

COST SAVINGS INITIATIVES TO BE UNDERTAKEN

Hiring

In view of the fact that the public sector is being rationalised and certain initiatives such as shared corporate services are proposed to be implemented, a period will be required for the existing pool of skills to be assessed for redeployment within the public sector where there are particular needs to enhance the delivery of services. With the exception of specialised skills pertinent to the Entities core mandates, no hiring should be undertaken until the review is complete.

Boards

With the likely reduction in the Public Sector in terms of Entities (through abolition, mergers, transfers) the current construct in terms of existing Boards will be examined with a view to :

- a. Determining the right complement of skills required
- b. Rationalisation in terms of numbers and sizes of Boards

It is also timely for a review of the issue of volunteerism as it relates to Public Sector Boards, to reduce the overall cost of Board Fees. In cases where there are travel considerations, a travel allowance may be considered.

Accommodation for government offices

1. Consolidation of GOJ offices at the parish level where possible to a central location, which is consistent with the principle of the ease of doing business with government. This would also include urgent implementation in all instances, where possible, of the “one stop shop” concept.
2. Maximise use of Government buildings for use by Government Entities.
3. Renovation and use of Government buildings to reduce rental costs – funding for renovation to be determined.

Utilities and Miscellaneous Costs

1. Use of existing technology to reduce communications costs across government (e.g. PBX rationalization).
2. Outsourcing services such as messenger/delivery services, driver and meal services.
3. Rationalizing GIS and other licenses both locally and internationally.
4. Reduction of newspaper subscriptions (Increased utilization of online facilities).
5. Increase in use of electronic media as opposed to paper, inter and intra Ministry. The acceptability of email letters and digital signatures to be considered.

Payment of International Membership Fees

A careful review of all membership fees to various regional and international organizations should be undertaken to ensure that the value derived from such memberships will redound to enormous value added to the people of Jamaica. The Ministry of Foreign Affairs and Foreign Trade should be responsible to advise the GOJ on this matter after consultation with all MDAs.

HUMAN RESOURCE MANAGEMENT ISSUES UNDER REVIEW

Pension Reform

A review of the current pension arrangements is underway, with consideration being given to a contributory pension scheme for the Public Sector. The review includes attention to the improvement of the present administrative arrangement.

Compensation Policy Review

The success of a true transformation of the Public Sector relies significantly on the treatment of the Sector's human resources. At the heart of this effort, is the issue of how people are compensated and rewarded. It is therefore necessary that an effective compensation policy be determined which directs the manner in which people are attracted, paid and rewarded. A comprehensive review of the current compensation policy and practices is therefore recommended.

Public Sector Leave Arrangements

Emerging out of the MOU for the Public Sector, are efforts to review the existing leave arrangements for the Sector. This will seek to standardise the various leave entitlements and to improve the administrative arrangements.

SUMMARY OF RECOMMENDATIONS

This chapter provides a summary of the recommendations regarding mergers, privatisation, contracting out and abolition.

Entities to be Privatised

1. Caymanas Track Limited
2. St. Joseph's Hospital as a Public Private Partnership
3. Wigton Wind Farms
4. Petrojam Ethanol
5. Clarendon Alumina Production Limited
6. Petcom (6 petrol stations)
7. Font Hill Properties
8. Factories Corporation of Jamaica
9. Jamaica Exotic Flavours & Essences as a public/private partnership
10. Parish Cemeteries
11. Wallenford Coffee
12. Commercial arm of Cocoa Board
13. Jamaica Railway Corporation
14. Post and Telecommunications Department and Postal Corporation
15. Rural Electrification Programme
16. Sugar Corporation of Jamaica

Services to be Contracted Out

The management of the following functions will be outsourced. Some Entities have the potential to provide some management/ employment opportunities for those who will transition out of the Public Service.

1. Nutrition Products Limited
2. All housing institutions for Senior Citizens including those under Local Government (Vineyard Town)
3. Management of State Owned Children's Homes
4. Devon House Limited, Bath Foundation Hotel and Spa and Milk River Hotel and Spa
5. Management of Heritage properties
6. Norman Manley International Airport
7. Boscobel , Tinson Pen, Negril , Ken Jones Aerodromes
8. Kingston Container Terminal Management Services
9. Port Authority Management Services

