



Circular 02/2021

To: HR Managers/Personnel Officers in all Departments and Offices

**Go-Live of Application Stage of list-based Mobility Scheme
for Higher Executive Officer & Administrative Officer generalist grades (Phase 2A)**

Dear HR Colleagues,

The establishment of the Civil Service Mobility scheme fulfils one of the requirements of Action 15 of the Civil Service Renewal Plan which aims to '*Expand career and mobility opportunities for staff across geographic, organisational and sectoral boundaries*'; and Action 14 of the People Strategy for the Civil Service which calls for the *further expansion of a coherent mobility policy to facilitate staff development*. Mobility facilitates an expansion of diversity of skills and experience across organisations while also providing development opportunities for those who move through the scheme.

Application Stage of list-based Mobility Scheme for HEO and AO generalist grades

As you are aware the Mobility scheme, which was approved by the Civil Service Management Board, is being rolled out on a phased basis and the application stage of the list-based scheme for HEOs and AOs will go-live on **18th January 2021**.

Plans are on target for the application stage of the advertisement-based automated scheme for HEO and AO positions, which require qualifications or more specialist expertise, to go live in March 2021 (Phase 2B).

The offer stage for both the generalist (list-based) and the specialised (advertisement-based) schemes is on schedule for launch end-May 2021. This will be in alignment with the roll out of the Interdepartmental HEO panel.

A further communication will issue on the go-live date for the offer stage in advance of the launch.

Further information about the Scheme can be viewed at <https://hr.per.gov.ie/civil-service-mobility/>.

Best regards,

David Cagney
Chief Human Resources Officer for the Civil Service

6th January 2021