



CIP Monthly Bulletin

MARCH 2018

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MEETINGS WITH THE HR AUDIT OVERSIGHT COMMITTEE

The Office of the Prime Minister and the Project Coordination Unit (PCU) had convened several meetings during this month for the government oversight committee in the preparations of the HR Audit exercise. This was to brief on the progress and resolve possible challenges that arose from the technical team's fieldwork preparations.

The oversight committee members include: the lead, Minister of Labor & Social Affairs, the Chairman of the National Civil Service Commission, the Auditor General, the Accountant General and the Permanent Secretary of the Office of the Prime Minister.

The most pertinent issue was the existence of both registered and

potentially unregistered government workers at the different Ministries, Departments and Agencies (MDAs), whereby the oversight committee ruled that every civil servant must be accounted for.

The committee had also discussed that at this stage, the HR Audit exercise and its headcount scope would only focus on the civil servants working at the MDAs and not include the health workers and teachers that are also often stationed outside their workstations.

Therefore, the teachers and the health workers will not be captured in this phase of the HR Audit exercise since the current scope in terms of geography and timeframe might change.



HR AUDIT TECHNICAL TEAM PREPARATIONS

In preparation to the HR Audit exercise, the technical team made sure all the necessary security precautions and control mechanisms were in place. As well as mapping out the geographical locations of all the MDAs to conduct the head count. The communications team developed awareness creating messages informing stakeholders and the wider audience about the launch of the HR Audit kicking off this assignment. Since the new administration came into power, Government has remained committed to implementing a much needed reform agenda, which will contribute to large-scale political and social change in Somalia. It is for this reason, the launch event is to be opened by the Prime Minister of the Federal Government of Somalia, H.E Hassan A. Kheire.



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PROCUREMENT OF OFFICE EQUIPMENT

As part of the the grant received from the International Development Association (IDA) to finance the project, part off the proceeds are intended for the payments of office furniture, computers and printers.

Hassan Esse, the Procurement Specialist at the Project Coordination Unit organised a meeting with potential suppliers and carried out due diligence by informing them of everything they need to know with regards to the procurement of goods, works and non-consulting services in line with the World Bank guidelines. The 'shopping document' describes the shopping procedure, qualifying goods and

the conditions.

Each bidder is to provide a quotation with their best offer together with a company profile and the required documents. Some of the main requirements are:

- Valid trading licence from the Ministry of Commerce/Banadir;
- Tax clearance certificate from the Ministry of Finance;
- Bidders offer against the required checklist;
- Company profile (minimum 2-5 years in the business);
- Reference- Valid contracts from UN or/ and INGOs.



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CAPACITY BUILDING WORKSHOP FOR HR DEPARTMENTS

The School of Management and Public Administration at the Somali National University has invited members from each Human Resources Section of the FGS beneficiary institutions for a performance management system (PMS), leadership and governance training course. The 3-day training workshop with the overarching goal of strengthening the capacity of recruits of the Capacity Injection Mechanism (CIM) was a highly participatory workshop, building on

the participants' own experiences and knowledge.

On completion of this training, key staff in the civil servants are expected to demonstrate competencies in undertaking performance reviews and evaluations.

Thus, the overall goal of a Somali PMS is to measure employee performance and ultimately the achievement of intended results for the MDAs.



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