



# THE PUBLIC ADMINISTRATION SECTOR PLAN 2013/14 – 2017/18

**2<sup>ND</sup> ANNUAL REVIEW – 27 OCTOBER 2016**



# Presentation Overview

- PASP Overview
- Implementation Progress
  - Stocktake Summary
  - Milestones
  - Challenges
  - Priorities to be achieved by June 2017
- Conclusion
- Stakeholder discussion & validation of proposed changes

# PASP Overview



# PASP Overview – Strategies

- ❑ Improve/Strengthen Whole of Government (WoG) coordination
- ❑ Strengthen policy research, development and coordination
- ❑ Strengthen Whole of Government performance monitoring systems
- ❑ Improve public awareness of government functions and roles
- ❑ Improve Public Service delivery mechanisms
- ❑ Improve Human Resources Development (HRD)
- ❑ Improve Human Resources Management (HRM)
- ❑ Provide consistent public financing of Human Resources Development and Management
- ❑ Ensure consistent and relevant integrity standards apply across the whole Public Sector including mainstreaming of gender equity and vulnerable groups issues.
- ❑ Ensure integrity standards are upheld including mainstreaming of vulnerable groups issues

# PASP Overview

- 29 activities [refer to matrix]
- 32 Government Agencies included in Public Administration Sector
- **KEY IMPLEMENTING AGENCIES**
  - Public Service Commission
  - Ministry of the Prime Minister & Cabinet
  - Ministry of Finance
  - Ministry of Public Enterprises
  - Ministry of Women Community & Social Development
- **SUPPORTING STAKEHOLDERS**
  - SUNGO
  - Samoa Chamber of Commerce & Industry Inc.

# Implementation Progress – Stocktake Summary

- 3 stocktake activities [12-14 October 2016]
- Since the launch in February 2014:
  - 6 activities have been completed;
  - 10 in progress;
  - 2 ongoing;
  - 7 planned [start dates have yet to be determined];
  - 4 no longer relevant [recommended to be removed];


# Implementation Progress – Milestones

1. Central Agencies Committee revitalized
2. Scoping Study for Civil Service Institute/Public Sector Research Institute
3. Service Delivery Survey
4. National Human Resource Development Plan (NHRDP)
5. Functional Analysis Review
6. HR Development Programmes designed & delivered by PSC



# Main Challenge

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1. Integration of PASP activities in Corporate Plans – gaps with knowledge on sectoral approach
    1. Ownership
    2. Accountability
    3. Reporting
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# Priorities – to be achieved by June 2017

- Development of National Planning and Management Framework;
- Development of Organizational Performance Assessment and Improvement Tool (OPAIT);
- Development of National Human Resource Development Plan;
- Development and implementation of Workforce Plans across agencies under PSC jurisdiction.

# Conclusion:

PASP will ensure that Samoa has the:

- **People** – with the right skills in the right places now and in the future through the Long term National HR Development Plan and Employment Policy (*address mismatch between labour market demands and supplied skills*) (**Goal 2**)
- **National performance system** that supports the delivery of the desired outcomes in the right way (**Goal 1 & 3**);
- **Client-centred service delivery** that is needed for individual, business and community growth. (**Goal 1,2,3**)

# Stakeholder Validation

- **Please break up into 3 groups according to the 3 PASP Goals;**
- **Discuss proposed changes:**
  - ▣ *Do you agree with the changes? If no, please note down justification*
  - ▣ *Is there something missing?*
  - ▣ *Any further recommendations?*
- **If there are no further changes, please validate the recommended changes for the Sector Coordination Division to action**