



Premier of Bermuda

Ministerial Statement
To The House of Assembly

By

The Hon. L Craig Cannonier, JP, MP
Premier of Bermuda

Re-Organization of the Department of Human Resources
Friday, 9th May, 2014

Thank you, Mr. Speaker.

Mr. Speaker

I rise today to inform this Honourable House of plans to retain an independent consultant to provide assistance with the creation of an evolved Human Resources model for the Bermuda Government.

Mr. Speaker

You would be well aware of this Government's focus on building a more efficient and effective Public Service. One of key components of an effective and efficient Public Service is a well functioning Human Resources Department that serves the needs of all of the Public Service. Currently, this critical element is dispersed across the Public Service, is not aligned with best practice with regard to structure and mandate, and does not serve the entire Public Service.

You would also be aware, Mr. Speaker, of our plans to establish a legal authority to enable reforms to Government Departments, QUANGOs, Government Funds, Boards, and Committees. In order to implement such decisions, it is imperative that

the Public Service has a Human Resources function that is structured and equipped to do so.

A recent review by Government's Management Consulting Section confirmed that human resource activities are spread across multiple Departments, without an overarching framework to govern their efforts. Further, there is no clear human resource strategy or approach for managing all of employees. Currently, the Department of Human Resources mainly provides transactional services for employees represented by the Bermuda Public Services Union (BPSU), whose members account for approximately 41 % of the workforce. Therefore, a majority of our employees are not served by a centralized HR function. Our model is consequently inefficient, ineffective and confusing, leading to inequality and frustration for the Government and employees alike.

Mr. Speaker

Such a structure cannot support Public Service reform.

The Chartered Institute of Professional Development has outlined one of the most widely used HR models across the world. This model forms the basis of HR units in the UK Civil Service, and many other public bodies. It is also the most commonly used model by the FTSE 100 companies. This model will enable us to establish a structure that can better serve all of Government.

Mr. Speaker

We anticipate that under this model the Government's HR Department will evolve to include the management of compensation and benefits afforded to Government Employees, and the organizational review and design functions. Both of these units now sit elsewhere within Government. As a result, it would not be appropriate for our Management Consulting Section to undertake this review, as they will be a subject of the review and re-organization. Therefore, an independent consultant will be engaged.

Mr. Speaker

This reorganization is an important component of our efforts to reform the Public Service. Not only will it better enable us to manage our most important resource,

our employees, but will also position us to implement the changes that are to come, leading to a more efficient and effective Public Service.

Thank you, Mr. Speaker.