

# **Integration of System Reform with broader PFM Reform**

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# INTRODUCTION

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- The BVI Government has embarked on a Public Sector Development Program since 2001. In 2007 this reform centered around:

**HUMAN RESOURCE MANAGEMENT**

**PUBLIC FINANCE MANAGEMENT**

# HUMAN RESOURCE DEVOLUTION

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- Decentralization of HR functions for grades 1 thru 7 by Ministries and departments
- Transfer of HR functions from the HR department to Authorized Officer; such as the FS; Permanent Secretaries; Attorney General; Director of Public Prosecutions

# HR DEVOLUTION-(con'd)

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- Recruitment, selection & hiring of employees
- Administration of disciplinary proceeding for minor offences
- Preparation of Public Service Commission papers with respect to confirmation to the service after probation period
- Development & implementation of career development plans

# WHYHR DEVOLUTION?

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- Reduce hiring time
- Allow managers to manage
- Strengthen the self-sufficiency and human resources capabilities of all ministries and departments

# RECORD MANAGEMENT REFORM

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- Establishment of a Archive Unit
- Developed a proper record management system: proper document storage; proper record keeping (length of time to store record, etc)
- Secure a record management system
- Train all users

# FINANCIAL MANAGEMENT SYSTEMS

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- Adopting output Budgeting
- Introducing regular formalized reporting against output budgets
- Moving to an output-based performance management system
- Preparation for the adaptation of Accrual Accounting

## **FMS—(con'd)**

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- Customs Automatic Processing Systems (CAPS)
- Voice over Internet Protocol (VoIP)
- Website design
- Computerization of postal service
- Upgrade of present FMIS to Graphical User Interface (GUI)

# CONCLUSION

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- It is hoped that all these systems will assist in the overall reform and contribute to the wider public sector reform
- These systems should improve efficiency, timely and accurate financial reporting.