



## **Welcome Address on Behalf of the Civil Service**

**Delivered by the Deputy Governor, Franz Manderson on 6 September 2013**

With Protocol having been established I will take this opportunity to wish everyone a pleasant good afternoon.

Your Excellency, I am honored and privileged to offer a very warm Caymanian welcome to you on behalf of the Civil Service. We are delighted for the opportunity to work with you and look forward to providing you with excellent support as you perform the duties set out in the Constitution. The unique knowledge and experience that you possess will be a great benefit to Chief Officers and I. In fact, I have already benefited from your counsel over the past few weeks as we discussed a range of matters.

Your willingness to share your knowledge and expertise is welcomed, and Chief Officers and I look forward to working closely with you as we continue to build on the progress made to improve the overall performance of the Civil Service.

It is with a sense of accomplishment that I report to you that as a result of a great deal of effort and sacrifice the civil service over the past financial year has achieved almost 12 million dollars in savings in personnel costs and has reduced the size of the Civil Service. What is of even more significance is that these savings and

reductions in numbers were achieved while offering additional services to the public.

With the support of the elected Government, Chief Officers and I continue to explore ways to reduce the size and cost of the service and together we have introduced a number of policies such as the Travel Policy which has already yielded dividends in terms of reducing the costs of official travel. I am grateful for the support of the Premier in enforcing this policy.

Your Excellency, while the Civil Service has shown much resilience over the past year, morale has been weakened by salary cuts and other severe austerity measures. I wish to assure you that Chief Officers and I are exploring ways in which we can improve morale and ensure that the critical services we provide are not compromised.

I am very proud of my senior team and the overall talent that exists in the Service, which I am sure that you will recognize as you visit the various ministries, portfolios and departments and meet staff.

This afternoon, I am pleased to have in attendance one of our very best civil servants, Mr. Nicholas Mclean who just last week received the Deputy Governor's award for the Civil Servant of the year. Nicholas has been recognized as an employee who exemplifies all of the expectations of the ideal worker, and it was said that his work ethics are unsurpassed. Nicholas has never been absent from work and has never missed a deadline. Nicholas often puts in extra hours, without being asked to, and was described as being a problem-solver. He has never received

a negative report and exceeds expectations by constantly looking for ways to alleviate problems, approaching his work with zeal, enthusiasm and dedication- congratulations again Nicholas. Your Excellency, there are many more civil servants like Nicholas, and we look forward to working hard to exceed your expectations as we carry out the policies and the deliver the projects set out by the Government. Your predecessor mentioned the need to improve accountability across the Service – although we have made significant progress in this area- we agree that more must be done and I look forward to discussing this matter with you and to seek your advice.

In closing, I must say that it has been a privilege for me to serve as acting Governor for the past 4 weeks. I wish to record my thanks to the FCO for having the confidence in me and for allowing me to represent her Majesty's government. I also wish to record my thanks to the Premier and cabinet colleagues for their cooperation and support. It has been an honor to chair Cabinet and I am most pleased with the work we have accomplished over the past few weeks, including two marathon sessions of Cabinet this week.

It would be remiss of me if I did not thank Chief Officer Ms Mary Rodriques for taking on the role of Deputy Governor over these past few weeks. Ms Rodriques did an excellent job dealing with many difficult issues for which I am most grateful.

Your Excellency, once again I welcome you to your new home for the next few years. We all very much look forward to working with you and we wish you God's richest blessings as you carry out the duties of your high office.