



## Select Public Sector Reform Initiatives within the Barbados Public Sector

No	Name	Purpose/Aim	Conceptualisation	Start-up Date	Programme Status	Ministry/Department/ Agency
1	<b>Creation of the Office of Public Sector Reform</b>	To assist Ministries, Departments and Agencies in developing, implementing, maintaining PSR Projects, Programmes, etc.	Ministry of the Civil Service	1997	Ongoing	Ministry of the Civil Service
2	<b>Financial Management Information System (SmartStream)</b>	To improve the Financial Management throughout the Public Service	Ministry of Finance/ Ministry of the Civil Service	1998	Final Stages of Implementation	Project Expenditure Management Unit
3	<b>Human Resources Management Information System (SmartStream)</b>	To manage Government's Personnel and Payroll functions	Ministry of Finance/ Ministry of the Civil Service	1999	Final Stages of Implementation	Project Expenditure Management Unit / Personnel Administration Division / Ministry of the Civil Service
4	<b>Procurement System (SmartStream)</b>	To computerise the procurement process	Ministry of Finance/ Ministry of the Civil Service	1998	Final Stages of Implementation	Central Purchasing Department / Project Expenditure Management Unit

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5	<b>Performance Review and Development System (PRDS)</b>	It assesses performance in the workplace in relation to agreed performance standards	Office of Public Sector Reform / Ministry of the Civil Service	2001	Pilot Phase	Personnel Administration Division (PRDS Unit)
6	<b>IADB Justice Improvement Programme</b>	To modernise the Justice System	Office of the Attorney General	2002	Ongoing	Office of the Attorney General (IADB Justice Improvement Project Office)
7	<b>Curriculum Reform</b>	To revise the curricula by shifting from traditional assessments to assessments using a combination of methods such as orals, interviews, project-based work, etc.	Ministry of Education, Youth Affairs and Sports	2000	Ongoing	Ministry of Education, Youth Affairs and Sports
8	<b>E-government</b>	To facilitate the empowerment of the citizens by improving the convenience, speed, efficiency, quality and variety of services and information delivered by the government.	Ministry of the Civil Service	2002	Ongoing Presently drafting E-government Strategy	Ministry of the Civil Service

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9	<b>Pension Reform</b>	Reform is expected to result in maintaining sufficient reserve funds to pay for benefits in the future.	National Insurance Board	1998	Public Education and Consultative Phase	National Insurance Department
10	<b>Job Evaluation Exercise</b>	To re-assess the relative values of jobs in the public service	Ministry of the Civil Service	2000	Completed	Ministry of the Civil Service
11	<b>Revised Qualifications Order</b>	The main purpose of this initiative was to review and amend the qualifications attached to nearly every post in the civil service <sup>1</sup>	Ministry of the Civil Service	Effective Dec. 2001	Completed	Ministry of the Civil Service
12	<b>Conversion of Casual Workers to Public Officers</b>	The purpose of this initiative was to give these workers security of tenure and significantly enhance their retirement benefits	Ministry of the Civil Service	1998	Completed	Ministry of the Civil Service
13	<b>Development of a New Public Service Act</b>	To develop a new Public Service Act for a modern Public Service	Ministry of the Civil Service	1999	Policy Framework completed, Legislation now to be prepared	Ministry of the Civil Service

<sup>1</sup>Note that the Fire Service, Prison Department and the Royal Barbados Police Force posts were excluded.

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14	<b>Social Partnership Protocol</b>	One of the objectives of the social partnership is to increase competitiveness through improved productivity and efficiency in the workplace	Ministry of Finance	1993	Protocol Four 2001-2004 Introduced	Ministry of the Civil Service (Secretariat)
15	<b>Customer Service Assessment and Improvement Programme</b>	To improve public services in accordance with the needs of the Barbadian Citizens	Office of Public Sector Reform	2003	Ongoing	Office of Public Sector Reform
16	<b>Employee Assistance Programme (EAP)</b>	To provide counseling and professional services and address issues of a behavioural or psychological nature for gov't employees	Office of Public Sector Reform	1998	Ongoing Over 200 Seminars/Workshops conducted Approx. 900 Individuals counselled	Office of Public Sector Reform / Network Services Centre Inc (NSC).
17	<b>Internal Reform Committees (IRCs)</b>	To encourage the participation of all officers in the reform programme	Office of Public Sector Reform	1997	Revitalisation effort ongoing	Office of Public Sector Reform
18	<b>Humanised Management and Personal Excellence Programme</b>	To improve working relationships at the workplace, create 'work friendly' environments and encourage positive 'personal reform' in public officers	Office of Public Sector Reform	2004	Ongoing	Office of Public Sector Reform

