



CARICAD

Caribbean Centre for Development Administration

Improving Government for the people of the Caribbean

Human Resource Audit and Planning Project Underway Dominica

The Government of the Commonwealth of Dominica has engaged the services of the Caribbean Centre for Development Administration (CARICAD) to conduct a Human Resource (HR) Audit and Planning Project. The Project began in November 2009 and is scheduled to be completed in August 2010.

The Project's purpose is:

“The development of strategies for improvement in the utilization of human resources and for the attraction and retention of the number of people required with appropriate skills, expertise and competencies for the improvement of organisational effectiveness within the Public Service of the Commonwealth of Dominica.”

This Project is closely aligned to the Medium Term Public Sector Reform Strategy (MTPSRS), which comprises four key components: Public Administration Modernization, the Enabling Environment, Rationalisation of Social Services and Economic Management. The HR Audit and Planning Project, which is part of the Public Administration Modernisation theme, will focus on three main areas:

1. The performance of a Human Resource Audit
2. The development of a Human Resource Plan
3. The development of Succession Plans for all Ministries and Departments within the Public Service

Significantly, this HR Audit and Planning Project will interpret and align Government priorities and corporate strategy with human resources in Ministries and Departments. It also includes training and capacity building components which, along with the development of the Succession Plans, seek to enable key individuals to identify and review officers with potential and prepare them to assume higher level positions in the future.

The Project has entered into an accelerated phase of implementation since the beginning of this year. Meetings have been held with selected representatives groups and key officials to provide detailed information about the Project and obtain feedback to shape its implementation. Officials met so far include the Minister of the Public Service, staff union representatives, Government officials at all levels, the committee of Permanent Secretaries and public officers at various Ministries and Departments,

CARICAD's Programme Specialist for Institutional Strengthening, Mrs. Rosemund Warrington, is the lead coordinator for the project, which is being sponsored by the World Bank. In addition, CARICAD has engaged three consultants - Dr. Gwendoline Williams, Dr. Valda Henry and Ms. Lynette Andrews, to facilitate the successful implementation of the project over a period of ten months. Active support from the Chief Personnel Officer and a Reference Group comprising senior public officials and union representatives in will also serve as a critical factor to the Project's success.

Transfer of skills and capacity building within the Public Service is assured because a local team of public officers will work closely with the consultants. Additionally, focal point officers at every line Ministry will also provide support for successful implementation and will benefit from the training opportunities during the project.