



CIP Monthly Bulletin

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COORDINATION MEETINGS WITH 3 WORLD BANK SUPPORTED PROJECTS

The CIP, RCRF and PFM project teams met up twice in the month of April to get acquainted with the three ‘troika’ projects supported by the World Bank and funded through the Multi Partner Fund (MPF). As was agreed at the CIP’s project’s Mid-Term review, one of the priorities was to strengthen the coordination of World Bank supported governance projects and to implement measures to improve the coordination at both Bank and client levels. The projects that are currently on-going in the FGS are;

1. Recurrent Cost & Reform Financing program (RCRF: designed to support an operational payroll and payment system for the non-security sector in Somalia.
2. Public Finance Management (PFM):

to support PFM reform

3. Capacity Injection Project (CIP): Inject capacity to fill urgent capacity gaps for implementing programs and developing initial functionality.

The participants of the meetings, chaired by Mr. Mohamed Keynan, the Permanent Secretary of the Office of the Prime Minister discussed how to overcome the current gaps/overlaps and establish possible coordination mechanisms. Specific areas that needed collaboration mainly touched on the coordination planning in the RCRF budgeting, civil service (CIM) recruitment as well as wage bill challenges.

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From a budgeting perspective, the RCRF team raised that the CIP/CIM budget plan for the civil servants to be hired must be in harmony with the RCRF budget plan and this comes only with having strong coordination among the projects.

Another concern was raised by the CIP/CIM team over the delayed CIM salary payments by the RCRF fund particularly from January to March 2018. However, it was mentioned that the fund release arrangement for new grants always takes time and concluded that the fund is expected very soon and all CIM staff will be paid for those months. Among some of the reasons which have caused delays were due to sorting out duplicate payments to incomplete payment documentation.

The Troika projects jointly discussed the establishment of training programs at the School of Management and Public Administration at the Somali National University as well as the need for the CIP to develop a national training strategy for the civil service of the government.

It has been suggested and agreed that there is a need to establish a government strategic reform oversight committee at the Office of the Prime Minister to envision, guide and streamline the government's reform agenda.

The World Bank task teams will undertake regular joint missions to FGS and Puntland in addition to holding frequent meetings and improving communication.



HR AUDIT LAUNCH BY THE PRIME MINISTER

This long awaited exercise was launched by the Prime Minister of the Federal Government of Somalia, H.E Hassan A. Kheire. Fellow government officials, media outlets and civil servants were invited by his office to mark this occasion.

The overarching goal of the Prime Minister is to build a government that is accountable, responsive and accessible to its citizens.

“Through this action, we want to know who every civil servant is, what their work conditions are and how we can make sure they are supported as

they serve their country. Our ultimate aim is to create a dynamic and effective human resources function for the civil service” said the Prime Minister. “In order to achieve that, the government needs to first be accountable to itself, responsive to its civil servants and accessible to the committed change makers that wake up everyday for the purpose of serving their nation” the Prime Minister explained.

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— HASSAN KHAIRE, *the Prime Minister of Somalia*



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The Auditor General Mohamed Ali spoke about how this exercise seeks to focus on ensuring identification of strengths/weaknesses of systems and processes to determine whether they align with the HR requirements of the government's development aspirations.

“The Government will physically be headcounting all civil servants” said the chairman of the National Civil Service Commission.

The Minister of Labor & Social Affairs, H.E Salah Jama added that the government will be working towards identifying a suitable

personnel (HR) information management system, advance transparency in recruitment, understand the wage bill, figuring out ways to accommodate employee benefits, special needs, career development, performance management and much more”.

As this important work gets underway, the Prime Minister encouraged all institutions to cooperate fully with this process and civil servants to make themselves available. The Project Coordination Unit & the Ministry of Labor who will be overseeing this process will be available to answer all and any questions by providing support to participating institutions where needed.



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PREPARATORY WORKSHOP FOR THE CIVIL SERVICE HR AUDIT

The Project Coordination Unit together with the Office of the Prime Minister organised several awareness raising seminars for senior staff of government Ministries, Departments & Agencies (MDAs). The target audience that were of particular interest were the Permanent Secretaries, Director Generals and the departmental heads of Admin/HR who were briefed on the manner in which this exercise would be carried out. Two separate workshops were held; one for the government agencies and another for the ministries.

The Minister of Labor & Social Affairs with his DG, the Chairman of the National Civil Service Commission, as well as the Permanent Secretary of the Office of the Prime Minister all reiterated what was required of each and every institution and were there to answer all relevant questions.

The CIP Project Coordinator presented the 'process steps' revealing what will happen at each stage of this HR Audit, detailing what the role of the external consultants are and the workspace set-up arrangements needed at all the different locations.

At the end of these sessions, senior staff of the MDA's to be head counted, were informed to prepare the files of each employee consisting of a set of required employment records and absenteeism documentation.

The Minister of Labor added, that the need to have a genuine employee record of those working in the civil service will not only be good governance but will also benefit senior management at the institutions to better manage their staff as well as allow for better decision making.



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WELCOMING THE BIOMETRIC REGISTRATION TEAM

The PCU held an introductory meeting with the Biometric Registration firm (PKF) contracted to conduct the electronic data collection portion of the HR Audit. This was to gauge the preparedness of the biometric team starting the field work according to the agreed work plan, which informed the FGS of the real scope of work involved as well as of the facilitation requirements from the MDAs.

The firm presented the technical parameters required before capturing

biometrics and identified how the testing of the biometric tool will be carried out. A database would be created holding all employee details and job details with their photograph. During data collection, each person will be required to register three types of identification:

1. Fingerprint data
2. Facial recognition
3. Retinal scanning



STATUS UPDATE ON THE JOINT IMPLEMENTATION PLAN OF THE FGS AND HR AUDIT FIRMS

A follow-up meeting chaired by The Permanent Secretary of the Prime Minister brought together both the Biometric firm (PKF) and the HR Audit Firm (ASAL).

This was to ensure that the HR Audit implementing parties were on the same page as the FGS' and to agree on the division of labor and collaboration in the days the exercise was expected to take place.

The FGS team was briefed on the headcounting process, data collection and biometric registration implementation and were shown the joint implementation plan of both firms. This allowed all parties involved to bring up any concerns or related technical issues. Of the questionnaire ASAL prepared, 23 questions were personal information and 27 HR related.



COMMENCEMENT OF THE HR AUDIT FIELDWORK

An initial pilot test was carried out successfully at the Office of the Prime Minister ahead of the launch. Leading by example, it was also the first institution to be headcounted followed by the neighboring institutions

situated at Villa Somalia. The firms planned to cover between 200 to 226 civil servants a day.

As expected, the turnout at the institutions was good and overall the exercise went considerably well.

LAUNCH PREPARATIONS

The Communications team at the Office of the Prime Minister partook in an array of outreach materials ranging from producing merchandise such as banners and leaflets, capturing video footage of the ongoing activities to releasing segments on TV & radio following the launch.

Tirakoobka shaqaalaha Rayidka waa xaqiijinta:

- Tirada dhabta ah ee shaqaalaha rayidka dowladda.
- Jiritaanka habraacyada & nidaamyada lagu maamulo shaqaalaha rayidka



Balanteena waa:

SHAQAALE TIROKOOBAN OO TAYO LEH



Wasaaradda Shaqada iyo
Arrimaha Bulshada

Tirakoobka

Shaqaalaha Rayidka ee Dowladda federaalka 2018





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