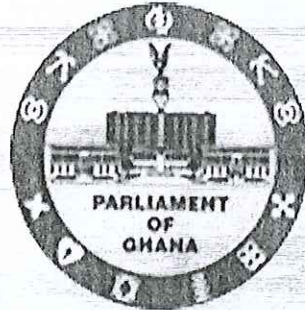


IN THE THIRD SESSION OF THE EIGHTH PARLIAMENT OF THE FOURTH
REPUBLIC OF GHANA



**REPORT OF THE SPECIAL BUDGET COMMITTEE ON THE 2024
ANNUAL BUDGET ESTIMATES OF THE PUBLIC SERVICES
COMMISSION (PSC)**

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 2024 Financial Year to the House on Wednesday, 15th November, 2023 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 to the House in accordance with Order 140(4) of the Standing Orders of the House.

The Committee hereby present its Report.

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2.0. DELIBERATIONS

In the consideration of the Estimates, the Committee was assisted by a technical team from the Public Services Commission led by the Chairperson and Officials from the Ministry of Finance.

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

2.1. 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 2023 Financial Year;
- f. The 2024-2027 Medium Term Expenditure Framework (MTEF);
- g. Sustainable Development Goals (SDGs); and
- h. The Report of the Special Budget Committee on the 2023 Annual Budget Estimates of the Public Services Commission.

3.0. MISSION AND VISION OF PSC

Established in 1994 by an Act of Parliament (Act 482), the Public Services Commission (PSC) is mandated 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 therefore, 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. As the central management and governance institution responsible for effective and efficient human resource management of the Public Services of Ghana, 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 Service Institutions.

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

3.1. 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 Management Information System for proper MDA planning and help control data use for the payroll system;
- Modernise public service institutions for efficiency, effectiveness and productivity; and

- Improve work ethics in the public services.

4.0. SUMMARY OF 2023 BUDGET PERFORMANCE

To undertake its planned programmes and activities for the 2023 Financial Year, the sum of **Twenty-Eight Million, Forty-Two Thousand, Nine Hundred and Forty Ghana Cedis (GH¢28,042,940.00)** was appropriated to the Public Services Commission. This is made up of **GH¢12,215,450.0** from the Government of Ghana, **GH¢27,490.00** from Retained IGF and **GH¢15,800,00.00** from Donors. The appropriation was disbursed among the various cost centers of the Commission as follows:

Items	Allocations
a. Employee Compensation	- GH¢9,700,000.00
b. Goods and Services	- GH¢2,091,140.00
c. Capital Expenditure	- GH¢451,800.00
d. Donor Partners	- GH¢15,800,000.00
e. Grand Total	- <u>GH¢28,042,940.00</u>

As at 30th November, 2023, an amount of **Nine Million, Four Hundred and Twenty-Seven Thousand, Twenty-Six Ghana Cedis and Thirty-Five Pesewas (GH¢9,427,026.35)**, representing 77.2% of the GoG approved appropriation had been released to the Commission for its operations. Details of the releases are as follows:

a. Compensation	- GH¢7,286,183.35
b. Good and Services	- GH¢1,795,663.00
c. Capex	- GH¢345,180.35
d. Total	- <u>GH¢9,427,026.35</u>

As at 30th November, 2023, the actual amount utilised by the Commission in pursuit of its objectives amounts to **GH¢9,106,158.59** representing 74.5% of the approved appropriation and 96.6% of the releases. The actual expenditure relates to the following:

Items	Allocation
a. Compensation	- GH¢7,282,330.00
b. Goods and Services	- GH¢1,790,000.00
c. CAPEX	- GH¢33,828.59
d. Total	- <u>GH¢9,106,158.59</u>

Details of resources allocated to the Commission in the 2023 and actual expenditure as at 30th November, 2023 is presented in table 1 below.

Table 1: Summary of 2023 Budget Allocation and Expenditure Returns

No.	Cost Centre	Approved Budget (GH¢) (A)	Amount Released (GH¢) (B)	Actual Expenditure (GH¢) (C)	Variance (GH¢) (D=A-C)	Approved Budget Utilised (%)
1.	Compensation	9,700,000.00	7,286,183.35	7,282,330.00	2,417,670.00	75.1
2.	Goods/Service	2,063,650.00	1,795,663.00	1,790,000.00	273,650.00	86.7
3.	CAPEX	451,800.00	345,180.00	33,828.59	417,971.41	7.4
4.	TOTAL	12,215,450.00	9,427,026.35	9,106,158.59	3,109,120.00	74.5

5.0. **ACHIEVEMENTS IN 2023**

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

5.1. ***Development of Client Service Charters and Gender Mainstreaming***

The Commission facilitated the development of Client Service Charters and commencement of Gender Mainstreaming in Public Service Organisations (PSO) such as the Ghana Health Service, the Driver Vehicle Licensing Authority,

the Ghana Immigration Service, Ministry of Gender, Children and Social Protection, Lands Commission, among others. The aim of this is to improve performance and gender balance in the public service.

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

The re-implementation of the Human Resource Management Information System (HRMIS) is currently underway with all twelve (12) piloted MDAs namely, Office of the Head of Civil Service, Ghana Health Service, Public Services Commission, Ghana Statistical Service, Local Government Service, Ministry of Finance, Ministry of Health, Ministry of Education, among others. Regional Roll-Out and System Support for Ghana health Service, Ghana Education Service, and Local Government Service has been conducted in all the sixteen (16) regions and Headquarters of the MDAs.

