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OPA Releases Human Resource Strategy 2024 – 2028

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Hagåtña, Guam – The Office of Public Accountability (OPA) recently completed its first ever Human Resource (HR) Strategy: “Enhancing employee recruitment, performance management, and the training and development process to be more competency-based.”

The International Organization of Supreme Audit Institutions (INTOSAI) Lima declaration (ISSAI 1) recognizes that an effective Supreme Audit Institution (SAI) is dependent on its capacity to recruit, retain, and effectively deploy highly skilled staff. The very nature of a SAI’s core activities makes human resources capabilities crucial to achieve high level performance.

This HR Strategy is in line with OPA’s overall Strategic Plan for the next five years (2024 – 2028), specifically, Strategic Priority 5: Recruit and Retain Competent, High-Performing Staff to Provide Impactful and Quality Service, Objective 5.1: Develop Human Resources (HR) Strategy to Improve Recruitment and Retention of Staff. OPA will monitor and evaluate the success of our HR Strategy as part of the monitoring and evaluation of our overall strategic plan in accomplishing our objectives.

“It is my hope that we will receive support from all our stakeholders to make positive progress in implementing our HR Strategy to have competent high-performing staff to provide impactful and quality service for Guam and its citizens.” said Public Auditor Benjamin J.F. Cruz.

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You may view the full HR Strategy on the OPA website (www.opaguam.org).
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