First Report of the Public Administration and Appropriations Committee (PAAC) on Examination into the Current Expenditure of Ministries and Departments under three (3) Sub-Heads: Current Transfers and Subsidies, Development Programme- Consolidated Fund and Infrastructure Development Fund

Responses of the Ministry of Sport and Youth Affairs to the recommendations/comments contained in the report

Head 68- Ministry of Sport and Youth Affairs

I. Short-Term Employment

Recommendation

The Ministry of Sport and Youth Affairs regularizes the persons employed on short-term contract using existing vacancies in the contract employment establishment at the Ministry.

Response

The Ministry of Sport and Youth Affairs agrees with the recommendation of the PAAC. The Ministry is implementing this recommendation and in providing an update, it is to be noted:

i. Persons currently on short-term would be afforded the opportunity, via a fair and transparent process, to fill any contract positions accordingly following due process to advertise and interview suitable candidates. It is to be noted that a number of persons previously retained on short term, were not subjected to participate in any recruitment process and in some instances did not possess the minimum qualification and experience for the job function they are currently performing.

ii. Currently the Government Human Resource Services Company (GHRS) has been engaged to fill thirty-seven (37) positions inclusive of the positions of Manager, Sport and Youth Facility, Assistant Manager, Youth Facility, Business Operations Assistant II and I which were advertised in the print newspaper and interviews are being conducted. Staff on short term would have been re-interviewed and those successful short-term would be transitioned to the contract positions within the Ministry. It is expected that this exercise will be completed and persons retained by end of March 2017.

iii. A review and rationalization of the Ministry’s short term employment is underway as well as the need for any additional positions on the Ministry’s Establishment. The Ministry expects to be able to approach the Public
Management Consulting Division, Ministry of Public Administration and Communication and the Chief Personnel Officer for assistance in conducting an organizational structure review for the Physical Education and Sport Division by early March 2017.

For example, application of this review would be used for guiding the rationalization of the continuation:

a) Specialized Coaches attached to the Physical Education and Sport Division.
b) Staff for the Swimming Pool Complexes and Indoor Sporting Arenas.
c) Sport Development Officer of the Physical Education and Sport Division

II. Stadia and large Sporting Facilities

Recommendation:

*Develop a comprehensive maintenance plan for each large sporting facility under its purview which must be custom designed to suit the needs of each facility.*

Response:

It should be noted that maintenance of facilities are distributed as follows:

- SPORTT is responsible for the maintenance of larger Stadia and new National Mega Sport facilities.
- Ministry of Sport and Youth Affairs is responsible for the smaller Indoor Sport Arenas, Swimming Pools, Youth Facilities and Camps.

SPORTT has indicated that they have aMaintenance plan in place. The smaller sport and youth facilities do not have formalized and documented Maintenance Plans. It is however expected that the Sport Facilities Managers will be hired by the end of March 2017 and the Ministry of Sport and Youth Affairs in conjunction with the SPORTT is currently in the process of developing a comprehensive maintenance plan that would be custom designed to suit the needs of each facility.

Recommendation

*Conducts regular site visits as part of its maintenance plan for all stadia and large sporting facilities.*

Response

As part of all maintenance plans, there will be an obligation for routine site inspection visits as scheduled for each facility under our purview. In addition, the Ministry’s Monitoring and Evaluation Unit has on its work Plan an obligation to do random visits to
being maintained for advising the Permanent Secretary accordingly.

all the facilities for assessing the manner in which all Sport and Youth Facilities are