Public Disclosure Authorized
Public Disclosure Copy

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 | Lending Instrument:

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)

Component Name	Component Cost
Measures to Rapidly Increase Efficiency in Personnel Expenditures	109250.00
Aligning human resources needs and staffing in A&B s public service	107500.00
Implementing prerequisites for carrying out a pay and classification reform	78250.00
Audit	15000.00

Overall Ratings

	Previous Rating	Current Rating
Progress towards achievement of PDO	Satisfactory	Moderately Satisfactory
Overall Implementation Progress (IP)	Highly Satisfactory	Satisfactory
Overall Risk Rating		

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

Public Disclosure Copy

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

Project	Ln/Cr/Tf	Status	Approval Date	Signing Date	Effectiveness Date	Original Closing Date	Revised Closing Date
P120474	TF-96304	Effective	10-Mar-2010	22-Mar-2010	09-Apr-2010	22-Mar-2013	22-Mar-2013

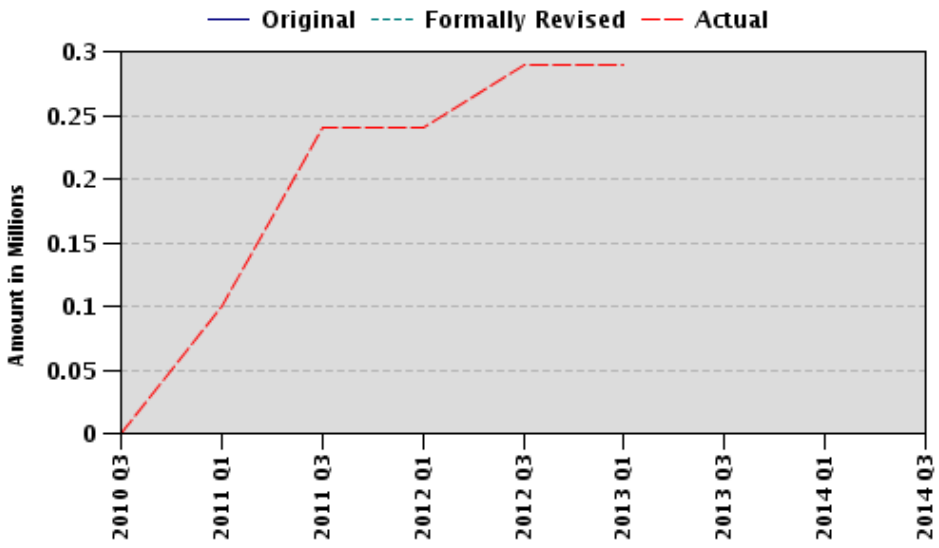
Disbursements

Project	Ln/Cr/Tf	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	% Disbursed
P120474	TF-96304	Effective	USD	0.31	0.31	0.00	0.29	0.02	95.00

Disbursement Graph

Public Disclosure Copy

Public Disclosure Copy



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.

Public Disclosure Copy