

## **The Public Service Commission**

### ***What is the Public Service Commission?***

The Public Service Commission is a constitutionally enshrined body, which provides advice to the Governor-General in relation to the appointment, promotion, removal and exercise of disciplinary control over public officers. This is outlined in Sections 124 and 125 of the Constitution of Jamaica.

### ***Who has the power to appoint, remove and exercise disciplinary control over public officers?***

The Governor-General, on the advice of the Public Service Commission (PSC). The PSC is supported by its Secretary, the Chief Personnel Officer (CPO) and its Secretariat at the Office of the Services Commissions.

### ***How are the members of the Public Service Commission appointed?***

Members of the Commission are appointed by the Governor-General, who acts on the recommendation of the Prime Minister, after consultation with the Leader of the Opposition. The constitution provides that one (1) member shall be a nominee of the Jamaica Civil Service Association, which is the major staff association that represents public officers.

## **Delegation of Functions**

### ***Will the Office of the Services Commissions monitor the Human Resource Departments?***

Section 5.1 of the Delegation of Functions under the Public Service Regulations states: "The Public Service Commission has the responsibility for general oversight and for monitoring the performance of the Permanent Secretary in respect of these delegated functions."

### ***Is six (6) months long enough to assess an officer's performance for permanent appointment?***

Section 3.1.12 of the Delegation of Functions under the Public Service Regulation states: “Where there is a clear vacancy and the successful candidate has met all the requirements of the position, the period of temporary appointment must not exceed six (6) months.”

***Who decides on the officers who will constitute the Human Resource Committee?***

The head of the Ministry (PS) or the Department (HOD) is responsible for the constitution of the Human Resource Committee.

***Can the delegated functions be further delegated by the Head of the Ministry or Department?***

Yes. The functions can be sub-delegated, but the head of the Ministry or Department is ultimately responsible for the delegation of functions.

***Will the Office of the Services Commissions still exist after the delegation of functions process is completed?***

The Office of the Services Commissions (OSC) is written into Section 124-(1) of the Constitution of Jamaica and states: “There shall be a Public Service Commission for Jamaica, consisting of a Chairman and such number of other members, not less than three nor more than five, as the Governor-General, acting on the recommendation of the Prime Minister after consultation with the Leader of the Opposition, may from time to time decide.” Therefore, the OSC cannot be removed unless there is a constitutional change.

**General**

***How long does it take for permanent appointments and acting appointments/assignments to be approved by the Office of the Services Commissions?***

Response to recommendations for permanent appointment/promotions takes place within thirty-five (35) working days provided that the relevant information has been submitted fourteen (14) days prior to the meeting of the respective

Service Commission/Appointments Committee, and officers have been assessed by the relevant panels or boards where applicable.

Response to recommendations for acting appointments/assignments takes place within ten (10) working days, provided that the relevant information has been submitted.