



OFFICE OF PARLIAMENT

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

REPORT OF THE SPECIAL BUDGET COMMITTEE
ON THE 2018 ANNUAL BUDGET ESTIMATES OF
THE PUBLIC SERVICES COMMISSION

PARLIAMENT OF GHANA LIBRARY
PARLIAMENT HOUSE
OSU - ACCRA

THURSDAY 14TH DECEMBER, 2017

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

**REPORT OF THE SPECIAL BUDGET COMMITTEE ON THE 2018 ANNUAL BUDGET
ESTIMATES OF THE PUBLIC SERVICES COMMISSION**

1.0 INTRODUCTION

The Minister for Finance, Hon. Ken Ofori Atta presented the Budget Statement and Economic Policy of the Government of Ghana for the 2018 financial year to the House on Wednesday, 15th November, 2017 in accordance with Article 179 of the 1992 Constitution.

- 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 was assisted in its deliberations by officials from the Public Services Commission (PSC) and the Ministry of Finance.

The Committee expresses its gratitude to the officials for their 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. The Standing Orders of the Parliament of Ghana.

- c. The Budget Statement and Economic Policy of the Government of Ghana for the 2018 Financial Year.
- d. The Public Services Commission Act, 1994 (Act 482).
- e. The 2018 Estimates of the Public Services Commission

4.0 BACKGROUND

The Public Services Commission (PSC) was established by Act, 1994 (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 improve the capacities of public servants for increased productivity and efficient service delivery.

The Public Services Commission therefore exist to advice 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 as well as prescribe appropriate measures and procedures for the management of personnel records within the Service. PSC is also mandated to identify, explore and promote the recruitment of suitable personnel into the Public Service acting in consultation with educational authorities, undertake planning of manpower requirements of the Public Service, 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).

In pursuit of this goal the Public Services Commission will pursue the following key objectives:

- Advise Government on the criteria for appointment to public offices as well as persons to hold or act in Public Services.
- Prescribe appropriate systems and procedures for the management of personnel records within the Public Services.
- Review the organizational structure and manpower requirements of agencies and bodies in the Public Services and advice Government on such manpower rationalizations as may be necessary for maximum utilization of human resources in the Public Services.
- Oversee the human resource development activities of Public Service Organizations to ensure career planning and career development in the Public Services.
- Improve requirement, policies and techniques by introducing modern methods of determining suitability of officers.

5.0 PERFORMANCE IN 2017

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

5.1 *Human Resource Management Programme*

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) for all Public Service employees on a common Oracle platform.

Twelve Ministries, Departments and Agencies (MDAs) made up of six Commissions and six Ministries have gone live on the HRMIS. This means that the 12 MDAs can now review the correct position on their respective staffing levels through the HRMIS. In addition to these, the Commission intend to roll out the system to eleven additional MDAs by the end of 2017.

5.2 Conduct of Human Resource Audit in Public Service Organisation

The Commission continued implementation of the Human Resource Audit project commenced in 2015.

In 2017, the commission submitted final reports on Human Resource Audit for seventeen (17) MDAs including the State Enterprises Commission, Public Procurement Authority, Legal Aid Scheme, National Youth Authority, and the Ghana News Agency.

5.3 Development of Schemes and Conditions of Service

In the year under review, out of a total of ten (10) Public Service Organisations (PSO) that submitted request for support in the development of schemes of service, the Commission facilitated workshops for nine (9) Institutions in organisational development and provision of guidelines for the development of schemes of service.

5.4 State of the Public Service Report (SOPSR)

To perform its regulatory, consultative and supervisory functions, the Commission initiated the annual report on the State of the Public Service Report (SOPSR) in 2014. The report was to provide regular and reliable information on the situation of the public service relating to human resource management. In 2017, the Commission followed up on the key functions in the report to address major issues with the relevant stakeholders.

6.0 SUMMARY OF BUDGET ALLOCATION AND PERFORMANCE IN 2017

In the year 2017 the Public Services Commission was allocated an amount of ***Eleven Million, One Hundred and Sixty-five Thousand and Seventy-nine Ghana Cedis (GH¢11,165,079.00)*** from GOG for its activities.

As at 30th November, 2017 an amount of GH¢5,155,833.39 representing 48.9% of the total allocation has been spent in pursuit of the objectives of the PSC. The expenditure relates to the following:

Compensation	GH¢4,181,356.39
Goods and Services	GH¢974,499
CAPEX	GH¢0.00
Total	GH¢5,155,833.39

Details of resources allocated to the Commission in 2017 and actual expenditure as at 30th November, 2017 is presented in table 1.

