

MANAGEMENT OF PERSONNEL NUMBERS POLICY

The Policy

It is Government policy that the growth in its workforce should not be allowed to exceed: -

- a) the rate of growth of employment in the private sector; or
- b) the rate of increase in real terms in Governments income.

Implementation

To achieve this: -

- a) an annual set of planning assumptions and projections will be agreed by the Council of Ministers and reviewed regularly as a means of assessing proposals and determining priorities and policies.
- b) the Council of Ministers, acting on the advice of its Personnel Sub-Committee, will monitor the size of the Government workforce and determine where any increases will be permitted.
- c) employing authorities will be required to submit a quarterly personnel return to the Office of Human Resources which will report thereon to the Council of Ministers.
- d) when other commitments and resources permit, the Office of Human Resources will seek to develop and introduce an appropriate system of human resource planning, possibly using computer models, to meet the needs of Government and taking due account of
 - escalating salary costs
 - identified difficulties of recruitment and retention
 - increased time needed for the development of improved managerial skills
 - increased expectations of work
 - the role of those recognised as representing employees
 - retirement policy; and
 - return to work procedures.