



CIP Monthly Bulletin FEBRUARY 2018

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STRENGTHENING THE CAPACITY OF THE SCHOOL AT SOMALI NATIONAL UNIVERSITY



As part of the partnership with the Kenyan School of Government (KSG) a meeting was held by the Ministry of Labor & Social Affairs leading the way for policy guidance, accompanied by members of the National Civil Service Commission as well as the CIP Coordinator on the implementation of the Memorandum of Understanding (MoU) between the two parties.

The main aim was to discuss some of the challenges anticipated with the conceptualization of the implementation framework of the MoU that the government team as well as the World Bank as the technical partner, wanted to bring to light before commencement such as; the development and frequency of the selected training programs

and courses in line with the school's structure.

The 15 different courses selected specifically centre around leadership programmes and management development to enhance the capacity of the public sector. The trainings will be carried out by KSG together with the School of Management and Public Administration at the Somali National University (SNU) - being the public academic institution, as part of a skill transfer. As an expected outcome, the agreement specifies accreditation and certification between KSG and SNU upon completion of these courses.





Re-structuring of 39 MDAs

The National Civil Service Commission (NCSC) together with the Office of the Prime Minister had called for an awareness and sensitisation workshop to assess and restructure all 39 government Ministries, Departments & Agencies (MDA's).

The attendees consisted of senior heads who were given a platform to discuss how their institutions could best benefit from this much needed aspect of the reform.

The Minister of Labour and Social Affairs as well as the Chairman of the NCSC both spoke on this being the second phase of conducting the exercise under the reform (excluding 10 MDA's that were previously finalized under the CIP). The reform has proposed a lot of changes. Not only by strengthening the capacity of the civil servants in the form of training to carry out their roles effectively but also through new ways of working that need to be in line with the way MDAs will operate.

CIP Coordinator emphasized the importance of restructuring and assessing these specific institutions in the areas where they are lacking in terms of standardized information and critical policy documents as to manage their workforce effectively.

The Deputy Prime Minister in his opening remarks believes that this process demands a well thought out and consistent approach through an effort steered at the center of government to ensure complimentary mandates for MDAs. A complete overhaul of outdated systems and practices will be beneficial to the overall management in government as well as the rights of the civil servants that will be in place ensuring and safeguarding employee well being.

Also in attendance were the consultants contracted to conduct this change management process to share their approach and methodology, and will be working directly with the Director Generals, HR and Admin departmental heads.



Project Implementation and Support Mission

The World Bank project task team leader Alex Appiah-Koranteng met with officials from the FGS as well as the CIP project team in Mogadishu.

Central Bank of Somalia (CBS)

Starting off with a new milestone, in January 2018 the Central Bank of Somalia in collaboration with the World Bank, successfully granted severance pay to 19 retired bank employees who reached the bank pension age. This is part of Central Bank's policy towards qualitative enhancement of all central bank departments with the support of the CIP. In addition, it is also part of the overall strategy for the 2017-2019 National Development Plan in building and establishing effective public institutions. It is the first time the Central Bank retired employees who reached the bank pension age since it re-opened for

business in 2007 and this clearly demonstrates how Somalia is progressing and on the right path to recovery.

The Ministry of Labour & Social Affairs (MoLSA)

H.E Minister Salah Jama announced that a new structure was developed catering to the areas critical in the civil service reform. All the needed positions to be recruited for were identified such as the consultants, directors of departments and the heads of units and submitted this to the Civil Service Commission to advertise for near placement.

On legal frame work related issues, MoLSA completed the Civil Service Law, the Public Sector Law, the Labour Law as well as another 38 Regulations are to be drafted.



Office of the Prime Minister (OPM)

The OPM team discussed re-activating the policy coordination and monitoring related activities under component 3 of the project pillars which deals with matters relating to the centre of government such as training and capacity building for the OPM staff, the development of a cabinet manual and ministers' retreats.

