

[OFFICE OF THE DEPUTY GOVERNOR]



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INVITATION TO SUBMIT  
EXPRESSIONS OF INTEREST

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PUBLIC SERVICE COMMISSION



JULY 4, 2022

ISSUED BY: THE OFFICE OF THE DEPUTY GOVERNOR

# [OFFICE OF THE DEPUTY GOVERNOR]

## Overview

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The Public Service Commission (PSC) is the constitutional body vested with advisory functions in relation to the appointment, discipline, removal and oversight of the Montserrat Public Service as prescribed by law.

To enable a more transparent selection of members who serve on the PSC, Expressions of Interest are now invited from suitably qualified individuals who wish to be considered for appointment. This is to replace three (3) members of the commission whose tenures conclude on August 31<sup>st</sup> 2022.

Members will be selected on the basis of skills, experience and knowledge appropriate to the assigned functions as outlined in the criteria below. The individuals designated will perform functions in accordance with the Montserrat Constitution Order 2010 and the Public Service Act (Cap 11.06) and Regulations.

Please see link to the Constitution Order 2010 and Public Service Act 2011:

<https://www.gov.ms/wp-content/uploads/2020/06/Constitution-of-Montserrat-1.pdf>

<http://www.gov.ms/wp-content/uploads/2020/06/Public-Service-Act.pdf>

## Background

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The legal framework for the establishment of the Public Service Commission is found in section 82 of the Montserrat Constitution Order which mandates the appointment of a Commission consisting of a Chairman and five other members.

The Public Service Act (Cap 1.06) and Regulations is the current legislation in force which codifies the parameters within which the Public Service Commission carries out its advisory and oversight functions.

Appointments to the Commission are made in the following manner:

- (a) The Chairman, by the Governor, acting in his or her discretion
- (b) One member, by the Governor, acting in accordance with the advice of the Premier
- (c) One member by the Governor, after consultation with the Premier
- (d) One member, by the Governor, acting in accordance with the advice of the Leader of the Opposition
- (e) One member, by the Governor, after consultation with the leader of the Opposition
- (f) One member, after consultation with the Civil Service Association

Persons appointed to the PSC serve for a period of no less than two (2) years and no more than four (4) years.

The Public Service Commission undertakes the following functions with regard to appointments and promotions;

Make recommendations to the Deputy Governor with respect to the;

- Appointments and promotions of suitable officers
- Confirmation of individual officers in their appointments
- Passing of promotional or efficiency bars

The Public Service Commission undertakes the following functions with regard to discipline;

- Discharge its functions in regard to disciplinary proceedings against officers in the light of reports from Permanent Secretaries and Heads of Departments and;
- Instruct the conduct of disciplinary proceedings against an officer and make recommendations to the Deputy Governor

## **Qualifications and Experience**

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Applicants who wish to be considered for one (1) of the three (3) vacant roles on the Public Service Commission *should* possess the following;

- Appropriate/extensive experience at a senior management level in either public or private sector.
- Excellent critical thinking and analytical skills and have the capacity to conduct interviews, obtain information and use sound judgement to arrive at rational conclusions.
- Knowledge of the Montserrat Constitution Order 2010 and the Public Service Act (Cap. 1.06)
- A sound understanding of the Montserrat Public Sector landscape

## **Desirable Attributes**

- Qualifications in Law, Human Rights, Human Resources or any field relevant to the core mandate of the Public Service Commission.

Persons are not qualified to be appointed as a member of the PSC if within the preceding three (3) years they were;

- a) An elected member of the Legislative Assembly
- b) A holder of any office in any political party
- c) a public officer

## **Application: Content and Timeline**

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Suitably qualified and experienced individuals who wish to serve on this commission are asked to submit their Curriculum Vitae and a Personal Statement detailing suitability with respect to the eligibility criteria. The statement is also expected to outline the value the applicant can add to the commission while serving in this role. The aforementioned documents should be contained in a sealed envelope labelled 'Public Service Commission Application' and submitted to the Human Resources Management Unit (HRMU) no later than **Friday July 29th 2022**.

Prospective applicants seeking additional information on this assignment are invited to email [hrmu@gov.ms](mailto:hrmu@gov.ms).

## **Selection Process**

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Following the advertisement period, applications will be reviewed by the Governor. The Governor will consult with the Premier and Leader of Opposition thereafter, following which all candidates will be notified of the outcome. Appointments of selected candidates to the PSC will take effect from September 1<sup>st</sup> 2022 for a period of five (5) years.

## **Remuneration**

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