



CIP Monthly Bulletin

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MID-TERM REVIEW OUTCOMES AND KEY RECOMMENDATIONS

The PCU attended the PWG3 effective and efficient institutions pillar meeting to present the ‘Mid-Term Review’ outcomes of the CIP to fellow stakeholders and report on the key recommendations that came out the MTR Aide Memoire.

The Office of the Prime Minister and the Ministry of Labor jointly updated on the Civil Service HR Audit by presenting the first FGS progress report following a successful completion of the fieldwork earlier this month.

As part of the recent coordination efforts of the three World Bank managed ‘Troika’ Projects (CIP, RCRF and PFM), the ‘effective and efficient institutions pillar’ is also an opportunity to be used as a key platform to avoid working in silos and adopt a structural approach in achieving synergistic benefits of the Troika.

Below are the mid-term review outcomes and key recommendations.



Mid-Term Review Outcomes	Key Recommendations
<p>Project Development Objective (PDO)</p>	<p>It was agreed that there was no need to alter the PDO as this remains relevant.</p>
<p>Develop a 'Public Sector Reform' Strategy</p>	<p>It was agreed to develop a National Public Sector Reform Strategy for the government to provide the framework for long-term capacity development programming and systematic implementation of interventions by both government and development partners.</p>
<p>Increase Number of Beneficiary Institutions</p>	<p>To increase by a further 10. Specifically targeting and prioritizing service delivery and productive sector institutions.</p>
<p>Gender % in Recruitment has been achieved</p>	<p>Exceeded the 20% female recruitment target and agreed to raise the target to 30%.</p>
<p>Restructuring of Non-Project Beneficiary MDAs.</p>	<p>10 MDAs were previously restructured to streamline mandates, functions and to control the employment side of the wage bill. Currently restructuring the remaining 39 MDAs.</p>
<p>Support for additional civil service policies & Regulations as proposed by the draft Civil Service Law No. 11.</p>	<p>CIP has developed several policies awaiting cabinet approval but the draft amended Law No. 11 further proposed additional regulations.</p>
<p>Implement Young Graduate Scheme (YGS)</p>	<p>The mission agreed to implement the YGS in the first half of 2018.</p>
<p>Expansion of Training Programs and development of a <i>National Training Policy</i>.</p>	<p>Current training materials focus only on common function and civil service management and administrative courses. Training is to be expanded to cover other critical technical subject areas and key productive sectors of the economy.</p>

Mid-Term Review Outcomes	Key Recommendations
<p>Federal Member States support gaps in critical areas</p>	<p>To provide basic civil service reform supporting <i>Federal Member States</i> after discussion with other donors such as;</p> <ol style="list-style-type: none"> 1. <i>institutional assessment and re-organization of MDAs;</i> 2. <i>support to policy formulation capacity;</i> 3. <i>capacity building in civil service management and center of government.</i>
<p>Implementation Support for Delayed Activities</p>	<p>The bank will increase technical support to implement activities lagging planned implementation timelines including the HR audit (FGS), reorganization of MDAs (FGS), public sector pension policy (FGS).</p>
<p>Capacity Development Coordination across government</p>	<p>Improve coordination of capacity development and public sector reform interventions across government at federal and member state levels.</p>
<p>Improve Communication to Stakeholders</p>	<p>To strengthen the capacity of communications staff at institutional level and improve intra-government communication.</p>
<p>Coordination of Bank Supported Troika Projects (CIP, RCRF, PFM)</p>	<p>Improve coordination at both World Bank supported governance projects (CIP, RCRF, PFM) and agreed to implement measures to improve communication by meeting regularly.</p>



AUDITING THE WORLD BANK SOMALIA PROJECTS

The Office of the Auditor General conducted a full audit of all projects managed by the World Bank working jointly with an external audit firm. The audit period was for the year ending 31st December 2017. The 7 audited projects namely comprised of;

1. CIP Project (Capacity Injection Project)
2. PFM Project (Public Financial Management)
3. RCRF Project (Recurrent Cost and Reform Financing)
4. SFF LD Project (Somali Financing Facility Local Development)
5. SCORE Project (Somali Core Economic Institution and Opportunities)
6. ICT Project (Information Communication Technology)
7. SUIPP Project (Somali Urban Investment Planning Project)

A Review of the CIP internal control systems was carried out to assist in expressing an opinion on the current period's financial statements of the project taken as a whole. A report with recommendations on internal controls, accounting procedures and other matters, was brought to the attention of the CIP Project team as the project implementation Unit (PIU) who is responsible for establishing and maintaining an internal control structure.

The objective is to provide PIUs with the assurance that assets are safeguarded against loss from unauthorized use or disposition and that transactions are executed and recorded properly to permit the preparation of financial statements in accordance with Generally Accepted Accounting Principles and the requirement of the External Assistance Fiduciary Section (EAFS) in the Office of the Accountant General of the FGS.



COMPLETION OF THE CIVIL SERVICE HEADCOUNT IN THE FGS HR AUDIT

The HR Audit project was launched on 16th January 2018 whereby the fieldwork officially came to a close on the 2nd of July which covered more than 50 government institutions.

As part of ground preparations to facilitate the implementation of this audit exercise, the government had established two levels of management and implementation arrangements for the oversight supervision and technical implementation of the audit exercise. The role of the oversight committee was to supervise and guide the overall process of the HR Audit exercise and ensure the exercise was conducted properly through transparently acceptable standards to meet the expectations of the government and its donor partners.

A detailed methodological approach to the implementation of the HR Audit and various sets of data collection instruments were developed to capture information for each aspect (Headcount, HR Processes, HRMIS etc.). This was followed by several weeks of fieldwork to gather data and conduct a headcount of all civil servants.

The headcount methodology was designed to achieve HR Audit headcount objectives, namely to capture on-payroll and off-payroll employees which includes employees working and paid outside the payroll as well as employees working and not paid. Accordingly, the ONA technology which is the platform used for cleaning, merging, and uploading payroll data, captured both volunteers and absentees where such cases exist.



THE EQUIPMENT OF SNU CLASSROOMS AND IT LAB

The School of Management & Public Administration at the Somali National University has recently received new classroom and IT lab equipment. Being the central training facility for the civil service, the Federal Government of Somalia has received a grant in an amount of US\$ 10 million from the International Development Association (IDA) to finance the Somalia CIP. Part of the proceeds cover payments for buying computer equipment and accessories for record management and secretarial operations. The following was delivered this month.

#	Item Description	QTY
1	Desktop Computers	51
2	Smart UPS	10
3	Printer - Color	3
4	Small Photocopier	4
5	Router ISR451/K9-ISR 4351	1
6	Power EDGE T 330 Xeon E3-1240 V5	1
7	27 Server Rack	1
8	Computer Desks	51
9	Computer Chairs	51
10	Classroom Desks and Chairs	180



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