

OECD Public Governance Reviews

FINLAND

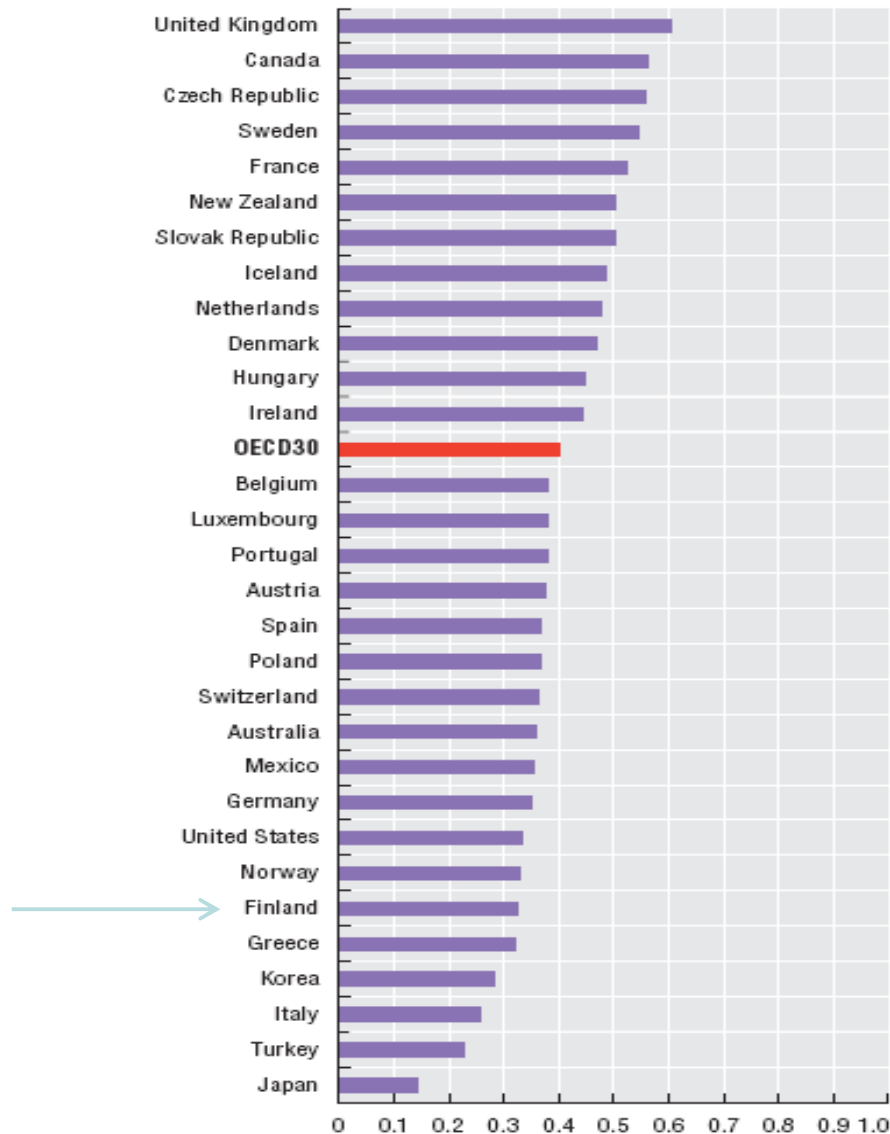
WORKING TOGETHER TO
SUSTAIN SUCCESS

Resource Flexibility

31 May 2010



Finland lacks the flexibility to rapidly align resources with changing government priorities



Main Issues

- Doing more with less
- Efficient use of sub-national resources
- Building workforce capability & capacity to prepare for the future

Recommendations

- Use the budget as a crucial tool to foster strategic agility.
Align steering of resources and performance within the Budget
- Put mechanisms in place to prioritise high-level objectives.
Promote discipline to ensure sufficient resources to meet government ambitions
- Put mechanisms in place to reassess needs.
Embed an evaluation culture & develop a range of tools to reprioritise work where & when needed
- Improve financial resource flexibility.
Increase financial flexibility as an incentive for ministries to maximise use of resources
- Improve resource flexibility of people: strengthen capability to realise the government vision.
Develop a wholistic approach to anticipate & meet workforce capability & capacity needs