

## **Minutes of meeting of the Board of the Public Appointments Service held in Chapter House, at 10am on 22nd November 2024**

**Present (Board):** Mr. Tom Moran (Chairperson), Ms. Margaret McCabe, Ms. Mary Connaughton, Ms. Valerie Lawlor, Ms. Sinead Burns, Mr. Colin Menton, Ms. Fiona Quinn, Ms. Anne Marie Hoey, Ms. Yvonne Cooke.

Ms. Catherine Dobbins (Secretary).

**Management Board:** Aoife Lyons, Sinead Coleman, Sandra Cairns, Aine Gray

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### **Minutes of previous meeting and matters arising**

The minutes were agreed.

### **Declarations of Interest**

There were no declarations of interest.

### **AI and the Potential for AI in Recruitment**

Ruth Kennedy, Revenue Commissioner, gave a presentation to the Board on the use of AI in Revenue outlining how this has progressed over recent years, the learning from its use and where it has proved to be particularly successful.

She emphasised the importance of trials, continuous technological development and the integration with other technology. She indicated that procurement of cloud services can be challenging and that there is ongoing debate as to how this may change the cost base (in terms of capital and current funding). She also highlighted the importance of multi-disciplinary teams and involving a range of staff in making the best use of AI and identified the key skills required.

She also highlighted the importance of a robust data set as a basis for using AI and that consideration needs to be given as to how to best use resources which are freed up. The Board acknowledged that it may be more challenging to build competence in smaller organisations to maximise the value of AI.

Aoife Lyons also gave a presentation on the considerations in publicjobs in relation to the use of AI by candidates and by the organisation; she also discussed the AI Working Group which has been established in publicjobs.

The Board thanked Ruth for the very interesting presentation and for giving her time to the Board, and thanked Aoife for applying AI to a publicjobs context. The Board agreed to discuss this matter further as part of ongoing Board meetings.

### **Irish Language Strategy and Recruitment related commitments under the Action Plan**

Aodhán Mac Cormaic, Department of Tourism, Culture, Arts, Gaeltacht, Sport and the Media, gave a presentation to the Board on the background to legislation and strategy in this area. Sinead Coleman gave a presentation in relation to what publicjobs is doing in this area in terms of both candidates and clients, and also outlined the issues and challenges for

publicjobs. The Board agreed to consider this on an ongoing basis as part of Board meetings.

### **Review on Capacity Review Actions**

The Board noted the update provided in advance. Aine Gray updated the Board on progress in relation to benchmarking; it was agreed to provide a further update at the next meeting.

### **AOB**

The CEO updated the Board on the delays with Oleo implementation following the circulation of a report to the Board on this area. It was noted that although testing is taking longer than expected and that some issues have arisen, these all seem to have solutions but have required additional development time. It was noted that there are no increased concerns in relation to STAR and that the budget is not being impacted.