

Ministry Paper No. 17/2004

Progress Report on Consultants and Advisers in the Public Sector

The House will recall the Report on Consultants and Advisers in the Public Sector which was laid on July 27, 2003.

It will, also recall my accompanying Statement on the matter, in which I referred, inter alia, to:

- (a) The substantive findings of the Report on the use of Consultants and Advisers in the Public Sector, including the fact that their use has been a feature of public administrations internationally, and in our particular case, through successive Administrations over many years;
- (b) The recommendations made, (and which were accepted by Government) to effect economy, efficiency and effectiveness in the use of Consultants and Advisers, to clarify what is meant by either term and to provide for the use of Political Advisers as a part of our governance (as done in other Commonwealth countries with whom we share the Westminster/Whitehall system of government, such as the United Kingdom and Canada).

This Ministry Paper reports on the progress which has been made since the Report was laid in the House.

In regard to the Civil Service (as distinct from the ‘parastatals’):

- * Nine (9) posts were transferred to the Establishment List in accordance with the recommendation that the tenure of persons serving as Consultants/Advisers on a recurring basis, over several years, should be regularized.

- * There has been a net reduction of eighteen (18) of the other posts leading to a current complement of forty-nine (49) compared with seventy-six (76) when the Report was laid.

In regard to 'parastatals', (statutory corporations and government companies)

- * The number Consultants/Advisers has been reduced from sixty-eight (68) when the Report was laid to forty-six (46) currently.

Data showing the number of persons employed in the Civil Service by Ministries, **currently**, and at the time when the Report was laid last July are reflected in Appendix I. Data showing ranges of emoluments for persons employed in the Civil Service and the number of persons in each range are indicated in Appendix II.

Data on the number of persons employed in the 'parastatals' by Agency, **currently** and at **July 2003**, are indicated in Appendix III. Data showing the ranges of emoluments for persons employed in the Parastatals and the number of persons in each range are indicated in Appendix IV.

In regard to other matters, work was done, in distinguishing between the terms "Consultants" "Special Advisers" and "Political Advisers" to guide public administrators in the hiring of such persons. This is provided in Appendix V.

Work has almost been completed on a **Code of Conduct** for Political Advisers. This is modelled after the one used in the United Kingdom. Legal advice has been sought on the matter of their appointments, having regard to our Constitutional arrangements.

The House will be kept abreast on the matter of Consultants/Advisers by way of periodic reports.

P J Patterson
Prime Minister

March 30, 2004

Appendix I

**No. of Consultants/Advisers currently employed compared to the number in
Report
laid in Parliament July 27, 2003**

<u>Ministries</u>	<u>March 2004</u>	<u>July 2003</u>
Agriculture	2	3
Commerce, Science & Technology	3	4
Education, Youth & Culture	1	1
Finance & Planning	6	13
Foreign Affairs & Foreign Trade	1	1
Health	2	3
Industry & Tourism	1	1
Justice	3	5
Labour & Social Security	2	4
Land & Environment	-	1
Local Government, Community Development & Sports	8	10
National Security	5	6
Office of the Cabinet	3	6
Office of the Prime Minister	7	9
Transport & Works	2	4
Water & Housing	<u>3</u>	<u>5</u>
	49	76

Appendix II: Range of Emoluments per annum of Consultants/Advisers in the Civil Service

Range (\$J)	Number of employees
\$1m-\$1.499m	7
\$1.5m-\$1.999m	14
\$2m-\$2.499m	20
\$2.5m-\$2.999m	3
\$3m-\$3.499m	2
\$3.5m- \$3.999m	3
Total	49

Appendix III**No. of Consultants currently employed compared to the number in previous Report**

Parastatal	March 2004	July 2003
National Housing Development Corporation	0	2
National Irrigation Commission	1	3
National Housing Trust	4	3
Urban Development Corporation	0	2
National Solid Waste Management Authority	3	5
Petrojam	1	1
Petroleum Corporation	1	1
Agricultural Development Corporation	1	1
Sugar Industry Authority	0	1
Planning Institute of Jamaica	2	4
Development Bank of Jamaica	0	2
Student Loans Bureau	1	1
Bank of Jamaica	1	2
Fiscal Services	12	22
National Environment and Planning Agency	0	2
National Land Agency	1	2
Jampro	1	1
Institute of Jamaica	1	2
HEART/NTA	6	9
Industrial Disputes Tribunal	1	0
Jamaica Mortgage Bank	2	0
Port Authority	1	0
Office of the Registrar of Companies	1	0
Anti Dumping and Subsidies Commission	1	0
Agri-Business Council	1	0
Betting Gaming and Lotteries Commission	1	0
Financial Services Commission	2	1
National Investment Bank of Jamaica	0	1
Total	46	68

Appendix IV:**Range of Emoluments per annum of Consultants/Advisers in Parastatals**

Range (\$J)	Number of employees
\$0.5m - \$999,999.00	5
\$1m-\$1.499m	6
\$1.5m-\$1.999m	3
\$2m-\$2.499m	4
\$2.5m-\$2.999m	2
\$3m-\$3.499m	0
\$3.5m- \$3.999m	1
\$4m-\$5m	0
Over \$5m	13
Hourly paid *	9
Annual retainer **	1
US\$ denominated six month. Contract***	1
Per person per day****	1
Total	46

* Rates vary from \$750.00 to \$3500.00 per hour

** Consultant paid an annual retainer of \$75000.00

*** Consultant is employed for a six-month period and paid accordingly

**** Consultant is paid on a per person per day basis

Click here to view Appendix V