

Q&A on the Value for Money Delivery Agreement

Q: The Delivery Agreement specifically mentions that there is a risk that Civil Servants in the Cabinet Office won't change their behaviours and that this will prevent the proposed savings. Does this imply that Cabinet Office staff will resist the programme set out in the agreement?

A: To achieve the targeted levels of Value for Money savings required the Department will need to change the way that it carries out its business and the behaviours of staff. It would be wrong to assume that simply by deciding to change that change will be carried out or that changes will be automatically welcomed. It is therefore right and proper that we recognise the risk that the change might not happen and the reasons why implementation might be difficult.

Q: What actions will you be taking to reduce the risk that staff will not change their behaviours?

A: While recognising this is a risk we do not currently believe that it will prove to be particularly significant. Our current intention is to use the active support of the senior managers within the Department for the VfM programme to foster an atmosphere conducive to the changes in behaviour and support that by robustly challenging those occasions where staff