

CIP Monthly Bulletin

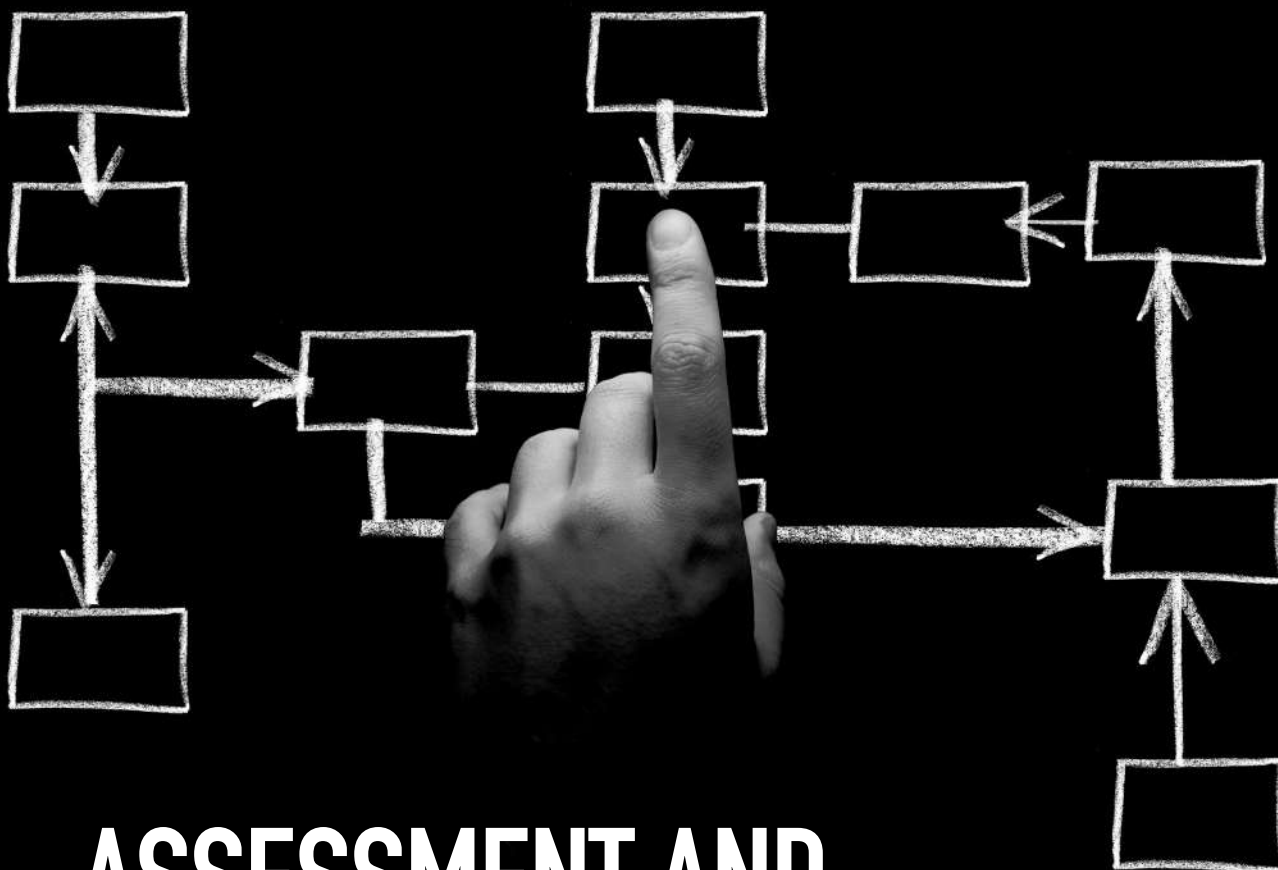
JANUARY 2018

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ASSESSMENT AND RESTRUCTURING OF 39 FGS INSTITUTIONS

On behalf of the government, the National Civil Service Commission (NCSC) is the lead institution that will be responsible for the guidance in the 'Restructuring & Modernization' assessment that will be applied to 39 government institutions.

In this regard, a meeting chaired by the NCSC Chairman was attended by members of the NCSC, the PCU coordinator and consultant Ms. Rahma Ahmed from Asal Consulting to discuss the progress made since the previous meeting last month in Nairobi. In this

meeting, it was discussed how to prioritize the institutions that will need to be part of the assessment. Contracts to carry out these field visits have been awarded to 4 different consultants to develop unified data gathering tools and an individual work plan. The tools will be reviewed and approved by both the FGS and the World Bank for quality assurance before use. The NCSC had established an FGS oversight Committee of 6 members comprising from NCSC, MoLSA & OPM members.