5.3. *Development of Organograms and Schemes of Service*

In 2023, the Commission carried out about 80% of the requests for Organograms and Schemes of Service. The Commission received 39 Organograms and Schemes of Service requests and granted approval for 20 Organograms and 16 Schemes of Service. The Commission also organised and trained 541 participants from five (5) Public Service Organisations (PSOs) on the Performance Management System.

This is aimed at improving public service delivery in performance planning, target setting, performance review and appraisal.

6.0. OUTLOOK FOR 2024

Further to the mandate and stated objectives, the Commission intends to undertake the following activities, among others, in the 2024 Financial Year:

- a. Train Governing Boards/HR Managers/Directors on Internal Controls, Procurement and Public Financial Management;

- b. Continue the enrolment of PSOs onto the Human Resource Management Information System (HRMIS);
- c. Undertake a comprehensive Human Resource Audit across all MDAs and MMDAs;
- d. Review the Performance Management Systems;
- e. Undertake functional and technical training for 500 Human Resource staff of MDAs/MMDAs,
- f. Procure logistics and equipment for MDAs/MMDAs (e.g. Laptops, Desk tops internet etc.), among others.

7.0. 2024 BUDGET ALLOCATION

The Commission has been allocated an amount of **Twenty-Three Million, Six Hundred and Fourteen Thousand, Six Hundred and Forty-Five Ghana Cedis (GH¢23,614,645.00)** for the implementation of the above programmes and activities for the 2024 Financial Year. This is made up of **GH¢16,605,399.00** from the Government of Ghana, **GH¢25,410.00** from Retained IGF and **GH¢6,983,836.00** from Donors. The 2024 allocation will be disbursed among the various cost centers of the Commission as follows:

Items	Allocation
a. Employee Compensation	- GH¢9,739,692.00
b. Goods and Services	- GH¢2,860,618.00
c. Capital Expenditure	- GH¢4,030,499.00
d. Donor Partners	- GH¢6,983,836.00
e. Grand Total	- <u>GH¢23,614,645.00</u>

The 2024 allocation to PSC would be funded from GoG sources, Retained IGF and support from Development Partners Fund.



The breakdown of the sources of the 2024 allocation are as follows:

Item	Allocation
a. Government of Ghana (GoG)	- GH¢16,605,399.00
b. Internally Generated Fund (IGF)	- GH¢25,410.00
c. Development Partners Fund (DP)	- GH¢6,983,836.00
d. Total	- GH¢23,614,645.00

The GoG allocation will be disbursed among the three expenditure items of the Commission as follows:

Items	Allocation
a. Employee Compensation	- GH¢9,739,692.00
b. Goods and Services	- GH¢2,836,208.00
c. Capital Expenditure	- GH¢4,030,499.00
d. Total	- <u>GH¢16,605,399.00</u>

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

Management and Administration	- GH¢19,619,437.00
Public Service HR Management	- GH¢3,995,208.00
Total	- <u>GH¢23,614,645.00</u>

8.0. GENERAL OBSERVATIONS AND RECOMMENDATIONS

The Committee after careful examination of the 2024 Estimates of the Public Services Commission made the following observations and recommendations:

8.1. *Inadequate Staff Capacity*

The Committee noted that the present staff strength of 100 is woefully inadequate for effective discharge of the mandate of the Public Services Commission. The growth of the public sector must commensurate with increase capacity of the Public Services Commission to ensure efficient and effective service delivery in the Public Sector.

Notwithstanding the growth of the Public Sector, the staff strength of the Commission has dwindled over the years as a result of its inability to replace retired and other separated staff.

In view of the fast growing public sector in Ghana, there is the need for a strong Public Service Commission to regulate the activities of public sector institutions to promote efficient public service delivery.

The Committee was informed that the existing staff strength of 100 is inadequate for the Commission to carry out its supervisory and scrutiny roles in all Public Service Organisations nationwide. The Commission informed the Committee that efforts were made to secure clearance from the Ministry of Finance to recruit 23 staff to replace retired and other exited staff but the efforts were not successful.

The Committee noted that, a weak Public Service Commission will result in an ineffective and inefficient public sector which will ultimately lead to poor service delivery to the citizenry. The Committee therefore urges the Ministry of Finance to grant the Commission financial clearance to replace exited staff to augment its staff strength for the effective discharge its mandate.

8.2. Under Recovery of Examination Cost

The Committee observed that the Commission spent a sum of GH¢84,950.00 to conduct public service examinations but recovered only GH¢68,400.00 from the examination fees collected, resulting in a loss of GH¢16,550 in 2023. The Committee expressed dissatisfaction at the under recovery of the cost of the examinations. However, the Committee was informed that the fees charged for the examination were are in accordance with the Fees and Charges Act passed by Parliament.

The Committee urges the Commission to engage the Ministry of Finance for a review of the examination fees from the present amount of GH¢100 to allow the Commission to recover the cost involve in conducting such examinations.

9.0. CONCLUSION

The Committee, has carefully examined the 2024 Annual Estimates of the Public Services Commission (PSC) and having regards to the strategic role of Commission in improving public service delivery, recommends to the House to adopt its Report and approve the sum of **Twenty-Three Million, Six Hundred and Fourteen Thousand, Six Hundred and Forty-Five Ghana Cedis (GH¢23,614,645.00)** to enable the Public Services Commission implement its planned programmes and activities for the 2024 Financial Year.

Respectfully submitted.



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HON. OSEI KYEI-MENSAH-BONSU
(MAJORITY LEADER/CHAIRMAN,
SPECIAL BUDGET COMMITTEE)



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

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11TH December, 2023