



Circular 15/2021

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

Go-Live of Phase 2B – Advertisement Based Mobility for HEO & AO Grades

Dear HR Colleagues,

As you are aware, the establishment of the Civil Service Mobility scheme fulfils one of the requirements of both 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 the movement of diverse skills and experience across organisations while also providing development opportunities for those who move through the scheme.

Phase 2B – Advertisement Based Mobility for HEO & AO Grades

Following the recent launch of Phase 2A - List-based Mobility for HEOs and AOs, **Phase 2B** which facilitates **advertisement-based Mobility** for positions which require qualifications or more specialist expertise **will go live on 16th July 2021**.

The following categories are included in the Advertisement based mobility scheme: ICT, HR/IR, Auditor/Investigator, Legal/Policy/Research, IGEEES, Business/Finance, Finance (Payroll/Pensions), Courts Registrar and Employee Assistance.

These categories will be reviewed with the HR Working Group and Union colleagues following two years of operation.

Phase 2B concludes Mobility for all general service grades (CO – PO).

Scoping has now commenced on a Mobility scheme for Professional and Technical grades.

Further information about the Civil Service Mobility Scheme, including T&Cs, FAQs, Interactive Map, etc. can be viewed at <https://hr.per.gov.ie/civil-service-mobility/>.

Kind regards,

David Cagney

Chief Human Resources Officer for the Civil Service

12^h July 2021