



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



Public Procurement Principle: **Integrity, Capacity**



Procurement Stage: **Pre-tendering, Tendering**



Audience: **Procuring entity**

Description

New Zealand

New Zealand defined the following key initiatives to professionalise and empower the public procurement workforce:

- Developing a Procurement Capability Index (PCI), a self-assessment tool that measures agencies' procurement capability
- Assessing agency procurement capability on site and providing action plans for development
- Developing standard procurement role competency requirements and implementing in agencies
- Benchmarking key agency procurement and price performance against the private sector
- Increasing migration of skilled and qualified procurement officials to fill skills gap
- Ensuring that government procurement salaries reflect market standards
- Allocating resources to reform procurement practice in agencies
- Identifying opportunities for procurement shared service centres
- Including procurement professionals in works project team
- Establishing a small team of strategic procurement experts (Commercial Pool) to support high risk/value projects across government
- Establishing resources to support Public-Private Partnership projects
- Determining procurement training needs and source providers
- Ensuring that procurement staff are trained to fill skill gaps
- Providing e-learning to support procurers to gain a professional qualification
- Targeting key procurement personnel within agencies to fast track their professional procurement education
- Developing and launching career development plans for procurement personnel
- Developing New Zealand procurement academy

- Encouraging and subsidising public sector procurement professionals in gaining recognised procurement qualifications
- Launching a procurement graduate programme to increase New Zealand capacity
- Facilitating secondments and career progression planning between agencies for procurement professionals
- Establishing and facilitating a Procurement Leaders Group (aged under 35 years) of future procurement leaders
- Developing “Demystifying Procurement” as a two-day introductory course to procurement in a public sector context or alternatively for learning on line.

PEMEX

In the context of its transition to a new mission focused on creating value, PEMEX, Mexico’s stateowned oil company, needed to be endowed with the right number of procurement officials with a fit-forpurpose set of competencies and skills. Hence, PEMEX established a strategy “Professionalising to Transform” (Profesionalizar para Transformar), its first intensive effort to establish a basic platform of standardised knowledge related to public procurement. As part of this strategy, seven e-learning courses were developed for its procurement staff, which concentrated on the basic procurement concepts, methodologies, and strategies.

Source: OECD (2021), Public Procurement in the State of Mexico: Enhancing Efficiency and Competition, OECD Public Governance Reviews, OECD Publishing, Paris, <https://doi.org/10.1787/cc1da607-en>

