

## Civil Service Competency Framework



### About this framework

We are introducing a new competency framework to support the Civil Service Reform Plan and the new performance management system. The competency framework sets out how we want people in the Civil Service to work. It puts the Civil Service values of honesty, integrity, impartiality and objectivity at the heart of everything we do and it aligns to the three high level leadership behaviours that every civil servant needs to model: Set Direction, Engage People and Deliver Results. Civil servants work in a huge range of jobs across the country and overseas but one thing we have in common is that we are here to support the elected Government, providing advice to help shape its policies and ensuring seamless and practical implementation in line with those policies.

Competencies are the skills, knowledge and behaviours that lead to successful performance. The framework outlines 10 competencies, which are grouped into 3 clusters as set out above. For each competency there is a description of what it means in practice and some examples of effective and ineffective behaviours at all levels. The competencies are intended to be discrete and cumulative, with each level building on the levels below i.e. a person demonstrating a competency at level 3 should be demonstrating levels 1 and 2 as a matter of course. These indicators of behaviour are not designed to be comprehensive, but provide a clear sense of and greater understanding and consistency about what is expected from individuals in the Civil Service.

### What does it mean for me?

The framework will be used for recruitment, performance management and development discussions and for decisions about progression. Some Departments introduced it in April 2012 with the rest of Government doing so from April 2013. In these new arrangements your business objectives will set out "what" you need to achieve over the year and this competency framework will set out "how" you need to work to achieve those objectives.

Most of you will need to focus on a number of competencies, usually around six, identified with your manager as being essential to your role. You are encouraged to discuss the framework with your line manager to identify the competencies that apply most to your job role.

This framework has been developed in partnership with Civil Service professions. If you work as part of a profession with a separate framework this will complement your professional framework and should be used alongside it.

# Civil Service Competencies Answers

**IM Harris**



## **Civil Service Competencies Answers:**

The Civil Service Competencies Book Mike New, 2017-12-16 Are you struggling to answer Civil Service competency questions Do the phrases Building capability for all and Seeing the big picture baffle you If so you need this book It clearly explains what the Civil Service competencies are and gives over a hundred examples More importantly it gets you to identify and evaluate your own skills and then compile them into your own Experiences Autobiography It tells you how best to structure your answers and gives many dos and don ts to prevent you from failing It is an absolutely invaluable handbook for anyone applying for Civil Service posts The author has experience in several Civil Service departments including DWP Jobcentres recruitment and training The competencies covered are Seeing the Big Picture Changing and Improving Making effective decisions Leading and Communicating Collaborating and Partnering Building Capability for all Achieving commercial outcomes Delivering value for money Managing a quality service Delivering at pace DON T GET A JOB GET A CAREER BEFORE ROBOTS TAKES THEM ALL You will end up buying this book believe me so why not buy it now Why lose out on jobs in the meantime Some material contained in this book has been taken from my other book The Competency Question Book for Job Interviews

*The Performance Appraisal Question and Answer Book* Richard C. Grote, 2002 Most managers hate conducting performance appraisal discussions What s worse few feel confident in their ability to accurately assess the performance of a subordinate In The Performance Appraisal Question and Answer Book expert Dick Grote answers over 100 of the most common and most difficult questions about this vitally important but often misunderstood and misused tool including How should I react when an employee starts crying during the appraisal discussion or gets mad at me Which is more important the results the person achieved or the way she went about doing the

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October 2018     **The Revised Statutes of the State of Missouri, 1919** Missouri,1919     Documents of the Assembly of the State of New York New York (State). Legislature. Assembly,1916     *Skills for Government* Great Britain: Parliament: House of Commons: Public Administration Select Committee,2007-08-06 Incorporating HCP 1647 i session 2005 06 previously unpublished     **A Human Resources Framework for the Public Sector** Dixon Southworth MPA,2009-03-01 An Entirely New Way to Look at Human Resources in the Public Sector What makes a good worker Why do some people naturally do well at their jobs while others struggle These questions are at the heart of the human resource HR profession And while there is no shortage of theories about how people achieve success no one has explained the entire body of HR theories Until now In A Human Resources Framework for the Public Sector Dixon Southworth offers a fresh new perspective on HR management with the first comprehensive theoretical framework for work performance tying human resource theories concepts and concerns to public administration With the introduction of the Work Performance Framework WPF Southworth offers a roadmap for work performance in the nonprofit and public sectors that focuses on three fundamental objectives of HR programs and services build human resource capacity build performance and build community     **Competency and Economy in Public Expenditures** American Academy of Political and Social Science,1924     Reports of Proceedings ... Boston (Mass.). City Council,1889     **State of New York Supreme Court ,     The Politics of Public Service Bargains** Christopher Hood,Martin Lodge,2006-06 The traditional understandings that structure the relationships between public servants and the wider political system are said to have undergone considerable change But what are these formalized and implicit understandings What are the key dimensions of such bargains In what conditions do bargains rise and fall And has there been a universal and uniform change in these bargains The Politics of Public Service Bargains develops a distinct perspective to answer these questions It develops a unique analytical perspective to account for diverse bargains within systems of executive government Drawing on comparative experiences from different state traditions this study examines ideas and contemporary developments along three key dimensions of any Public Service Bargain reward competency and loyalty and responsibility The Politics of Public Service Bargains points to diverse and differentiated developments across national systems of executive government and suggests how different bargains are prone to cheating by their constituent parties This study explores the context in which managerial bargains widely seen to be at the heart of contemporary administrative reform movements are likely to catch on and considers how cheating is likely to destabilize such bargains

**Nominations Before the Senate Armed Services Committee, First Session, 109th Congress** United States. Congress. Senate. Committee on Armed Services,2007     West's New York Digest ,1999     *Revised Statutes of the State of Illinois* Illinois,1929     **Safety Engineering** ,1920     *The Parliamentary Debates* Great Britain. Parliament,1886     *Hansard's Parliamentary Debates* Great Britain. Parliament,1888     Parliamentary Debates ,1887     Cobbett's Parliamentary Debates Great Britain. Parliament,1888     **Parliamentary Debates (Hansard)**. Great Britain. Parliament.

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