10. Management of Juvenile Correctional Centres

Entities to be Merged

1. Development Bank of Jamaica to subsume government banking functions e.g. EXIM Bank and MIDA, excluding the Students Loan Bureau
2. Betting, Gaming Lotteries Commission and Jamaica Racing Commission
3. The University Council of Jamaica with The Council of Community Colleges of Jamaica to form the Jamaica Tertiary Commission
4. Administrative functions for the: Dental Council, Pharmacy Council, Nursing Council, Medical Council and Professions Supplementary to Medicine Council
5. Health Corporation Limited with National Health Fund
6. Jamaica Social Investment Fund and the Constituency Development Fund
7. The functions of the Creative Production and Training Centre which deals with cultural productions should be subsumed under the Public Broadcasting Corporation of Jamaica and the commercial component to include training should be repositioned.
8. Young Entrepreneurs Programme with the Jamaica Youth Business Trust (NGO) in a public/private partnership
9. The National Research and Development Commission (NRDC) will incorporate the Scientific Research Council and all existing research and development facilities across government, except for the Bodles Research Station (from MoA). The National Commission on Science and Technology is to be transferred to the Ministry of Industry, Investment and Commerce to provide policy direction for the NRDC.
10. Jamaica Vacations Limited into Jamaica Tourist Board
11. Tourism Enhancement Fund merged administratively with the Tourism Product Development Company
12. Institute of Sports merge with Independence Park Limited and Sports Development Foundation to create the National Sports Commission
13. Housing Solutions Division be merged with the Squatter Management Unit
14. Port Authority of Jamaica/Airports Authority of Jamaica and development functions of the Jamaica Railway Corporation - to be named Ports Authority of Jamaica
15. Island Traffic Authority, Transport Authority and regulatory functions of the Jamaica Railway Corporation- to be named Land Transport Authority
16. Toll Authority and road authorities to form the Single Road Authority
17. Export Division and Commodities Boards (Banana; Coconut; Cocoa)
18. Veterinary Services (MoA) and Veterinary Public Health (MoH)
19. Administrative functions of Clarendon Alumina Production Limited, Bauxite and Alumina Trading Company of Jamaica, Jamaica Bauxite Mining Limited and Jamaica Bauxite Institute

20. Office of Utilities Regulation and Spectrum Management Authority
21. Police Civilian Oversight Authority will be subsumed under the Police Services Commission (Police Services Authority)
22. Private Security Regulation Authority and Firearm Licensing Authority
23. Jamaica Constabulary Force and the Island Special Constabulary Force to be merged – for long term consideration
24. The National Security Law Enforcement Academy to be created from the Jamaica Police Academy , Jamaica Constabulary Staff College, Caribbean Search Centre and the Jamaica Fire & Emergency Services Training Unit
25. Amalgamation of the Jamaica Fire and Emergency Services Fire Boat, Jamaica Constabulary Force Marine Division under the Jamaica Defence Force Coast Guard
26. Forensic Lab and Legal Medical Unit (Forensic Medicine) to be merged

Entities to be Abolished

1. Local Government Department to be phased out with implementation of local government reform. Small core to reside in the OPM
2. Electricity Authority
3. Jamaica National Oil
4. PCJ Developments
5. PCJ Engineering
6. Jamaica Reservation Service
7. FINSAC and Financial Institution Service Limited (over time)

THE WAY FORWARD

It is imperative that the transformation of the Public Sector be given the priority it deserves and that the process moves rapidly to allow for the critical changes that must be factored and reflected in the budget for the financial year 2011/2012 and onwards.

Tabling the Master Rationalization Plan in the Parliament represents the need for greater transparency and collaboration on major policy and operational changes that will affect the public sector. Through this process, extensive discussions and debates will contribute to the decision-making process and will garner the support critical to transforming the Public Sector.

The recommendations contained in the Master Rationalization Plan reflect the collective inputs of the major stakeholders. The anticipated results of the entire process of transformation include the following:

1. A refinement of the role and functions of government based on government's priorities and commitments to the people of Jamaica
2. A more pragmatic approach to public sector management based on sound principles of management and good governance
3. Curtailing public sector expenditure by rationalizing and streamlining functions and services to achieve greater efficiency and cost effectiveness
4. A change in organizational culture with an increased emphasis on high quality customer service and general improved quality service delivery
5. An increased emphasis on human resource development and management that is translated in ongoing improvements and building capacity at all levels that reflect high quality competencies and skills
6. Improved financial planning and appropriate systems of budgeting and controls that are performance and output related
7. Increased reliance on information technology/ICT systems through the implementation of an effective Government Network system
8. The introduction of greater devolution of managerial autonomy over human resource, finance and operations, and
9. A strong accountability framework that will ensure clear lines of responsibilities and performance targets with the proper monitoring and evaluation mechanisms to assess both outputs and effectiveness.

It is vital that the process of Public Sector transformation is a collaborative, consultative and coherent one, so that collectively we can realise our vision of a "transformed, cohesive Public Sector that is performance-based, efficient, cost-effective and service-oriented".

