

**Statement in the Legislative Assembly**  
**on the Performance Incentives Committee**

**by the Honourable Franz Manderson, MBE, JP**  
**Deputy Governor and Head of the Civil Service**  
**10 April 2019**

Mister Speaker, in November 2018, this Honourable House unanimously approved a Private Member’s Motion which resolved “...that Government consider the creation of a Steering Committee to look at implementing a Performance Incentive Compensation scheme within the Civil Service”.

I am pleased to report, that a committee is being formally established to oversee the development of this policy framework. Members have been identified, who are talented and experienced and represent diverse business areas across the Civil Service. The initiative will be facilitated by the Portfolio of the Civil Service as the agency responsible for HR strategy, and will include representation from the Ministry of Finance and Economic Development, Civil Service Association, HR and Finance professions, the private sector and leaders at the Ministry and Department levels including District Administration,

Mister Speaker, as you may recall during the debate on the Private Members Motion, honourable members on both sides of the aisle recognized the tremendous strides the Civil Service has recently made to improve performance and service delivery. They encouraged us to explore ways we might both recognize these strides through our rewards policy and encourage and accelerate future business improvements.

The Performance Incentives Committee is charged with:

- recommending appropriate incentives, both non-financial and financial,
- identifying the conditions required for successful implementation, and
- reporting on their findings and recommendations.

Mister Speaker, we look forward to reporting back to the Honourable House by the end of the year and we thank you, and other Honourable Members for your support of the Civil Service through this initiative.