

## PRIVATE SECTOR COMMISSION STRATEGIC PLAN

STRATEGIC OBJECTIVE 1: BUILDING THE INTERNAL CAPACITY OF THE PSC	
Major Objectives	Activities to Achieve Major Objectives
1.1 Develop the internal capacity to accomplish the Strategic Objectives of the PSC	1.1.1 Continue and complete the Institutional Strengthening Process
	1.1.2 Finalise and implement administrative procedures and governance functions
1.2 Provide Secretariat support to the Commission's Sub-Committees in the exercise of their mandates	1.2.1 Organise administrative support and other resources for Sub-Committees
	1.2.2 Complete recruitment of Professional and Support Staff - Prepare TORs - Advertise/Shortlist/Inter-view
	1.2.3 Identify/Source/Coordinate provision of resource needs
1.3 Identify strengths obtaining in respective Sectoral Organisations which can be beneficially utilised by the PSC	1.3.1 Develop a mechanism for coordinating the utilisation of such identified resources
1.4 Identify and execute training in key areas: - advocacy - leadership	1.4.1 Conduct needs/gap analysis
	1.4.2 Design training courses
	1.4.3 Develop relevant training materials
1.5 Revise and update PSC website	1.5.1 Review structure of website and revise as necessary.
	1.5.2 Review content of website and update, revise as necessary.
1.6 Refurbish physical facilities to provide good work environment	1.6.1 Undertake repairs, renovation and painting of building
	1.6.2 Renovate and refurbish staff work area, boardroom and auxiliary facilities
1.7 Ensure proper management and accountability of PSC's Finances	1.7.1 Streamline and document financial procedures
	1.7.2 Prepare annual operating budgets
	1.7.3 Prepare timely monthly and annual financial reports
	1.7.4 Auditing of accounts done on timely basis
1.8 Provide for adequate financial resources to meet operational needs	1.8.1 Review membership dues and establish adequacy of finances
	1.8.2 Plan and execute fund raising activities
1.9 Solicit financial support from Donor Agencies to strengthen internal capacity	1.9.1 Prepare documentation on capacity strengthening needs
	1.9.2 Submit request to Donors and make follow-up representation
STRATEGIC OBJECTIVE 2: BUILDING AGREEMENT AND CREATING PUBLIC/PRIVATE SECTOR PARTNERSHIPS	
Major Objectives	Activities to Achieve Major Objectives
2.1 Develop capacity in public relations and advocacy	2.1.1 Develop TOR for PR and advocacy support programme
	2.1.2 Recruit consultant for preparation of Advocacy Strategy and ongoing support
2.2 Expand corporate membership and develop institutional strengthening programmes for sector members and Small business Organizations	2.2.1 Invite and solicit targeted Corporate Organizations to join the PSC
	2.2.2 Develop in consultation with Sectoral Members programme for institutional strengthening
	2.2.3 Consult with Donors on support for programme
2.3 Creation of partnerships with the PSC as a National Organization	2.3.1 Cement positive formal relationship with Government
	2.3.2 Improve coordination of representation amongst components of the PSC
	2.3.3 Establish stronger linkages with NGOs and other identified strategic partners
	2.3.4 Encourage positive contribution of Unions/TUC
	2.3.5 Participate in action teams to support, and ensure on-going implementation of initiatives taken by specific partners
	2.3.6 Support the development of SME's through the promotion of linkages with PSC members
2.4 Build capacity of PSC to support and implement partnerships	2.4.1 Develop skills of PSC representatives through training in key areas: - communications - negotiations
	2.4.2 Identify persons with technical competence to represent the PSC
	2.4.3 Develop core values in partnerships
	2.4.4 Develop and implement a Code of Conduct
2.5 Develop guidelines and benchmarks for monitoring and evaluating partnerships	2.5.1 Establish agreed guidelines