APPENDIX A

Recommendations For The

Government of Jamaica

**Assignment of Subjects and
Departments**

By the

Public Sector Transformation Unit

July 2010

Key

New Subject for the Ministry

New Agency for the Ministry

Merged Entities

Renamed Ministry

Privatized

Contracted out Service

Abolished

New Subject for the Ministry

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~~Abolished~~

Prepared by the Public Sector Transformation Unit
July 2010

SUGGESTED NAMES FOR MINISTRIES

OFFICE OF THE CABINET

OFFICE OF THE PRIME MINISTER

MINISTRY OF AGRICULTURE AND FISHERIES

MINISTRY OF EDUCATION

MINISTRY OF ENERGY AND MINING

MINISTRY OF FINANCE

MINISTRY OF FOREIGN AFFAIRS AND FOREIGN TRADE

MINISTRY OF HEALTH

MINISTRY OF INDUSTRY, INVESTMENT AND COMMERCE

MINISTRY OF JUSTICE

MINISTRY OF LABOUR AND SOCIAL SECURITY

MINISTRY OF NATIONAL SECURITY

MINISTRY OF TOURISM

MINISTRY OF TRANSPORT AND WORKS

MINISTRY OF HOUSING AND SUSTAINABLE DEVELOPMENT

MINISTRY OF YOUTH, SPORTS & CULTURE

OFFICE OF THE CABINET

SUBJECTS

- 1 Business of Cabinet
- 2 Corporate Planning for Government
- 3 Human Resource Management Information Systems
- 4 Human Resource Management Policy
- 5 Job Evaluation and Classification
- 6 Library and Documentation Services
- 7 Organizational Design and Staffing
- 8 Performance Management, Monitoring and Evaluation
- 9 Policy Formulation and Coordination for Government
- 10 Public Sector Modernization
- 11 Regulation of Utilities
- 12 Standards and Efficiency
- 13 Succession Planning including Strategic Training and Development
- 14 Classification System and Standards
- 15 Collective Bargaining/Industrial Relations
- 16 Compensation Policy and Pay Planning
- 17 Employee Assistance (Counselling)
- 18 Employee Benefits
- 19 Establishment Control
- 20 General Training and Development for the Public Sector
- 21 Pensions
- 22 Recognition and Reward Schemes
- 23 Scholarships and Assistance
- 24 Special Employee Benefits (Health Insurance, Bus Service, Canteens, Day Care)
- 25 Staff Orders and Conditions of Service
- 26 Support to Legislative Agenda

AGENCIES and DEPARTMENTS

- 1 Management Institute for National Development (MIND)
- 2 Office of the Services Commission
- 3 Office of Utilities Regulation (OUR) ¹ to subsume the Spectrum Management Authority
- 4 Pensions

¹ Being an independent Commission, OUR is only hosted by the Cabinet Office but has neither accounting

Key
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nor budgetary responsibilities for it.

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**OFFICE OF THE PRIME MINISTER
DEFENCE, PLANNING, INFORMATION, COMMUNICATIONS AND TECHNOLOGY**

SUBJECTS (GENERAL)

- 1 Defence
- 2 Development
- 3 Development Projects
- 4 Long Service Awards
- 5 National Honours and Awards
- 6 National Symbols
- 7 Planning
- 8 Special Projects
- 9 Registration of Births and Deaths
- 10 National Registration System

SUBJECTS (LOCAL GOVERNMENT)

- 1 Fire Services
- 2 Local Governance
- 3 Local Government Amenities (abattoirs, parish cemeteries and pounds)
- 4 Local Sustainable Development Planning
- 5 Minor Water Supplies and Social Water
- 6 Municipal Parks and Beautification
- 7 Parochial Markets
- 8 Parochial Roads
- 9 Poor Relief Services
- 10 Street Lighting

SUBJECTS (INFORMATION, COMMUNICATIONS AND TECHNOLOGY)

- 1 Broadcasting
- 2 Information
- 3 Information Communication Technology (ICT)
- 4 Telecommunications

AGENCIES AND DEPARTMENTS (GENERAL)

- 1 Jamaica Defence Force (JDF)
- 2 Planning Institute of Jamaica (PIOJ)
- 3 Statistical Institute of Jamaica (STATIN)
- 4 Culture, Health, Arts, Sports & Education (CHASE)
- 5 Jamaica Productivity Centre
- 6 Jamaica Social Investment Fund merged with the Constituency Development Fund (managed as two distinct streams of funds)
- 7 National Council on Sports

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OFFICE OF THE PRIME MINISTER continued

