

Public Service Reform Initiatives

A. Decentralization of Personnel Functions

The role of The Department of Public Service has undergone much change since the early nineties. It is no longer the sole Human Resource Manager. Ministries / Departments were given authority to process and approve certain staff matters which were normally approved by The Department of Public Service as the Central Agency, in order to facilitate a more timely response. These include the following:

- Salary advances.
- Medical Loans.
- Mileage allowances.
- Overtime over 35 hours per month.
- Extended sick leave – up to 3 months.
- Vacation leave for maternity purposes.
- Special leave with pay up to six (6) days.
- Attendance at meetings and conferences overseas without financial implications.

B. Review, upgrade, expand and develop career paths.

C. Salaries review.

D. Review of General Orders.

E. Establishment of a new Performance Appraisal Instrument, which is now on stream with effect from 1 July 2003.

F. Improvement of the application of Information Technology.

G. The Pensions Amendment Act.

H. The Employment Act.

I. The Public Service Amendment Act.

Other steps taken toward Public Sector reform are as follows:

J. Establishment of a minimum wage for The Public Service.

K. Improving the physical environment of Government accommodations to enhance productivity.

L. Amalgamation of The Department of Public Service and The Public Service

Commission to provide common access to files, a decrease in volume of paperwork and speeding up the processing of recommendations.

M. The establishment of career paths for Secretarial, Registry, Messengerial and Janitorial staff in order to provide promotional opportunities for non-administrative officers.

N. Redesigning the format of the Executive and Administrative Promotion Exercises and the career path for persons desirous of advancing in the Executive and Administrative fields.

O. The Civilianization of the Police Force through the re-deployment of Public Officers to the Police Department to allow Police Officers performing clerical / civilian functions, to now do police work.

P. The Permanent Establishment of long serving weekly paid workers.

Q. Establishment of the Airport and The Public Hospitals Authority Acts, which allow the decentralization of Public Hospitals now managed by a Board under the new Hospitals Authority Act and Airport Management, under The Airports Authority Act.

R. The implementation of a Career Tracking System for Teachers to allow for the promotion and reward for Teachers who perform at different levels.

S. The increased salary remuneration for Security Forces, Nurses, Doctors, Allied Health Workers and Air Traffic Controller's personnel. The 2002 Anomaly Exercise and salary increases generally to the remainder of The Public Service.

T. Utilization of skills and knowledge of retired public officers especially in the area of training.

U. Transfer of personnel between Government Authorities (B.E.C., Bahamas Broadcasting Corporation, etc...) and The Public Service.

V. Introduction of the DocuWare Electronic Records Management System.

W. The arrangement of Public Service Week to honour long serving retirees and the naming of The National Public Service Officer of the Year, which speaks to The Public Services' initiative to enhance productivity. Additionally, the naming of Public Officer of the year at The Ministry / Department level, is a strategy of change to promote efficiency

and encourage officers to continue to strive for excellence.

X. The current review of the Post Qualification Booklet and the Human Resources Procedures Manual, which will assist Ministries / Department's in providing recommendations that are Commission ready – i.e. with all of the necessary documents and approval needed, thus speeding up the turn around time.

Y. The Industrial Agreement which came into effect in November, 2005.

Although the Human Resources Management Career Path has not yet been introduced, The Department of Public Service is proceeding with training of the various personnel in the Human Resources Units, by having them assigned to The Ministry / Department for periods of 3-6 months. The Department has also posted various officers from The Department of Public Service, to different Ministries / Departments, in an attempt to give exposure to these officers and also the performance of officers assigned there.