

**Concerns Given by the Acting Chairman at
OAS Seminar on 9th October, 2014**

1. The acting Chairman should have set meetings, at a designated day and time, with the Honourable Prime Minister in order to properly sit and discuss matters regarding the Civil Service.

2. The acting Chairman feels that all of the members of the Commission should have meetings with the Honourable Prime Minister at least twice or three times a year to get that interaction needed to make sound decisions concerning the Civil Service.

3. There needs to be more consultations with the Commission by the Honourable Prime Minister (and by extension Ministers of Government) with regard to nominating persons for certain positions within the Civil Service. The acting Chairman is concerned that the Commission receives Cabinet Decisions selecting persons to fill senior positions without any input/consultation with the Commission. This has caused and is still causing rifts because there are times when the person selected by the Cabinet is not the most senior or most qualified or the most suitable.

4. The Permanent Secretaries need to be more frequent in their evaluation of officers. Currently, most officers are assessed only when there is a recommendation for their confirmation into a post. Assessments need to be done on a yearly basis so that the Commission can have a truer picture of the officer's performance. This would also prevent officers from being victimized because their yearly assessments could be looked at in the event that there may be a "personality clash" between the officer and their supervisor.

5. There also needs to be a redesign of the Confidential Report Form. The current form is very limited and does not allow for detailed assessment of an officer.

6. Cases which are pending in the Honourable Attorney General's Office which takes a long time before charges are framed so that the hearing can be held by the Commission.

7. Commissioner DeCosta also suggested that many of the Laws and Regulations are archaic and needs to be updated soonest.