

PRESS NOTICE

CIVIL SERVICE COMMISSION – ANNUAL REPORT 2013-14

APPOINTING THE BEST REMAINS OUR PRIORITY– SIR DAVID NORMINGTON

The independent Civil Service Commission today published its annual report for 2013-14 detailing its work in upholding the statutory requirement that appointments to the Civil Service are made on merit after fair and open competition.

The Report outlines the Commission's review of its 'Recruitment Principles', which govern Civil Service recruitment at all levels; its involvement in senior-level appointments and monitoring appointments at other levels; and hearing complaints, both about recruitment practice and about breaches of the Civil Service Code, which sets out the core Civil Service values of honesty, integrity, impartiality and objectivity.

First Civil Service Commissioner, Sir David Normington said:

“Our work does not always make us popular, particularly with those who want to make short cuts to appointments or seek to put personal preference ahead of a proper assessment of merit. However, the Commission is tasked by Parliament to ensure that those selected for appointment to the Civil Service are the best people for the job, assessed through a fair and open competition. That remains our priority.

“The real story of the year is the growing debate, including in Parliament, about the capability of the Civil Service and, even in some quarters, the questioning of whether the traditional model of an impartial Civil Service, capable of serving successive Governments, is still valid.

“The Commission's plea for 2014-15 is not to search for alternative models: but to concentrate instead on the urgent reforms necessary to make the present system work. Organisations flourish when they have excellent leadership, a clarity of values and vision, up to date skills and a willingness to change with pace and energy. That is what is most needed now in the Civil Service. It requires politicians and civil servants working together to make it happen. The Civil Service Commission will do everything it can to support that change.”

The Commission's annual report and accounts can be downloaded from the Commission's website:

Notes to Editors

- 1. Media enquiries about the work of the Commission should go to Maggie O'Boyle on 07880 740 627.**
- 2. More information about the work of the Commission is available on its website www.civilservicecommission.independent.gov.uk**
3. The Commission published revised Recruitment Principles in April 2014. The Principles lay down the steps that must be followed when selecting people for appointment to the Civil Service, and specify the circumstances in which appointments may be made by exception to the legal requirement.
4. The Civil Service Commission was established as a statutory body in November 2010 under the provisions of the Constitutional Reform and Governance Act 2010. The Commission is independent of Ministers and the Civil Service. It is responsible for maintaining the requirement that recruitment to the Civil Service is on merit on the basis of fair and open competition.
5. The Commission comprises senior figures from the private, public and third sectors. Civil Service Commissioners are appointed by the Crown for five-year non-renewable terms of office. David Normington is the chair of the Commission's Board, known as the First Civil Service Commissioner. The other current Commissioners are Jonathan Baume, Kathryn Bishop, Adele Biss, Peter Blausten, Christine Farnish, Andrew Flanagan, Moira Gibb, Wanda Goldwag, Eliza Hermann and Angela Sarkis.