TURKS AND CAICOS ISLANDS
BACKGROUND

32,000

6,000
CHARACTERISTICS OF SOME PETITE OFFICES/COUNTRIES

- UNDER-RESOURCED
  - Low levels of funding
  - Low levels of staffing
  - Not enough trained persons available because of small size of the country.
  - Staff is expected to be “Jack of all trades and master of ALL.”
  - Competing demand for resources
  - Poor coordination of the statistical system
Up until 2015 there was one statistical office which was located on Grand Turk. Despite the fact that the majority of the population and Business Establishments were on Providenciales. This created serious challenges. This has now changed.

Currently we have two offices:
- Main office on Grand Turk with 6 full-time members of staff plus two temporary staff,
- An office on Providenciales with 4 members of staff.

We have been able to secure approval in the upcoming budget for 2 additional members on Providenciales and which will bring our staff complement to 12.
HUMAN RESOURCES (CONT’D)

- The two new positions approved:
  - An IT person
  - A Mapping person
TCI HUMAN RESOURCES MOBILIZATION

• In 2012 the Statistics Department had 3 members of staff.
• In 2019 we have 10 members of staff.
• In 2020 an additional 2 members of staff will be added which will bring the total members to 12.
• The government has committed to increasing the numbers gradually over the next 5 years. I must point out that this increase:
  • This is tied to performance
  • Each year in the budget there are some KPI’s which we have to meet in order to be able to draw down on these resources.
• The Plan is to have a staff complement of 18 by 2024.
HAVE WE BEEN MEETING THE KPI TARGETS

• To answer this let us examine the budget over the last 4 years and you can decide.
"Clients do not come first. Employees come first. If you take care of your employees, they will take care of the clients."

Richard Branson
WITH MOBILIZING RESOURCES OUR FOCUS OVER THE LAST FEW YEARS AND GOING FORWARD:

Providing training opportunities

Making staff more comfortable by ensuring that their working environment is conducive.

Fixing the anomalies which exist in the salary structure between staff.

Previously the salary grade between the ranks were:
10 – 6 - 5

Currently the salary grade is: 10 – 9 – 7 - 6 – 5

By the end of the next fiscal year:
10 – 9 – 8 – 7 – 6.
TRAININGS THAT HAVE BEEN CONDUCTED INCLUDED:

SPSS TRAINING

SURVEY SOLUTIONS TRAINING

TRAINING IN SURVEY DESIGN AND IMPLEMENTATION

SAMPLE DESIGN

SOFTWARE AND EQUIPMENT PURCHASED

New Printers
New computers with 22” monitors. All of our old computers have now been replaced with better and faster computers.
Licensed software
## Statistics Department Annual Budget

### TABLE 1: Account Description 1

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>298,612</td>
<td>323,722</td>
<td>364,491</td>
<td>421,841</td>
<td>41.3</td>
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<tr>
<td>Telephone Allowance</td>
<td>1,800</td>
<td>6,590</td>
<td>6,100</td>
<td>7,500</td>
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<td>Transport Allowance</td>
<td>4,440</td>
<td>8,319</td>
<td>9,655</td>
<td>18,825</td>
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<td>Other Personnel Emoluments</td>
<td>19,884</td>
<td>29,596</td>
<td>38,880</td>
<td>44,111</td>
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<tr>
<td>Total Personnel Emoluments</td>
<td>324,735</td>
<td>368,227</td>
<td>419,126</td>
<td>492,277</td>
<td>51.6</td>
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<tr>
<td>Office Supplies</td>
<td>2,884</td>
<td>1,428</td>
<td>1,113</td>
<td>4,300</td>
<td>516</td>
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<tr>
<td>Computer supplies</td>
<td>1,464</td>
<td>2,176</td>
<td>2,222</td>
<td>4,500</td>
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<tr>
<td>Other Supplies Mat. and Equipment</td>
<td>0</td>
<td>0</td>
<td>14,229</td>
<td>15,000</td>
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<td>Professional and Consultancy</td>
<td>3,342</td>
<td>19,290</td>
<td>34,577</td>
<td>40,000</td>
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<tr>
<td>Overseas Training</td>
<td>5,000</td>
<td>8,000</td>
<td>10,000</td>
<td>12,000</td>
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<td>Statistical Surveys</td>
<td>30,344</td>
<td>74,526</td>
<td>195,517</td>
<td>200,000</td>
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<tr>
<td>Other Operating Expenditure</td>
<td>50,786</td>
<td>40,157</td>
<td>41,887</td>
<td>42,230</td>
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<td></td>
<td>43,034</td>
<td>105,421</td>
<td>257,658</td>
<td>275,800</td>
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<tr>
<td>Total Operating Expenditure</td>
<td>93,820</td>
<td>145,578</td>
<td>299,545</td>
<td>318,030</td>
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<tr>
<td>Total Expenditure</td>
<td>418,555</td>
<td>513,805</td>
<td>718,672</td>
<td>810,307</td>
<td>93.6</td>
</tr>
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</table>
WHAT HAS WORKED FOR THE TCI STATISTICS DEPARTMENT:

- You want more resources. “Show them the BEEF”
  - Have more publications
  - Improve your website
  - Increase the availability of data
  - Improve on the timeliness of your data.
- Focus on what is required in your context and what you can produce. Not another country’s) – Quarterly GDP is an example
  - Understand the demand of your various stakeholders
- Stay away from unnecessary fights. Especially with the politicians.
- Respect and maintain a good relationship with your Minister, PS and other senior officials while not compromising statistical integrity.
WHAT HAS WORKED FOR THE TCI STATISTICS DEPARTMENT: (CONT’D)

• Respect and maintain a good relationship with your data producers.
• Make a conscious effort to engage in succession planning. The resources needed to retrain staff can be utilized in another area.
• Use the NGO’s to advocate on your behalf
• Use the regional and International agencies to help champion your need for more resources:
  • CDB
  • UN Agencies
  • PAHO
  • Standards and Poors (Rating Agency)
WHAT HAS WORKED FOR THE TCI STATISTICS DEPARTMENT: (CONT’D)

• Example

• We needed to produce BOP.
  • Politicians put up a fuss and did not give the funds
    • S and P asked for the data to help with the TCI rating
      • We told them we do not have it and they should write it in their report. It was written in the report
        • Money was allocated by the politician.
        • Consultants hired to help with BOP
          • Consultants Recommended more staff needed
            • More staff was granted
  • Focus on training and other capacity building activities.
  • Bringing in consultants to work with staff to fill the gaps where you do not have the necessary skills.
THANK YOU