



Personnel Department

Strategic Insights Edition

Fostering Partnerships for Enhanced Service Delivery

Government Performance Management Systems

Following the **Commonwealth Advanced Training Programme in Performance Management**, led by **Professor Prajapati Trivedi** over a two-week period in **August-September 2024**, the graduation ceremony took place at **Queen's Hall** on **January 21st 2025**.

The event celebrated the achievements of several **Public Officers** who successfully completed the programme. A key component of the training was the **Strategic Management and Accountability for Results Toolkit (SMART)** exercise.

The objective of this exercise was for participants to work in groups to develop a **"Commitment for Results"(CFR)** for government Ministries and Departments.

This exercise aimed to employ the principles of public sector performance evaluations discussed and developed in the course in the context of real-world government MDAs.

The top six (6) MDAs which included the **Personnel Department's** CFR was submitted to **Professor Prajapati Trivedi** for final determination with the **Ministry of Trade and Industry** emerging as the winner.



Graduates of the Commonwealth Advanced Training Programme with Minister Allyson West, Minister of Public Administration, at the Graduation Ceremony in January 2025.

In respect of the other MDAs whose **CFRs** required alignment with the strategic toolkit, a sub-committee was convened by the **Ministry of Public Administration** to review them. Mr. Emikule Greene, the Personnel Department's Assistant Change Facilitator and a participant and graduate of the programme, was chosen to assist with the review of submitted **CFRs**.



Right: Mr. Emikule Greene
Assistant Change Facilitator



Right: Ms. Mala Boodoosingh
Strategic HR Planning Officer



Mrs. Wendy Barton
DCPO (Ag.)



e-HCM for the Public Service (Oracle to Fusion Conversion)

Ministries and Departments have continued to digitise **Human Resource** (HR) records. One of the benefits would be to enable employees to access the HR database to update their personal information in a timely manner. The move to **e-HCM** and its appropriate use is expected to enhance the effectiveness of **HRM** practices, facilitate standardisation and reduce response time to stakeholders. The **e-HCM** system will facilitate the timely and efficient tracking and processing of key HR functions, such as pensions, leave, and compensation to ensure streamlined management of employee terms and conditions.

Process Playback 2 eHRM Project

As the project advances, it is crucial to focus not only on progress but also on refining and validating the approach. This enables **MDAs** to begin reviewing the information provided, validating its accuracy, and familiarising themselves with the system’s functionality. It marks the start of a critical phase where users can deepen their understanding of how the system operates, ensuring a smoother transition and more effective utilisation moving forward for continuous improvement and alignment with project goals, helping to maintain smooth execution and timely delivery.

PMAS Training Video



Mrs. Sherma Edwards Joefield, Human Resource Advisor III, during the Public Management and Appraisal System training.

The Personnel Department, in collaboration with the **Office of the Prime Minister - Communications** has undertaken a project to produce a comprehensive training video on the **Public Management and Appraisal System (PMAS)**. This initiative aims to provide valuable educational resources to enhance understanding and improve the effective use of **PMAS** within the public service by utilising visual and instructional content. The video seeks to clarify key features, processes, and best practices associated with the system to ultimately foster greater efficiency and proficiency among **Public Officers**.

The edited and packaged production would be made available to staff of **MDAs** in the coming weeks. Stay Tuned!

Salaries Review Committee (SRC) Achievements

New Appointee
On December 5th, 2024 **Mr. Ian De Souza** was appointed as the new Chairman of the SRC.

120th Report of the SRC
Recommendations of the **120th Report** were approved by Cabinet and laid in Parliament. As a consequence, the **Minister of Finance** by Circular Memorandum dated **December 23rd 2024**, issued revised remuneration arrangement in respect of holders of public offices within the purview of the SRC. In addition to this, the Comptroller of Accounts issued its implementation Circular Memorandum dated **January 24th, 2025**.

Refurbishment of CPO Wellness and Conference Centre Facilities

The **CPO Wellness and Conference Center** was recently upgraded to better serve the needs of the Department’s internal and external stakeholders. The modernising of these essential spaces aims to provide a more functional and welcoming atmosphere for meetings, training sessions and events.

Key Performance Indicators (KPIs)

The Personnel Department continues to ensure reporting on KPIs by **Divisional Directors** and **Heads of Units** in quarterly meetings with the **Chief Personnel Officer (CPO)**. In respect of the period **October-December 2024**, a meeting was scheduled for **February 3rd and 4th 2025**. For this period, discussions were held and recommendations provided in areas for improvement where necessary.

Since the inception of **KPI's** in **2023** the Department has seen incremental improvements. Staff has shown a clear understanding of capturing the data and representing in graphical formats. In addition, this highlights the level of achievement of the Department towards its goals and objectives.

Social Media

The Personnel Department has made the strategic decision to expand its presence by joining major social media platforms: **Facebook, Instagram, YouTube** and **LinkedIn**. This move aims to build stronger connections with stakeholders, enhance communication, and engage a broader audience. Leveraging these platforms, the Department seeks to share important updates, produce educational content about the Department's work and encourage a more interactive relationship with its stakeholders.

