

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

**REPORT OF THE SPECIAL BUDGET COMMITTEE ON THE 2017 ANNUAL BUDGET
ESTIMATES OF THE PUBLIC SERVICES COMMISSION**



1.0 INTRODUCTION

Following the presentation of the Budget Statement and Economic Policy of the Government to the House on Thursday 2nd March, 2017 by the Minister for Finance, Hon. Ken Affori Ata, the Rt. Hon. Speaker referred the Annual Budget 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

The Committee met and discussed the Estimates with the Chairperson of the PSC, Mrs Bridget Kastriku, technical team from the Public Services Commission (PSC) and the officials of the Ministry of Finance.

The Committee expresses its gratitude to the Chairperson, Madam Bridget Kastriku, Directors and the technical team for attending upon the Committee for the deliberations.

3.0 REFERENCE DOCUMENTS

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

- a. The 1992 Constitution of the Republic of Ghana.
- b. The Standing Orders of Parliament of Ghana.
- c. The Budget Statement and Economic Policy of the Government of Ghana for the 2017 Financial Year.
- d. The Public Services Commission Act, 1994 (Act 482).
- e. The 2017 Estimates of the Public Services Commission

4.0 BACKGROUND

The Public Services (PSC) is established by Act 482 of 1994 to formulate, monitor and implement Government policies and guidelines for the efficient management and development of the human resource base of the public service, with the vision of improving the capacities of public servants to increase productivity and efficient service delivery.

The Public Services therefore exist to advise Government on the criteria for appointment to public offices as well as persons to hold or act in Public Services, to promote efficiency, accountability and integrity in the public Services as well as prescribe appropriate measures and procedures for the management of personnel records within the Service. Further to this the PSC is mandated to identify, explore and promote the recruitment of suitable personnel into the Public Services acting in consultation with educational authorities, and undertake planning of manpower requirements of the public services, conduct examinations and interviews for appointments to post and for promotions to ensure uniformity for standards of selection and qualifications among others.

4.1 GOALS AND POLICY OBJECTIVES

The goal of Public Services Commission (PSC) for the medium term is to promote a well-managed work force capable and committed to deliver high quality services for accelerated growth and achievement of the Millennium development Goals (MDGs).

Pursuant to this goal the Public Services Commission has identified key objectives including the following:

- Establish a reliable Public Services- wide Human Resource Management Information System
- Enhance supervision and productivity in the Public Services
- Promote excellence in people management and improve the working environment and conditions for the Public Service Commission staff, strengthen management oversight and ;
- Promoting the reduction of HIV/AIDS/STI/TB transmission, and proper management and promotion of healthy life styles in Ghanaians.

5.0 PERFORMANCE IN 2016

The Commission, during the year under review, achieved the following among others:

Human Resource Management Programme

The PSC strengthened controls regarding entry, exit and promotions across the various services as well as control the wage bill through prudent Human Resource (HR) management. The Commission also established a comprehensive Human Resource Management Information System (HRMIS) of all public service employees on a common Oracle platform.

Seven out of nine pilot MDAs went live on the HRMIS to enable them review the correct position on their respective staffing levels, and update their human resource data. The Ministries, Departments and Agencies (MDAs) that went live on the system included the following:

- Public Services Commission;
- Ghana Prisons Service;
- Ghana Statistical Service;
- Office of the Head of Civil Service;
- Ministry of Food and Agriculture;
- Ghana Health Service; and
- the Local Government Service

The Commission commenced the Human Resource Audit project in 2015 and continued its implementation in 2016. Substantial savings were made to Government after identification and deletion of 'ghost' names and over-age employees.

Implementation of the Performance Management Policy

The Commission continued with the sensitisation and training of public servants in the use of the new performance management instrument. Out of the eighteen (18) MDAs that requested for training on the new instrument, the Commission trained one thousand, one hundred and thirty-eight (1,138) staff of (16) MDAs in the use of the new performance appraisal instrument to improve performance and productivity.

Development of Schemes and Conditions of Service

In the year under review, out of a total of twenty (20) public service organisations that submitted request for support in the development of schemes of service, the Commission facilitated workshops for sixteen (16) in organisational development and provisions of guidelines for the development of schemes of service. The Commission also reviewed and approved schemes of service for four (4) Ministries, Departments and agencies (MDAs)

State of the Public Service report

The Public Service Commission provided an evidence based advisory regulatory and supervisory service towards effective performance and improved service delivery from the public service. The Commission also commenced a survey exercise as part of the process to produce the 2015 state of the public service report. The survey, which began in November 2016, covered seventy- eight percent (78%) of public service employees. A draft report has been submitted by a consultant and the report is being reviewed by the Commission

5.1 SUMMARY OF BUDGET ALLOCATION AND PERFORMANCE IN

2016

In the year 2016, the Public Services Commission was allocated an amount of **Two Million, Two Hundred and Thirty Four Thousand, and Three Hundred and Eighty-Nine Ghana Cedis (GH¢2,234 389.00)** from GOG for its its activities. An additional amount **Fifteen thousand, seven hundred and ten cedis (GH¢15,710.00)** was allocated from IGF as follows:

Item		Amount (GH¢)
GoG	-	2,234,389.00
IGF	-	15,710.00
Donor	-	-
TOTAL		<u>2,250,099.00</u>

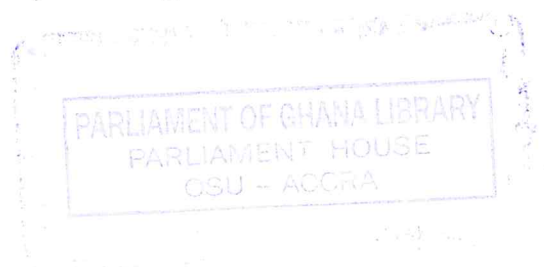
The Financial Budget performance from GOG source for the period ended 31st December, 2016 was distributed among the cost centers of the Commission as follows: **Table 1: Summary of 2016 Budget Allocation and Expenditure Returns**