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19	<b>Establishment of Fair Trading Commission</b>	To regulate utility companies, safeguard consumer interests and promote competitive markets	Ministry of Commerce, Consumer Affairs and Business Development	2001	Ongoing	Ministry of Commerce, Consumer Affairs and Business Development
20	<b>Value-for-Money Auditing (Performance Auditing)</b>	VFM auditing aims to ensure that Gov't Departments/Agencies make the best possible use of public funds	Ministry of Finance	Legal Mandate 1998	Implemented	Auditor General's Department
21	<b>EEPSI Project (Enabling Environment for Private Sector Investment)</b>	This project provides a "One-Stop Shopping" solution for investors and agents, 24 hours a day, 7 days a week, internationally.	Ministry of Economic Development, Department of Industry & International Business	2000	Ongoing	Ministry of Commerce, Consumer Affairs and Business Development
22	<b>Labour Market Information System</b>	This system provides information relating to the Barbados Labour Market	Manpower Research and Statistical Unit, Ministry of Labour & Social Security	1999	Implemented	Manpower Research and Statistical Unit (MRSU)

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23	<b>National Human Resource Development Strategy</b>	Aims to inform the strategic plan of Barbados	Manpower Research and Statistical Unit, Ministry of Labour & Social Security	2002	Ongoing	Manpower Research and Statistical Unit
24	<b>Establishment of the National HIV/AIDS Commission</b>	To coordinate effectively the national expanded response to reduce the incidence and spread of the epidemic in Barbados	Prime Minister Rt. Hon. Owen S. Arthur, M.P.	2001	Commission established	National HIV/AIDS Commission, Prime Minister's Office
25	<b>Amendments to Financial Rules</b>	These amendments would allow Gov't Departments/ Agencies to make Credit Card purchases	Ministry of Finance	2002	Implemented	Ministry of Finance
26	<b>Tax Administration &amp; Expenditure Management Project</b>	The project aims to strengthen the MOF and the three (3) main revenue collecting Departments <sup>2</sup> in fiscal administration and improve public expenditure management	Ministry of Finance	1993	Ongoing	Ministry of Finance

<sup>2</sup> These Departments are: the Inland Revenue Department, the Customs and Excise Department and the Land Tax Department.

No	Name	Purpose/Aim	Conceptualisation	Start-up Date	Programme Status	Ministry/Department/ Agency
27	<b>Programme &amp; Performance Based Budgeting</b>	PPBB aims to improve the budgetary and financial management systems of the B'dos Government	Ministry of Finance	1996	Implemented	Ministry of Finance
28	<b>Green Paper on the Sustainable Development of Tourism in Barbados</b>	This document provides a broad policy framework which should guide the sustainable development of the tourism industry in B'dos in the short to medium term	Ministry of Tourism	Stakeholders consultations held in 2000	A Policy Framework Developed	Ministry of Tourism
29	<b>Education Sector Enhancement Programme (Edutech)</b>	Computerisation of most of the island's public schools to increase the number of students who contribute to the sustainable social and economic development of Barbados	Ministry of Education, Youth Affairs & Sports	1998	Ongoing	Edutech Programme Coordinating Unit (PCU), Ministry of Education, Youth Affairs & Sports

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30	<b>Penal Reform</b>	The Penal System Reform Act created new and expanded sentencing options for the courts based on the concept of community punishment	Ministry of Home Affairs	1998	Ongoing	Ministry of Home Affairs
31	<b>Postal Modernisation Programme</b>	The aim of this programme is to transform the BPS into a dynamic, self-sustaining and business-focused organisation	Barbados Postal Service	1996	Ongoing	Barbados Postal Service
32	<b>Consumer Protection Act</b>	This aims to make new provision for the protection and safety of consumers and for connected purposes	Ministry of Commerce, Consumer Affairs & Business Development	2003	Implemented	Ministry of Commerce, Consumer Affairs & Business Development
33	<b>Introduction of the Flexibility Responsibility Allowance</b>	The allowance is aimed at compensating police, prison and nursing officers for the extra hours they are required to work	Ministry of the Civil Service	2001	Ongoing	Ministry of the Civil Service
34	<b>University College of Barbados (UCB)</b>	The aim of this proposal is to amalgamate the three tertiary level institutions <sup>3</sup> to form the UCB	Ministry of Education, Youth Affairs and Sports	2002	Project Office created	Ministry of Education, Youth Affairs and Sports

<sup>3</sup> These tertiary level institutions are the Barbados Community College, Erdiston Teacher Training College and Samuel Jackman Prescod Polytechnic.

35	<b>Anti-Money Laundering Authority (Financial Intelligence Unit)<sup>4</sup></b>	The goal of the Authority is to prevent or control money laundering and thus protecting the vital financial sector of Barbados	Office of the Attorney General	2000	Ongoing	Office of the Attorney General
36	<b>Constitution Review Commission</b>	The Terms of Reference were <i>inter alia</i> to examine, consider and enquire into the Barbados Constitution and other related Laws and matters.	Prime Minister's Office	1996	Report Published in 1998. Some recommendations awaiting approval	Prime Minister's Office
37	<b>Community Technology Programme (CTP)</b>	The goal of the CTP is to provide effective access to technology and the Internet by economically disadvantaged community members.	Community Development Department	2000	Ongoing	Community Development Department

<sup>4</sup> The Financial Intelligence Unit was created to carry out the executive functions of the Authority.