



TERMS OF REFERENCE / JOB DESCRIPTION

Reference:	POC0000000
Post Title:	Human Resource Specialist
Project Title:	Development of a Robust Performance Management Framework for the Civil
City Location:	Office of the Public Service Commissioner (OPSC), Hamilton, Ontario
Project Duration:	18 months
Responsible to:	Chief Executive Officer, OPSC

Project Background

The Government of the Cook Islands is presently engaged in a process of public sector reform, essential for sustaining economic management to maintain growth. The public service as a proportion of the total population has grown from 30% in 1990 to 37% in 2011, and it has been noted that the budget has tripled since the reforms with no corresponding improvement in the quality of service delivery. The assessment of the public service was endorsed by the current government when it assumed office in November 2010, signalling high level commitment to further reforms. While earlier reforms were driven by a financial crisis, the current reform focus on strengthening leadership, stronger performance based on clear budget requirements, greater efficiency, improvement of the Cook Islands, and public-private partnerships.

The new Public Service Act 2009 provides the legislative framework for further progress in reforming and modernising the public sector. Consequently, the Government of the Cook Islands has since 2011 been conducting a functional review of the public service with the support of the Asian Development Bank (ADB). The ADB report released in 2012 recommended establishing clarity in mission structures to deliver its mandated core and non-core functions, including improvements to national planning, budgeting processes and performance management systems. While a number of projects have been implemented since the review, very little has been implemented in terms of improving HRM and performance management systems to address performance across the public sector. A Capability Analysis assessment of the Cook Islands Public Service in 2012 confirmed there were many capability gaps across the public sector which needed to be addressed using a series of operations to provide multi-faceted training programmes across the public sector.

The Office of the Public Service Commissioner (OPSC) is mandated under Section 8 of the Public Service Act 2009 to approve terms of appointments, service arrangements personnel policies and standards, including performance management systems for heads of departments and the Public Service to provide advice on the training and career development of staff in the Public Service and to determine salary ranges for positions in the Public Service in accordance with the remuneration system approved by the Cabinet.

OPSC have been tasked with designing a core for all performance management system for all government agencies. The development of this comprehensive and robust HRM framework complements a broader public sector reform programme of improving public administration through legislative reforms and by introducing and institutionalising HRM strategies and policies to support public sector managers lead and

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