

# BAHAMAS NATIONAL PRODUCTIVITY COUNCIL

An Overview of the Proposed  
Structure



**SUMNER**  
**STRATEGIC PARTNERS**<sup>1</sup>

# FOREWORD

► “To truly create productivity improvements in the economy, there needs to be high level of coordination, clear goals and actionable policy. Existing government departments, labour organizations, the business community, the financial sector, NGOs, educational institutions and international partners will all have to be involved if productivity is to be improved in a way that is long lasting so that it becomes entrenched in the economy of The Bahamas. “



# PRODUCTIVITY

**Collaboration** Work together seamlessly

**Communication** Connect with your team

**Automation** Streamline business process workflows

**Analytics** Make informed decisions with relevant data

Short title

Interpretation

Establishment  
of Council

Functions of  
the Council

Board of  
Directors

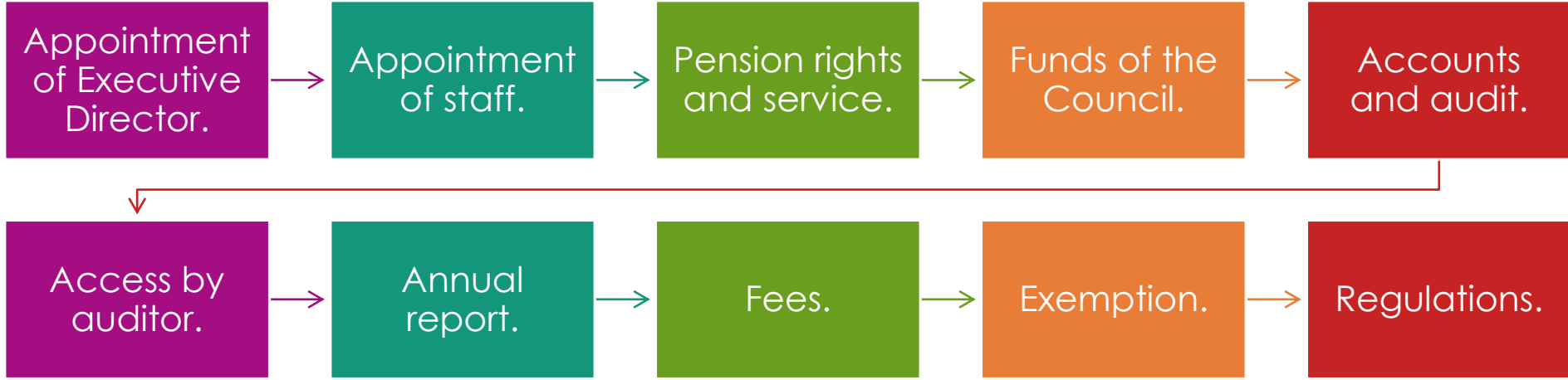
Information  
gathering

Remuneration

Disclosure of  
directors'  
interest

Directions of  
Prime Minister

# OVERVIEW OF LEGISLATION



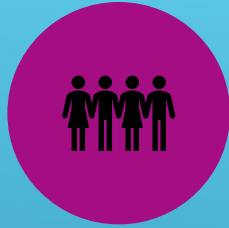
# OVERVIEW OF LEGISLATION

## ➤ WHY IS PRODUCTIVITY LEGISLATION NEEDED?

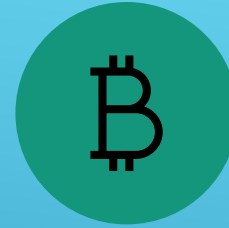
- To outline the performance priority areas through identifying the skills that the workers in both the public and private sectors are currently lacking.
- To establish the key performance indicators
- To form an organization of Productivity Agents to promote the development of performance-related activities
  - curriculum developers,
  - private sector and business owners,
  - labor organizations
  - international investors



# PRODUCTIVITY LEGISLATION NEEDS



Improved Quality of  
life for Workers and  
Consumers



Improved Growth of  
the Private and  
Public Sectors\*\*\*



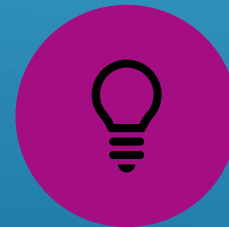
Sustainability in  
Production of  
Goods and Services



Promotion of  
Economic Growth



Improved Delivery  
of Government  
Services



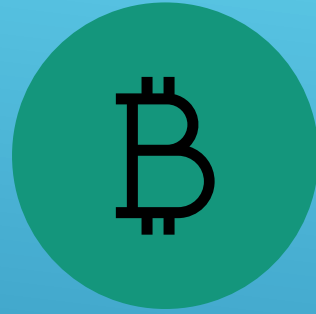
Fostering Innovation  
and Creativity of  
the Workforce

# ADVANTAGES OF PRODUCTIVITY LEGISLATION





RISING COSTS  
OF DOING  
BUSINESS



INCREASE IN  
THE COST OF  
LIVING (VAT,  
FEES, ETC.)



