

Working paper – this is not a statement of government policy

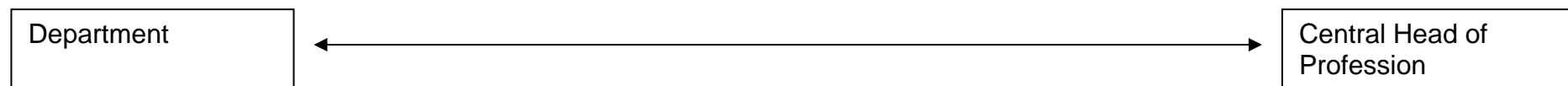
RELATIONSHIP BETWEEN CENTRAL CORPORATE FUNCTION LEADER AND DEPARTMENTAL CORPORATE SERVICE LEADERS
The IT Profession

The following paper sets out the approved matrix which describes the relationship between the centre and corporate service leaders.

This model has been adopted across all the corporate functional leaders professions following discussion at the Corporate Functions Board and their respective Councils, and sign-off by the Civil Service Steering Board in 2007.

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ACCOUNTABILITY



The IT Profession	Advise network informal meetings	Standards centre to develop (voluntary) principles/guidance		Dotted line central ("Head of Profession") should be consulted		Hard-line central ("Head of Profession") must be involved	
		Today	Future	Today	Future	Today	Future
Recruitment - Reward		for non SCS		Mostly for SCS PB2	Whitehall HoP to be consulted on pay when below market rate for all SCS PB2		Whitehall HoP must be on panel for key CIO's and programme Delivery People Where a post has multiple functions eg Fin, & HR, the HoP from the main/lead function should sit on the panel and also be responsible for consulting the other HoP concerned All Whitehall HoP have the right to veto a departmental HoP Departmental HoP must be consulted when appointing a head in an agency/NDPB
Performance/ Management - Objective setting - Assessment - Intervention		for non SCS		Partly for SCS PB2	Departmental Perm Sec to consult Whitehall HoP for key CIO's and programme Delivery People		
Succession Planning/Talent Management		Below SCS			for SCS		Whitehall HoP must be involved for key CIO's and programme Delivery People
Failing or perceived failing Programmes/ Projects	Intervention process agreed at CIO Council (2007) - any intervention to be undertaken by the departmental HoP. Whitehall HoP may activate the intervention or it might be activated by other parties.						
Learning and Development			elective development schemes		'core' development schemes		
Standard Setting • Policy and procedure • Tools and methods • Technology Architecture • "Standard"/Champion systems	Varies from advisory to hard-line depending on business commonality and economic advantage. Hard-line would be on behalf of the full CIO Council and enforcing standards already agreed by them - we have introduced a process for determining these standards called the "Champion/Challenger" process: the CIO Council have already agreed an initial set of common IT assets to be consistently re-used across government and we intend to have a fuller set based on the agreed Enterprise Architecture and Supplier Management strategy by end 2008.						