



The

# Voice



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## LATEST VISIT BY THE NSoG

**Competence** = *the condition of being capable; ability*

In October this year FIG enjoyed a visit from members of the National School of Government (NSoG).

Current FIG job descriptions have, among other things, job related accountabilities assigned to the post, accountabilities which require certain knowledge, skills and behaviours in order to be achieved. The combination of knowing the theory, being practiced in the skill and actually doing the job well leads to competencies.

The NSoG returned for their second visit in November and met with CMT to receive feedback from the first visit. Part of the work they were here to undertake on this visit was to help FIG develop a competency management framework for it's staff. Following this meeting CMT members John Barton and Richard Fogerty were nominated to help the NSoG representatives with this next stage of work.

Andrew Newman and Mandy Heathman were tasked with identifying competencies required for two management level posts. Both expressed an interest in this as they believe that having competency based jobs, not only for the management elements but all areas, will provide an advantage with regard to the setting out of exactly what is needed to develop FIG staff at all levels to improve their competence and capability where required when carrying out their jobs. It also allows people to look at the level above them and see the experience, knowledge and skills that they need to achieve to be able to progress within FIG.

The group took two days to identify competencies that covered the accountabilities listed on the two chosen job descriptions. All current FIG job descriptions are formatted under the Hay Management system, a system based around accountabilities rather than competencies. In due course all job descriptions and associated HR procedures will need to be adapted in order for the competency framework to succeed.

The long term benefit of this improvement will be having jobs that have a description of what you must be able to do to carry them out. If any shortcomings are identified through appraisals this should lead to realistic training needs being identified and put into place. The point that cannot be over emphasised is that to have fully competent FIG staff at all levels we have to realise training is an investment in the future of our people NOT an expense that we cut today.

We are only now seeing the fruits of education and training investment so readily available nearly 20 years ago, we must build on that. With a competency based framework supported by development all employees will be able to identify a progression pathway and make use of their opportunities whether their learning pathway has been via college and university or obtaining their knowledge, skills and experience in other ways.

## A note from the Chief Executive

The past year has been challenging as the global recession has affected us. Both public and private sector have felt the pinch. Civil servants received no pay award. But relatively speaking we have weathered the storm fairly well, compared to other places. I put much of this down to the long history of prudent financial management by Government – building up reserves which we are now utilising to see us through. I also put it down to the local culture which gets on with things in a 'can do' way.

I have always said that a big positive for FIG is the attitude of its workforce and it's ever more clear this is our biggest asset – the willingness to get on with the job in spite of the circumstances. A big Well Done and Thank You to all staff for that.

We'll need to draw upon this attitude next year. There are big challenges and opportunities. These include oil exploration and its outcome, the development of the economy, managing public finances, decision making on the abattoir, re-invigorating Camp, both domestic and international transport issues, international relations, the outcome and impact of the UK's general election and the continuing review of the public service (to name but a few).

Hopefully no-one will spend too much time (if any!) dwelling on these issues over the next two weeks but in different ways we'll **all** need to contribute to them next year and support our new elected Members in the challenging decisions they have to make.

A Very Happy Christmas and New Year to you all.

*Tim Thorogood*  
*Chief Executive*





## **A chance to shape the relationship between Overseas Territories and the European Union**

**By Michael Poole**

In 2013 the Overseas Association Decision (OAD), which is the European Union legislation that governs the relationship between the 21 Overseas Countries & Territories (OCTs) around the world and the EU is due to expire.

With this in mind, in October of last year the European Commission (the executive body of the EU) issued a Green Paper on the subject of how best to update this and what shape the relationship between OCTs and the EU should take post-2013. At that time, FIG, with input from many local public and private individuals and groups submitted comments on the Green Paper and suggestions on what the new legislation should contain. The Falklands focus, inter alia, was on ensuring that we at least retain our existing preferential trade relationship (e.g. for selling fish into the EU market) and financial aid support. On top of this we also emphasised the point that viewing all OCTs as undeveloped nations no longer holds true and that it is time for the EU along with the Member States (UK, France, Holland and Denmark) to update their approach and legislation accordingly. Numerous other broad and some specific points were also raised by the islands for consideration in the consultation process leading up to the new legislation being produced in roughly two years time.

