



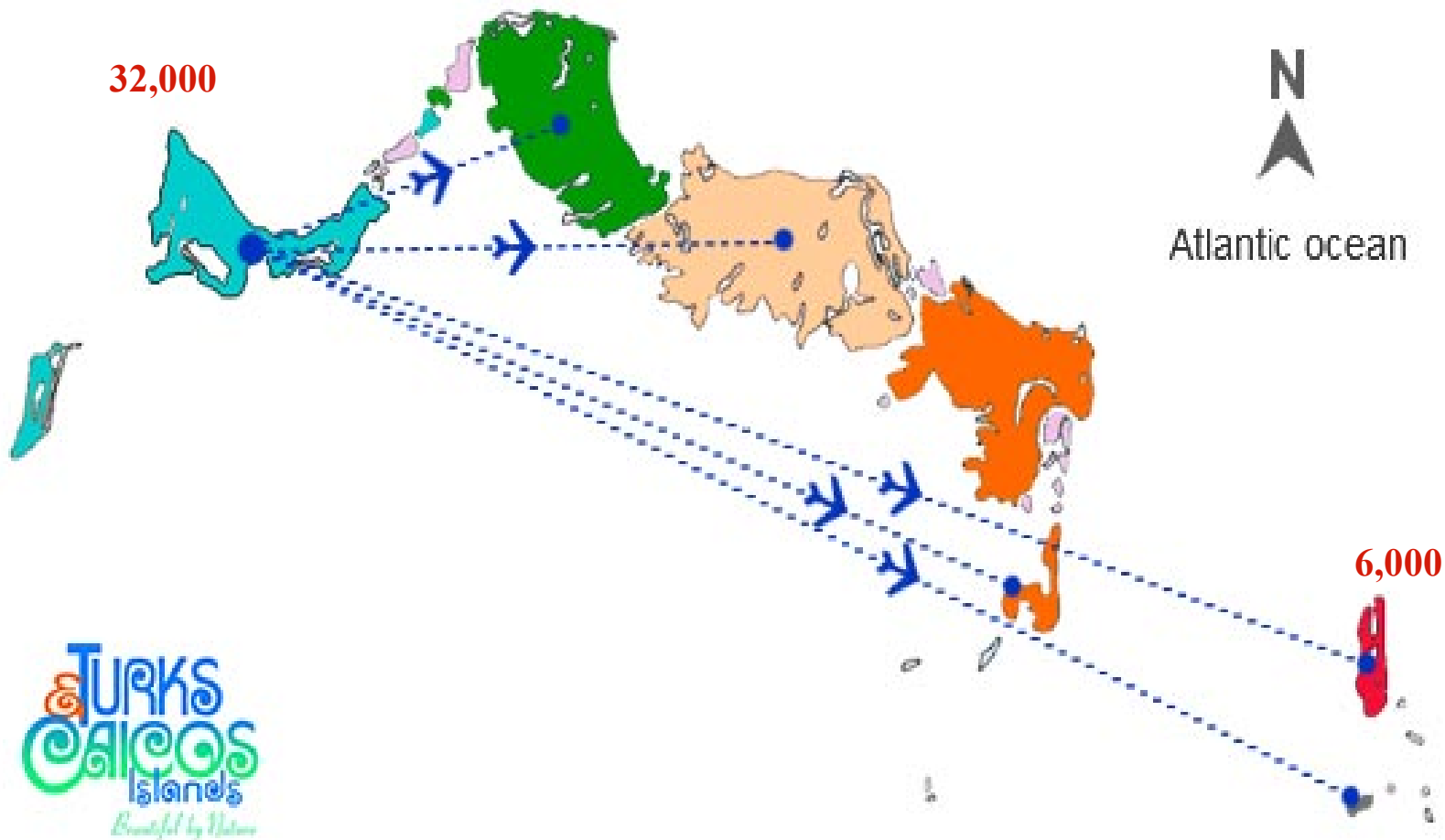
STATISTICAL CAPACITY-BUILDING AND RESOURCE MOBILIZATION

"A TURKS AND CAICOS ISLANDS PERSPECTIVE"

BY SHIRLEN FORBES

TURKS AND CAICOS ISLANDS

TURKS AND CAICOS ISLANDS BACKGROUND



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

TCI STATISTICS DEPARTMENT HUMAN RESOURCES

- 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.
- 

AS A REMINDER



“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 2015/16 – 2019/20.

Account Description 1	2015/16	2017/18	2018/19	2019/20	Percentage Change (2015/16 - 2019/20)
Salaries	298,612	323,722	364,491	421,841	41.3
Telephone Allowance	1,800	6,590	6,100	7,500	
Transport Allowance	4,440	8,319	9,655	18,825	
Other Personnel Emoluments	19,884	29,596	38,880	44,111	
Total Personnel Emoluments	324,735	368,227	419,126	492,277	51.6
Office Supplies	2,884	1,428	1,113	4,300	
Computer supplies	1,464	2,176	2,222	4,500	
Other Supplies Mat. and Equipment	0	0	14,229	15,000	
Professional and Consultancy	3,342	19,290	34,577	40,000	
Overseas Training	5,000	8,000	10,000	12,000	
Statistical Surveys	30,344	74,526	195,517	200,000	
Other Operating Expenditure	50,786	40,157	41,887	42,230	
	43,034	105,421	257,658	275,800	
Total Operating Expenditure	93,820	145,578	299,545	318,030	
Total Expenditure	418,555	513,805	718,672	810,307	93.6

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 comprising 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.**

The background is a light gray gradient with several realistic water droplets of various sizes scattered in the corners. The droplets have highlights and shadows, giving them a three-dimensional appearance. The text 'THANK YOU' is centered in a dark purple, serif font.

THANK YOU