



Operation Number: **JA-L1046**
Year- PMR Cycle: **Second period Jan-Dec 2013**
Last Update: **7/7/2014**
PMR Validation Stage: **Draft**

Chief of Operations validation date: **07/08/2014**
Division Chief validation date: **07/08/2014**
Country Representative validation date: **07/08/2014**

Inter-American Development Bank - IDB
Office of Strategic Planning and Development Effectiveness

Operation Profile

Basic Data

Operation name:	Public Sector Efficiency Program	Loan Number:	3121/OC-JA,3122/CH-JA
Executing Agency (EA):	CABINET OFFICE- PUBLIC SECTOR MODERNIZAT ION DIVISION,CABINET OFFICE- PUBLIC SECTOR MODERNIZAT ION DIVISION		
Team Leader:	von Horoch,Jorge Luis	Sector/Subsector:	REFORM AND PUBLIC SECTOR SUPPORT
Operation Type:	Loan Operation	Overall Stage:	Disbursing (From eligibility until all the loans are closed).
Lending Instrument:	Investment Loan	Country:	JAMAICA
Borrower:	JAMAICA ,JAMAICA	Convergence related Operation(s):	

Total Cost and Source

	Original IDB	Current Active IDB	Local Counterpart	Co-Financing/Country	Total operation cost - Original Estimate
JA-L1046	\$25,000,000.00	\$25,000,000.00	\$0.00	\$0.00	\$25,000,000.00

Available Funds (US\$)

	Current IDB	Disb. Amount to Date	% Disbursed	Undisbursed Balance
JA-L1046	\$25,000,000.00	\$0.00	0.00%	\$25,000,000.00

Environmental and Social Safeguards

Main Operation	
Impacts Category:	C
Safeguard Performance Rating:	
Safeguard Performance Rating - Rationale:	

Reformulation Information

Main Operation	
Was/Were the objective(s) of this operation reformulated?	NO
Date of approval:	

Results Matrix


Impacts

Impact:	1 Improvement of the efficiency of the Jamaican public sector.						
Observation:							
Indicators	Flags*	Unit of Measure	Baseline	Baseline Year	Means of verification	Observations	EOP

1.1 Central Government Wage bill as a percentage of Gross Domestic Product		Percentage (%)	10.00	2013	MOFP	Baseline (10.7), Baseline year (2013), EOP Target (9.0) - Remarks- GOJ's medium term strategy described in the Memorandum of Economic and Financial Policies	P	9.00
							P(a)	9.00
							A	
1.2 Central Government Wage Bill as a percentage of non-debt expenditure.		Percentage (%)	53.00	2013	MOFP	Baseline (53.1), Baseline year (2013), EOP Target (44.0)	P	44.00
							P(a)	44.00
							A	

RF - RF Indicator SI - Sector Indicator CI - Country Indicator PG - Pro-Gender PE - Pro-Ethnicity

Outcomes

Outcome:	1 1. Enhancing HRM contributing to maintaining a fiscally sustainable wage bill								
Observation:									
Indicators		Flags*	Unit of Measure	Baseline	Baseline Year	Means of verification	Observations	EOP	
1.1 Percentage of public sector employees managed through a centralized and integrated human capital management system integrated with payroll			Percent	0.00	2013	MOFP		P	100.00
								P(a)	100.00
								A	
1.2 PEFA PI-18. Effectiveness of payroll control			Score		2012	PEFA	Unit of Measure (PEFA scores: A, B, C or D (- or +)). Baseline : D+, EOP Target: C	P	0.00
								P(a)	0.00
								A	
Outcome:	2 2. Efficiency gains in public sector operations and a more cost-effective delivery of public services								
Observation:									

Indicators	Flags*	Unit of Measure	Baseline	Baseline Year	Means of verification	Observations	EOP	
2.1 Number of days for getting electricity		Days	96.00	2013	Doing Business Report (WB)		P	76.00
	P(a)						76.00	
	A							
2.2 Number of days to register a business		Days	7.00	2013	Doing Business Report (WB)		P	1.00
	P(a)						1.00	
	A							
2.3 On line service Index		Score	307.00	2012	The UN Global E-government Survey	Score ranges from 0 to 1 - highest; Unit of Measure =Score, Baseline = 0.307, EOP: 0.360	P	360.00
	P(a)						360.00	
	A							
2.4 Percentage of public sector employees with access to HR Shared Corporate Services (cumulative)		Percentage	0.00	2013	Cabinet Office of Government of Jamaica		P	60.00
	P(a)						60.00	
	A							

