



**PUBLIC SECTOR TRANSFORMATION UNIT**  
**FEBRUARY, 2010**  
**Communiqué #2**

Dear Colleagues

Since the beginning of the year, we have analysed the matrices submitted by the Ministries, Departments and Agencies. That is, we have looked at their subjects, budget, services provided, staffing, as well as, their own recommendations of what functions should be retained, merged, transferred, reorganized or privatized.

We have also held one-on-one discussions and consultations with each Permanent Secretary, to share with them our own preliminary assessment of their particular matrix, as well as, to garner from them additional information which might be needed. Members of the PSTU having everyone's information, have the benefit of seeing the global picture and we can from that vantage point, bring certain perspectives on the recommendations presented.

These discussions with the Permanent Secretaries have been very useful and productive and have helped us considerably in analyzing properly each Ministry, its Agencies and Departments. In addition to the meetings with Permanent Secretaries, we have also continued our visits to Ministries to brief and interact with Ministers, Permanent Secretaries and senior staff members and in some cases, with the general staff. These discussions have also been most enlightening and stimulating.

After this thorough process of consultation and analysis has been completed, we will submit our recommendations to the Consultative Monitoring Group, chaired

by Mr. Peter Moses. After receiving their inputs, we will submit the draft to the Sub-Committee of Cabinet. The aim is for the Cabinet to sign off on the final configuration of the Public Sector in March 2010 and thereafter the process of implementation will be rolled out over the next eighteen months.

We have found general support for the principle of Public Sector transformation, as well as, the particular process we have been pursuing. The feedback we have received from a wide cross-section of Public Officers is that there is broad acceptance of the need for Public Sector transformation. There is recognition that we do have a functional service, however there is the need for a more efficient, productive and dynamic Public Sector that is in the interest of everyone, including Public Sector workers themselves.

Public Sector workers want to be assured that all issues—primary among them those human-resource-related ones —are dealt with fairly, honestly and transparently, with people being accorded the dignity and respect they deserve. We at the PSTU acknowledge that although a daunting task, we are totally committed to that process.

Our HR specialist on the team, Mr. Ward Mills, has already been meeting with HR Directors in Ministries and Agencies to ensure everyone is fully on board, and that the change process is managed sensitively and sensibly. Staff welfare issues are among the most critical issues being addressed by the PSTU, because we are committed to treating Public Sector staff with the utmost dignity and respect.

Issues having to do with staff counseling—both personal and business counseling, to include training, retraining, redeployment, are being addressed. Redeployment within the Public Sector is also being considered and with our ability to see the total landscape, we are in a good position to guide this process. For those who may transition out of the Public Sector, we are also actively looking at the matter of facilitating small business loans and having special loan windows made available through the Development Bank of Jamaica.

We have had several meetings with the Unions, who are being kept abreast of the work of the unit and all developments regarding the restructuring exercise. To ensure the interests of the workers are carefully considered, Mr. Wayne Jones, President of the Jamaica Civil Service Association and General Secretary of the Jamaica Confederation of Trade Unions is a representative of the Consultative Monitoring Group (CMG). We have also been meeting with the wider Trade Union representatives to ensure that we are the beneficiaries of their best advice.

It is vital that the process of Public Sector transformation is a collaborative, consultative and cohesive one. It is the only way transformation can occur in the Public Sector if it is to succeed. We need feedback and input from you. We encourage you to write to us with your suggestions, recommendations and ideas. Tell us how we can best fulfill our mandate to ***“lead, monitor, evaluate and facilitate the implementation of the restructuring of the Public Sector for efficiency, effective and economical Government”***.

Collectively, we must create a Public Sector that is benchmarked to international best practices. It is our goal to become the best Public Sector within Latin America and the Caribbean and indeed, the envy of many other countries. We must do it together. We must do it on a platform of trust. Communication is critical in this process of trust-building. This is why these Communiqués are important-- and why it is important that you communicate with us. I do believe we can achieve our vision of a ***“transformed, cohesive Public Sector that is performance-based, efficient, cost effective and service oriented”***.

You can reach us at [info.pstu@cabinet.gov.jm](mailto:info.pstu@cabinet.gov.jm) . Meanwhile, catch us on Facebook and on our website [www.jis.gov.jm/special\\_sections/pstu/](http://www.jis.gov.jm/special_sections/pstu/) .

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