

STRATEGY: 2025-2027

Civil Service
Commission



'The Civil Service needs to constantly adapt and bring in new skills and talent to deliver the government's agenda. This strategy 25-27 sets out how we will support and challenge the Civil Service to make sure the best candidates are recruited to serve the country.'

**BARONESS GISELA STUART,
FIRST CIVIL SERVICE COMMISSIONER**

WHO WE ARE

The Civil Service Commission is established by statute to provide assurance that civil servants are selected on merit on the basis of fair and open competition; and to help safeguard an impartial Civil Service.

The Commission consists of independent Civil Service Commissioners and our staff.

There have been Civil Service Commissioners since 1855 working under the Royal Prerogative. The Constitutional Reform and Governance Act 2010 established the Commission on a statutory basis, and states that recruitment into the Civil Service must be done in line with its published Recruitment Principles.

The Commission is independent of both Government and the Civil Service. We are an executive Non-Departmental Public Body sponsored by the Cabinet Office. Our staff values are Independent, Respectful and Expert.

OUR FOUNDATIONS



We audit departments and organisations to provide assurance and drive innovation.



We operate to clear ambitious Key Performance Indicators.



We use and refine efficient processes reflecting best practice, making full use of available technology.



We establish great relations with key stakeholders, sharing our insights and learning from others in our field.



We have fit for purpose governance that provides clear accountability and transparency for our work



We have skilled Commissioners drawn from different sectors and backgrounds, who are supported by a small capable team of expert staff.

Our Mission: To provide assurance that Civil Service recruitment is made on merit on the basis of fair and open competition; to act as an effective appeal body, and build awareness of, the Civil Service Code; and to provide advice on applications from senior civil servants and special advisers under the Business Appointment Rules (BARs).

INFLUENCE

EMPOWER

INNOVATE

Our impact:

The Civil Service brings in talented candidates, with deep expertise and future-facing skills, who view the Civil Service as attractive and career-enhancing. Candidates understand and value the employment proposition and have a positive experience of transitioning into and out of the Civil Service.

The Civil Service views the Commission as an expert, independent regulator to consider and implement recruitment best practice. Vacancy holders and audited departments see us as providing an expert blend of challenge and support, and individuals trust that we will reliably consider escalated complaints against the Civil Service Code.

The Commission is viewed as an innovative, future-focused partner that helps the Civil Service rise to the challenge of delivering for UK citizens, now and in the future. We provide system-wide insights on our work, use our convening power to drive for continuous improvement, and help ensure the integrity of Civil Service appointments and exits, thereby maintaining public trust.

Our priorities:

- Improve the perception of civil service roles.
- Advocate development of potential SCS candidates pipeline.
- Examine the use of temporary promotions.
- Inform AI in recruitment guidance.
- Provide accurate and predictable advice on BARs applications

- Work across the system to promote the use of secondments.
- Ensure criteria for selection in recruitment are more specific and aligned to government priorities.
- Roll out a prevention-based training programme.
- Develop an impactful audit of departmental BARs processes.

- Make more information available about best practice in recruitment.
- Trial and embed AI usage and develop digital solutions to internal processes.
- Implement risk-based, efficient processes for considering BARs applications.