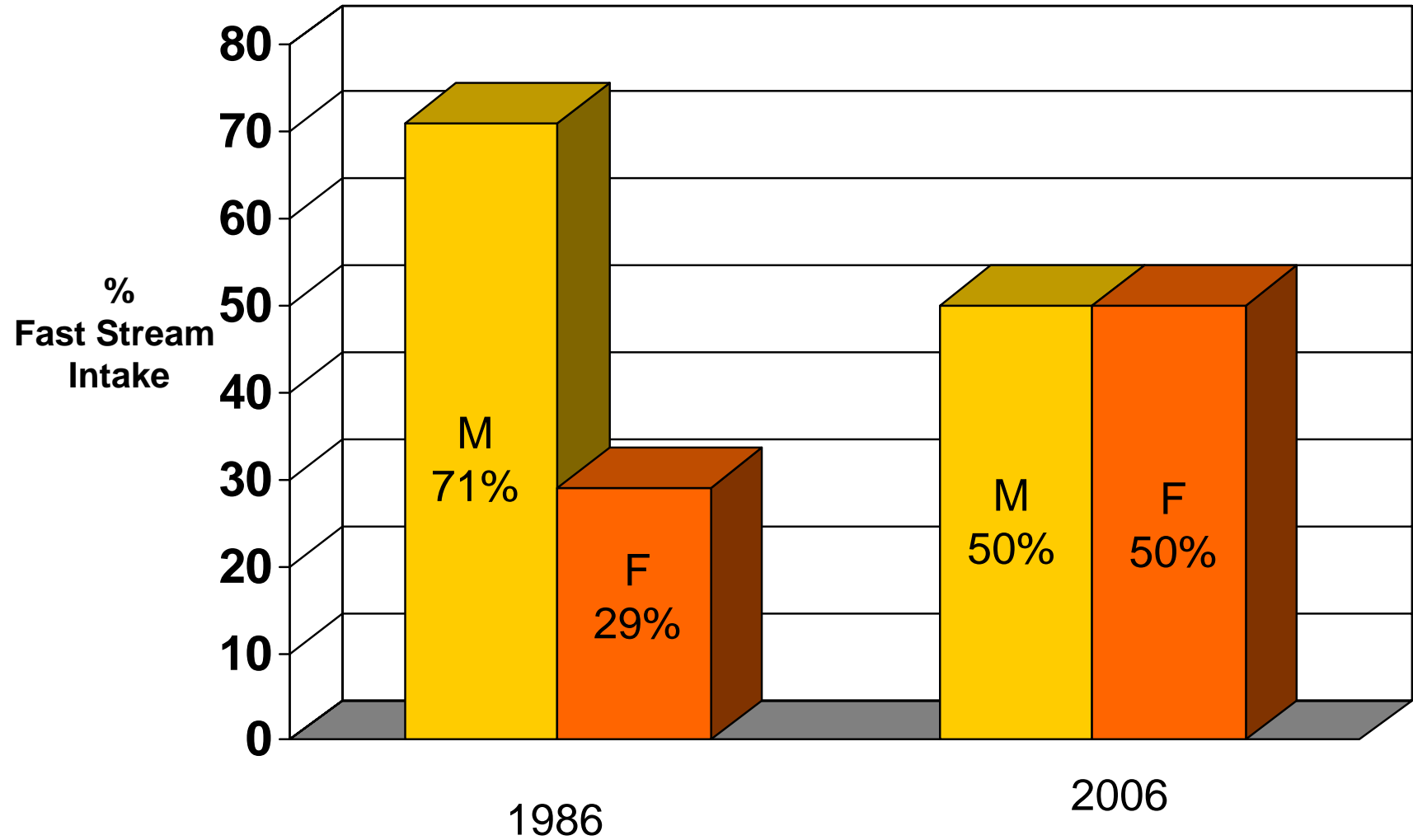
- HM Treasury (1,130 FTE) and Cabinet Office (1,590 FTE) are small central headquarters
- Work & Pensions central headquarters (13,000 FTE) is 10% of the department; Jobcentre Plus is 62%
- Health has a small central headquarters (6,020 FTE); it delivers through 1.2 million employees in the National Health Service



Source: Mandate and department returns April 2005 – Cabinet Office Civil Service Statistics

