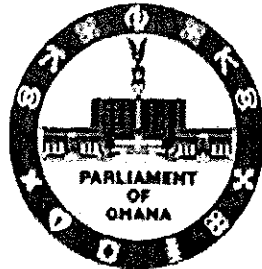


**IN THE FIRST SESSION OF THE EIGHTH PARLIAMENT OF
THE FOURTH REPUBLIC OF GHANA**



**REPORT OF THE SPECIAL BUDGET
COMMITTEE ON THE 2023 ANNUAL
BUDGET ESTIMATES OF THE PUBLIC
SERVICES COMMISSION**

1.0. INTRODUCTION

The Hon Minister for Finance Mr. Ken Ofori-Atta presented the Budget Statement and Economic Policy of the Government of Ghana for the 2023 Financial Year to the House on Thursday, 24th November, 2022 in accordance with Article 179 of the 1992 Constitution and Section 21(3) of the Public Financial Management Act, 2016 (Act 921).

The Rt. Hon. Speaker referred the Estimates of the Public Services Commission (PSC) to the Special Budget Committee for consideration and report in accordance with Order 140(4) of the Standing Orders of the House.

2.0. DELIBERATIONS

In the consideration of the Estimates, the Committee was assisted by the Chairperson and Members of the Public Services Commission, Officials from the Ministry of Finance and the Public Services Commission (PSC).

The Committee expresses its gratitude to the Officials for the assistance.

3.0. REFERENCE DOCUMENTS

The Committee made reference to the following documents during its deliberations:

- a. The 1992 Constitution of the Republic of Ghana;
- b. Public Financial Management Act, 2016 (Act 921)
- c. The Public Services Commission Act, 1994 (Act 482);
- d. The Standing Orders of the Parliament of Ghana;
- e. The Budget Statement and Economic Policy of the Government of Ghana for the 2022 Financial Year;
- f. The 2023-2026 Medium Term Expenditure Framework (MTEF) of the Public Services Commission; and
- g. Sustainable Development Goals (SDGs).

4.0. VISION AND MISSION

The Public Services Commission (PSC) was established in 1994 by an Act of Parliament (Act 482) to formulate, monitor and implement Government policies and guidelines for the efficient management and development of the human resource base of the Public Service. The Vision of the Commission is to be a Leading and Dependable Partner in Human Resource Management and Organisational Development in the Public Services of Ghana.

The Public Services Commission therefore exists to advise Government on the criteria for appointment to public offices as well as persons to hold or act in Public Services. It is also to promote efficiency, accountability and integrity in the Public Service and prescribe appropriate measures including procedures for the management of personnel records within the Service.

The Commission is also mandated to explore, identify and promote the recruitment of suitable personnel into the Public Service and undertake the planning of manpower requirements of the Public Services.

Additionally, the Commission is responsible for the conduct of examinations and interviews for appointments to posts and for promotions in the public services. This is to ensure a uniform standard of selection and qualification into the public service of Ghana.

5.0. GOALS AND POLICY OBJECTIVES

The goal of Public Services Commission (PSC) for the medium term is to promote a well-managed public service workforce capable and committed to delivering high quality services for accelerated growth and sustainable development. The policy Objective of the Commission is to build an effective and efficient government machinery.

In pursuit of its goal, the PSC has put in place the following key strategies:

- Improve leadership capability and delivery in the public service;
- Implement comprehensive Human Resource payroll system and database;
- Modernise public service institutions, and;
- Improve work ethics in the public services.

6.0. PERFORMANCE IN 2022

In pursuit of its mandate, the Public Services Commission during the year under review achieved the following among others:

6.1. *Restructure and Strengthen the Commission*

The commission created a new division namely the Management Information System Division to strengthen all IT related projects. The commission also redesigned and updated its website. The commission developed a five-year strategic plan (2022-2026) which is currently operational.

6.2. *Human Resource Management Information System (HRMIS) retooled and rolled over to MDAs/MMDAs*

In 2022, the Commission sensitized three hundred (300) participants including Directors, Regional Human Resource Managers and Human Resource Officers in all the sixteen (16) Regions. The Commission also organised an end-user training session for one hundred and ninety-three (193) users from Ghana Health Service, Ghana Education Service, Local Government Service and the Office of the Head of Civil Service (OHCS).