	2.5.2 Set criteria for monitoring and evaluation
	2.6.1 Engage Labour and Government on ideas for social compact
2.6 Develop and promote proposals for social compact between Government, Private Sector and Labour	2.6.2 Develop proposals to be considered by Government and Labour
<b>STRATEGIC OBJECTIVE 3: DEVELOPMENT AND IMPLEMENTATION OF NATIONAL ECONOMIC STRATEGY</b>	
<b>Major Objectives</b>	<b>Activities to Achieve Major Objectives</b>
3.1 Development and implementation of a National Economic Strategy in partnership with the Government through the NCS Framework	3.1.1 Mobilize the private sector to make a major contribution in the design of strategy for economic growth <ul style="list-style-type: none"> <li>- Develop positions related to fiscal reform, investment guide/code, anti-smuggling reforms, value for money audits</li> <li>- Implementation of CSME</li> </ul>
	3.1.2 Identify constraints to the enabling environment for business
	3.1.3 Direct and coordinate Sectoral Development Plans
	3.1.4 Monitor infrastructure development and make recommendations for improvement
	3.1.5 Co-lead in the implementation of NCS
	3.1.6 Encourage the development and implementation of Quality Standards
3.2 Provide close economic and trade relations with Brazil	3.2.1 Continue active representation and involvement on Administrative Committees for <ul style="list-style-type: none"> <li>· Partial Scope Agreement</li> <li>· International Road Transport and Passenger Agreement</li> </ul>
	3.2.2 Continue representation of PSC on National Coordinating Committee on Guyana-Brazil matters
	3.2.3 Establish close liaison with business representatives, organizations in State of Roraima and Brazil in general
	3.2.4 Make high level representation through the National Competitiveness Council and other fora
<b>STRATEGIC OBJECTIVE 4: REVERSING THE NATIONAL BRAIN DRAIN</b>	
<b>Major Objectives</b>	<b>Activities to Achieve Major Objectives</b>
4.1 Examine the scope for development of relevant skills needed in the economy through collaboration between the Private Sector and educational institutions	4.1.1 Conduct a survey of skill requirements in the Private Sector <ul style="list-style-type: none"> <li>- Identify what skills are satisfied by the system</li> <li>- Identify the skills that the system might have the potential to produce in the short to mid-term</li> <li>- Identify skills unlikely to be produced in mid to long-term</li> <li>- Identify a Committee to design a comprehensive human resource development plan to address identified deficiencies in skills</li> <li>- Establish linkages with the Ministry of Education on initiatives and programmes in the following areas: <ul style="list-style-type: none"> <li>· Technical and Vocational Education</li> <li>· Work Study</li> <li>· Career Guidance Sessions</li> <li>· Curriculum Development</li> </ul> </li> </ul>
	4.1.2 Access and review reports relating to skills outputs at secondary and tertiary institutions and to programmes of career guidance
	4.1.3 Establish business and professional networks in global Diaspora
	4.1.4 Conduct a Salary Survey among Private Sector Agencies
	4.1.5 Assess the strengths and weaknesses of current retention strategies
	4.1.6 Develop retention strategies that go beyond pay, benefits and recognition programs <ul style="list-style-type: none"> <li>- Strengthen Pension payment system</li> <li>- Update records relating to NIS contributions</li> <li>- Participate in the reform of the NIS</li> </ul>
	4.1.7 Assist in the development of web-based recruiting, supply and demand job opportunities, training opportunities
	4.1.8 Develop Programme to extend entrepreneurial training
	4.1.9 Establish linkages to monitor and provide inputs to: <ul style="list-style-type: none"> <li>- Skills development</li> <li>- Apprenticeship Scheme</li> <li>- Minimum Wage</li> </ul>
	4.1.10 Assess implications for free movement of skills in CSME and make recommendations accordingly
	4.1.11 Review Immigration Regulations and develop proposals for amendments to facilitate the attraction of

	skills from other countries
4.2 Initiate action for the relevant Agencies/Institutions to act as a catalyst in the design of a comprehensive human resource development plan to address identified deficiencies in skills	4.2.1 Circulate findings of skills needs to relevant Agencies and Institutions
	4.2.2 Organise a Workshop to discuss/agree programme of action
4.3 Develop and implement a programme of active collaboration to deal with HIV/AIDS in the workplace	4.3.1 Encourage employers to collaborate with religious bodies and other social development groups to influence the life styles of young adults
4.4 Establish focal points in the Diaspora with whom information can be coordinated regarding the potential availability of re-migrant skills	4.4.1 Collaborate with GO-INVEST to develop a sustainable programme that will produce a database of skilled persons who may be interested in local job opportunities
	4.4.2 Gather information on range and nature of conditions likely to attract re-migrants and implement relevant strategies
4.5 Review status of health education systems to facilitate re-migrant families	4.5.1 Collaborate with relevant Government Agencies and Trade Unions on enhancing system
<b>STRATEGIC OBJECTIVE 5: ENSURING POLITICAL STABILITY</b>	
<b>Major Objectives</b>	<b>Activities to Achieve Major Objectives</b>
5.1 Strengthen the Private Sector as a major representative of Civil Society	5.1.1 Identify areas of discussion/disagreement
	5.1.2 Evaluate whether member organizations will agree to formal process of conciliation
	5.1.3 Develop and get agreement on a formal communication process
5.2 Develop a better relationship with the Trade Unions	5.2.1 Determine/Agree objectives to be achieved with Trade Union Council or with individual Unions
5.3 Engage social powers and seek consensus on the electoral process	5.3.1 Review report of Commonwealth Secretariat on GECOM and its implications
	5.3.2 Design a program of interventions with relevant stakeholders regarding feasibility of implementing recommendations
5.4 Promote the work and involvement of local Government - NDCs, City Councils, RDCs etc.	5.4.1 Assist Local Government entities in identifying weaknesses in management systems: - Environment - Tax Administration - Programmes such as solid waste management
5.5 Encourage closer collaboration between activities and NGOs in their respective Communities	5.5.1 Organise arrangements for opportunities to provide youths in communities to be exposed to entrepreneurship
5.6 Maintain relations with Parliamentarians and other political groups	5.6.1 Make pronouncements on national issues based on objective analysis
	5.6.2 Evaluate the interests and positions of contending parties on specific socio economic and political issues in a consistent manner
	5.6.3 Develop an agenda of national cross-cutting issues for on-going discussion with various parties (stakeholders)
	5.6.4 Organise research leading to development of a PSC position on material issues which arise from time to time
5.7 Establish and maintain liaison with Guyana Police Force and Guyana Defense Force	5.7.1 Meetings with Chief of Police and Chief of Staff
	5.7.2 Identify areas of collaboration