The other 20 Overseas Territories also provided their views to the Commission. In the twelve months since these were all submitted, the Commission has been absorbing them and has produced a summary of the responses they received and the key common themes across them all. This paper is publicly available on the Commission website and can also be obtained from the Policy Unit ([mpoole@sec.gov.fk](mailto:mpoole@sec.gov.fk)). This summary will help inform the work over the next 18 months as the EU begin drafting the legislation and potentially changing the shape of our relationship with the EU. This is an important process and is one that FIG and Honourable Members intend to be heavily involved in.



### **The New Director of Community Safety** **Garry Fincett**

Chief Superintendent Gary Finchett, Northern Area Commander of Cheshire Police, will be taking up the post of Director of Community Safety on 11 January 2010.

This post includes the role of Chief Police Officer and Superintendent Finchett will be taking over command of the Police from Superintendent Paul Elliot who stepped down on 27 November. In the in-between period Inspector Len McGill will be acting Chief Police Officer.

Superintendent Finchett will also take on overall responsibility for the Fire and Rescue Service, Customs and Immigration and the Falkland Islands Defence Force.

In addition to ensuring essential improvements are achieved in the Police, he will take the lead on the Islands' emergency response and major incident arrangements, manage FIG's responsibilities for the security of oil operations and work with operational commanders to ensure that the services he is responsible for are as integrated as practicable and are cost effective.

Member of the Legislative Assembly with portfolio responsibility for community safety service Gavin Short said: "Gary is arriving at an important time with some major challenges ahead for us all. I am looking forward to working closely with him and all staff within these services to meet those challenges and ensure Falkland Islanders receive the very best services."



## **The Business Plan, Budget Process and Islands Plan Calendar**

	<b><u>Business Plan</u></b>	<b><u>Budget Process</u></b>	<b><u>Islands Plan</u></b>
<b><u>Oct 09</u></b>	1st Quarterly Review (Jul—Sept). Initial submission rejected.  First draft 10/11 Business Plan	Departmental Budget Submission	1st Quarterly Review (Jul—Sept). Initial submission rejected.
<b><u>Nov 09</u></b>			
<b><u>Dec 09</u></b>		Star Chamber Meetings	
<b><u>Jan 10</u></b>	Re-submit 1st Quarterly Review (Jul—Sept)  2nd Quarterly Review (Oct—Dec)	Capital Working Group  Issues/queries from Star Chamber meetings resolved and submissions cleared	Re-submit 1st Quarterly Review (Jul—Sept)  2nd Quarterly Review (Oct—Dec)
<b><u>Feb 10</u></b>	Second draft 10/11 Business Plan	Meetings with Cllrs to discuss politically sensitive proposals/ Green papers  SFC draft capital programme considered by Members	
<b><u>Mar 10</u></b>		Subvention bodies meet with Members to present budget proposals	Islands Plan Review
<b><u>Apr 10</u></b>	3rd Quarterly Review (Jan—Mar)	Two day review of budgets by Members  Exco budget policy paper to Members  SFC follow up review with members	3rd Quarterly Review (Jan—Mar)
<b><u>May 10</u></b>		Budget Select Committee/LegAssy Week	Islands Plan Review
<b><u>Jun 10</u></b>	Final 10/11 Business Plan		Islands Plan Review Update & Publish
<b><u>Jul 10</u></b>	4th Quarterly Review (Apr—Jun)		4th Quarterly Review (Apr—Jun)



### **Government Restructure** **What will FIG look like?**

Due to space restrictions in the Voice copies of the new FIG organisational chart can be provided on request. Please contact Gina Smith email: [gsmith@sec.gov.fk](mailto:gsmith@sec.gov.fk) or telephone 28427.

Alternatively you can download a copy from the Public Folders.

Public Folders>>Government>>FIG Organisation Charts>>Government Organisation Chart or contact Gina Smith tel 28427 email: [gsmith@sec.gov.fk](mailto:gsmith@sec.gov.fk)



**HERE'S WISHING  
EVERYONE A HAPPY  
CHRISTMAS AND A PEACEFUL  
NEW YEAR**