6.3. *Performance Management and Organizational Development*

In 2022, the Commission reviewed eleven (11) schemes of service and thirty-three (33) Organograms out of which seven (7) Schemes of Service and fifteen (15) organograms were approved. The Commission also organised seven (7) Scheme of service training workshops for Public Service Organisations (PSOs). Performance Assessment Instruments from Public Service Organisations collected and under review.

6.4. Recruitment and Career Development

The Commission responded to 100% requests for recruitment and promotion interviews. Seven hundred and eighty (780) candidates were registered and six hundred and sixty-five (665) candidates participated in the annual promotion examinations.

7.0. 2022 BUDGET PERFORMANCE

To undertake its planned programmes and activities for the 2022 Financial Year, the sum of ***Eighteen Million and Seven Thousand Ghana Cedis (GH¢18,007,000)*** was appropriated to the Public Services Commission. The appropriation was disbursed among the various cost centers of the Commission as follows:

Employee Compensation	-	GH¢9,151,000.00
Goods and Services	-	GH¢11,577,000.00
Capital Expenditure	-	GH¢3,765,000.00
Grand Total	-	<u>GH¢24,493,000.00</u>

The appropriation was further revised during the mid-year review to GH¢20,880,100 in accordance with Government's commitment to cut expenditure by 30%.

As at 30th November, 2022, an amount of **Ten Million, Five Hundred and Seventeen Thousand, Two Hundred and Eleven Ghana Cedis, Sixty-Four Pesewas (GH¢10,517,211.64)**, representing 50.37% of the revised appropriation had been released to the Commission for its operations. Details of the releases are as follows:

Compensation	.	GH¢9,088,000.00
Good and Services	-	GH¢901,412.64
Capex	-	GH¢527,799.00
Total	-	<u>GH¢10,517,211.64</u>

As at 30th November, 2022, the actual amount utilised by the Commission in pursuit of its objectives amounts to GH¢9,920,055.64 representing 47.51% of the revised appropriation and 94.32% of releases. The actual expenditure relates to the following:

Compensation	-	GH¢8,490,844.00
Goods and Services	-	GH¢901,412.64
CAPEX	-	GH¢527,799.00
Total	-	<u>GH¢9,920,055.64</u>

Details of resources allocated to the Commission in the 2022 and actual expenditure as at 30th November, 2022 is presented in table 1 bellow.

Table 1: Summary of 2022 Budget Allocation and Expenditure Returns

Cost Centre	Approved Budget (GH¢) (A)	Revised Budget (GH¢) (B)	Amount Released (GH¢) (C)	Actual Expenditure (GH¢) (D)	Variance (GH¢) (E=B-D)	percentage % (F)
Compensation	9,151,000	9,151,000	9,088,000	8,490,844	660,156	92.78
Goods & Service	11,577,000	9,546,300	901,412.64	901,412.64	8,644,887.36	
CAPEX	3,765,000	2,182,800	527,799	527,799	1,655,001	24.18
TOTAL	24,493,000	20,880,100	10,517,211.6 4	9,920,055.6 4	10,960,044.3 6	47.51

8.0. OUTLOOK FOR 2023

In furtherance of its mandate and stated objectives, PSC intends to undertake the following activities, among others, in 2023 Financial Year:

- a. Training of Governing Boards/HR Managers/Directors on Internal Controls, Procurement and Public Financial Management;
- b. Continue the implementation of the Human Resource Management Information System (HRMIS) roll out to MDAs and MMDAs;
- c. Undertake a comprehensive Human Resource Audit across all MDAs and MMDAs;
- d. Develop organograms and schemes of Service for Public Sector Organisations;
- e. Review the Performance Management Systems;
- f. Review guidelines on Schemes of Service, Condition of Service, Job Descriptions, and Job Evaluations.