- 8 National Disaster Committee
- 9 Registrar General's Department and Island Record Office
- 10 Social, Economic and Support Programmes (SESP)

AGENCIES AND DEPARTMENTS (LOCAL GOVERNMENT)

- 1 Board of Supervision
- 2 Jamaica Fire Brigade (JFB)
- 3 Kingston & St. Andrew Corporation (KSAC)
- 4 Parish Councils and Portmore Municipality

AGENCIES AND DEPARTMENTS (INFORMATION, COMMUNICATIONS AND TECHNOLOGY)

- 1 Access to Information Unit
- 2 Jamaica Information Service (JIS)
- 3 Broadcasting Commission
- 4 Cinematograph Authority
- 5 Public Broadcasting Corporation of Jamaica (PBCJ) **to subsume the** Creative Production and Training Centre (CPTC)
- 6 Central Information and Technology Office (CITO)
- 7 Post and Telecommunications Department **to merge with** Postal Corporation of Jamaica
- 8 Universal Access Fund Limited
- 9 Fiscal Services Limited (FSL)

International Centre for Environmental and Nuclear Sciences (ICENS) to be fully transferred to the University of the West Indies.

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MINISTRY OF AGRICULTURE AND FISHERIES

SUBJECTS

- 1 Agricultural Commodities
- 2 Agricultural Research
- 3 Agricultural Marketing
- 4 Fisheries
- 5 Forests
- 6 Irrigation
- 7 Livestock Industry
- 8 Plant Protection/Quarantine
- 9 Produce Inspection
- 10 Public & Botanical Gardens
- 11 Sugar Industry
- 12 Veterinary Services

AGENCIES AND DEPARTMENTS

1. Jamaica 4H Clubs
2. Agricultural Marketing Corporation
3. Agro Investment Corporation
4. Commodity Boards (*incl. Banana, Cocoa, Coconut and Pimento Industry Boards and the Tobacco Industry Control Authority*) **merge with the Export Division**
5. Coffee Industry Board
6. Cocoa Board Commercial Arm
7. Forestry Department
8. Jamaica Agricultural Society (JAS)
9. Jamaica Exotic Flavours and Essences Company Limited (from MIIC)
10. National Irrigation Commission Limited (NIC)
11. Rural Agricultural Development Authority (RADA)
12. Sugar Company of Jamaica (SCJ) **merge with the** Sugar Industry Authority (including SIRI)
13. Veterinary Board **incorporating Veterinary services from MoH**
14. Wallenford Coffee Company

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MINISTRY OF EDUCATION

SUBJECTS

1. Child Care & Protection (Day Care Centres)
2. Education Policies and Programmes Management
3. Libraries
4. Literacy
5. Regulation of Educational Institutions:
 - i. Pre-Primary
 - ii. Primary
 - iii. Secondary
 - iv. Tertiary
 - v. Independent Schools
6. Vocational Training (including Apprenticeship and Industrial Training)

AGENCIES AND DEPARTMENTS

1. College of Agriculture, Science and Education (CASE)
2. Community Colleges
3. Early Childhood Commission
4. Edna Manley College of the Visual & Performing Arts
5. Educational Institutions
6. G. C. Foster College of Physical Education
7. Human Employment and Resource Training/HEART Trust/NTA **merged with** Jamaica Foundation for Lifelong Learning
8. Jamaica Library Service
9. National Council on Education
10. **Nutrition Products Limited merged with Central Food Organisation**
11. Overseas Examination Commission
12. Regions 1 - 6
13. Teacher Training Colleges
14. University
15. University of Technology, Jamaica (UTECH)
16. University of the West Indies (UWI)
17. E-Learning Company
18. **Nurses Training Schools including Kingston and EXED Schools of Nursing**
19. Dental Auxiliary School

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MINISTRY OF EDUCATION continued

20. Jamaica Tertiary Commission created from the merger of University Council of Jamaica (UCJ) and The Council of Community Colleges of Jamaica

Business of the House of Representatives and Electoral Commission of Jamaica (Electoral Matters); the administrative management is to be transferred to the Office of the Parliament

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MINISTRY OF ENERGY AND MINING

SUBJECTS (ENERGY)

1. Building Inspection
2. Development of Energy Resources
3. Energy Policy
4. Gas and Oil Exploration
5. Light and Power
6. Petroleum Refinery Haulage, Storage and Distribution
7. Rural Electrification

SUBJECTS (MINING)

8. Bauxite and Alumina
9. Bauxite Community Development Projects
10. Mining
11. Non-Bauxite Mining
12. Quarries and Non-Bauxite Minerals

AGENCIES AND DEPARTMENTS (ENERGY)