Gender Diversity

Fast Stream Intake

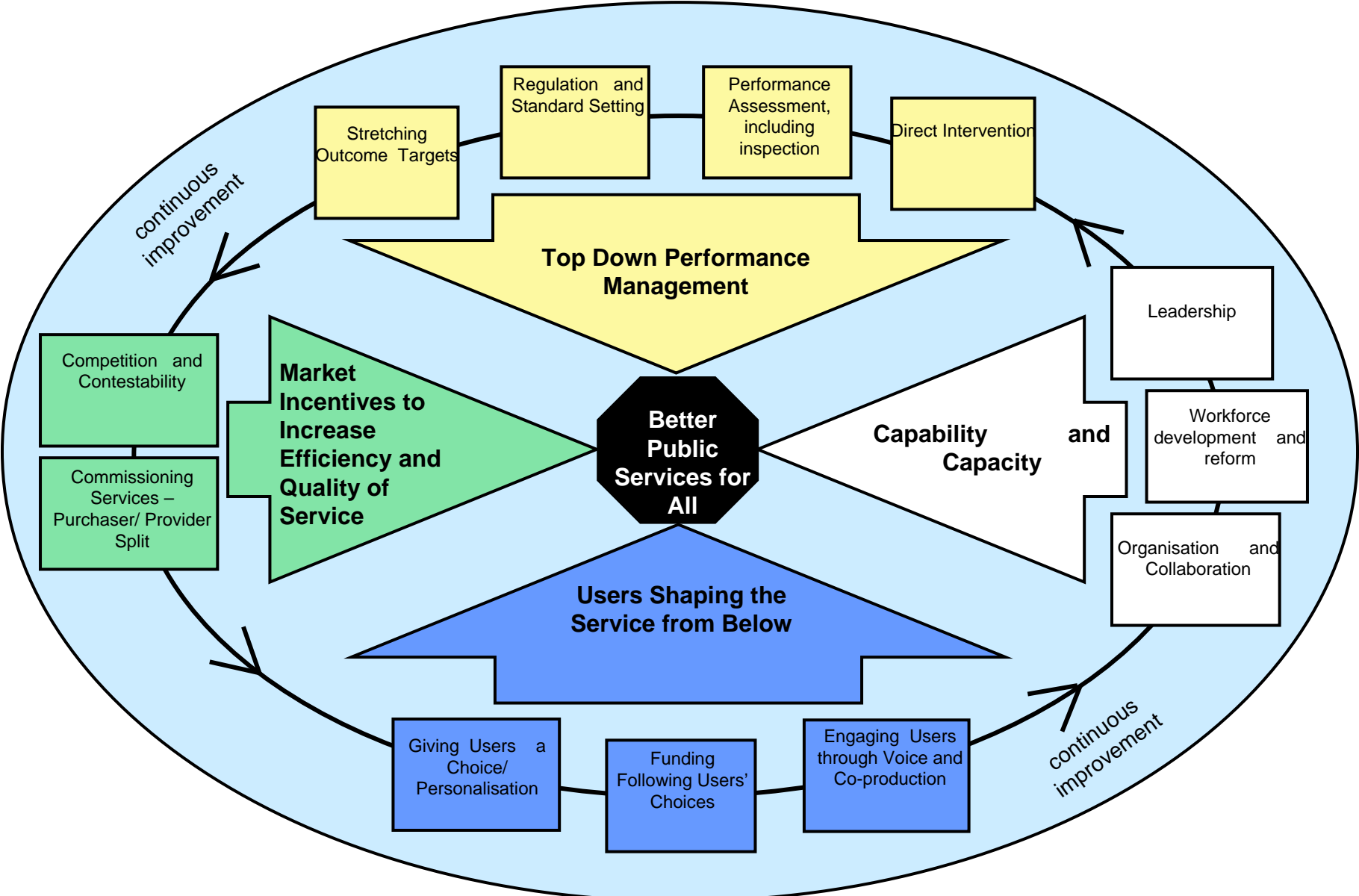


