



ANY REPLY OR SUBSEQUENT REFERENCE SHOULD BE ADDRESSED TO THE **FINANCIAL SECRETARY** AND THE FOLLOWING REFERENCE NUMBER QUOTED:-

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MINISTRY OF FINANCE AND PUBLIC SERVICE
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P.O. BOX 512
KINGSTON
JAMAICA

Circular No. 20

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Permanent Secretaries
Heads of Department
Agencies and Public Bodies

Implementation of the Human Capital Management System (HCMES)

As the Government of Jamaica continues to pursue the transformation of the public sector, the management of its human resources across the public sector must also be transformed in keeping with the vision of Jamaica being the place of choice *to live, work, raise families and do business*.

In 2013, the decision was made to procure and implement an integrated Human Capital Management Enterprise System (HCMES) with payroll, so that HR Processes can be executed with increased efficiency and accuracy and the deployment and development of our human resources can be done in a more strategic and effective way.

The implementation of the HCMES is being done on a phased basis. Phase one of the project will see the system being rolled out to fourteen (14) Ministries, Departments, and Agencies (MDAs). These are: Office of the Services Commissions; eGov Jamaica; National Water Commission; Passport, Immigration and Citizenship Agency; Accountant General's Department; National Housing Trust; Jamaica Customs Agency; Ministry of Economic Growth and Job Creation; Aeronautical Telecommunications Ltd.; Tax Administration Jamaica; HEART Trust/NTA; Ministry of Industry, Commerce, Agriculture and Fisheries; Ministry of Finance and the Public Service and the Jamaica Constabulary Force. These MDAs have been chosen based on a number of factors and we anticipate that at the end of implementation in these MDAs, we will have a solid template to roll out the HCMES seamlessly across the rest of the Public Sector.

Given the importance of this project to the country's efforts at improving the performance of the public sector, your priority attention is solicited. Members of the project team led by Maria Thompson Walters will be in contact with your Human Resource and Information Technology units as we seek to be ready for implementation and will remain available during the roll-out period. The project team can be reached by email at hrtransformation@mof.gov.jm.

Yours sincerely,

Everton McFarlane
Financial Secretary (Assigned)