

## **FINDINGS AND RECOMENDATIO FROM THE MANPOWER HEARING**

### **1. Need for a reposition of Department in some MDA's.**

Advised that an independent Management and Functional Review be done with the aim to reposition the Department of some MDA's to ensure effective and efficient implementation of its functions.

### **2. Re-organization of some MDA's payroll.**

It was observed that Staff of some MDAs were on different' payroll, which has caused difficulty in reconciling the payroll against its staff list, advised that the PSRU should liaise with HRMO to ensure that this MDA's payroll is rationalized for audit purposes

### **3. Low staff strength.**

The panel noted that some Ministries was understaffed, which has serious implication on the implementation of activities, The panel advised the MDA's to sought Financial Concurrence and Executive Clearance from the Ministry of Finance and Office of the President respectively for the recruitment of critical staff.

### **4. Disaggregation of the Establishment List.**

The establishment list of MDA's be disaggregated to distinguish between the administrative and professional roles, the panel observed that the establishment list of many MDA's was not disaggregated, which has created difficulty in distinguishing between the administrative and professional roles

### **5. Obsolete positions.**

Observed that the role holders occupying obsolete positions have been stagnated for long without promotion, it was recommended that those role holders who have been stagnated be promoted and then re-designated to establish positions in there various MDA's.

### **6. Succession Planning.**

The panel noted that most of the senior officials in some MDA's will be retired and there are no immediate successors, advised that MDA's to sought Financial Concurrence and Executive Clearance from the Ministry of Finance and Office of the President respectively for the filling of critical positions in there various MDA's.

### **7. Promotion.**

It was noted that some junior officers in some MDA's have been stagnated for long without promotion, Advised that recommendation for promotion of those officers be sent to HRMO for consideration.

### **8. Inadequate office space.**

The panel noted that many MDA's was seriously challenged with accommodation issues, which has an implication on the MDA's desire to enhance its human resource capacity, That the issue be brought to the attention of the Committee responsible for allocating office space in the Civil Service for its consideration.

### **9. Recruitment.**

The panel noted the request of some MDA's for some middle level personnel to be recruited in order to enhance service delivery, advised that MDA's to sought Financial Concurrence and Executive Clearance from the Ministry of Finance and Office of the President respectively for the filling of critical middle level positions, request for appointment be phased out in order not to clog all the career paths.

**10. Migration of Personnel to functional Title.**

The panel observed that the migration exercise has not been fully implemented in the various MDA's, Advised that the details of those officers who have not been migrated to functional positions be submitted to HRMO for consideration.

**11. Confirmation of Acting positions.**

The panel observed that some senior personnel were occupying acting positions for long now, which has serious implication on the confidence and autonomy of the officers, Advised that a request for the confirmation of those staff in their respective positions be sent to the DG, HRMO for consideration.

**12. Update of the MDA's Establishment List.**

The panel observed that Many MDA's Establishment List was not reflective of the positions that had been approved by the Civil Service Steering and Re-Grading Committee, MDA's should ensure that its Establishment List is reflective of those positions that had been approved by the Civil Service Steering and Re-Grading Committee.

**13. Abandonment.**

The panel noted that Officers who has abandoned their post, are still on the payroll, Advised the MDA's to officially inform the DG, HRMO of the situation for the name of the abandoned personnel to be expunged from the payroll after the due process be done.

**14. Re-introduction of the spinal point**

The panel discussed the idea of reintroducing the spinal point system, stating that the removal of the system has negatively impacted on the effective implementation of IPAS and other HR processes. Advised that the proposal be discussed by the leadership of the Civil Service with a view to reintroducing it.

**15. Consideration for filling of some positions on contract basis.**

Observed that domestic staff like Cooks, Drivers, and Stewards etc. assigned to political office holders are normally sidelined whenever there is a change in Government. Recommended that the leadership of the Civil Service should ensure that a policy, which provides for such domestic staff to be placed on contract, be developed and implemented.