Sorwar Ahmed

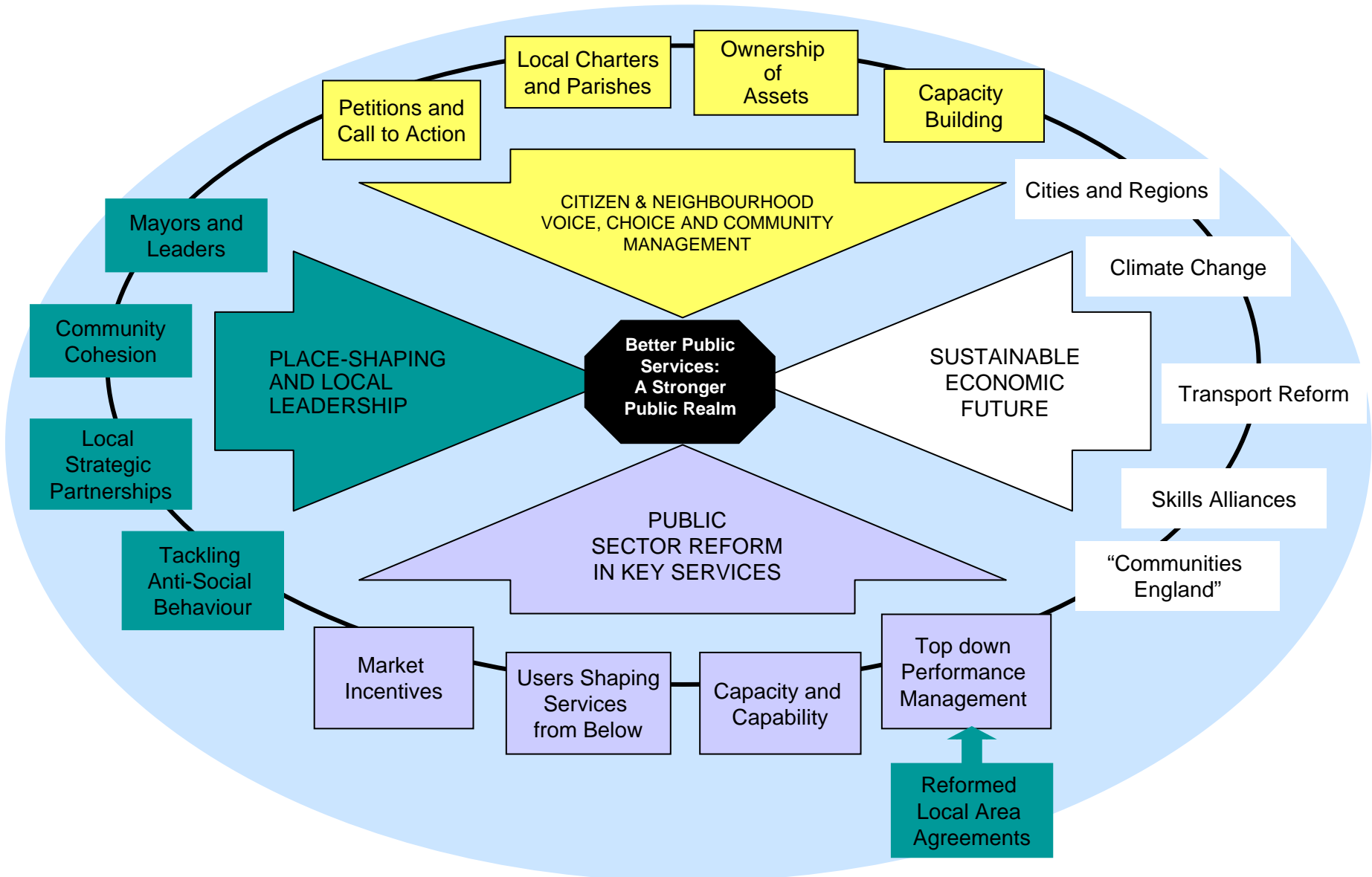


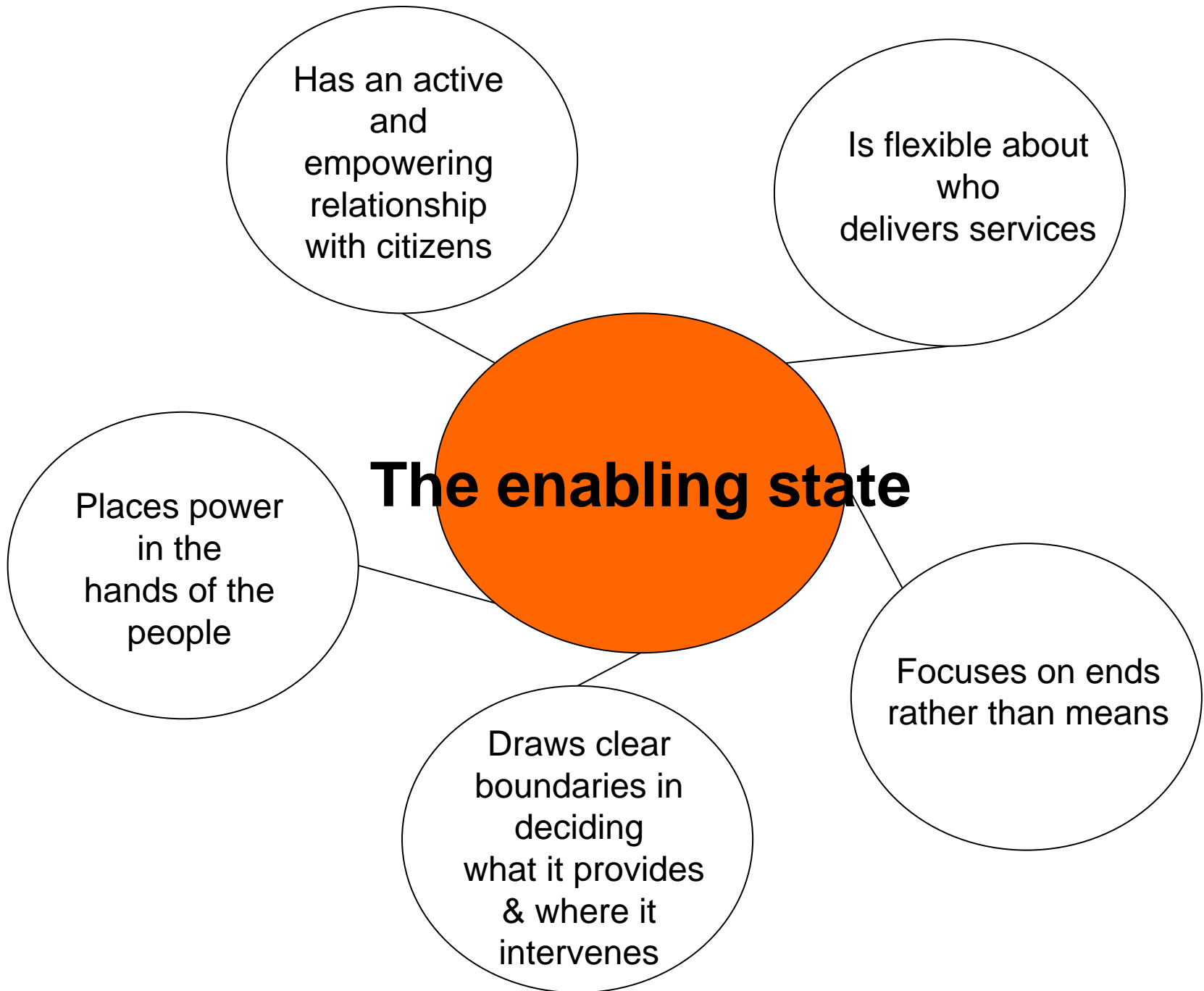
Winner of The Cabinet Secretary's Award for
Outstanding Performance