1. Board of Examiners
2. Petrojam/Ethanol Company Limited (PEL)
3. Petrojam Limited
4. Petroleum Company of Jamaica (Petcom)
5. Petroleum Corporation of Jamaica (PCJ) to be renamed
6. Electricity Division to merge with Rural Electrification Programme (REP)
7. Wigton Wind Farm Limited

AGENCIES AND DEPARTMENTS (MINING)

8. Jamaica Bauxite Institute (JBI) to merge administratively Bauxite and Alumina Trading Company (BATCO), Jamaica Bauxite Mining (JBM) and Clarendon Alumina Production Limited (CAP)
9. Mines & Geology Division (inclusive of the Earthquake Unit)

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MINISTRY OF FINANCE

SUBJECTS

1. Bank Inspection
2. Banking and Currency
3. Betting, Gaming and Lotteries Act 1965 (*excepting sections 51 (1) (a) and 43???)*)
4. Budget
5. Debt Management
6. Debt/Equity Conversion
7. Economic Planning and Monitoring
8. Equity Investments
9. Finance
10. Financial Administration, Management & Fiscal Policy
11. Govt. Investment in Companies & Statutory Corporations
12. Industrial and Provident Societies Act
13. Insurance
14. Loan Negotiations
15. Monetary Policy
16. Public Accountancy Act
17. Regulation of the Financial Sector
18. Taxation
19. Technical Assistance
20. Bauxite Production Levy
21. Capital Development Fund
22. Co-operatives and Friendly Societies

AGENCIES AND DEPARTMENTS

1. Accountant General
2. Bank of Jamaica (BOJ)
3. Customs Department
4. ~~Financial Institution Services Limited~~, over time
5. ~~Financial Sector Adjustment Company (FINSAC)~~, over time
6. Financial Services Commission (FSC)
7. Inland Revenue Department
8. Jamaica Deposit Insurance Corporation (JDIC)
9. Public Accountancy Board
10. Public Debt Charges (Interest Payments)
11. Student's Loan Bureau (SLB)
12. Tax Administration Services Department

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MINISTRY OF FINANCE continued

- 13. Development Bank of Jamaica (DBJ) merge with
EXIM Bank and Micro Investment Development Agency (MIDA)
- 14. Taxpayer Appeals Department
- 15. Taxpayer Audit and Assessment Department
- 16. Betting, Gaming and Lotteries Commission (BGLC) merge with Jamaica
Racing Commission (JRC)
- 17. Casino Gaming Commission
- 18. Registrar/Department of Co-operatives and Friendly Societies
- 19. Caymanas Track Limited

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MINISTRY OF FOREIGN AFFAIRS AND FOREIGN TRADE

SUBJECTS

1. Aviation Affairs (ICAO)
2. Bilateral Relations (all countries)
3. Consular Affairs
4. Economic and Technical Cooperation (including energy security)
5. Hemispheric Relations (OAS, SELA, Rio Group)
6. International Political, Social, Humanitarian and Cultural Affairs (UN, UNESCO, UNIDO, etc.)
7. International Economic Relations (UN, IFAD, FAO, UNEP, HABITAT, etc.)
8. International Trade Policy and Negotiations:
 - Bilateral
 - Regional (CSME and CARICOM Bilateral Agreements)
 - Hemispheric (FTAA, CBI, CARIBCAN)
 - Inter-regional (ACP/EU Economic Partnership Agreement (EPA))
 - Commodity Agreements (ISO, ICO, ICCO, Common Fund)
9. Inter-regional Cooperation (ACP, ACP/EU, Commonwealth, NAM, G/77 and China, G/15, South Centre)
10. Investment and Double Taxation Agreements
11. Jamaican Diaspora and Overseas Communities
12. Maritime Affairs (IMO, Coastal Zone Management, Maritime Agreements)
13. Protocol Affairs
14. Regional Affairs (including CARICOM, ACS & Regional Energy Policy)

AGENCIES AND DEPARTMENTS

1. Embassies (Beijing, Berlin, Bogota, Brussels, Caracas, Havana, Mexico City, Santo Domingo, Tokyo, Washington)
2. Consulates-General (Miami, New York, Toronto)
2. High Commissions (Abuja, London, Ottawa, Port of Spain, Pretoria)
3. Honorary Consulates (86 world-wide)
4. Permanent Missions (Brussels, Geneva, New York, Washington)

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MINISTRY OF HEALTH

SUBJECTS

1. Adoption of Children & Act
2. Professions Supplementary to Medicine Act
3. Drug Abuse
4. Experiments on Animals
5. Family Planning
6. Food and Drug Control
7. Health Facilities (Hospitals and Health Centres)
8. Juvenile Advisory Council
9. Medical Services
10. Mental Health Services
11. National Health Fund
12. Pesticides Control
13. Public Health

