



How to Succeed in the Senior Civil Service

1. Introduction & Contents

1.1 Introduction

The Senior Civil Service (the SCS) offers a wonderfully interesting, challenging and rewarding career. The SCS is, after all, collectively responsible, with Ministers, for the proper and effective government of the United Kingdom.

But it can be difficult to transition into the SCS whether on promotion or from outside the civil service.

The vast majority of us work within well-established rules, guidelines and protocols. You can't have every single person asking questions. Decisions have to be made and implemented. But the SCS is quite different.

Unlike more junior officials, individual members of the SCS have a duty to address weaknesses in policy and practice. They cannot claim that they are powerless to act, that responsibility and accountability lies elsewhere. They may not simply shrug their shoulders when they see unfair, unethical or inefficient practices - inside and outside government. They have an absolute duty to draw noisy attention to them. And they are not just empowered to 'speak truth to power'. They are under an absolute duty to do so.

This can come as quite a shock to those newly promoted into the SCS, especially as this promotion can often be accompanied by the assimilation, for the first time, of significant management responsibilities.

Meanwhile, those entering the SCS from other careers find a bewildering mixture of rules and procedures - and political constraints - whilst at the same time they find it very difficult to obtain

basic advice about how to do their job. There is some great advice in *How to be a Civil Servant*¹ but new entrants to the SC face an additional set of problems.

New entrants to the SCS inevitably and quickly hit obstacles: unsympathetic or distracted managers, resource constraints, a weak team, politics, outdated legislation. Ministers may well have 'interesting' views on how to improve things in their area. Some obstacles may seem insuperable. But successful senior officials learn how to overcome them. They understand how organisations really work. They learn how to speak truth to power - and to be heard by power, which is not the same thing. They become great leaders and managers and they know how to react sensibly to a crisis.

Those who have successfully managed the transition were inevitably helped by their more experienced colleagues who offer real world advice which cannot, by its nature, be included in ministerially-approved training². I have sought to summarise this advice and experience in this publication. Here is a brief summary of its contents:

1.2 Contents

Part 2 - **Understanding Organisations** - explores corporate behaviour and examines why larger organisations often behave in unpredictable, illogical and unethical ways.

Part 3 - **Speaking Truth to Power** - examines why it is so hard to get senior people to listen to your advice and act on it. It lists nine techniques to help you be heard, and to help you learn how to offer and receive challenge.

Part 4 - **Leading and Managing Policy Teams** - recognises that policy-making is a complex activity in today's fast-changing world. Managers need to develop strategies, aims and objectives which inspire those who work for them. This part of the book will bring together a wide range of practical leadership and management advice from experienced policy professionals.

Part 5 - **Managing Crises** - looks at policy- and decision-making under pressure and include detailed advice from those who have gone before, including examples from the Government's response to the Covid-19 pandemic.

Part 6 offers important advice about effective **Consultation**.

Part 7 - **An Introduction to Regulation** and ...

Part 8 - ... **Competition Policy** offer a beginners guides to these important policy tools.

Part 9 will help you **Understand the European Union**.

Now, before you investigate these specialist modules, here are some things that you must do day to day. It may all seem rather obvious but you would be surprised how many senior officials fail to operate in this way.

1.3 Openness to Ideas

¹ https://www.civilservant.org.uk/richborne_publishing.html#HACS

² And there is your first lesson. Ministers do not, of course, actually approve all training material but many will quickly prohibit the publication of any controversial material which is drawn to their attention.

It is vital that senior officials do not retreat into the Whitehall/Westminster bubble.

Especially if you have been promoted from within the civil service, you will enjoy debate, analysis and clear communication. You may be most comfortable working at a desk, crafting an elegant submission or Cabinet paper and then networking with other senior officials. But this is dangerous. It is too narrow a world where your most important information comes only from colleagues. So ...

You must deliberately avoid routine. Get out of the office! Meet new people. Novelty stimulates new ideas. Distance helps get everything into perspective.

Make sure, in particular, that you frequently talk to companies in your field, benefit claimants, teachers, nurses etc.. Do you understand the pressures they are under? Camilla Cavendish (ex-No. 10) reported that she had met health department officials who had never been inside a hospital or care home. Do not be one of those people!

Do you, in particular, understand how your sector really works, and where power lies? Outsourcing, for instance, has created subcontractors who have become estranged from the central purpose of their customers so their only incentive is to make money. This encourages suppliers to become evasive if not dishonest. You need to be able to spot problems like this and adapt your policies accordingly.

Those you meet will of course want to influence your thinking. Senior officials are seen by those outside government as the embodiment of the Government's policies. It is no longer enough to be a subject specialist. You need to be a good listener, to understand the Government's policies in the round, and to be able to explain and defend them in conversation.

You should behave, at all times, in ways that show that you are trustworthy. You should not need to ask "How do I get them to trust me?".

1.4 Relationships with Colleagues

Make sure, when you change jobs, that you get thorough introductory briefings both from your predecessor *and* their boss *and* their direct reports, plus key stakeholders including those elsewhere in the same department or wider government. It is always very tempting to cut this short given the excitement of starting a new job, and the accompanying pressures. But it is vital.

Something has gone wrong if you begin to see colleagues or other departments or your stakeholders as adversaries. Government works mainly by consensus.

Always remember, though, that you are never on your own. Colleagues will certainly help you, if approached in the right way. Try, also, to identify those whose behaviour you can admire, and analyse it. Why/how does it work? What do they not do? Then try it yourself, again and again, until it works.

1.5 In the Office

Listen to your staff. Be concerned if you sense that they are uneasy or unhappy.

Look around you, too, when you are in the office. Is everyone sensibly employed, within their capabilities, on worthwhile work? Are they spending money sensibly and communicating

effectively with others? Can you easily navigate the websites that your team expect the public to use? Can you understand the detail of their guidance material?

You should of course defend your team and your policies if wrongly criticised. But you should accept justified criticism, correct any errors, make sure it won't happen again, and move on. A cover up appears much worse than the original error. Belated apologies will appear insincere. Wrongly convicted of rape, Andrew Malkinson was spot on when criticising the head-in-the-sand attitude of the Criminal Cases Review Commission:

"When you are truly sorry for what you have done, you respond immediately and instinctively; it wells up in you."

If you have any nagging doubts, or concerns that there may be real problems in your policy or management area, then it is for you to investigate and ensure that something is done about it. It is no longer someone else's problem - unless they clearly agree to take it on, and you are sure they will take it seriously.

- You do not want to be one of those officials who ignored the concerns of sub-postmasters such as Alan Bates. There had in this case been plenty of warning signs, ably reported in *Computer Weekly* and *Private Eye*, supported by MP James Arbuthnot. Questions were put to the Post Office but nobody spoke to the complainants. They should have been taken more seriously.
- You do not want to be the person who receives news of a very dangerous new Coronavirus having failed to rectify known weaknesses in the country's preparations for the next pandemic.
- You do not want to be the person who wakes up one morning to hear that inflammable cladding, about which your team has been warned, has killed 72 people.

1.6 Feedback

Literally all the advice in these modules was originally given to me (or was in material recommended to me) by private and voluntary sector executives, ministers, civil servants and others. It is important, for the benefit of future readers, that this continues. So I am very keen that you should let me have any thoughts about how this material might be improved. I am particularly keen that I get the tone and presentation correct, as well as the substance of the advice. Advice and comments should be emailed, please, to ukcs68@gmail.com.

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