

A Memorandum of Understanding (MOU)
between the Department of Finance and the Executive Office
in respect of their responsibilities for Reform of the Civil Service

[Redacted]

- [Redacted]

Scope

2. This Memorandum of Understanding will apply to the Department of Finance, the Executive Office, the Head of the Civil Service and the NICS Board which is chaired by HOCS and made up of Departmental Permanent Secretaries in the NICS.

[Redacted]

- [Redacted]

[Redacted]

[Redacted]

- [Redacted]

- [Redacted]

- [Redacted]

[Redacted]

■ [REDACTED]

■ [REDACTED]

First Minister and Deputy First Minister

9. FM and dFM have jointly agreed that, at official level, the Head of the Civil Service will lead the corporate programme of modernisation and reform and support the Executive in its collective delivery of a Programme for Government.

The Head of the Civil Service

10. As Secretary to the Executive, HOCS is senior adviser to the First Minister and deputy First Minister and the whole Executive on the working of government, including the work of the Civil Service.
11. HOCS will lead and manage the Northern Ireland Civil Service most immediately through leadership and development of the group of Departmental Permanent Secretaries, leading the corporate programme of NICS modernisation and reform.

The NICS Board

12. The NICS Board will support HOCS in delivering NICS modernisation and reform across the Civil Service. The Board will also play a key role in communicating and promoting NICS values, objectives, policies and behaviours in such areas as leadership, performance, capability and capacity building, talent management, succession planning and engagement.

The Executive Office

13. The Permanent Secretary of the Executive Office will work closely with HOCS on civil service reform, providing support through their oversight and central co-ordination role.

[REDACTED]

■ [REDACTED]

[REDACTED]



**PAUL GIVAN MLA
FIRST MINISTER**

**MICHELLE O'NEILL MLA
DEPUTY FIRST MINISTER**

**Conor Murphy MLA
Minister of Finance**

**Jayne Brady
Head of the Civil Service**