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 MMMDA 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 cooperate and give maximum support to the consultants for the successful conduct of the exercise.

President John Dramani Mahama has urged Heads of Public Service organisations and Chairpersons of Boards and Councils to take responsibility in the fight against corruption in the Public Service.

President Mahama was opening the 8th Conference of Public Service Chief Directors, Chief Executives and Chairpersons of Governing Boards and Councils at Koforidua in the Eastern Region.

The fight against corruption was not the sole responsibility of the Executive, but a shared one in which public service office holders should be mindful of, he noted.

The President was addressing over 140 participants who attended the Conference, which was on the theme: “Leading and Managing the Dynamics of Change through the Professionalization of the Public Services.”

MANDATE

Article 194 (1) of the 1992 Constitution states that there shall be a Public Services Commission which shall perform such functions as are assigned to it by this Constitution or by any other law. In Article 196, it is stated that, “The Public Services Commission shall have such powers and exercise such supervisory, regulatory and consultative functions as Parliament shall, by law, prescribe, including as may be applicable, the supervision and regulation of entrance and promotion examinations, recruitment, appointment into or promotions within the Public Services and the establishment of guidelines on the terms and conditions of employment in the public services”.

The Commission is further empowered in Sections 10-13 of Act 482 to request any public officer, Corporation or Board to supply relevant information or data on its work which shall be binding on the person or organisation so requested. The Act also authorises officers of the PSC to enter any premises of a Ministry, Department, and office of a Regional Co-ordinating Council, office of a District Assembly, or any public office to inspect and make copies of any records or documents kept there.”

A public officer who, therefore, without reasonable excuse, fails to appear before the Commission when notified do so, or who fails to comply with any request lawfully and properly made by or on behalf of the Commission, or who obstructs the Commission or any member or officer of the Commission in the performance of his functions under this section, shall be guilty of misconduct.

The Act provides for the security, autonomy and confidentiality of PSC’s activities that interacts “any report, statement or record of any meeting, enquiry or proceedings which the Commission may make in the exercise of its functions, or any member or officer of the Commission may make in the performance of his duties, shall be privileged in that its production may not be compelled in any legal proceedings, unless the Supreme Court shall declare that the production is in the public interest.”

Functions

Section 4 of Act 482, 1994 stipulates the functions of the Commission. These are:

- to advise Government on the criteria for appointment to public offices as well as persons to hold or act in public offices;
- to advise Government on the criteria for appointment to public offices as well as persons to hold or act in public offices;

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PRESIDENT MAHAMA OPENS 2015 CEOs CONFERENCE

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The President expressed dissatisfaction about embarrassing manner some Chief Directors were hauled yearly to face the Public Accounts Committee of Parliament to answer queries on mismanagement and abuse of public funds at various Agencies.

“I normally feel very sorry for you when you appear and you are being scrutinized and so one would think that after leaving that uncomfortable situation when you go back you will take control and make sure you are not summoned back”, the President said.

He therefore directed Chief Executives to take effective action against all public servants mentioned in the Auditor General's Report, adding “that is what you are required to do”.

Touching on professionalism, President Mahama expressed concern about the way some public servants at positions of trust demanded inducements from clients before providing services they are paid to undertake.

The President cited a complaint he received from one of the country’s entry points where a foreign national, despite the complimentary reports he had about Ghana public service, had to part away with money in exchange of the service he required. This the President described as “unethical and selfish”.

On employment, the President dispelled rumours that the International Monetary Fund (IMF) bailout programme had attached conditionalities that would restrain the government from employing workers into the public sector. The government, the President said, would continue to recruit the required number of qualified workers needed to enhance service delivery.

On speculations that the government would retrench workers in the public service as part of the IMF conditions, His Excellency explained that the government would rather in the process of staff rationalisation, where personnel would be posted to places where their services are required.

The Commission wishes to thank all stakeholders including the Office of the President, Cabinet, Parliament, Developing Partners, Central Management Agencies and all relevant Ministries, Departments and Agencies (MDAs) for the successful design and implementation of these reforms. It is the hope of the Commission, that as it moves further into the implementation stages of the reforms, all stakeholders would continue to support the efforts of the Commission towards building a strong and results-oriented public service delivery system for the benefit of the citizen.

The President made reference to the complimentary reports he had about Ghana’s public service delivery system, adding “...that is what we are required to do”.

Mrs. Katsiriku observed that increased pressure on the government to deliver quality services to citizens required the infusion of professionalism as a prerequisite for public servants for them to deliver quality service. She added that “being professional is being excellent at one’s job and this should lead to satisfying one’s clients”.

She stated that mediocrity, that results from incompetent and unethical behaviour often breeds unprofessional conduct, corruption and citizen’s dissatisfaction, conflict and underdevelopment, adding that “...mediocrity and unprofessionalism in public service has high correlation with our poor public service delivery today”.

The Chairman of PSC called on the leadership of the various public service organisations to wake up to their responsibilities and change the way they lead.

She expressed displeasure about lack of commitment on the part of Chief Executives to ensure that the various mandates of their agencies were achieved in an efficient and effective way.

She noted that many of the Government Boards and Councils had not signed performance contracts with their Chief Executives and, therefore, could not hold them accountable for poor work performance.

