GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Governing for Results – Creation of Central Human Resource Management (HRM) Unit in General Administration Department – Re-designation of Secretary (Services) as Secretary (Services & HRM) – Orders – Issued.

GENERAL ADMINISTRATION (GPM&AR) DEPARTMENT

G.O.Ms.No.71

Dt.12-02-2008.

ORDER:

In order to manage human resource functions across Government Departments more effectively and efficiently, for better delivery of public services particularly for the poor, studies have been carried out on the current Human Resource Management Strategies in Government Departments by the Centre for Good Governance.

2. It is observed from these studies that the Human Resource Management functions in Government are scattered across General Administration Department, Finance and sectoral departments leading to overlap and duplication.

3. In order to create an effective Human Resource Policy Framework that addresses recruitment, training, accountability, motivational and all other issues affecting public services and public servants and to ensure efficient and effective delivery of public services, these studies have recommended that a Central Human Resource Management Unit be established in the Services wing of the General Administration Department.

4. The Central Human Resource Management Unit will coordinate with line departments and other agencies for development of Human Resource Management plans and it will focus on the implementation of the Human Resource Management initiatives across all Departments.

5. After careful consideration, Government feel that the Secretary (Services) should study / identify critical Human Resource Management functions being discharged in General Administration Department, Finance and other Departments and come up with necessary proposals for organization of a Central Human Resource Management Unit in General Administration Department (Services wing). In the context of the need to put in place a holistic Human Resource Management structure to streamline the Human Resource functions across Departments, Government consider it appropriate to re-designate the Secretary (Services) as Secretary (Services & HRM). The Secretary (Services & HRM) will start the process of organizing the Central Human Resource Management Unit in General Administration Department in consultation with other Departments. Accordingly, the Government hereby re-designate the Secretary (Services), General Administration Department, as Secretary (Services & HRM) with immediate effect.

6. The Secretary (Services & HRM) shall be provided with 3 Consultants comprising of one Senior Office either retired or serving of a rank not less than Joint Secretary + two HRM Specialists, with financial assistance from the budget of Strategy and Performance Innovation Unit (SPIU) GAD, under Delivery of Improved Services in Administration (DISA) 2006-09 Programme, a project assisted by Department for International Development (DFID), United Kingdom. The Consultants will be provided necessary infrastructure support including accommodation by the General Administration Department (Services) wing. The Secretary (Services & HRM) shall take necessary further action.

P.T.O.
7. This order issues with the concurrence of Finance Department vide their U.O.No.566/38/A1/Exp.GAD-I/08, Dt.30.01.2008.

( BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

J. HARI NARAYAN
CHIEF SECRETARY TO GOVERNMENT

To
The Secretary (Services), GAD
All the Departments of Secretariat.
All the Heads of Departments.
All the District Collectors.

Copy to:
The Director General & Executive Director,
Centre for Good Governance,
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Road No.25, Jubilee Hills,
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The Director General
Dr. MCR HRDI of AP,
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The Accountant General of AP, Hyderabad
The GA(Cabinet) Department
The Pay and Accounts Officer, Hyderabad.
The PS to Chief Secretary to Government
The PS to Principal Secretary to Chief Minister
The PS to Principal Secretary to Govt. (GPM&AR)
The PA to Joint Secretary to Govt. (GPM&AR)
SF/SC.

//FORWARDED::BY ORDER//

ASSISTANT SECRETARY TO GOVERNMENT