

Policy Profession

Policy – delivering change in the
real world

www.civilservice.gov.uk/policyprofession

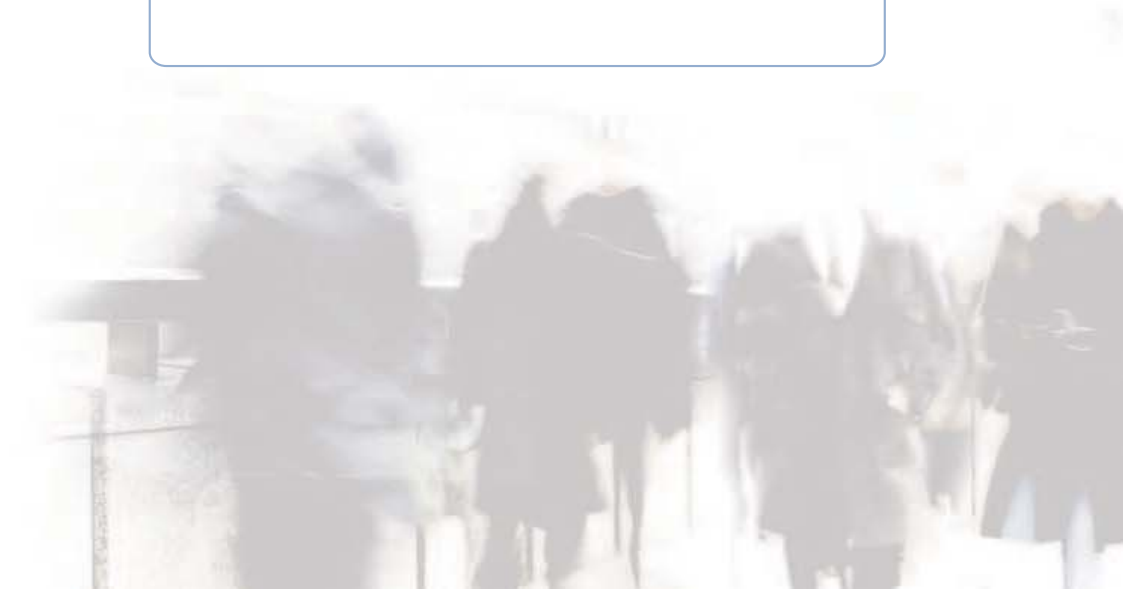


What is policy work?

Policy work is about delivering change in the real world. It relies on contributions from a wide range of colleagues in many different types of roles, working together as one team to achieve better outcomes. It depends on policies being developed collaboratively across the wider Civil Service, with other parts of government and with the private and voluntary sectors. Responding to challenging times requires us to adopt more innovative and joined-up approaches to policy making.

As Head of the Policy Profession, Robert Devereux has set out the following priorities:

- everyone involved in policy work recognises that change in the real world is what counts
- we make better, more effective, more efficient and joined-up policy
- we make and deliver this policy in better ways.



Our priorities will be achieved by supporting policy professionals through setting clear skills standards and providing tools to build the knowledge and expertise of all involved in policy work.

Defining policy skills

Standards of performance for civil servants have been established by the Professional Skills for Government (PSG) framework. This separates core skills, which are common to all civil servants, from professional skills, which are unique to certain roles or functions. The current set of standards for policy work was agreed in 2005 as part of the early development of PSG. A network of Heads of Policy Profession in departments is in the process of reviewing and revising those standards, which will make up a new policy skills framework for all civil servants.

The framework will help policy makers by being clearer about the skills that are expected for policy work. It will be supported by a range of learning and development opportunities which will help policy makers acquire the policy skills they need, at a range of levels.



Further information

To find out more about the Policy Profession visit
www.civilservice.gov.uk/policyprofession

To keep up-to-date with everything policy visit the Policy Hub
www.nationalschool.gov.uk/policyhub

