



Government of Samoa

Ministry of Finance

**Annual Organisational Capability
&
Management Plan
2005-2006**

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Introduction:

This is the Ministry of Finance' second Organisational Capability & Annual Management Plan for the financial year 2005-2006. This document identifies the Ministry's organisational capabilities to achieve its long term goals and objectives for the Corporate Plan period 2004 – 2007. Gaps in organizational capabilities that impact on the achievement of the Corporate Plan goals and objectives are also highlighted and strategies identified to address these through the Annual Management Plans over the three years of the Corporate Plan.

The Annual Organisational Capability and Management Plan of the Ministry of Finance is combined into one plan to reflect clearly the linkage between the long-term goals and objectives enunciated in the Corporate Plan 2004 -2007 and the implementation means provided in this Annual Organisational Capability and Management Plan for 2005-2006.

The review of the Capability Plan 2004/2005 formed the basis for the 2005/2006 Organisational Capability & Annual Management Plan. A new feature of this plan is the inclusion of Organisational Capabilities that have been determined to be significant at the divisional level for implementation in the remaining months of this financial year.

ORGANISATIONAL CAPABILITY:

This section of this Plan provides for the second time an organizational capability review for the Ministry of Finance since the restructuring of the public service in 2003. The Plan identifies the strategic organizational capabilities required to deliver the Ministry's long term goals identified in the Corporate Plan 2004-2007. An attempt has been made in this Plan to identify and prioritise the strategic capability gaps that impact on the achievement of each long term goal.

The following ranking has been used to assess strategic actions required to address the high priority capability gaps.

<u>Ranking</u>	<u>Level</u>	<u>Action Required</u>
1-3	acceptable	none/monitor
4-5	significant	requires active monitoring
6-7	highly significant	strategic action required
8-10	critical	immediate strategic action required

The critical capability gaps identified and the strategies and actions required to address these have been developed and identified for implementation in the Management Plan 2004-2005. Capability gaps determined to be highly significant are addressed in the Annual Management Plans of the Ministry within the Corporate Plan period. Active monitoring of the significant gaps will be undertaken and where these are identified as

occurring across all or most outcomes, will be addressed through this Annual Management Plan as well. Where resources permit, strategies for addressing other significant gaps identified for specific Divisions will be developed and targeted for implementation in 2006-2007, following a review of the plan.

MANAGEMENT PLAN:

This section of the Plan describes in detail the Ministry of Finance's specific long term goals, performance indicators, and strategies as identified in the Corporate Plan and the activities and performance measures in term of quantity, quality, timeliness and costs by each responsible cost center or output as highlighted in the Approved Estimate for 2004-2005.

The Management Plan is divided into 5 parts:

Part 1 provides in detail strategies 1:1 to 1:5 under Long term Goal 1 with corresponding outputs, the performance measures to measure the achievement of each output and the divisions responsible for achieving the specific output.

Part 2 provides in detail strategies 2:1 to 2:6 under Long term Goal 2 with corresponding outputs, the performance measures to measure the achievement of each output, and the divisions responsible for achieving the specific output.

Part 3 provides in detail strategies 3:1 under Long term Goal 3 with corresponding outputs, the performance measures to measure the achievement of each output and the divisions responsible for achieving the specific output.

Part 4 provides in detail strategies 4:1 under Long term Goal 4 with corresponding outputs, the performance measures to measure the achievement of each output and the divisions responsible for achieving the specific output.

Part 5 provides in detail strategies 5:1 to 5:8 under Long term Goal 5 with corresponding outputs, the performance measures to measure the achievement of each output and the divisions responsible for achieving the specific output.

The Ministry's Executive Management Team is committed to driving the achievement of this Annual Organisational Capability and Management Plan 2004-2005 and will ensure that the critical capability gaps and the strategies and actions identified will be implemented to achieve the Ministry's' vision and long term goals.

Hinauri Petana
CHIEF EXECUTIVE OFFICER