AGENCIES AND DEPARTMENTS

1. Adoption Board
2. Bellevue Hospital
3. Central Board of Health
4. Government Chemist
5. Health Centres
6. Hope Institute
7. St. Joseph's Hospital
8. Medical Appeals Tribunal
9. Medical Council
10. Dental Council
11. Pharmacy Council
12. Professions Supplementary to Medicine Council
13. Quarantine Advisory Council
14. National Council on Drug Abuse (NCDA)
15. National Family Planning Board **to be subsumed** by the Ministry
16. National Health Fund (NHF) **merged with** Health Corporation of Jamaica
17. Nursing Council
18. Nursing Home Appeals Tribunal
19. Nutrition Advisory Council
20. Pesticides Control Authority (PCA)

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MINISTRY OF HEALTH continued

- 21. Regional Health Authorities
- 22. Registration Appeal Tribunal (Pharmacy)
- 23. Sir John Golding Rehabilitation Centre (Mona Rehab.)
- 24. University Hospital of the West Indies (UHWI)

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MINISTRY OF HOUSING AND SUSTAINABLE DEVELOPMENT

SUBJECTS

1. Landlord and Tenants Act
2. Land Acquisition/Housing
3. National Urban Upgrading
4. Port Royal Brotherhood
5. Rent Control (Restriction)
6. Shelter Solutions merged with Housing Solutions Division
7. Air Quality and Control
8. Architects' Registration Act
9. Beach Control and Coastal Management
10. Development
11. Disaster Preparedness and Emergency Management
12. Emancipation Lands
13. Estate Management/Property Management
14. Inner City Renewal
15. Land Development and Utilisation
16. Land Reform
17. Land Registration
18. Land Surveys
19. Land Titling
20. Lands (including Crown Lands and Land Settlements)
21. Marine Conservation and Protection
22. Meteorology
23. National Environmental Protection
24. National Geographic Data Management
25. National Land Policy
26. Public Sector Estate Management
27. Solid Waste Management
28. Subdivision of Land
29. Town and Country Planning
30. Watershed Management
31. Wildlife Protection

AGENCIES AND DEPARTMENTS

1. Relocation of Human Settlements
2. Rent Assessment Board
3. Water Resources Authority (WRA)
4. Beach Control Authority

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MINISTRY OF HOUSING AND SUSTAINABLE DEVELOPMENT continued

5. **Meteorological Department**
6. **National Environmental and Planning Agency (NEPA)**
(Includes National Resource and Conservation Authority, Town Planning Department, Town & Country Planning Authority, Negril & Green Island Planning Authority, Land Development & Utilisation, and the Negril and Green Island Development)
7. **National Housing Trust (NHT)**
- ~~8. Jamaica Mortgage Bank (JMB)~~
9. **Housing Agency of Jamaica**
10. **National Land Agency (NLA) to subsume GIS Unit and LAMP**
11. **National Solid Waste Management Authority (regulatory functions)**
12. **Office of Disaster Preparedness and Emergency Management (ODPEM)**
13. **Real Estate Board**
14. **Urban Development Corporation (UDC) and its subsidiaries - Factories Corporation of Jamaica (FCJ) to be transferred until it divested**
15. **Environmental Regulatory Authority to be established**

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MINISTRY OF INDUSTRY, INVESTMENT AND COMMERCE

SUBJECTS

1. Agro Business
2. Anti-Dumping
3. Commercial Business
4. Commodity Supplies
5. Companies Act
6. Consumer Affairs
7. Copyright
8. Customs Duties (Dumping and Subsidies) Act
9. Design Act
10. Distributive Trade
11. Film and Motion Pictures
12. Factory Construction
13. Fair Competition Act
14. Food Storage and Prevention of Infestation
15. Free Zone Development
16. Hire Purchase
17. Import and Export Licensing
18. Industrial Apprenticeship
19. Industrial Development
20. Investment Promotion
21. Manufacturing
22. Marketing and Advertising
23. Merchandise Marks
24. Metrication
25. Patents
26. Registration of Business Names Act
27. Science and Technology
28. Small Business Development
29. Standards
30. Trade Act
31. Trade Marks
32. Weight and Measures

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MINISTRY OF INDUSTRY, INVESTMENT AND COMMERCE continued

