Implementation Status & Results
Antigua and Barbuda
Antigua and Barbuda - Enhancing Efficiency in Personnel Expenditures (P120474)

Operation Name: Antigua and Barbuda - Enhancing Efficiency in Personnel Expenditures (P120474)  
Project Stage: Implementation  
Seq.No: 3  
Status: ARCHIVED  
Archive Date: 28-Mar-2011

Country: Antigua and Barbuda  
Approval FY: 2010

Product Line: Institutional Development Fund  
Region: LATIN AMERICA AND CARIBBEAN

Implementing Agency(ies): Ministry of Finance

Key Dates
Board Approval Date: 01-Feb-2010  
Original Closing Date: 22-Mar-2013  
Planned Mid Term Review Date:  
Last Archived ISR Date: 28-Mar-2011

Effectiveness Date: 09-Apr-2010  
Revised Closing Date: 22-Mar-2013  
Actual Mid Term Review Date:  

Project Development Objectives
Project Development Objective (from IDF Proposal)

Increasing the quality of expenditures and public sector efficiency in Antigua and Barbuda (A&B) through building capacity at the Ministry of Finance, the Economy & Public Administration, by working with government teams to: (1) Implement measures to rapidly increase the efficiency of personnel expenditures; (2) Align human resource needs and staffing in A&B’s public service through the implementation of recommendations of functional reviews; and (3) Initiate pay and classification reform to promote a fiscally sustainable and more equitable pay and classification system, which generates the right incentives to improve public sector performance.

Has the Project Development Objective been changed since Board Approval of the Project?
- Yes  
- No

Component(s)

<table>
<thead>
<tr>
<th>Component Name</th>
<th>Component Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Measures to Rapidly Increase Efficiency in Personnel Expenditures</td>
<td>109250.00</td>
</tr>
<tr>
<td>Aligning human resources needs and staffing in A&amp;B’s public service</td>
<td>107500.00</td>
</tr>
<tr>
<td>Implementing prerequisites for carrying out a pay and classification reform</td>
<td>78250.00</td>
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<tr>
<td>Audit</td>
<td>15000.00</td>
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Overall Ratings

<table>
<thead>
<tr>
<th>Overall Ratings</th>
<th>Previous Rating</th>
<th>Current Rating</th>
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<tbody>
<tr>
<td>Progress towards achievement of PDO</td>
<td>Satisfactory</td>
<td>Moderately Satisfactory</td>
</tr>
<tr>
<td>Overall Implementation Progress (IP)</td>
<td>Highly Satisfactory</td>
<td>Satisfactory</td>
</tr>
<tr>
<td>Overall Risk Rating</td>
<td></td>
<td></td>
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Implementation Status Overview
A legislative review done in October 2010 produced a draft Public Service Bill and Regulations. This Public Service Bill was reviewed over a two-day period in November 2011 by
selected group that included the Cabinet Secretary, Parliamentary Council, Chief Establishment Officer, the Ombudsman, Director Public Sector Transformation Unit, and the Chief Training Officer. The PSTU has scheduled the Public Service Bill to be read in Parliament in June 2012. An analysis has been done to determine the cost of applying the recommendations to curb expenditure associated retirement – mandatory, voluntary and early. However, since it was based on 2010 payroll and public sector census data, it now has to be reviewed with the updated 2011 data.

Locations
No Location data has been entered

Results
Indicators
No PDO Indicators have been entered for the project.

Data on Financial Performance (as of 03-Nov-2011)

Financial Agreement(s) Key Dates

<table>
<thead>
<tr>
<th>Project</th>
<th>Ln/Cr/Tf</th>
<th>Status</th>
<th>Approval Date</th>
<th>Signing Date</th>
<th>Effectiveness Date</th>
<th>Original Closing Date</th>
<th>Revised Closing Date</th>
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Disbursements

<table>
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<tr>
<th>Project</th>
<th>Ln/Cr/Tf</th>
<th>Status</th>
<th>Currency</th>
<th>Original</th>
<th>Revised</th>
<th>Cancelled</th>
<th>Disbursed</th>
<th>Undisbursed</th>
<th>% Disbursed</th>
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<tbody>
<tr>
<td>P120474</td>
<td>TF-96304</td>
<td>Effective</td>
<td>USD</td>
<td>0.31</td>
<td>0.31</td>
<td>0.00</td>
<td>0.29</td>
<td>0.02</td>
<td>95.00</td>
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</tbody>
</table>

Disbursement Graph
Key Decisions Regarding Implementation

The remaining IDF activities are (a) job evaluation, and (b) design of a wage bill model. The original terms of reference for the job evaluation had a narrow scope and covered only the ministries for which a functional review was done. The recommendation going forward is to broaden the scope to cover the entire public service since salary re-grading and job reclassification should not be done for part of the public service. The implication is the allotment for the evaluation will have to be increased. The wage bill model depends on the final state of the public sector after new or revised legislations, regulations and policy have been finalized and all reforms for pay, job classifications, organizational restructuring and so on, have been implemented.

Restructuring History

There has been no restructuring to date.

Related Projects

There are no related projects.