

Government of Guyana

The Challenges of Retaining Skilled IT Staff

A Guyana Perspective

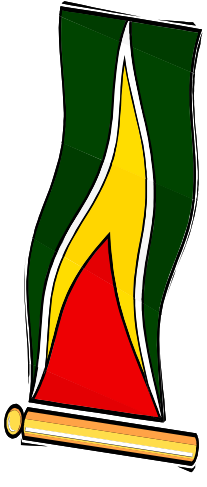
Prepared by : Shawn Husain
Jennifer Chapman
Tricia Harry

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Agenda

- Introduction.
- Overview of the Ministry of Finance IT Unit.
- Reasons for loss of Skilled IT Staff.
- Retention Strategies.



Overview of the Ministry of Finance IT Unit.

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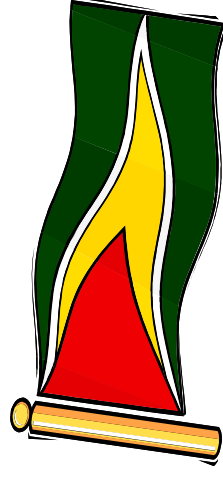


Reasons for Loss of Skilled IT Staff

- Educational Development.
- Competition for Skilled IT Staff.
- Migration.

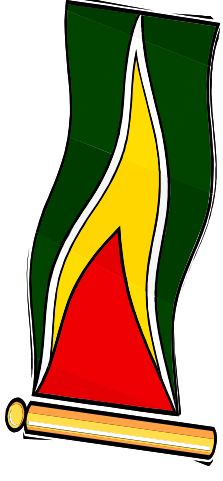


Retention Strategies

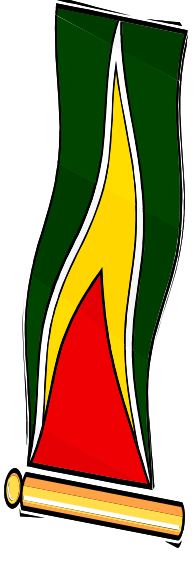


- Salary and incentives.
 - Salary Increase
 - Special salary
- Improving in career path and professional development (Scholarships & Training).
- Acknowledgement for outstanding Performances.
- Outsourcing of maintenance works.
- Assignment for job enrichment.

Cont'



- Paid Maternity leave for IT Staff.



Conclusion

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