

Failing civil servants face sack after 'radical' reforms

by Caitlin Doherty

'RADICAL' civil service reforms will bring more powers to get rid of ineffective staff, cabinet office minister Pat McFadden has said.

Under-performing civil servants could be incentivised to leave their jobs and senior officials will have their pay linked to achievements under the government proposals.

Mr McFadden declined to put a number on how many people could lose their jobs through the reforms.

But he told the BBC's Laura Kuenssberg: 'It's about getting bang for our buck in terms of the outcomes for the public. It isn't an ideological approach to stripping back the state.'

The plans have echoes of those in the US where billionaire Elon Musk (pictured) has been tasked with trimming federal agencies.

As part of the reforms, the government wants one in ten civil servants employed in a digital or data role by 2030. Currently, around 5% are in one of these jobs, equal to 25,000 staff.

Under the plans are a 'mutually agreed exits' process, in which civil servants who could not perform at the required level would be incentivised to

leave. Senior civil servants who were not meeting standards would be put on development plans, with a view to being sacked if there was no improvement in six months, and the most senior officials would



Trimming staff:
Pat McFadden
talks to the BBC's
Laura Kuenssberg
JEFF OVERS/BBC



have their pay linked to performance.

Unions have pushed back against the announcement, with the FDA calling it a 'retreading of failed narratives', while Prospect head Mike Clancy said ministers 'must end the tradition of treating the civil service as a political punchbag'.

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