

CIVIL SERVICE COMMISSION

Board of COMMISSIONERS MEETING PUBLIC MINUTES

Monday 13 January 2025 12.45pm-4.30pm

Location: 1 Horse Guards Road, SW1A 2HQ London; via Google Meet

Attendees:

Baroness Gisela Stuart	First Civil Service Commissioner	Chair
Kate Owen	Chief Executive Officer	Board Member
Stephen Cohen (via Google Meet)	Commissioner	Board Member
Atul Devani	Commissioner	Board Member
Paul Gray	Commissioner	Board Member
Elizabeth Hambley	Commissioner	Board Member
Paul Kernaghan (via Google Meet)	Commissioner	Board Member
Lea Paterson	Commissioner	Board Member
Sarah Pittam	Commissioner	Board Member
Tony Poulter	Commissioner	Board Member
Martin Spencer	Commissioner	Board Member
Elizabeth Walmsley	Commissioner	Board Member
Neil Wooding (via Google Meet)	Commissioner	Board Member

Apologies: Chris Pilgrim, Commissioner and Board Member.

1) First Civil Service Commissioner update

1.1) The Chair outlined apologies and changes to the Register of Interests. The Board approved the minutes of the October Board meeting.

1.2) The Chair provided the following updates.

- The revised Framework Agreement is in its final clearance stages.
- Published appointments by exception will now also distinguish between secondees who have been through fair and open competition and those who have not.

- Oral evidence to the Senior Salaries Review Body (SSRB) will be given on 15 January 2025 and evidence on the Cabinet Secretary appointment will be given to the Public Administration and Constitutional Affairs Committee on 28 January 2025.
- An announcement on the 2024 Commissioner's Mark of Excellence (CME) award will be made shortly.

1.3) The Chief Executive updated the Board on litigation.

2) Actions and forward look

2.1) The secretariat updated the Board on completed and outstanding actions and the Forward Look for Commissioners' Board and Development meetings.

3) Joint Operations Committee (JOC) and Audit and Risk Committee (ARC) update

3.1) The Chair updated the Board on the JOC meeting, which had covered the spending review, a staffing update and analysis of the People Survey results.

3.2) The ARC Chair updated the Board on the recent ARC meeting. The Committee had discussed budgets, approaches to risk mitigation and internal and external audit.

4) CSC in the public - update

4.1) The Press Officer updated on the exceptions review and upcoming public engagements.

5) Operational update

5.1) The secretariat updated on the operational dashboard covering exceptions, complaints, the audit programme and departmental outreach.

6) Compliance: 2024/25 update and 2025/26 plan

6.1) The Compliance team updated on the 2024/25 audit programme, which is progressing according to schedule and yielding useful results. Commissioners welcomed progress made.

6.2) The team outlined proposals for the 2025/26 audit programme, which will involve more targeted outreach, methodology improvements and refined follow-up activity.

7) Civil Service Commission strategy 2025-2027

7.1) The Chief Executive summarised progress to date on developing a Commission strategy.

7.2) Commissioners noted progress to date and advised continued work to refine the Commission's medium-term objectives.

8) Meeting wrap-up and actions

8.1) The Chair thanked attendees and stated the next meeting for the ARC will take place in March 2025 and the next meeting for the JOC will take place in April.