Table 1: Summary of 2017 Budget Allocation and Expenditure Returns

Cost Centre	2017 Allocation (GH¢)	Actual expenditure (GH¢)	Variance (GH¢)	% Release d
Compensation	3,705,888	4,181,356.39	(475,465.39)	122.8
Goods &Service	2,626,690	974,499.00	1,652,191	37.0
Capital Expenditure	4,820,000	0.00	4,820,000	0.00
TOTAL	11,165,079	5,155,833.39	5,966,722.61	48.9

7.0 Outlook for 2018

In furtherance of its mandate and stated objectives the PSC intends to undertake the following activities among others in 2018 financial year:

- a. Develop a plan for IT capacity and skills transfer amongst public sector workers to improve the use of technology in public service delivery.
- b. Institutionalise performance management as a tool to enhance service delivery in the public sector.
- c. Review and strengthen human resource management system in the public service to reduce undue interference by politicians in the work of public sector institutions.
- d. Ensure political ownership of public service reforms.

7.1 2018 BUDGET ALLOCATION

For the implementation of the above programmes and activities an amount of **Seven Million, Five Hundred And Eighty-Eight Thousand, Six Hundred and Thirty-Eight Ghana Cedis (GH¢7,588,638.00)** has been allocated in the 2018 Budget for the activities of the Public Services Commission for the 2018 financial year.

The allocation will be disbursed among the various cost center of the Commission as follows:

Employee Compensation	-	GH¢4,404,618.00
Goods and Services (GoG)	-	GH¢2,184,020.00
Capital Expenditure	-	GH¢1,000,000.00
Total allocation	-	GH¢7,588,638.00

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

1. Management and Administration	-	GH¢6,354,918.00
2. Public Services Human Resource.	-	GH¢ 1,233,720.00
Total	-	GH¢7,588,638.00

8.0 OBSERVATIONS AND RECOMMENDATIONS

The Committee after careful deliberations on the 2018 estimates of the Public Services Commission made the following observations.

8.1 *Reduction in Budgetary Allocation*

The Committee noted that the budgetary allocation to the Commission declined from GH¢11,165,079 in 2017 to GH¢7,588,638 in 2018 representing 32% reduction over the 2017 allocation. Officials from the Commission informed the Committee that, the reduction in the budgetary allocation will adversely impact the ability of the Commission to effectively deliver on its mandate. The Commission lacks requisite number of staff to respond effectively to numerous requests for assistance in the development, sensitization and training on human resource information management system that was deployed in the public sector. There is also the urgent need for the Commission to recruit staff to augment its staff strength to enable it deliver its mandate effectively. However, inadequate budgetary allocation will hamper the ability of the Commission to undertake these activities in 2018.

The Committee noted that, the Commission has put in place an elaborate programme aimed at improving efficiency and responsiveness of public service delivery. The reduction in budgetary allocation will compel the Commission to scale back most of its activities due to lack of funding and inadequate staff.

8.2 *State of Human Resource Management Information System (HRMIS)*

The Committee noted that PSC as part of its program for 2017 deployed a Human Resource Information Management System to help manage Human Resources in the public sector. Officials from the Commission explained to the Committee that the HRMIS is expected to capture data on all public sector employees in some 124 public entities into a single database. So far, 23 MDAs are active on the platform with intentions to include information on additional 13 MDAs by end of December, 2017. To accelerate the process, the Commission intends to upload information on a minimum of 10 MDAs unto the platform each quarter throughout 2018.

Officials further informed the Committee that, the deployment of the HRMIS will eliminate ghost names from government payroll and eliminate delays in the payment of salaries of newly recruited public servants. The attainment of this noble objective is however hampered by poor internet connectivity, lack of HR data and uncooperative attitude of some public sector agencies.

The Committee is of the opinion that, the deployment of the HRMIS will eliminate the payment of salary arrears which in most cases is subjected to abuse and also bring some relief to newly recruited public servants.

The Committee therefore urges the Ministry of Finance to support the PSC by making it mandatory for all public sector workers to be paid only through the HRMIS. This will make it mandatory for all institutions to enroll on the platform in order to derive the highest possible benefit.

9.0 CONCLUSION

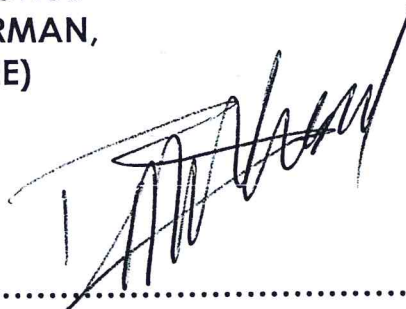
The Committee after careful examination of the 2018 Annual Estimates of the Public Services Commission (PSC) and considering the strategic role of the Commission in improving Ghana's Public Service, recommends that, the House adopt its report and approve the sum of **Seven Million, Five Hundred And Eighty-Eight Thousand, Six Hundred and Thirty-Eight Ghana Cedis (GH¢7,588,638.00)** to enable the Commission implement its programmes and activities for the 2018 financial year.

Respectfully submitted.



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

PARLIAMENT OF GHANA-LIBRARY
PARLIAMENT HOUSE
OSU - ACORA



.....
**INUSAH MOHAMMED (MR)
(CLERK TO THE COMMITTEE)**

December, 2017

