

APPENDIX I

PUBLIC PRIVATE PARTNERSHIP SCHEME - Package for Public Officers

The following administrative arrangements are applicable for Public Officers deployed on Public Private Partnership Government projects. These arrangements make the necessary safeguards and provide for benefits and incentives as follows:

- Retention of all present and future rights to appointments in the Public Service, privileges, and pensionability arrangements;
- Guarantee of conditions of work no worse than those obtaining at present;
- Payment of basic salary guaranteed through linkage with the Treasury which will continue to compute and indemnify salaries;
- A flexibility bonus of 10% to 25% on basic salary may be paid by the Government for flexibility in working arrangements such as duties beyond those expected from the substantive grade, and for working to flexible time-tables and outside established hierarchical structures. Guidelines for the award of bonuses will be drawn up;
- Cash bonuses may also be paid by the management of the partnership related to performance, responsibility and multitasking;
- Opportunities will be provided for retraining and reskilling;
- Participation in incentive schemes may be administered by the management of the partnership;
- Though the performance of an employee's substantive duties whilst on a PPP initiative on Government projects is mandatory, participation on projects of the private partner beyond the normal working week is voluntary;
- Assignment on higher duties for higher pay may be made by the management of the partnership on the basis of merit irrespective of grade structure and seniority, resulting in a changing and less rigid chain of command;
- Employees promoted following a PSC call may opt to remain in the new grade with the partnership;
- The management of the partnership may summarily deal with employees for minor misconduct as defined in the PSC Disciplinary Regulations 1999 and may also effect a reduction from allowances/bonuses payable over and above the basic salary;
- Serious breaches of discipline will continue to be dealt with under the PSC Disciplinary Regulations 1999;
- Vacancies already identified within a Unit immediately prior to its function migrating to private management under a PPP project, will be proceeded with subject to parameters. If the vacancy is filled by an employee from outside the Unit, the appointment will be subject to joining the Unit under private management. Vacancies arising within the Unit through wastage, promotion, etc during the course of the Project will be filled in the usual manner;
- Employees who perform satisfactorily in a grade higher than the substantive grade for a period of five years will, apart from the higher remuneration associated with the higher duties, be also awarded a salary scale higher than that to which the employee is entitled by virtue of the substantive grade, on a personal basis;
- If the partnership ceases to operate, the employee will return to the Public Service in the substantive grade.