



Recruitment Update

December 2017



General Service Panels

Welcome to the December edition of our newsletter, where we provide you with clear and accurate information about the availability of panels at different grades, the estimated timeframe for assigning candidates and our plans for future competitions to assist you with resource planning.

We are working towards having a continuous supply of candidates at each level and have made significant progress towards this over the last year, and towards meeting the ongoing high level of demand for staff within improved timeframes.

A particular challenge within an improved economic environment has been meeting the demand to fill vacancies in more specialist areas such as IT and Finance and a key objective for next year is to work alongside DPER to improve our forecasting of demand for specialist skills to enable advance planning and scheduling of these competitions to fill the vacancies arising.

We would like to thank you for your co-operation in working with us throughout a very busy 2017 and we look forward to engaging with you early next year to discuss how we can work with you to meet your resourcing needs for 2018.

Wishing you all a very happy Christmas.

CRM Team, December 2017.

Grade	Dublin Availability	Regional Availability	Estimate Timeframe Request- Assignment (Working Days)	Next Competition Due To Be Advertised In	Current Activity/Further Detail
TCO			5	Q1 2018	Further Interviews for Dublin and some regional locations in December.
CO			17 (Dublin) 12 (Regional)	Q3 2018	Panel in place and available for assignment.
EO			33 (Dublin) 17 (Regional)	Q4 2018	Additional batches of candidates from 2017 are being called forward to interview on an ongoing basis to ensure continuous supply of candidates.
HEO				Q4 2018	Allocations ongoing from a new batch of candidates. Assignments to begin by Christmas.
AO				Q3 2018	The 2017 AO competition results will be issued by the end of December. The panel will be available for assignment in early January.
AP			43 (Dublin) 23 (Regional)	Q2 2018	Panel in place and available for assignment.
AP1			10	Q2 2018	Panel in place and available for assignment.
PO			10	Q2 2019	Assignments have begun from new PO panel.
PO1			10	Q2 2019	The competition has recently closed. Shortlisting is underway and the panel will be in place in early January.



Professional & Technical Streams

Grade	Dublin Availability	Regional Availability	Estimate timeframe Request Assignment (Working Days)	Next Competition Due To Be Advertised In	Current Activity/Further Detail
AO IGEES				Q4 2017	PAS manages this campaign on behalf of the IGEES unit in DPER. Assignments from the panel are made by IGEES and all queries relating to that should be forwarded to DPER.
AP HR				Q1 2018	New competition to be advertised in Q1 2018.
PO HR				Q4 2017	Interviews are scheduled for the week commencing 8th January.
EO ICT DEV					ICT recruitment is being reviewed in advance of planning new competitions.
EO ICT OPS					ICT recruitment is being reviewed in advance of planning new competitions.
HEO ICT DEV					ICT recruitment is being reviewed in advance of planning new competitions.
HEO ICT OPS					Interviewing more Dublin candidates in January 2018.
AP ICT					ICT recruitment is being reviewed in advance of planning new competitions. Additional candidates may be available from a department specific competition.
PO ICT					ICT recruitment is being reviewed in advance of planning new competitions.
Professional Accountant G1					Panel in place and available for assignment.
Media & Comms Officer					Nearing the end of the panel, some availability remains.

Irish Panels

Grade	Dublin Availability	Regional Availability	Estimate timeframe Request - Assignment (Working Days)	Next Competition Due To Be Advertised In	Current Activity/Further Detail
CO IRISH				Q1 2018	Additional Irish stream candidates to be interviewed for Dublin as part of new CO Dublin Competition.
EO IRISH				Q3 2018	Additional EO Irish candidates due to be called for interview in the new year.
HEO IRISH				Q4 2018	Irish Panel will be created as part of the current panel.
AP IRISH			43 (Dublin) 23 (Regional)	Q2 2019	A limited number of candidates with Irish are currently available.
PO IRISH				Q3 2018	Potential candidates available from panel if requested.



Availability of Professional and Technical panels

Recruitment processes are in progress or are planned for the following roles:

- Health and Safety Officer
- Senior Human Resource Manager (Principal Officer)
- Architect
- Auditor (HEO)
- Head of ICT (Principal Officer)
- Head of Communications (Principal Officer)
- Assistant Principal HR
- Assistant Principal ICT

Panels currently exist for the following professional and technical roles:

- Head of Internal Audit
- Aistriitheoir Grade II (Translator)
- Auditor
- Accountant in the Civil Service
- Cyber Security Specialist
- Cyber Security Responder

Best practice in Recruitment Seminar: Employing people with Disabilities

Thank you to all clients who attended our recent seminar in Wood Quay Venue on 11th December. The objective of this seminar was to share knowledge and experience around best practice in the recruitment, selection and employment of people with disabilities.

Sinead Kane gave an inspirational speech about how she overcame the challenges of her disability to become the first legally blind solicitor in Ireland and reminded the audience of the need for people with disabilities to be given a chance to show what they are able to achieve in the workplace.

Adam Harris, Founder-CEO of AsIAM.ie, an organisation committed to building a more autism-friendly society in Ireland, gave a thought provoking talk about some of the challenges experienced by people with autism in engaging with the recruitment process and a typical work environment.

His presentation, which drew on his own experience of growing up with Asperger's syndrome, gave the audience an insight into how someone with autism might perceive and experience common situations in a different way to most people and how better understanding and some adjustments to the work environment can greatly increase the chance of a person with autism successfully gaining and retaining employment.

The final keynote speaker was Siobhan Barron, Director of the National Disability Authority who spoke about the work of the NDA and the Comprehensive Employment Strategy for people with Disabilities. Siobhan described examples of good practice in organisations commitment to increasing the number of people with disabilities that they employ.

The seminar ended with an interesting panel discussion which was Chaired by Olan McGowan RTE radio presenter and involved contributions from: David Cagney, Head of HR for the Civil Service, Paul Dempsey, Revenue Commissioners, Fiona Tierney, CEO PAS, and Martina Colville, HR Manager Department of Justice and Equality and Louis Watters, Department of Agriculture, Food and the Marine. Key issues discussed included the need to create an environment of trust where people were willing to disclose disabilities, and the need for a flexible approach to supporting people in the workplace with a wide range of issues from physical disabilities to mental health issues.

The following websites contain are useful resources for those seeking further information on these issues.

<http://sineadkane.ie/>

<http://asiam.ie/>

<http://nda.ie/>



PAS activity end November 2017



364

Competitions Advertised



75,192

Applications



14,168

Interviews



8,893

Assigned