

Country case: Key initiatives to professionalise and empower the public procurement workforce in New Zealand

Description

Key initiatives to professionalise and empower the public procurement workforce in New Zealand include:

- Develop a model to assess the capability of procurement in agencies.
- Assess agency procurement capability on site and provide action plans for development.
- Agencies not targeted for onsite assessment complete a self-assessment against the procurement capability model.
- Develop standard procurement role competency requirements and implement in agencies.
- Benchmark key agency procurement and price performance against the private sector.
- Increase migration of skilled and qualified procurement professionals to fill skills gap.
- Ensure Government procurement salaries reflect market norms.
- Agencies to allocate resources to reform procurement practice.
- Identify opportunities for procurement shared service centres.
- Include procurement professionals in works project teams.
- Establish a small team of strategic procurement experts (Commercial Pool) to support high risk/value projects across Government.
- Establish resource to support Public-Private Partnership projects.
- Determine procurement training needs and source providers.
- Agencies to use tools provided to assess procurement capability and capacity.
- Agencies to ensure procurement staff are trained to fill skill gaps identified.
- Provide e-learning to support procurers to gain a professional procurement qualification.
- Target key procurement personnel within agencies to fast track their professional procurement education.
- Develop and launch career development plans for procurement personnel.
- Develop New Zealand procurement academy.
- Encourage and subsidise public sector procurement professionals in gaining recognised procurement qualifications.
- Launch procurement graduate programme to increase New Zealand capacity.
- Facilitate secondments and career progression planning between agencies for procurement professionals.
- Establish and facilitate a Procurement Leaders Group (aged under 35 years) of future procurement leaders.

Public Procurement
Principle: **Capacity**

Procurement Stage:
All phases

Audience: **Policy Maker,
Procuring Entity**

- Development of “Demystifying Procurement” as a two-day introductory course to procurement in a public sector context or alternatively for learning on line.

Source: OECD (2016), [Towards Efficient Public Procurement in Colombia: Making the Difference](#), OECD Publishing, Paris.