



The Government of the Republic of Trinidad & Tobago  
**PERSONNEL DEPARTMENT**

Office of the Chief Personnel Officer

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## **MEDIA RELEASE**

### **CPO: CIVIL SERVICE JOB EVALUATION PROJECT ON TRACK**

The **Chief Personnel Officer, Commander Dr. Daryl Dindial**, wishes to advise that the Civil Service Job Evaluation Exercise, which commenced on the 1<sup>st</sup> of July, 2020, is well on track. This is in keeping with the agreement signed between the **Personnel Department (Office of the Chief Personnel Officer)** and **PricewaterhouseCoopers (PwC) Limited** to provide Consultancy Services for the conduct of a Job Evaluation and Compensation Exercise for offices in the Civil Service, including the Tobago House of Assembly and Statutory Authorities, subject to the Statutory Authorities Act, Chapter 24:01., which is anticipated to be completed within two (2) years.

It can be noted that the diagnostic phase of the project has been completed with the scheduled delivery of the inception report, the project management plan and five (5) status reports. Also, over the last six months, the Consultant PwC has been heavily engaged in delivering the required planning documents and has been assisting with the necessary roll out to key project stakeholders with the scheduled Orientations Sessions and initial Consultations. It can be noted that stakeholder engagement and orientation sessions will continue over the next few months and, so far, this has involved the following critical stakeholders:

- Permanent Secretaries on July 15<sup>th</sup>, 2020.
- Service Commissions Department on September, 23<sup>rd</sup>, 2020.
- Heads of Statutory Authorities on September 23<sup>rd</sup>, 2020.
- Public Service Association on September 29<sup>th</sup>, 2020.
- Statutory Authorities Service Commission on September 30<sup>th</sup>, 2020.

Further, the officers to serve as Liaisons from the Ministries/Departments/Statutory have been engaged and their Orientation Sessions were held on November 25<sup>th</sup> and 27<sup>th</sup>, 2020. The Liaisons are seen as critical point persons with a unique and critical role in maximising the required engagement and interaction within the respective Ministries, Authorities and Departments throughout the Job Evaluation Exercise. The success of their efforts will ensure the smooth flow of the desired feedback and information needed to successfully drive the timely completion of the project.

On the 16<sup>th</sup> to the 18<sup>th</sup> of December 2020, the Personnel Department (PD) collaborated with the PwC to facilitate the required job analysis training sessions. This involved an initial twenty-seven (27) job analysts being trained with the required skills to prepare job descriptions to drive the successful execution of the required analysis of the 1653 positions to be reviewed during the job evaluation exercise.

Importantly, to date the project is entering the second phase of the project, which involves the execution of the required project planning and the Project Steering Committee that consists of the PD, PWC and the Public Services Association (PSA) co-managing the project. The first Steering Committee Meeting was held on the October 8<sup>th</sup>, 2020, and so far there have been two (2) Steering Committee meetings held to date, where the PSA has been actively engaged in the project.

Beyond this initial role, the PSA is anticipated to be an integral part of the 'Sensitization Sessions' to be hosted at the various Ministries and Government Departments. This would enable collaborative engagements and the appropriate strategic communications with public service employees of which some would be required to provide job data and information for analysis. This collaborative approach is crucial as we move towards the development of a professional civil service that meets our country's developmental needs and inculcates the advancement of an ever-increasing productive work culture which would no doubt benefit each and every citizen.

The cost of engagement of the consultancy services to be provided for the conduct of the Job Evaluation and Compensation Exercise in respect of Offices in the Civil Services including the Tobago House of Assembly and Statutory Authorities, subject to Statutory Authorities Act, Chapter 24:01 is \$24,874,508.55 (TT). This is in keeping with Government's Vision 2030 Developmental Theme of '*Promoting Good Governance and Service excellence*', where the central objective of this project is the installation of a modern Job Evaluation and Compensation System, which is critical to effectively supporting public service transformation and strengthening the Civil Service to become more competitive and delivering a higher level of service to our citizens along with the country's visitors and investors.

It is envisaged that, at the end of the project, the Civil Service will have a new Job Evaluation and Compensation System that will:

- Assist in attracting and retaining the best qualified employees;
- Be equitable, gender-neutral, transparent, efficient, readily understood and consistent with the organizational values of the Public Service;
- Contribute to producing higher levels of employee motivation, job satisfaction and productivity,
- Contribute to effective functioning of the Human Resource Management system of the Service;
- Be able to respond efficiently to the changing role and skill requirements of the Service while valuing jobs reliably and consistently over time and over changes in job requirements;
- Be able to flexibly support changing business requirements and adapt well to changes in the environment;
- Be scalable to accommodate use for different groups of offices; and
- Ultimately, impact positively on the effective and efficient delivery of services across the public service within the Republic of Trinidad and Tobago.

**December 28<sup>th</sup> 2020**