

The Public Services Commission, in collaboration with the Ministry of Finance and the Controller and Accountant-General's Department will conduct a Human Resource (HR) Audit of the Public Service as part of the on-going sub-project on Human Resource Management Information System (HRMIS) under the GIFMIS project.

As part of the preparatory work to roll out the exercise, the Commission met Consultants of the Project to deliberate on issues pertaining to the programme.

Addressing the Consultants, the Chairman of the PSC, Mrs. Bridget Katsriku underlined the importance of the HR Audit to the PSC, the public service and the entire nation, describing it as "very critical" for a sustainable human resource planning regime.

She recalled recent media reports about the public service, which centered on the huge public service wage bills, payroll anomalies and "ghost names" among others things, and said "this is one bold initiative that we want to take to address those issues".

Mrs. Katsriku said the HR Audit is not a standalone exercise, but linked with the HRMIS project that the Commission is carrying out, and will provide other related HR information that will guide proper HR planning in the Public Service.

The purpose of the Human Resource Audit, is aimed at achieving the following:

- to obtain a more accurate and scientific data on the Human Resource in the Public Service for decision making and planning purposes;
- to determine the optimum number of positions and the right human resource establishment levels/ceilings for each MDA and MMDA in order to facilitate effective position management around entry, progression and exit in the public service; and
- to identify excess labour force for development to other relevant organisations in deficit.

To facilitate speedy execution of the assignment, the country has been zoned as follows:

Zone 1 - Upper East and Northern,

Zone 2 - Brong-Ahafo and Upper West Zone 3-Volta and Greater Accra Zone 4-Western and Central Zone 5-Ashanti Region Zone 6 - Eastern Region

The Commission, therefore, requests all MMDAs to co-operate and give maximum support to the consultants for the successful conduct of the exercise.