No	Cost Centre	2016 Approved Budget (GH¢)	Releases Jan-December (GH¢)	Balance on Annual budget GH¢
	Compensation	1,606,425.00	1,739,306.65	132,881.65
	Goods & Service	627,964.00	215,997.00	411,967.00
	Capital Expenditure	-	-	-
	TOTAL	2,234,389.00	1,955,303.65	279,086.00

6.0 Outlook for 2017

In furtherance of its mandate and stated objectives the PSC will undertake the following activities among others in the 2017 financial year:

- a. In the year 2017, the Public Services Commission intends to conduct the third State of the Public Service Report, with a focus on citizens' perception on public service delivery.
- b. The Commission intends to roll out the Human Resource Management Information System (HRMIS) to other MDAs by the end of 2017.
- c. Under its Human Resource Development Plan, the Commission intends to conduct training on research, information, monitoring and evaluation,
- d. Recruitment, career development and performance management and organisational development.
- e. The Commission will continue carry out its general Administration and financial activities.



6.1 2017 BUDGET ALLOCATION

For the implementation of the above programmes and activities, a total budget of **Eleven Million, One Hundred and Sixty-Five Thousand and Seventy- Nine Ghana Cedis (GH¢11,165,079.00)** has been allocated for the Public Service Commission for the 2017 fiscal year. Out of this amount, **Eleven Million, One Hundred and Fifty-Two Thousand, Five Hundred and Seventy- Eight Cedis (11,152,578)** is allocated from GoG source while the remaining **Twelve Thousand, Five Hundred and One Cedis (GH¢12,501.00)** is to be accrued from IGF as additional funds to be expended on Goods and Services.

Summary of the allocation for 2017 financial year is as follows:

Employee Compensation	-	GH¢3,705,888.00
Goods and Services (GoG & IGF)	-	GH¢2,639,191.00
Capital Expenditure	-	GH¢4,820,000.00
Total allocation	-	GH¢11,165,079.00

This allocation will be expended under the following core expenditure items of the Commission:

1. Management and Administration	-	GH¢9,690,302.00
2. Public Services Human Resource Management	-	GH¢ 1,474,777.00
Total	-	GH¢11,165,079.00

7.0 OBSERVATIONS AND RECOMMENDATIONS

7.1 Unapproved Expenditure

The Committee observed that an amount of **GH¢1,606,425.00** was approved for PSC for its Compensation of Employees in the 2016 budget. However as at December 2016, the Commission had spent the sum of **GH¢1,739,306.65** on Compensation of Employees. The Commission explained that seemingly over expenditure was as a result of increase in salaries in the year under review and that expenditure item is directly under the Control of the Ministry of Finance.

The Committee further noted that in the 2017 budget estimates, of the Public Service, an amount of **GH¢175,000** was spent to conduct promotion examinations as per the Ministry of Finance budget report on Public Service Commission for 2016.

7.2 *Inadequate Budgetary Support and untimely releases*

The Committee noted that the 2016 budget did not any provision for capital expenditure requirement of the Public Services Commission even though it proposed the sum of GH¢3000, 000.00 to meet investment expenditure.

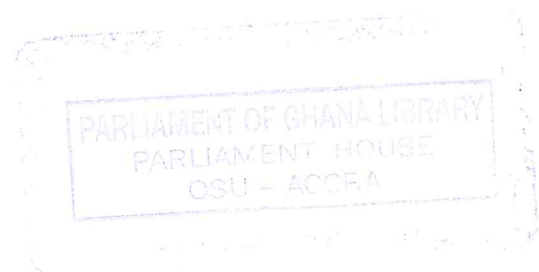
The Committee is of the view that the activities of the Public Service Commission are essential of the GSGDA II and for efficient public sector.

The Committee therefore wishes to recommend to the Ministry of Finance to consider resourcing the Commission adequately to enable it provided the needed manpower training for the efficiency of Public institutions in Ghana.

7.3 *Retention of Internally Generated Funds (IGF)*

The Committee observed that the Commission generates IGF from some of the examination fees it charges for it services in addition to other revenues it earns from the use of its properties by private companies such as MTN.

Considering the inadequate allocations made to the Commission over the years and the important role the Commission play in our public sector reforms, the Committee wishes to strongly recommend to the Minister of Finance to consider allowing the Commission to retain a percentage of its IGF to enable meet some of its challenges for the fulfillment of its mandate.



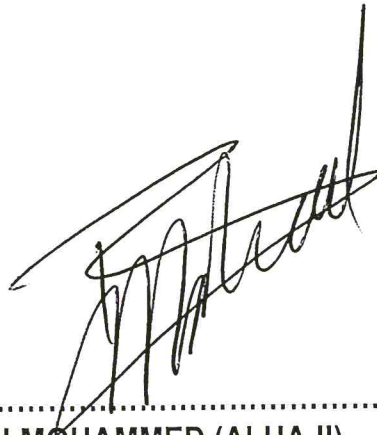
8.0 CONCLUSION

In view of the strategic role of the Commission in improving public service in Ghana, the Committee wishes to the House to adopt its report and approve the sum of ***Eleven Million, One Hundred and Sixty-Five Thousand and Seventy- Nine Ghana Cedis (GH¢11,165,079.00)*** to enable the Commission implement its programmes and activities for the 2017 financial year.

Respectfully submitted.



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



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INUSAH MOHAMMED (ALHAJI)
(CLERK TO THE COMMITTEE)

March, 2017