AGENCIES AND DEPARTMENTS

1. Anti-Dumping and Subsidies Commission
2. Bureau of Standards Jamaica (BSJ) - aspects of health inspection **to be merged with** existing Unit in the Ministry of Health
3. Companies Office of Jamaica (Office of the Registrar of Companies)
4. Consumer Affairs Commission (CAC)
5. Fair Trading Commission (FTC)
6. Food Storage and Prevention of Infestation Department
7. Jamaica Business Development Centre (JBDC)
8. Jamaica Intellectual Property Office (JIPO)
9. Jamaica National Agency for Accreditation
10. Jamaica Commodity Trading Company (JCTC)
11. JAMPRO formerly Jamaica Trade and Invest (JTI)
12. Jamaica Marketing Company
13. Kingston Freezone Company
14. Montego Bay Freezone Company
15. Self-Start Fund
16. Trade Board Limited
17. Scientific Research Council (SRC) **merged with National Commission on Science and Technology (NCST)** other research Entities across government, except Bodles Research Station, to create National Research and Development Commission

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MINISTRY OF JUSTICE

SUBJECTS

1. Administration of Justice
2. Business of the Senate
3. Conditional Discharge of Forensic Psychiatric Inmates (*under amendment to Criminal Justice (Administration) Act 2006*)
4. Constitutional Reform
5. Coroners
6. Dispute Resolution
7. Enquiries into the causes of Fire and Accidents
8. Extraditions
9. Justices of the Peace
10. Legal Education
11. Legal Profession
12. Marriage Licences
13. Mutual Legal Assistance in Criminal Matters
14. Notaries Public
15. Obscene Publication Act
16. Protection of Human Rights
17. Victim Support

AGENCIES AND DEPARTMENTS

1. Administrator General's Department
2. Attorney General's Department
3. Office of the Special Prosecutor to ~~subsume Commission for the Prevention of Corruption~~
4. Court of Appeal
5. Director of Public Prosecutions
6. Family Courts
7. Law Revision
8. Legal Aid Council
9. Legal Reform
10. Office of the Parliamentary Counsel (OPC)
11. Police Public Complaints Authority (PPCA)
12. Resident Magistrate Courts

Key	New Entity or Subject for the Ministry
	Merged or Subsumed Entities
	Renamed Ministry
	Privatized
	Contracted out or Managed Service
	Abolished

MINISTRY OF JUSTICE continued

- 13. Revenue Court
- 14. Supreme Court
- 15. Trustee in Bankruptcy

Key **New Entity or Subject for the Ministry**
 Merged or Subsumed Entities
 Renamed Ministry
 Privatized
 Contracted out or Managed Service
 ~~Abolished~~

MINISTRY OF LABOUR AND SOCIAL SECURITY

SUBJECTS

1. Central Emergency Relief
2. Charities (including Gray's Charities and Lawson Gifford Charitable Bequest)
3. Employment Agencies
4. Education and Welfare of the Disabled
5. Food Security Programme
6. Industrial Safety, Health and Welfare
7. International Labour Conventions
8. Labour Legislation
9. Labour Market Reform
10. Labour Relations
11. Migration Advisory Services
12. National Insurance
13. Public Assistance
14. Recruitment of Labour
15. Services for the Aged
16. Social Security
17. Social Welfare
18. Special Rehabilitation Programme
19. Workmen's Compensation

AGENCIES AND DEPARTMENTS

1. National Council for the Aged
2. National Council for the Disabled
3. National Insurance Fund (NIF)
4. National Insurance Scheme (NIS)
5. Management of
 - Vineyard Town Golden Age Home
 - Local and national Infirmaries

Key	New Entity or Subject for the Ministry
	Merged or Subsumed Entities
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MINISTRY OF NATIONAL SECURITY

SUBJECTS

1. Anti-Crime Social Interventions
2. Approved Schools
3. Correctional Institutions
4. Deportation
5. Emigration
6. Fire Arms
7. High Security Places of Safety
8. Internal Security
9. Immigration
10. Justice Protection Act
11. Nationality and Citizenship
12. Parole Act
13. Police
14. Probation and After Care
15. Repatriation
16. Security of Airports and Seaports
17. Traffic Ticketing and Points System
18. Financial Investigation (Money Laundering & Financial Law Enforcement)
19. National Security Strategy Implementation
20. Explosives and other Dangerous Substances

AGENCIES AND DEPARTMENTS

1. Correctional Services
2. Jamaica Constabulary Force (JCF) **merged with** Island Special Constabulary Force (ISCF)
3. Passport, Immigration and Citizenship Agency (PICA)
4. Asset Recovery Agency (ARA)
5. Rural Police (District Constable)
6. National Security Regulatory Authority **created from the merger of** Police Firearm Licensing Authority (FLA) **and** Private Security Regulation Authority
7. **Police Services Authority created from the merger of** Police Civilian Oversight Authority **and** Police Services Commission

