

# GROUP 1

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## Members

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2. Bethal John
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4. Fazal Ali
5. Nirmala Ramlogan
6. Ray McCarthy
7. Monica Lewis-Romeo

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# TOPIC

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Shaping the Public Service for the next Generation



# CURRENT STATE

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- Services are inefficient
- PSs and HODs not in control of staff hires and compensation
- Orgs in charge of the above are not on same page with PSs and HODs
- JDs not relevant to current operations
- Poor branding of the Public Service
- Poor service Image
- Outdated Rules and Regulations
- Lack of Standards in Procurement

# FUTURE STATE

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- A service that leverages technology in the provision of the service
- A service that is a learning, flexible, responsive and agile
- A service that offers competitive salaries
- A service that utilizes proper manpower planning
- Achieving a work life balance
- Flexible working hours
- Sanctions Developed for Procurement (unethical behavior)

# ROADMAP TO GET THERE

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- Organization Restructuring throughout the Public Service
- Process redesign
- Development of Job Descriptions with the relevant skills, abilities and qualifications (relevant to the particular job)
- Job Evaluation for job relevance
- Manpower Planning for the Public Service (link with Universities etc.)
- Review and Design Legislation and Regulations
- Training and Development in Procurement Procedures

# CRITICAL SUCCESS FACTORS

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- Buy in of all stakeholders public officers, public, unions
- An improved and competitive brand
- Increased efficiency and service delivery
- Increased and Sustained Communication within and among Ministries
- Good Governance and Accountability



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– End

