



Recruitment Update

October 2017



General Service Panels

Welcome to the October edition of our newsletter. We have changed the format of our newsletter based on your feedback and hope that the revised content is helpful in terms of assisting you with resource planning.

We have included an overview of activity, highlighting where we have availability of candidates; where availability is limited as well as our plans for future competitions. Our aim is to ensure a continuous supply of candidates to avoid significant delays in filling vacancies. Traditionally, generalist competitions were scheduled on a two yearly cycle but we are working to have a better understanding of the factors driving supply and demand so that we can be more targeted and responsive. Where our analysis indicates that there will be insufficient supply to meet forecasted demand we will work to bring competitions forward.

We are also including the current timeframes from requests being received to assignment papers issuing.

These timeframes are indicative and are liable to fluctuate due to a number of factors.

An accurate forecast of demand is key to allowing us to have a continuous supply of candidates and more consistent assignment timeframes. We are using workforce planning data collated by DPER, as well as information collected from our own engagement with clients and detailed analysis of activity and trends to try to predict as accurately as possible the likely demand at each grade. Despite this level of analysis, we are still experiencing unforeseen spikes in demand which severely impacts on our ability to respond in a timely way. A very recent example of this is a 48% higher demand for Clerical Officers in September than anticipated, pushing assignment timeframes from 12 days to 30 days. We look forward to working with you on improving information sharing to enable more accurate forecasting.

CRM Team, October 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	This competition is advertised on an annual basis in February/March.
CO			30 (Dublin) 7 (Regional)	Q3 2018	A competition for Dublin based CO recently closed, attracting over 10,000 applicants.
EO			20 (Dublin) 13 (Regional)	Q4 2018	Additional interviews are taking place on a regular basis to ensure an ongoing supply.
HCO			40 (Dublin) 10 (Regional)	Q2 2019	A new competition for HCO has recently closed. All candidates are being tested during October and interviews for Dublin candidates will commence early November.
AO				Q3 2018	The 2017 AO competition was advertised on the 22nd of September. The AO recruitment model sees competitions being advertised in September with candidates assessed in October and November and available for assignment from the end of the year.
AP			30 (Dublin) 9 (Regional)	Q2 2018	Interviews from the 2017 competition are ongoing.
PO			10	Q2 2019	Panel now available.



Professional & Technical Streams

Grade	Dublin Availability	Regional Availability	Next Competition Due To Be Advertised In	Current Activity/Further Detail
AO Economics			Currently advertised	A new AO IGEES campaign was advertised on the 22nd of September 2017. PAS manages this campaign on behalf of the IGEES unit in DPER. Assignments from the panel are made by IGEES.
AP HR			Q4 2017	A new AP (HR) campaign is due to be advertised before the end of the year.
PO HR			Currently advertised	A new PO (HR) competition was advertised on the 29th of September 2017.
EO ICT DEV			TBC	ICT recruitment is being reviewed in advance of planning new competitions.
EO ICT OPS			TBC	Additional candidates for Dublin are available to be interviewed. ICT recruitment is being reviewed in advance of planning new competitions.
HEO ICT DEV			TBC	Limited candidates available. ICT recruitment is being reviewed in advance of planning a new competition.
HEO ICT OPS			TBC	Limited candidates available. ICT recruitment is being reviewed in advance of planning a new competition.
AP ICT			Q1 2018	Senior ICT campaigns are being planned for early 2018.
PO ICT			Q1 2018	Senior ICT campaigns are being planned for early 2018.

Irish Panels

Grade	Dublin Availability	Regional Availability	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.
HEO IRISH			Q4 2018	Irish Panel will be created as part of the new HEO competition.
AP IRISH			Q2 2019	A limited number of candidates with Irish are currently available.
PO IRISH			Q3 2018	Potential candidates available from panel.



Availability of Professional and Technical panels

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

- Legal Researcher
- Senior Human Resource Manager (Principal Officer)
- Human Resources Manager (Assistant Principal)
- Auditor (HEO)
- Head of ICT (Assistant Principal)
- Health & Safety Officer

Panels currently exist for the following professional and technical roles:

- Media & Communications Officer
- Head of Internal Audit
- Cyber Security Specialists
- Aistritheoir Grade II (Translator)
- Forensic Accountant Grade I

Have You A Requirement For A Professional And Technical Competition Before The End Of 2017?

We currently have significant demand to fill a range of professional/technical roles and have campaigns scheduled for advertisement up until the end of November.

If you have a requirement for such a competition to be advertised before the end of the year we would recommend that you contact us about it immediately to determine if we can fit it into our advertising schedule for 2017.



Where Professional and Technical panels exceed demands from the requesting Department, PAS may be in a position to appoint candidates to similar roles across the civil and public service.

If you are interested in learning more about these roles or are thinking of filling a similar role in your organisation, please talk to either the CRM team or your account manager.



Client Survey Feedback

Thank you to all clients who completed the Client Feedback Survey. We received 44 completed questionnaires which provided us with very valuable feedback and insights to help us improve our service. Key findings from the survey included:

- All respondents indicated that they were 'satisfied' or 'very satisfied' overall with the quality of candidates assigned over the last 12 months.
- Just over half of the respondents indicated dissatisfaction with the timescales for candidates being assigned from general service panels, and requested more accurate information on the likely timescale for assignments.

- Respondents were on the whole satisfied with the engagement from PAS and acknowledged the improvements brought about by setting up a dedicated CRM function.

Many useful suggestions were provided in relation to how PAS can improve its service. Some of these, such as more regular updates on panels and provision of more accurate information on assignment timescales are already being progressed and some suggestions such as a more e-enabled, interactive way of sharing information will be progressed in the medium term in line with our plans to redevelop our Client Portal. We will continue to provide updates on new developments through this newsletter.



Dates for the Diary:

Client Excellence in Recruitment Event: 11th December 9:30am - 2:00pm.

PAS will be holding an Excellence in Recruitment event focused on Employing People with Special Needs. This session will provide useful information on how candidates with special needs can be supported throughout the recruitment process and in reaching their potential in the workplace.

This event will be held in Wood Quay Venue in Dublin City Council Civic Offices and the guest speaker will be Sinead Kane, the first visually impaired runner to complete seven marathons, on seven continents over seven days. The event will be followed by lunch plus an opportunity to meet the CRM team/account managers.

Careers Development Roundtable (CDR): 4th – 7th December

The International Organisations Career Development Roundtable and Careers Fair will be held in Dublin Castle from 4th – 7th December 2017. The event is being jointly hosted by the Public Appointments Service and the Department of Foreign Affairs and Trade. It brings together national and international organisations to share HR best practice, policies, tools and ideas and is expected to attract over 80 organisations and 250 delegates.

PAS activity end September 2017



299

Competitions Advertised



66,701

Applications



11,806

Interviews



7,354

Assigned