Outco	3 3. Enhanced control and accountability of public resources
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Observation:	
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Indicators	Flags*	Unit of Measure	Baseline	Baseline Year	Means of verification	Observations	EOP	
3.1 PEFA PI-21. Effectiveness of internal audit		Score		2012	PEFA	PEFA scores: A, B, C or D (- or +). Baseline : D+, EOP Target: C	P	0.00
	P(a)						0.00	
	A							
3.2 PEFA PI-19. Competition, VfM and controls in procurement.		Score		2013	PEFA	PEFA scores: A, B, C or D (- or +). Baseline : C+, EOP Target: B	P	0.00
	P(a)						0.00	
	A							

3.3 PEFA PI - 27. Legislative scrutiny of the annual budget law		Score		2013		PEFA scores: A, B, C or D (- or +). Baseline : D+, EOP Target: C	P	0.00
							P(a)	0.00
							A	
3.4 Number of Information Systems Audit Reports produced		#	2.00	2012	AGD		P	6.00
							P(a)	6.00
							A	

 RF - RF Indicator

 SI - Sector Indicator

 CI - Country Indicator

 PG - Pro-Gender

 PE - Pro-Ethnicity

Outputs: Annual Physical and Financial Progress

Component 1: Human resources management		Physical Progress		Financial Progress	
Outputs	Unit of Measure	EOP		EOP	
HCMS implemented	#	P	1.00	P	17,578,535.00
		P(a)	1.00	P(a)	17,578,535.00
		A		A	
Workshop on international experiences on workforce planning delivered	#	P	1.00	P	50,000.00
		P(a)	1.00	P(a)	50,000.00
		A		A	
Training activity in HRM policy formulation and oversight for implementation completed	#	P	2.00	P	100,000.00
		P(a)	2.00	P(a)	100,000.00
		A		A	
Number of HRM Units in MDAs trained to carry out key HRM functions following central policies	#	P	125.00	P	500,000.00
		P(a)	125.00	P(a)	500,000.00
		A		A	
'To-Be' Key HRM processes developed and mapped	#	P	1.00	P	300,000.00
		P(a)	1.00	P(a)	300,000.00
		A		A	
Training on techniques for monitoring overall and institutional-level HRM performance for SHRMD delivered	#	P	1.00	P	50,000.00
		P(a)	1.00	P(a)	50,000.00
		A		A	
Component 2: Efficiency gains in public sector operations and a more cost-effective del of pub servs		Physical Progress		Financial Progress	
Outputs	Unit of Measure	EOP		EOP	
e-Government strategy completed	#	P	1.00	P	396,000.00
		P(a)	1.00	P(a)	396,000.00
		A		A	
ICT norms and standards produced (cumulative)	#	P	1.00	P	396,000.00
		P(a)	1.00	P(a)	396,000.00
		A		A	
e-Gov Jamaica training programs delivered (cumulative)	#	P	9.00	P	889,000.00
		P(a)	9.00	P(a)	889,000.00
		A		A	
GEI business process reengineering completed	#	P	1.00	P	40,000.00
		P(a)	1.00	P(a)	40,000.00
		A		A	
GEI process automation completed and online applications system in operation	#	P	1.00	P	450,000.00
		P(a)	1.00	P(a)	450,000.00
		A		A	
GEI training program on the new system delivered (cumulative)	#	P	1.00	P	10,000.00
		P(a)	1.00	P(a)	10,000.00
		A		A	
Online business registration system in operation	#	P	1.00	P	228,000.00
		P(a)	1.00	P(a)	228,000.00
		A		A	
Business registration kiosks in operation (cumulative)	#	P	23.00	P	23,000.00
		P(a)	23.00	P(a)	23,000.00
		A		A	
Business registration seminars and workshops delivered (cumulative)	#	P	1.00	P	10,000.00
		P(a)	1.00	P(a)	10,000.00
		A		A	

