

1. Reforming Anglophone public management and governance

The starting point is a conundrum: why in the fourth decade of reform to public management and governance have major transformations being sought in Anglophone countries raised the same basic questions that engaged reformers in the 1980s? There are two parts to the problem.

First, major reform has occurred to public sectors, yet official reports suggest that the public service has not changed in significant respects, and new reform agendas keep being launched (see Appendix 1), but generally with mixed results. A number of factors can be advanced for this, but it may be because the conditions for effective implementation of reform are missing or that the public management systems have become irreformable in many respects. Other than hard-edged, structural changes, and blunt-instrument resource cuts other types of innovative reform are often dissipated. The lack of progress in key areas suggests the unlikelihood of durable reform in public management systems which have showed signs of ossification and gridlock for some time.

The second point of departure is the consistently strong indications that governance systems are out of kilter because of the lack of fit and balance between the parts, relationships and capacities. This is displayed in many ways. There is the seeming inability of political executives to get traction on the public service, to handle relationships effectively, and to obtain a results-focus and implement their priorities. Ministers and their advisers continue to exclaim about the public service and the need for reform, yet their own performance and leadership have been wanting and the handling of governance and public policy often ineffectual. There has continued to be rancorous debate about fundamentals that signals lack of agreement between principal actors. The plunging public perceptions of central governments reflect this.

The four systems are prone, to varying degrees to lurch towards instability. This judgement is supported by independent analyses in the four countries that have intensified the level of critique in the 2010s and diagnoses of the dire consequences for good governance of this neglect.

There are a number of factors in play which cannot all be addressed in one book, but which have to be recognised as disrupters to government and reform. There is the moving feast of national and international crises, the implosions of party government and coalitions, ever increasing environmental complexity

Reforming Public Management

Léo Pomar

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