HIGH COST OF  
IMPLEMENTING  
THE  
LEGISLATION



POOR  
IMPLEMENTATION  
OF LEGISLATION  
LEADING TO  
INEQUALITY

# DISADVANTAGES OF PRODUCTIVITY LEGISLATION



**To assist with managing the low productivity levels in the country.**

**Employee morale and productivity in the country are relatively low compared to other countries in the region.**



**To identify ways to nurture a globally competitive workforce that has professional skills, expertise and the attitudes necessary to spark a global interest.**



**To reform the workforce of the Bahamas so that it can contribute to the economic prosperity of the country.**

## **WHY IS A PRODUCTIVITY COUNCIL NEEDED?**

“The labour market is characterized by poor skills and yet, wages are high compared to other countries in the region, rendering firms uncompetitive. There is an urgent need to address the upgrading of skills level and diversifying such skills to meet the changing trends in the global economy.”

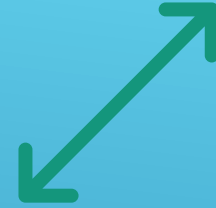
\*Oxford Economics – The Bahamas: WTO Impact Assessment  
May 2019

# ➤ FUNCTIONS OF THE PRODUCTIVITY COUNCIL

- To create and develop methodologies for
  - productivity measurement,
  - management and improvement in the public service and the private sector.
- To provide technical advice and assistance in employee related productivity matters for devising productivity related payment schemes.
- To engage in consultations with any fact-finding body or arbitration tribunal on any matter relating to the functions of the Council.



To disseminate information intended to stimulate public awareness and promote understanding of the need to improve the quality of work performance nationally and in the context of international trends and standards.



To assist in creating a climate which would maximize the use of productivity gains in collective bargaining exercises.



To promote and monitor all aspects of productivity growth

## FUNCTIONS OF THE PRODUCTIVITY COUNCIL



To assist in the development of improved methods of work organization geared to the enhancement of productivity levels.



To design, advise on, and conduct, educational programmes.



To do such further things as are necessary to carry out effectively the purposes of this Act.

## FUNCTIONS OF THE PRODUCTIVITY COUNCIL

# ➤ COUNCIL TO REVIEW EMPLOYEE ENGAGEMENT





### Nine (9) Members

- 1 – Chairman appointed by Prime Minister
- 1 – Vice Chairman - professional or academic interest
- 2 - employer reps from public and private sector
- 2 – employee reps from public and private sector
- 1 – PS from Ministry of Labour
- 1 – PS from Ministry of Public Service
- 1 – Executive Director



Three (3) year term, eligible for 2<sup>nd</sup> term, but no more



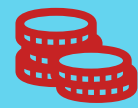
Policy and general administration of the Council

Further directions by Prime Minister



Information gathering:

wages, salaries, benefits and emoluments and other income.



Remuneration determined by Prime Minister

## FUNCTIONS OF THE BOARD



# FUNDING OF THE COUNCIL

- ▶ Funds needed for the operation of the Council will come from the following areas:
  - ▶ Moneys voted by Parliament for the purposes of the Council
  - ▶ Moneys that may accrue from the operations of the Council
  - ▶ Moneys payable to, or property vested in the Council
  - ▶ Moneys borrowed by the Board for the purposes of the Council
  - ▶ Moneys that may become available from any other source



Increased productivity will positively impact the ease of doing business in the country.



Current World Bank ratings has the Bahamas ranked as 118 out of 190 economies.



The country had a record low ranking of 59 in 2008



The country had a record high ranking of 121 in 2016



Inadequately educated workforce seen as a major constraint to the EDB

# EASE OF DOING BUSINESS IMPACTS



Digitization can be used to increase productivity



More government funds can be saved via digital transformation



More transparency can be obtained through digitization of government services



Monitoring and performance measurements can be compiled and tracked easier through a digital system.

# DIGITAL TRANSFORMATION OF GOVERNMENT SERVICES



## ➤ UPCOMING ACTIVITIES

- Compile list of stakeholders and organize discussions with the National Tripartite Council
- Coordinate town hall meetings on various Family Islands for public education and awareness
- Coordinate and facilitate media appearances to update the public on discussions
- Recommend the strategy and periodization of meetings to be undertaken during the consultation period.
- Recommend and assist with the preparation of materials to support effectively communicating the future plans for NPC as laid out in the Policy Paper and Strategic Plan of the National Tripartite Council

## ➤ NEXT STEPS

### ○ Stakeholder Consultations

- Private Sector Businesses
- Employee Representatives
- Academia and TVETs
- Government Agencies
- Professional Associations
- Religious Organizations
- Civil Society Groups
- National Committees and Boards

# FOR MORE INFORMATION

- ▶ Sumner Strategic Partners (SSP)

- ▶ Email:

[info@sumnerstrategicpartners.com](mailto:info@sumnerstrategicpartners.com)

- ▶ Website:

<https://www.sumnerstrategicpartners.com>

- ▶ Or

- ▶ The National Tripartite Council



# Thank you!



# QUESTIONS?