Project Coordination Unit (PCU)

The project Coordination Unit has prepared their CIP year 2018 Work Plan to be presented together with their Puntland counterparts in Nairobi in the coming months. The team agreed to set up project 'grievance management committee' to handle all queries and issues that individuals may have encounter when dealing with any aspect the CIP.

The Ministry of Planning, Investment and Economic Development (MOPIED)

Representatives discussed their staffing and equipment needs for the new function of an 'Investment & Economic Development' department as presented in their organizational structure. They have passed on the type of training and capacity building support those new staff will need to the World Bank task team.

National Civil Service Commission (NCSC)

The Commission shared that for phase two, a new list of the 'second wave CIM Recruitment' is in the pipeline as well as training and capacity building for staff as shown in the below table.

CAPACITY INJECTION MODALITY (CIM) RECRUITMENT

INSTITUTION	CIVIL SERVANTS HIRED
Ministry of Planning (MoPIED)	5
Central Bank of Somalia (CBS)	8
Office of the Prime Minister (OPM)	1
Staffing of HR Units in 7 Institutions*	21
TOTAL IN FEBRUARY	35

The 7 below institutions have also received a boost in the common HR functions with the addition of 3 HR staff each in the areas of:

1. Recruitment, talent management & On-boarding.
2. Training and Career Management
3. Compensation.

* National Civil Service Commission, Ministry of Planning, Office of the President, Ministry of Finance, Central Bank of Somalia, Ministry of Energy & Water Resources and the Ministry of Agriculture.

The entire recruitment process is handled by the NCSC. To see their job portal, go to:
<http://ncsc.org.so/ncscjobs/>

THE DEVELOPMENT OF CIVIL SERVICE POLICIES AND FRAMEWORKS

POLICY/Framework	STATUS
Code of Conduct	Completed
Competency Framework	Completed
Staff Retention	Completed
Archives and Records Management	Completed
Recruitment, Selection and Appointment Policy	Drafted
Career and Scheme of Service Development	Drafted
Coaching and Mentoring	Drafted
Performance Management	Drafted

As part of the design and implementation of the CIP, the National Civil Service Commission and the World Bank have agreed to re-organise and modernise structures and systems in the civil service according to priority areas in capacity development, with more policies in the pipeline.



HR Audit Workshop

A 2-day HR Audit workshop briefing senior members of over 50 MDA's on why a high level of government engagement is central to the successful outcome and the quality of information captured from these individuals which consists of;

- (i) Headcount- requiring payroll data
- (ii) a review of HR policies, systems, processes and practices - by looking at the processes in place in the MDAs.

A physical headcount of the nearly 5500 civil servants will explain who is actually present vs the total number registered. The system stores all employee data electronically in order to make informed decisions if and when needed. Additional key information will be revealed through this process as to how many are male/female, the different ages and what their qualifications are.

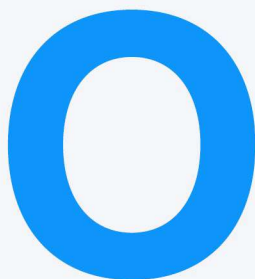
The minister of Labor, The Auditor General, Chairman of the NCSC as well as The PS of the Office of the Prime Minister reassured everyone that the purpose of this exercise is not to let people go, but being able to account for each and every civil servant by evaluating the current processes and identifying anomalies and irregularities. The Auditor General revealed that around 60% of government expenditure accounts for the salaries of civil servants which is highly disproportionate as to what it should be.

On the last day, presentations by the consultants informed the audience of the tools to be used and answered any questions that they had. An engaging brainstorming session highlighted the challenges and possible solutions letting the participants know that they co-own this process.





OVERSIGHT COMMITTEE BRIEFING BY THE HR AUDIT TEAM



On two separate occasions, the 'technical team' tasked to guide and monitor this process together with the HR firm firstly met amongst themselves before presenting their strategy to the Oversight Committee which consists of the Auditor General, Minister of Labor, The Chairman of the National Civil Service Commission as well as the Permanent Secretary of the Office of the Prime Minister on the progress and requested some leadership direction on how to overcome some of the bigger challenges.

THIS MONTH IN PHOTOS

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