



Opening Statement  
Launching of Result-Based Management

**Deliver by:**

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**MINISTER FOR FINANCE, NATIONAL PLANNING AND TRADE**

**International Conference Center (ICCS)**

**Monday 21st March 2022**

**1pm**

Mr. Wavel Ramkalawan, President of the Republic of Seychelles

Mr. Ahmed Afif, Vice President

Mr Roger Mancienne, Speaker of National Assembly

Justice Ronny Govinden, Chief Justice of Supreme Court of Seychelles

Fellow Ministers

Ms Shella Mohideen, Chief Secretary of Public Service Bureau

All Protocol Observe

It is with great pleasure that I welcome you here today (and also those joining us virtually) to participate in this ceremony which will officially launch the Results Based Management Framework.

In delivering his State of the Nation address nearly a month ago-just shy by one day actually, the President stated and I quote

“I want to say to Seychellois, it is no longer time to speak of change. Today, change has already happened! Today, we speak of the transformation of our society”.

Distinguished guests, Members of the Civil Service the Results based management framework is that transformation. It is the tool that will bring about the transformation that our public service needs in order to bring about the development that our country requires to survive in the current socio economic environment.

In my budget address I reminded you all that since 2013, Government has been implementing the RBM framework based on results and performance, in different phases. Lessons have been learnt about the pitfalls of this phased approach hence why I stated that going forward RBM will be implemented across the board in Government. This shows our commitment towards obtaining the best results in the public service.

Thirteen days ago I delivered a statement to the Parliament on the economic impact of the Ukraine/Russia crisis on Seychelles and made the call for stability as we brace ourselves for another crisis. In order for us to efficiently deal with such eventualities it is of paramount importance for us to strengthen the results focus across government to enhance public sector efficiency, effectiveness, transparency and accountability with the ultimate objectives to enhance growth, economic diversification, and social inclusion across sectors.

As we gather here let us recognize and acknowledge that an important factor for success in this process we will embark on today is the changing of mind-sets among all of us and where we all take more responsibility and ownership in this reform agenda.

Our individual performance, the performance of our institutions is the performance of Seychelles. The people of Seychelles, our people are going to be the one to reap the benefits of the seeds being sown here today.

A mentality that has hindered our progress has been the silo mentality- a mentality which has been so easy for many to adopt. In order to break this mentality, the full implementation of RBM will be planned according to each portfolio. This means that each portfolio will guide its departments and agencies in this process through strategic and budgetary planning, follow-up measures and performance evaluation. This will ensure the accountability of all civil servants no matter the post they occupy.

The transformation of the public sector will require our employees to be adequately trained and this will not happen overnight. It is going to be a long process and that process starts today. Rest assured that the TGMI, that will play the role of the Public Service College, the Public Service Bureau and

my Ministry will be there to accompany you all on this journey and provide the necessary support.

To conclude I will say to all of our public servants-prepare yourself to be challenged, excited and inspired. It is going to be an empowering journey. Today's action is going to be tomorrow's result.

I thank you.