

Abstract

The aim of this Master thesis is to analyse the British civil service reforms both in theory and practice. The author picked three areas where the reforms would be scrutinized. By analysing four essential documents that contributed to the reforms of the civil service: The Northcote-Trevelyan report, The Fulton report, Next Steps and Modernising Government, we would be able to evaluate the impact of these changes in the following areas: 1) Human Resources (recruitment, training and the promotion of the civil servants) 2) Administration and Accountability (the aspects of ministerial responsibility, accountability, special advisers) 3) Decentralisation and Fragmentation (impact of the multi-level governance including deconcentration, devolution and EU membership).

The first chapter is the necessary introductory part that deals with the basic principles of the British civil service, its history and the challenges it faces today. The second chapter provides analysis and historical background of the four documents that are used in the next section. Finally, the third chapter discusses the three above mentioned problematic areas. By analysing and comparing the documents, we seek to understand the reforms of the British civil service and their impact.