Model of Reform



The Place Dimension





The enabling state

Has an active and empowering relationship with citizens

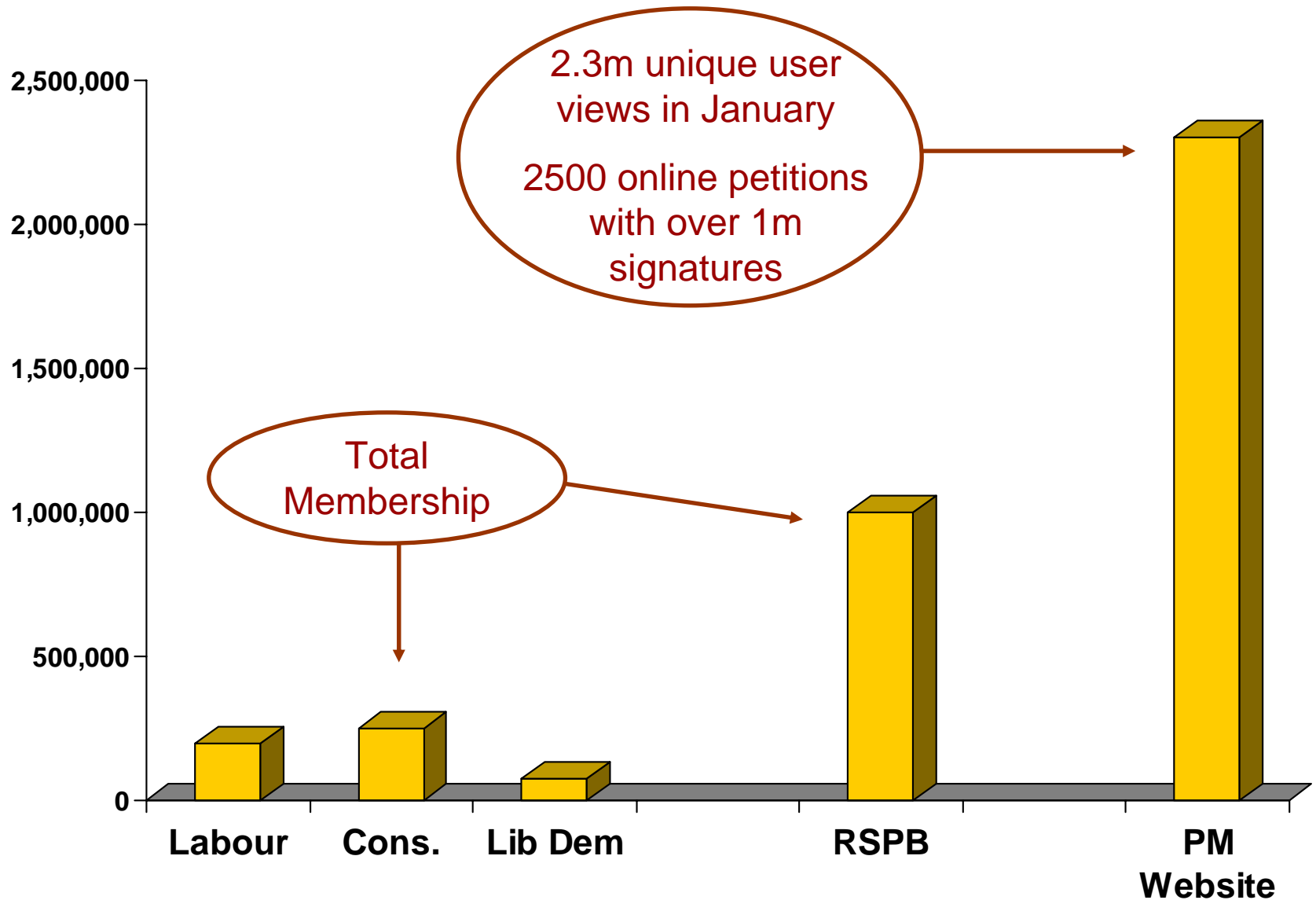
Is flexible about who delivers services

Places power in the hands of the people

Draws clear boundaries in deciding what it provides & where it intervenes

Focuses on ends rather than means

Transmission mechanisms



Objectivity

Honesty

Integrity

Impartiality

**Our
Values**

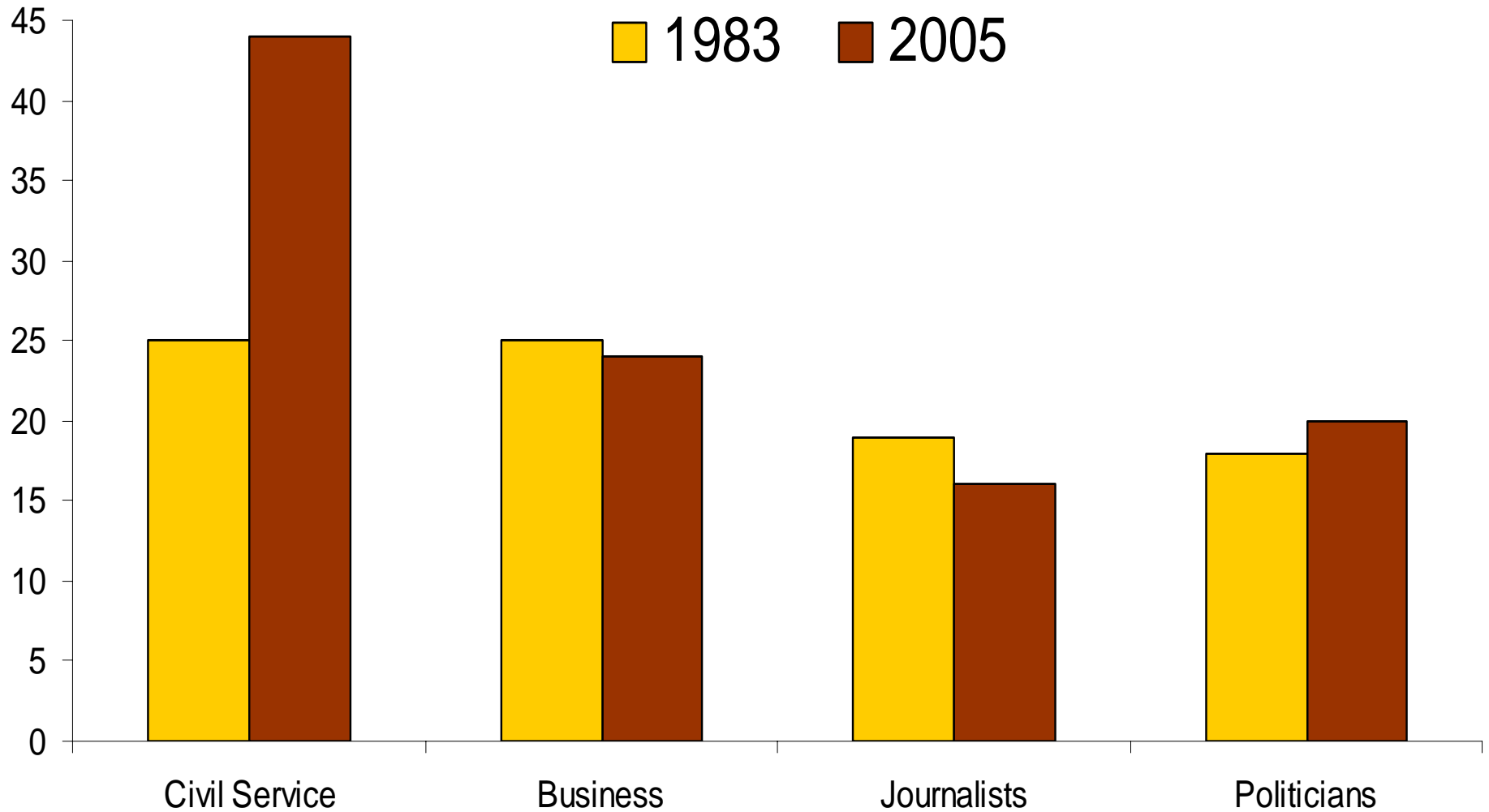
Pride

Professionalism

Pace

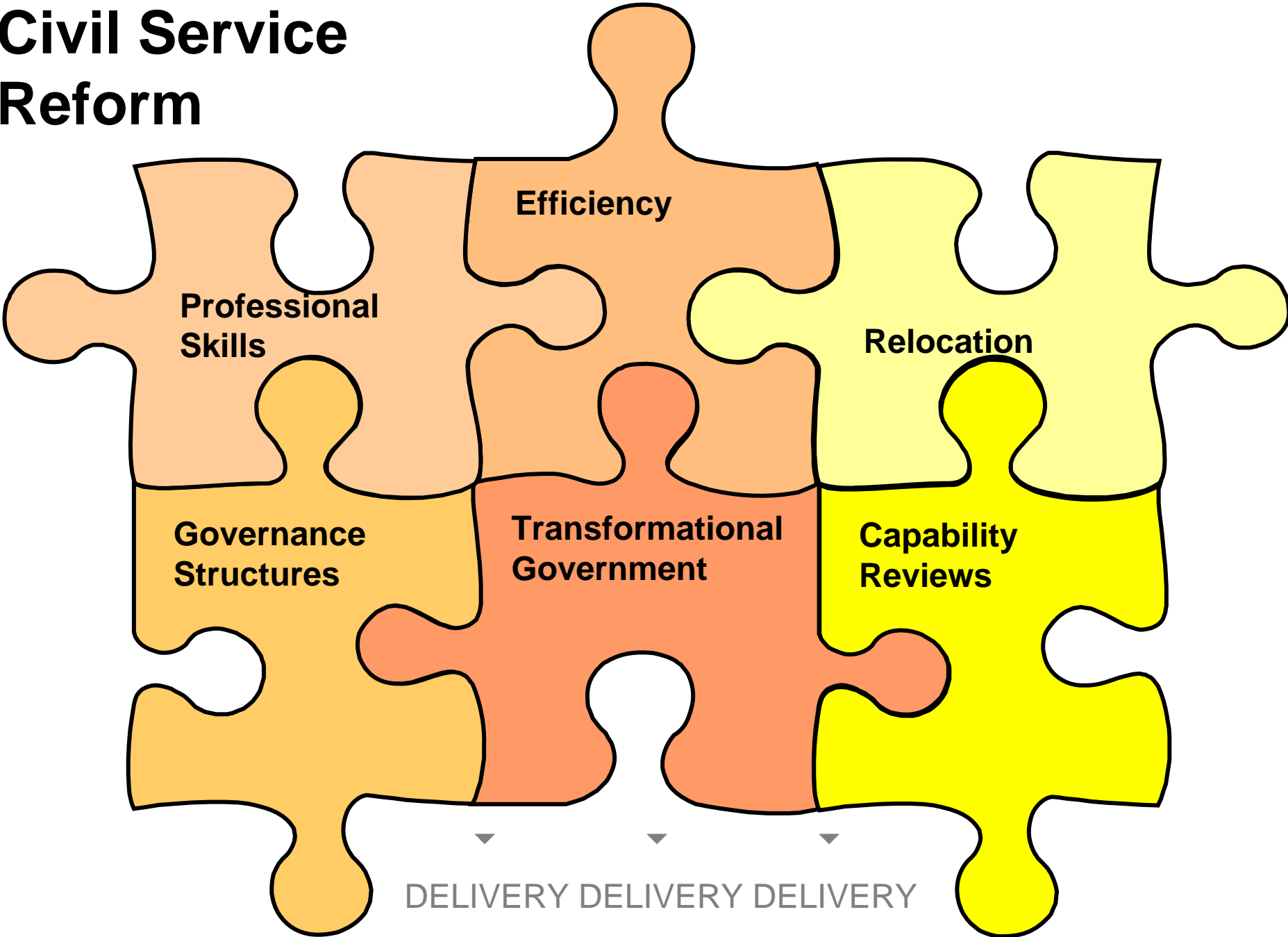
Passion

Who Do You Trust?