Key	New Entity or Subject for the Ministry
	Merged or Subsumed Entities
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MINISTRY OF TOURISM

SUBJECTS

1. Spas and Baths
2. Tourism Marketing and Promotion
3. Tourism Policy
4. Tourism Product
5. Travel Agencies

AGENCIES AND DEPARTMENTS

1. Bath Fountain of St. Thomas the Apostle
2. Devon House Development Company
3. Milk River Bath
4. Jamaica Tourist Board (JTB)
5. Jamaica Vacations Limited (JAMVAC)
6. Tourism Product Development Company (TPDCO)
7. Tourism Enhancement Fund
8. River Rafting Authority
9. ~~Jamaica Reservation Services Limited~~

Key	New Entity or Subject for the Ministry
	Merged or Subsumed Entities
	Renamed Ministry
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MINISTRY OF TRANSPORT AND WORKS

SUBJECTS

1. Air Transport
2. Airports
3. Civil Aviation
4. Flood Water Control
5. Land Reclamation
6. Licensing Authority
7. Main Roads
8. Professional Engineers' Registration Act
9. Public Passenger Transport (Corporate Area) Act
10. Public Passenger Transport (Rural Area) Act
11. Road Traffic Act
12. Sandy Gully Drainage System
13. Seaports and Shipping
14. Domestic Water Supply
15. Sewerage
16. Surface and Underground Water Resources

AGENCIES AND DEPARTMENTS

1. Aeronautical Telecommunications Limited (AEROTEL)
2. Air Transport Licensing Board
3. Airports Authority of Jamaica (AAJ) **merged with** Port Authority of Jamaica (PAJ) and development functions of Jamaica Railway Corporation (JRC)
4. Civil Aviation Authority (CAA)
5. Caribbean Maritime Institute (CMI)
6. Land Authority to be created from Island Traffic Authority (ITA) **merged with** Transport Authority and regulatory functions of Jamaica Railway Corporation (JRC)
7. Toll Authority of Jamaica and road authorities to be consolidated to form the **Single Road Authority**
8. National Works Agency (NWA)
9. Jamaica Railway Corporation (JRC)
10. Jamaica Ultimate Tyre Company
11. Jamaica Urban Transit Company (JUTC)
12. Maritime Authority of Jamaica (MAJ)
13. Metropolitan Management Transport Holdings
14. Montego Bay Metro Limited
15. National Road Operating & Constructing Company (NROCC)
16. National Road Safety Council

Key	New Entity or Subject for the Ministry
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MINISTRY OF TRANSPORT AND WORKS continued

17. Ports Security Corps Limited (PSC)
18. Urban and Rural Transport Boards
19. Management of Norman Manley Airport and of all Aerodromes
20. Kingston Container Terminal
21. Port Authority Management Services
22. Rural Water Supply Company
23. National Water Commission (NWC)

Key

- New Entity or Subject for the Ministry
- Merged or Subsumed Entities
- Renamed Ministry
- Privatized
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- Abolished

MINISTRY OF YOUTH, SPORTS AND CULTURE

SUBJECTS

1. Archives and Records
2. Arts and Culture
3. Entertainment
4. Gender Affairs
5. Publications (Legal Deposits) *per Legal Deposits Act 2002**
6. Special Commemorative Events: Labour Day, Emancipation Day, Independence Day, Heroes Day
7. Sport
8. Values and Attitudes
9. Child Care and Protection Act
10. Specialist Committee on Child Abuse
11. Youth

AGENCIES AND DEPARTMENTS

1. African Caribbean Institute of Jamaica (ACIJ)
2. Bureau of Women's Affairs
3. Entertainment Board
4. Institute of Folk Culture
5. Institute of Jamaica (IOJ)
6. **National Sport Commission to subsume** Institute of Sports (INSPORTS), Independence Park Limited **and** Sports Development Foundation (SDF)
7. Social Development Commission (SDC)
8. Jamaica Anti-doping Commission (JADCO)
9. Jamaica Archives and Records Department
10. Jamaica Cultural Development Commission (JCDC)
11. Jamaica National Commission for UNESCO
12. Jamaica National Heritage Trust (JNHT) **contract out management of properties**
13. Liberty Hall
14. National Centre for Youth Development (NCYD)
15. **National Youth Service (NYS)**
16. **Child Development Agency (CDA)**
17. **Office of the Children's Registry**
18. National Gallery
19. National Library of Jamaica
20. Women's Centre Foundation of Jamaica

Key	New Entity or Subject for the Ministry
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