

Note on Productivity Achievements

Since the introduction of the Government's Moratorium on Recruitment and Promotions, there has been considerable change in the volume and types of recruitment activities undertaken by PAS on behalf of its clients. In response to these changes in business activity, PAS has made extensive efforts to reduce staff numbers and the cost base. At the same time, PAS has strived to meet the requirements of its clients for recruitment and other allied services. The organisation has also considerably extended its reach by providing services to a much wider base of public service clients. Below are the changes in staff numbers and applications processed by PAS from 2008 to 2011.

<i>Year</i>	<i>Staff Numbers (as at December 31st)</i>	<i>Number of Applications Processed</i>
2008	145 posts	65,000 approx.
2009	109 posts	27,000 approx.
2010	102 posts	30,000 approx.
2011	89 posts	35,000 approx.

Before the Moratorium, PAS would have run a lot of large volume recruitment campaigns (e.g. Garda Trainee, Clerical Officer, Executive Officer, Administrative Officer, all interdepartmental promotion campaigns), in addition to conducting a range of other recruitment for the Civil Service, Local Authorities, and the HSE. Since the Moratorium, PAS has been active in promoting the shared recruitment services agenda with Public Service organisations not encompassed by the Public Service Management Act and has established contact with a wide range of organisations to encourage them to make use of PAS' skills, experience and resources to undertake the limited recruitment activities taking place. PAS has succeeded in attracting, and retaining, new public service clients for its services, including the Defence Forces, Teagasc, Mental Health Commission, and many other Non-Commercial State Agencies. This has resulted in considerable savings for these organisations and has increased the "value added" that PAS provides to the Exchequer.

PAS has been able to provide these additional services, across the Public Service, in a large part due to the development of our recruitment application (released in 2009) which has revolutionised the way PAS carries out its core business. This was the third phase of our e-government programme and it enabled the delivery of numerous improvements and self-service options for clients and candidates. It was designed to enable PAS to manage and

support the complete recruitment process. Where previously a diverse range of systems and manual processes were being used, the new recruitment application provides a single unified application and database. This has resulted in more stream lined business processes and provides a single information repository enabling enhanced reporting. These developments resulted in a more efficient and effective service to clients and candidates.