The Commission, she said, would continue its efforts to ensure that the situation is addressed to enable the public depend on the public service for better service delivery.

The Eastern Regional Minister, Mr. Antwi-Osaako Sekyere said professionalism and work ethics in public service had attracted little attention in recent times and emphasized the need for public servants to keep pace with time.

He noted that the public sector was the surest way of extending opportunities to all citizens, and underlined the need for change in work attitudes and ethics of Public Servants.

The Conference of Public Service Chief Directors, Chief Executives and Chairpersons of Governing Boards and Councils, has over the years, created opportunities for networking amongst participants and a platform to share information or showcase programmes of agencies that leaders in the public service needed to be aware of.

“If you make the choice to serve the public, Public Service, then serve the public, not yourself”

- Jack Abramoff
The Chairman of the Public Services Commission (PSC), Mrs. Bridget Katsriku has inaugurated the Electronic Communication Tribunal in Accra.

This is in accordance with the provisions of Section 88 to 93 of the Electronic Communication Act, 2008 (Act 775) to consider appeals against decisions or orders made by the National Communication Authority (NCA).

The three-man Tribunal is chaired by Justice Samuel Kofi Date-Bah, a retired Supreme Court Judge, and has Prof. Nii Narku Quaynor, a lecturer at University of Cape Coast (UCC), Mr. Biadela Mortey Akpadzi, Executive Director of Economic and Organised Crime Office (EOCO) as members.

Mr. Tawia Akyea, Principal Lecturer at the Ghana Institute of Management and Public Administration (GIMPA) is the Registrar. Mrs. Fuseina I. Yakubu is the Secretary in the Registry of the Tribunal.

Inaugurating the Tribunal, Mrs. Katsriku expressed her gratitude to the Chairman, Members and the Registrar for accepting the call to be part of the Tribunal, which she described as an “important good governance mechanism”.

On behalf of the members, the Chairman of the Tribunal expressed his gratitude to the Commission for the confidence reposed in them, and assured the Commission that they will dispense justice fairly.

Justice Date-Bah, disclosed that the Tribunal shall commence work as soon as the rules of Procedure have been approved by a Panel of the Tribunal, specifically, convened for the purpose and promulgated as a Legislative Instrument by the Board.

The Public Services Commission is a statutory body mandated by Section 89 of the Electronic Communication Act to appoint the Chairman, Members, a Registrar and other staff necessary for the operation of the Tribunal.

A seven-member Interim Executive Committee to steer the affairs of the Human Resource Management Practitioners Network was inaugurated by Mrs. Bridget Katsriku, Chairman of the Public Services Commission (PSC) on the 5th of February, 2015. The venue for the short but yet impressive ceremony was held in the Conference Room of the Public Services Commission.

In a brief background to this initiative, Mrs. Bridget Katsriku said that the idea of establishing the Human Resource Management Practitioners’ Network was the outcome of the collaborative effort between the Australian Public Services Commission and the Ghana Public Services Commission.

The Network is to provide a platform for Human Resource managers and practitioners in the public services to engage one another in a healthy cross-fertilization and sharing of ideas, adopting innovative practices and conventions including outcomes of research findings to improve on their duties and functions at their work places in the various Ministries, Departments and Agencies (MDAs).

She further stated, that the Human Resource Management Practitioners Network was common feature in the developed countries and with these networks providing professional inputs and advice to direct and influence policy changes in the area of human resource management.

The Networks, she noted, also serve as a veritable ground for which Human Resource practitioners could improve their skills and competencies to address the complexities and challenges involved in managing employees. Thus, the establishment of this network in Ghana should be seen as huge step towards professionalizing the human resource management functions and managing people in an effective and efficient manner in the public service of Ghana.

The Interim Executive Committee has its Chairman, Mr. Andy Okrah, Director of Human Resource Management, Ghana Forestry Commission.

The other Members include Ms. Ohenewa Aboagye, Director of Administration, Ghana Standard Authority; Mrs. Yvonne Quansah, Head of Human Resource Management, and the Ghana Forestry Commission.

Mr. Prince Moses A. Pecku, Human Resource Manager, Ghana Water Company; Ms. Patricia A. Ageypong, Director, Office of the Head of Civil Service; Ms. Charlotte Morgan-Asiedu, Human Resource Director, Ministry of Communication, Mr. Samuel Akrofi, Assistant Director, PSC. The Secretariat for the Network is located at the Public Services Commission and has its Coordinator, Ms. Pearl Offeibea Twum, Assistant Director PSC.

Mrs. Bridget Katsriku entreated the Interim Executive Committee to take this responsibility seriously and urged it to design strategies that would make the Network vibrant, active and a responsible professional grouping.

The Chairman of the Interim Executive Committee, Mr. Okrah, on behalf of the other members thanked the Public Services Commission for the confidence reposed in them and that they would collectively, work to build a strong, vibrant and professional network of human resource management practitioners.
The 2015 Conference of Public Service Chief Directors, Chief Executives and Chairpersons of Governing Boards/Council was held at the Capital View Hotel in Koforidua in Eastern Region from 23rd to 26th April, 2015. H.E. John Dramani Maham, President of the Republic of Ghana performed the opening ceremony. Here are highlights of activities that took place during the three-day conference.