Source: Mori

Civil Service Reform
















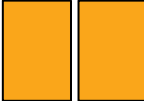


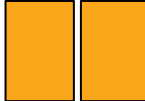

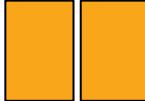








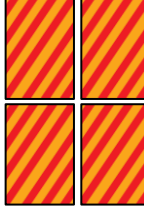

Capability Reviews

“Capability to meet future challenges”

Lessons learned:

- More professional skills – HR, Finance.
- Departments are less than the sum of their parts.
- Improving delivery – better coordination and monitoring for coherent delivery.
- Confident and visible leadership

Comparison by Departmental Assessment

HO	DfES	DCA	DWP	Cabinet Office	DTI	DCLG
						
						
 	 		 	 	 	
						
						

Comparison of T1 and T2 by Capability Element

HO	DfES	DCA	DWP			CO	DTI	DCLG
				Leadership	L1. Set direction			
					L2. Ignite passion, pace and drive			
					L3. Take responsibility for leading delivery and change			
					L4. Build capability			
				Strategy	S1. Focus on outcomes			
					S2. Base choices on evidence			
					S3. Build common purpose			
				Delivery	D1. Plan, resources and prioritise			
					D2. Develop clear roles, responsibilities and business model			
					D3. Manage performance			