



# Civil Service Reform

**Donald F. Kettl, Patricia W.  
Ingraham, Ronald P. Sanders**

## **Civil Service Reform:**

**The Politics of Civil Service Reform** David Andrew Schultz, Robert Maranto, 1998 Political scientists explore the development and politics of such reform in the US from Washington's administration to Clinton's They nestle them into the context of competing political struggles between Congress the president and the federal courts to control the federal bureaucracy and define its organization and values Of interest to students and scholars in public administration and US politics Annotation copyright by Book News Inc Portland OR Civil Service Reform in the States J. Edward Kellough, Lloyd G. Nigro, 2006-06-01 Assesses recent civil service reforms undertaken by state governments **The Future of Merit** James P. Pfiffner, Douglas A. Brook, 2000-09-12 Passage of the Civil Service Reform Act was controversial and there is still controversy over its effectiveness A book of this sort will be well received and anxiously read by specialists in public administration public policy and public personnel administration H George Frederickson University of Kansas The Civil Service Reform Act of 1978 was the most far reaching reform of the federal government personnel system since the merit system was created in 1883 The Future of Merit reviews the aims and rates the accomplishments of the 1978 law and assesses the status of the civil service How has it held up in the light of the National Performance Review What will become of it in a globalizing international system or in a government that regards people as customers rather than citizens Contributors examine the Senior Executive Service whose members serve between presidential appointees and the rest of the civil service These crucial executives must transform legislative and administrative goals into administrative reality but are often caught between opposing pressures for change and continuity In the concluding chapter Hugh Hecló many of whose ideas informed the 1978 reform act argues that the system today is often more responsive to the ambitions of political appointees and the presidents they serve than to the longer term needs of the polity On the other hand the ambition of creating a government wide cadre of career general managers with highly developed leadership skills has not been fulfilled Other contributors helped to frame the 1978 act helped to implement it or study it as scholars of public administration Dwight Ink Carolyn Ban Joel D Aberbach Bert A Rockman Patricia W Ingraham Donald P Moynihan Hal G Rainey Ed Kellough Barbara S Romzek Mark W Huddleston Chester A Newland and Hugh Hecló Six former directors of the Office of Personnel Management commented on early versions of these chapters at a 1998 conference *The Unfinished Business of Civil Service Reform* William Seal Carpenter, 1952 Civil Service Reform Civil Service Reform Association of Missouri, 1881 **Governor's Commission on Civil Service Reform Final Report** Colorado. Governor's Commission on Civil Service Reform, 2003 **Civil Service Reform I** United States. Congress. House. Committee on Government Reform and Oversight. Subcommittee on Civil Service, 1997 Distributed to some depository libraries in microfiche Good Government, 1903 *Civil Service Reform* Donald F. Kettl, Patricia W. Ingraham, Ronald P. Sanders, 2010-12-01 The authors of this book contend that the civil service system which was devised to create a uniform process for recruiting high quality workers to

government is no longer uniform or a system Nor does it help government find and retain the workers it needs to build a government that works The current civil service system was designed for a government in which federal agencies directly delivered most public services But over the last generation privatization and devolution have increased the number and importance of government s partnerships with private companies nonprofit organizations and state and local governments Government workers today spend much of their time managing these partnerships not delivering services and this trend will only accelerate in the future The authors contend that the current system poorly develops government workers who can effectively manage these partnerships resulting too often in a gap between promise and performance This short lively and bipartisan volume authored by the nation s leading experts on government management describes what the government of the future will look like what it will need to work well and how in particular the nation can build the next generation of workers required to lead it

Proceedings at the Annual Meeting of the National Civil-Service Reform League National Civil Service Reform League (U.S.). Meeting,1900

**Civil Service Reform Act of 1978 and Reorganization Plan No. 2 of 1978** United States. Congress. Senate. Committee on Governmental Affairs,1978

*Memorandum on the 2012 Civil Service Reform Plan* Great Britain: National Audit Office,2013-01-24 The government published its Civil Service Reform Plan the Plan in June 2012 [www.civilservice.gov.uk/reform](http://www.civilservice.gov.uk/reform) It followed the publication of the 2011 Open Public Services White Paper Cm 8145 ISBN 9780101814522 which called for a smaller more strategic civil service that does less centrally and commissions more from outside The Plan has many themes in common with previous initiatives that attempted to reform the civil service and adapt it to the changing needs of governments and public service users but is arguably the broadest such reform programme since 1968 This Memorandum is intended primarily to inform the Committee s discussions with the leadership of the civil service about the Plan Given that the Plan is less than a year old it is not an evaluation of the reforms in the Plan the progress made against them or the implementation arrangements in place It is designed to support the Committee to engage with the breadth of the Plan so that they can use their influence to help ensure that its implementation improves efficiency reinforces Parliamentary accountability and protects value for taxpayers and citizens The Civil Service in its present form as of 2012 employs 459 000 people across 106 departments and other bodies The annual spend on Civil Service pay is 16 billion The projected cost reduction for the Civil Service between 2010 to 2015 is 80 billion and the projected reduction in the number of full time equivalent civil servants over the same period is 110 000 representing about 23% of total staff

**Civil Service Reform** ,2002-06-04 The World Bank and the IMF hosted a workshop in September 2001 to review the effectiveness of programmes for civil service reform and to propose ways to improve future joint efforts Participants considered case studies of civil service administrations in 11 countries The main conclusion reached was that both organisations should be involved in collaboration earlier in the reform process helping national administrations to develop a medium term fiscal framework foster politically feasible reforms and strengthen data collection

*The Promise and Paradox of Civil Service*

*Reform* Patricia W. Ingraham, David H. Rosenbloom, 1992 These 14 original essays were prepared by scholars who explicitly use an original public policy focus to examine the 1978 Civil Service reform and its aftermath Although not neglecting the personnel management aspects of reform the essays focus on policy design implementation and evaluation as well as on the overall politics of administrative and institutional change It should be useful to students of public administration bureaucratic politics and personnel policy and to practitioners seeking a broader view of civil service systems

**Of the People, by the People** Commission on California State Government Organization and Economy, 1999 Report by the Little Hoover Commission on how the state of California which employs more than 150 000 civil servants assigned to executive branch agencies can rethink how it puts people to work doing the public s business Sections executive vision cooperative problem solving coordinated infrastructure unified management productive bargaining effective compensation flexible classification coordinated recruiting accurate selection supportive training fair efficient discipline and conclusion 22 sidebars and 8 charts and graphics

**Report of the Executive Committee of the New York Civil-Service Reform Association** Civil Service Reform Association (New York, N.Y.), 1901 Some years include Treasurer s report

**Civil Service Reform Four** United States. Congress. House. Committee on Government Reform and Oversight. Subcommittee on Civil Service, 1997

Management of Public Service Reform Joan Corkery, 1998 The reform of public administration to adapt to the pressures and new requirements of an ever changing world has become a major global phenomenon This study has been produced by the International Institute of Administrative Sciences and the European Centre for Development Policy Management

**Proceedings at the Annual Meeting of the National Civil Service Reform League** National Civil Service Reform League (U.S.), 1901

**Purposes of the Civil-Service Reform Association** Civil Service Reform Association (New York, N.Y.), Civil Service Reform Association of California, 1881

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