



GROUP 7

Members

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HR System Reform Process

CURRENT STATE

- Insufficient focus on the reform of the central agencies
- Strong Resistant to change by the central agencies
- Weak leadership (not visionary/transformational)
- Insufficient political will
- Partial implementation of reform initiatives
- Improper roll out of new systems
- Fragmented approach to reform
- No champion for reform initiatives at various levels in the organization
- Limited collaboration among central agencies

CURRENT STATE

- Willingness among HR to change and participate in reform initiatives
- Existing IT platform
- Evolution of a Community of Practice among HR Practitioners



FUTURE STATE

- Leaders of central agencies to champion the reform
- HR Leaders/Managers support the champions of the reforms
- Collaborative approach among central agencies
- Holistic and fully integrated Reform Plan
- Transparent Reform Process

ROADMAP TO GET THERE

- Facilitate the core creation of the reform plan among stakeholders
- Plan must have priorities and adequate and suitable resources
- Project Unit/Modernisation Unit to lead the Reform
- Engage a Facilitator to identify/breakdown barriers/resistance among the central agencies
- Strong Change Management support
- Communication Plan
- Culture change



CRITICAL SUCCESS FACTORS

- Champion with the necessary authority and resources to hold Department Ministries/Agencies responsible for action/inaction
- Reform Plan must have measurable milestones with time lines (clear plan, effective consultation with stakeholders, M&E governing implementation, accountability, collaboration among central agencies)
- Level of buy-in among stakeholders
- Level of uptake by users