HR AUDITING WITH OVERSIGHT COMMITTEE

As the leading institution, the Ministry of Labor & Social Affairs (MoLSA) has started preparations to carry out The HR and Payroll Audit exercise which will cover the Ministries, Departments and Agencies (MDA) payroll. The CIP team has awarded contracts to a HR Audit firm as well as a Biometric firm to develop tools and a database to identify employees during a physical headcount which will identify civil servants at their workplace.

The PCU held a meeting to introduce the HR Audit firm to the Oversight Committee of the FGS led by the Minister of Labor & Social Affairs which also comprises of the Auditor General, The NCSC Chairman, The Permanent Secretary of the Prime Minister.

It was also an opportunity for the HR Audit firm to present a draft

engagement strategy for the HR audit exercise and how best to manage the given assignment with the full support and participation of the client, the FGS.

The exercise is expected to result in savings and identify civil servants who are listed on payroll but who are either not working or who should be redeployed (assigned to a new task).

The need to address the issue of conducting HR Auditing and Payroll cleaning is very important for the Federal Government of Somalia as it would provide full employee information to the Ministry of Finance's Payroll with recommendations to the improvement of the 'human resource management information systems' (HRMIS).



ESTABLISHMENT OF AN HR AUDIT TASK FORCE COMMITTEE

The Project Coordination Unit (PCU) organized an introductory and sensitization meeting at Shabeel Resort for the government HR Audit technical committee tasked for this assignment by the Ministry of Labor & Social Affairs.

This team comprises of various government representatives from the Ministry of Labor & Social Affairs, Ministry of Finance, Ministry of Planning, National Civil Service Commission, the Office of the Prime Minister, Ministry of Education, Culture & Higher Education, Ministry of Women & Human Rights, the Ministry of Health and the Office of the Auditor General.

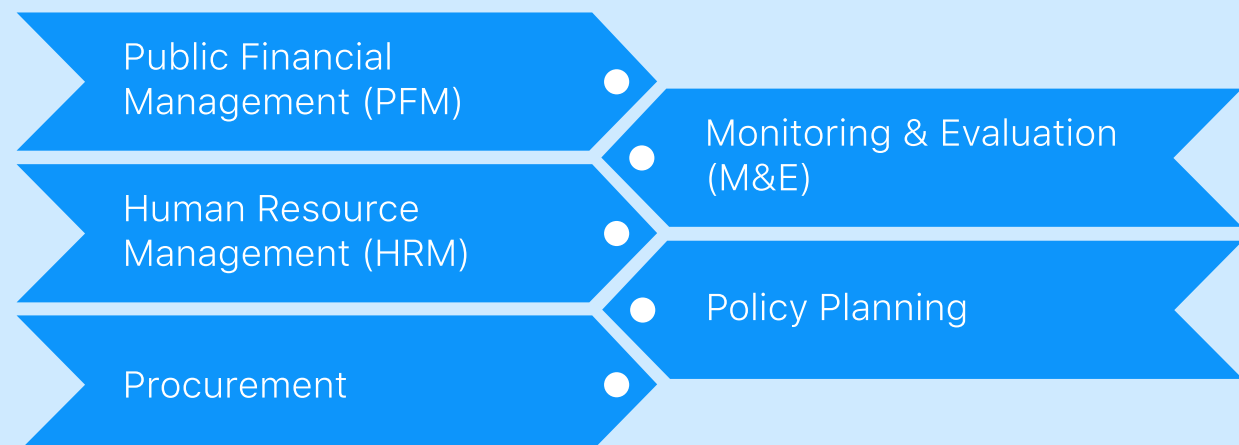
The CIP project Coordinator informed the committee of their role to develop certain procedural guidelines alongside the HR Audit firms contracted for this activity. He also presented the 'Client Engagement Strategy Note' to understand the approach and methodologies and communication strategy of the HR audit firm.



ADVANCED LEVEL TRAININGS AT SOMALI NATIONAL UNIVERSITY

Five-day Advanced Training workshops took place between the 13th – 17th of this month intended to provide the necessary skillset and tools for 150 civil servants. The range of subjects were purposely

chosen to develop their capacity in different function areas to enable them to improve overall on-the-job performance. The programmes offered are illustrated in the table below.



THIS MONTH IN PHOTOS



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