Communications campaign implemented (cumulative)	#	P	1.00	P	39,000.00
		P(a)	1.00	P(a)	39,000.00
		A		A	
Study Tour completed	#	P	1.00	P	25,000.00
		P(a)	1.00	P(a)	25,000.00
		A		A	
HRSSC Operating Model designed	#	P	1.00	P	578,250.00
		P(a)	1.00	P(a)	578,250.00
		A		A	
Technical specification designed and available for HRSSC facility, including ICT infrastructure	#	P	1.00	P	241,140.00
		P(a)	1.00	P(a)	241,140.00
		A		A	
ICT infrastructure to operate HRSSC in operation	#	P	1.00	P	707,610.00
		P(a)	1.00	P(a)	707,610.00
		A		A	
Training to HRSSC agents/workers delivered	#	P	1.00	P	48,000.00
		P(a)	1.00	P(a)	48,000.00
		A		A	
Component 3: Control systems and accountability		Physical Progress		Financial Progress	
Outputs	Unit of Measure	EOP		EOP	
Auditors trained - in country - for developing/up-dating PA knowledge and skills	#	P	90.00	P	268,500.00
		P(a)	90.00	P(a)	268,500.00
		A		A	
Auditors trained <input type="checkbox"/> in country and overseas <input type="checkbox"/> for developing/updating ITA knowledge and skills	#	P	90.00	P	165,000.00
		P(a)	90.00	P(a)	165,000.00
		A		A	
ITA manual drafted and disseminated	#	P	1.00	P	61,000.00
		P(a)	1.00	P(a)	61,000.00
		A		A	
Auditors trained overseas completed	#	P	12.00	P	96,000.00
		P(a)	12.00	P(a)	96,000.00
		A		A	
Additional licenses for interrogation software installed	#	P	12.00	P	75,200.00
		P(a)	12.00	P(a)	75,200.00
		A		A	
Professional Development framework for Internal Audit Units (IAU) completed	#	P	1.00	P	105,000.00
		P(a)	1.00	P(a)	105,000.00
		A		A	
Automated internal audit system in operation	% of IAU	P	100.00	P	805,400.00
		P(a)	100.00	P(a)	805,400.00
		A		A	
Internal Audit Manual updated (unit of measure is 1 manual)	Manual	P	1.00	P	17,400.00
		P(a)	1.00	P(a)	17,400.00
		A		A	
IA employees trained	# of Auditors	P	240.00	P	152,400.00
		P(a)	240.00	P(a)	152,400.00
		A		A	
Procurement Manual published, including updated bidding documents	#	P	1.00	P	80,000.00
		P(a)	1.00	P(a)	80,000.00
		A		A	

Procurement employees trained under new curricula (MIND) (cumulative)	#	P	1,200.00	P	450,000.00
		P(a)	1,200.00	P(a)	450,000.00
		A		A	
Sensitization and awareness campaign implemented	#	P	2.00	P	80,000.00
		P(a)	2.00	P(a)	80,000.00
		A		A	
Procurement employees certified (cumulative)	#	P	200.00	P	649,500.00
		P(a)	200.00	P(a)	649,500.00
		A		A	
E-tendering software at MOFP in operation	#	P	1.00	P	2,160,000.00
		P(a)	1.00	P(a)	2,160,000.00
		A		A	
Management Accountability Framework designed	#	P	1.00	P	150,000.00
		P(a)	1.00	P(a)	150,000.00
		A		A	
Technical Office established and functioning	#	P	1.00	P	528,000.00
		P(a)	1.00	P(a)	528,000.00
		A		A	
Training for PAC and PAAC members delivered	#	P	4.00	P	80,000.00
		P(a)	4.00	P(a)	80,000.00
		A		A	

Total Cost		Total Cost
	P	\$28,582,935.00
	P(a)	\$23,734,045.00
	A	

Changes to the Matrix

No information related to this operation.

Please note that the Overall Stage represents the stage of the operation at the time of this report's publication, which might not necessarily match the stage of the operation during the PMR Cycle to which the report pertains.