



# **FMIS Conference Belize Agenda 15 – 17 September**

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# What is CaPFA?

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## **Caribbean Public Finance Association**

CaPFA was formed as an association in 2003 and its objectives are to:

- Contribute to the professionalism of those engaged in PFM.
- Act as a forum for the exchange of ideas and experience.
- Provide a podium for the dissemination of current developments and best practice.
- Foster networking between members and cooperation between governments.
- Regularly disseminate PFM developments and conduct training and development.
- Increase public awareness of the importance of financial management and those engaged in its delivery.

# CARTAC

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CARTAC is a regional resource, based in Barbados, which provides technical assistance and training in core areas of economic and financial management at the request of its participating countries.

[www.cartac.com.bb](http://www.cartac.com.bb)

# Conference Theme

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*Leverage **ICT** and eGovernment  
infrastructure to better support  
national goals/objectives  
through the budget process*

**CAPFA**



# The Challenge of Retaining Skilled IT Staff

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CARTAC/CaPFA  
Smartstream/FMIS  
Conference

Belize  
15-17 September 2009

# Topics

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- Background to the problems
- Solutions around the World
- The Competitive Advantage of the Caribbean in attracting competent people

# Background to the problems

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- Size is an issue
- The High End Software Problem - investing in people and then the people leave
- Have we over engineered?
- Remuneration

## Country Solutions around the World

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- Moldova – separate government entity
- Kosovo – contract includes specialist support
- Australia – individual workplace agreements (employment contracts)
- Macedonia/Palestine – outsourcing
- U.S. – Stability, training and career development

# The disadvantages confronting Caribbean Countries

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- Size
- Remoteness
- Regional differences
- Seasonal Challenges

# The advantages of Caribbean Countries

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- Size
- Remoteness
- Regional differences
- Seasonal Challenges

# The Competitive Advantage of the Caribbean in attracting competent people

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- Homegrown experts want to leave for better money, better hours, and to see the world - What about international experts who want a SEA CHANGE?

# What Did we Cover?

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- PFM Systems – an Overview
- E-Governance
- The Challenge of Retaining S
- Strategic Issues in the Region
- Integration of system Reform with PFM Reform
- Common regional PFM issues
- User Groups

# Where to from Here?

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- How to make networking more sustainable – CAPSAG/CaPFA?
- Training
- Sharing information and system solutions
- Looking to each other for support
- Next Year – Where/When?