9.0. 2023 BUDGET ALLOCATION

The Commission has been allocated an amount of ***Twenty-Eight Million, Forty-Two Thousand, Nine Hundred and Forty Ghana Cedis (GH¢28,042,940.00)*** for the implementation of the above programmes and activities for the 2023 Financial Year. This is made up of *GH¢12,215,450 from the Government of Ghana, GH¢27,490 from Retained IGF and GH¢15,800,000 from Donors.* The 2023 allocation will be disbursed among the various cost centers of the Commission as follows:

Employee Compensation	-	GH¢9,700,000.00
Goods and Services	-	GH¢17,891,140.00
Capital Expenditure	-	GH¢451,800.00
<i>Grand Total</i>	-	<u><i>GH¢28,042,940.00</i></u>

The allocation would be further disbursed among the two budget programs of the Commission as follows:

Management and Administration	-	<i>GH¢26,662,800.00</i>
Public Service HR Management	-	<i>GH¢1,380,140.00</i>
Total	-	<u><i>GH¢28,042,940.00</i></u>

The 2023 allocation to PSC would be would be funded from GoG sources Retained IGF and support from Development Partners Fund. The breakdown of the sources of the 2023 allocation as follows:

Government of Ghana (GoG)	-	<i>GH¢12,215,450</i>
Internally Generated Fund (IGF)	-	<i>GH¢27,490</i>
Development Partners Fund (DP)	-	<i>GH¢15,800,000</i>
Total	-	<i>GH¢28,042,940.00</i>

10.0. OBSERVATIONS AND RECOMMENDATIONS

The Committee after careful examination of the 2023 Estimates of the Public Services Commission made the following observations and recommendations:

10.1. The Human Resource Management Information System (HRMIS)

The Committee noted that PSC has implemented a comprehensive Human Resource Management Information System with funding support from the European Commission. The deployment of the HRMIS would assist the public service institutions to identify ghost names at the organizational level thereby promoting efficiency in the payroll management.

- The Committee further observed that the Commission organized end-user training sessions for end-users from Ghana Health Service, Ghana

Education Service, Local Government Service, amongst other state institutions in 2022.

- The Commission also enrolled seven (7) additional MDAs onto the HRMIS and sensitized three hundred (300) participants including Directors, Regional Human Resource Managers and Human Resource Officers in all the sixteen (16) Regions.
- The Committee noted however that the Commission is yet to deploy the HRMIS in all public service institutions and therefore urges the Commission to speed up the deployment processes of the software to all state institutions to eliminate ghost names from the payroll and thereby easing economic pressure on government.

10.2. The Appointment into Public Offices

The Committee observed as enshrined in the Constitution under Article 195 that the Commission has over the years not been consulted in the appointment of public officers, Board of Directors, etc. to public offices.

The Committee therefore recommends that the Commission should come up with a policy document to activate the implementation of this constitutional role.

10.3. Retirement of Public Officers

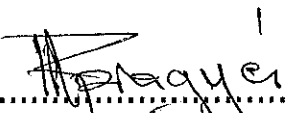
The Committee noted with concern the worrying trend of governments over the years extending the appointments of public officers after attaining the mandatory retirement age of 60 years. This situation not only deny officers in waiting the opportunity to promoted but also demotivate officers and thereby reducing commitment and productivity.

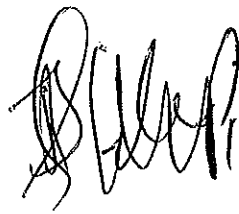
The Committee therefore urges the Commission to stamp its authority and ensure that this constitutional mandate is enforced reduce unnecessary financial burden on government payroll.

11.0. CONCLUSION

The Committee, having carefully examined the 2022 Annual Estimates of the Public Services Commission (PSC) and having regards to the strategic role of PSC in improving public service delivery, recommends to the House to adopt its report and approve the sum of ***Twenty-Eight Million, Forty-Two Thousand, Nine Hundred and Forty Ghana Cedis (GH¢28,042,940.00)*** to enable the Public Services Commission implements its programmes and activities for the 2023 Financial Year.

Respectfully submitted.


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HON. PATRICIA APPIAGYEI
(VICE-CHAIRPERSON,
SPECIAL BUDGET COMMITTEE)


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JOANA A. SAKYI (MRS.)
(CLUSTER HEAD, FINANCE &
ECONOMIC)

21ST December, 2022