



## TERMS OF REFERENCE / JOB DESCRIPTION

<b>Reference:</b>	POC0000000
<b>Post Title:</b>	Human Resource Specialist
<b>Project Title:</b>	Development of a Robust Performance Management Framework for the Civil
<b>City Location:</b>	Office of the Public Service Commissioner (OPSC), Hamilton, Ontario
<b>Project Duration:</b>	18 months
<b>Responsible to:</b>	Chief Executive Officer, OPSC

### Project Background

The Government of the Cook Islands is presently engaged in a process of public sector reform, essential for sustaining economic management to maintain growth. The public service as a proportion of the total population has grown from 20% in 1990 to 27% in 2011, and it has been noted that the budget has tripled since the reforms with no corresponding improvement in the quality of service delivery. The assessment of the public sector was endorsed by the current government when it assumed office in November 2010, signalling high level commitment to further reforms. While earlier reforms were driven by a financial crisis, the current reform focus on strengthening leadership, stronger performance based on clear budget requirements, greater efficiency, improvement of the civil service, and public-private partnerships.

The new Public Service Act 2009 provides the legislative framework for further progress in reforming and modernising the public sector. Consequently, the Government of the Cook Islands has since 2011 been conducting a functional review of the public service with the support of the Asian Development Bank (ADB). The ADB report released in 2012 recommended establishing clarity in mission structures to deliver its mandated core and non-core functions, including improvements to national planning, budgeting processes and performance management systems. While a number of projects have been implemented since the review, very little has been implemented in terms of improving HRM and performance management systems to address performance across the public sector. A Capability Analysis assessment of the Cook Islands Public Service in 2012 confirmed there were many capability gaps across the public sector which needed to be addressed using a series of operations to provide multi-faceted training programmes across the public sector.

The Office of the Public Service Commissioner (OPSC) is mandated under Section 8 of the Public Service Act 2009 to approve terms of appointments, service arrangements personnel policies and standards, including performance management systems for heads of departments and the Public Service to provide advice on the training and career development of staff in the Public Service and to determine salary ranges for positions in the Public Service in accordance with the remuneration system approved by the Cabinet.

OPSC have been tasked with designing a core for all performance management system for all government agencies. The development of this comprehensive and robust HRM framework complements a broader public sector reform programme of improving public administration through legislative reforms and by introducing and institutionalising HRM strategies and policies to support public sector managers lead and

# Terms Of Reference Job Description The Commonwealth

**Annelies Wilder-Smith**



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## **Table of Contents Terms Of Reference Job Description The Commonwealth**

1. Understanding the eBook Terms Of Reference Job Description The Commonwealth
  - The Rise of Digital Reading Terms Of Reference Job Description The Commonwealth
  - Advantages of eBooks Over Traditional Books
2. Identifying Terms Of Reference Job Description The Commonwealth
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Terms Of Reference Job Description The Commonwealth
  - User-Friendly Interface
4. Exploring eBook Recommendations from Terms Of Reference Job Description The Commonwealth
  - Personalized Recommendations
  - Terms Of Reference Job Description The Commonwealth User Reviews and Ratings
  - Terms Of Reference Job Description The Commonwealth and Bestseller Lists
5. Accessing Terms Of Reference Job Description The Commonwealth Free and Paid eBooks

- Terms Of Reference Job Description The Commonwealth Public Domain eBooks
  - Terms Of Reference Job Description The Commonwealth eBook Subscription Services
  - Terms Of Reference Job Description The Commonwealth Budget-Friendly Options
6. Navigating Terms Of Reference Job Description The Commonwealth eBook Formats
    - ePub, PDF, MOBI, and More
    - Terms Of Reference Job Description The Commonwealth Compatibility with Devices
    - Terms Of Reference Job Description The Commonwealth Enhanced eBook Features
  7. Enhancing Your Reading Experience
    - Adjustable Fonts and Text Sizes of Terms Of Reference Job Description The Commonwealth
    - Highlighting and Note-Taking Terms Of Reference Job Description The Commonwealth
    - Interactive Elements Terms Of Reference Job Description The Commonwealth
  8. Staying Engaged with Terms Of Reference Job Description The Commonwealth
    - Joining Online Reading Communities
    - Participating in Virtual Book Clubs
    - Following Authors and Publishers Terms Of Reference Job Description The Commonwealth
  9. Balancing eBooks and Physical Books Terms Of Reference Job Description The Commonwealth
    - Benefits of a Digital Library
    - Creating a Diverse Reading Collection Terms Of Reference Job Description The Commonwealth
  10. Overcoming Reading Challenges
    - Dealing with Digital Eye Strain
    - Minimizing Distractions
    - Managing Screen Time
  11. Cultivating a Reading Routine Terms Of Reference Job Description The Commonwealth
    - Setting Reading Goals Terms Of Reference Job Description The Commonwealth
    - Carving Out Dedicated Reading Time
  12. Sourcing Reliable Information of Terms Of Reference Job Description The Commonwealth
    - Fact-Checking eBook Content of Terms Of Reference Job Description The Commonwealth
    - Distinguishing Credible Sources
  13. Promoting Lifelong Learning
    - Utilizing eBooks for Skill Development

- Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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