



CIP Monthly Bulletin

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SUB-COMPONENT 2.2: STRENGTHENING BASIC POLICIES FOR CIVIL SERVICE MANAGEMENT

VALIDATION WORKSHOP OF CIVIL SERVICE POLICIES AND PROCEDURES

The CIP project has been supporting the development of policies and procedures for civil service management to strengthen the legal frameworks for managing the civil service of the federal government of Somalia.

A 2-day workshop was organized as a platform to consult in the validation of the draft policies and framework documents developed by external consultants. The workshop was attended by representatives of all the beneficiary institutions of the government, particularly the key institutions that are the Ministry of Labour & Social

Affairs and the National Civil Service Commission.

The purpose of the workshop was to consult as part of the validation process in order to finalise the policies and frameworks in a consumable format that suits the legal context of the Federal Government of Somalia. These policies and frameworks will apply to all Ministries, Departments & Agencies (MDAs) including those outside the CIP as part of basic administrative systems; and building the ability to attract and retain capable, competent and well-motivated civil servants.

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The following draft policies and frameworks had been discussed with the consultants where in turn, respective comments and recommendations were given back to the consultants to make corrections.

1. Performance Management Framework & Appraisal System
2. Career Development Framework & Scheme of Service
3. Records Management Policy Framework
4. Coaching and Mentoring Policy and Program

CONCLUSION AND RECOMMENDATIONS

The draft policies and framework documents presented by the respective consultants were well received by the FGS participants.

Apart from corrective actions of the policies, a draft cabinet memo together needed to be prepared by the consultants by 10th June 2018 to be then shared with the World Bank.



SUB-COMPONENT 2.3: CIVIL SERVICE WORK FORCE MANAGEMENT

ON-GOING HEADCOUNT OF THE CIVIL SERVANTS

Throughout the month of May, the majority of government institutions were head counted as part of the HR Audit.

The Office of the Prime Minister worked closely together with the Ministry of Labor & Social Affairs, the lead institution. The Minister, who was closely overseeing the headcount at the various locations reported that the work was going smoothly and the outcome of this exercise will be a big milestone in the achievement of the civil service reform. Both the senior leadership at the institutions as well as the

HR Audit Government team were highly prepared and facilitated the operational aspects of the exercise to be carried out without fail.

To further develop the skills of the existing civil servants internally, the Ministry is also concluding the agreement with the Kenyan School of Government to provide 15 different courses specifically centred around leadership programmes and management development to enhance the capacity of the public sector.



SUB-COMPONENT 1.2: PROVIDING SPECIALIZED TRAINING FOR NEW RECRUITS

TRAINING HELD AT THE SOMALI NATIONAL UNIVERSITY

Several trainings were held at the university's School of Management and Public Administration (SMPA) namely a 2-day; Records Management specifically aimed at Archive Managers working in the civil service.

Trainees learned about the requirements of a good file classification system because well organised records support good governance; efficiency, transparency and accountability. Storage of security records as well as disaster planning and recovery were also covered because like all other strategic resources, they should be well managed and protected against any danger.

The other training being an induction for the newly recruited staff of the FGS given

out by members of the National Civil Service Commission including the CIM Coordinator. Newly recruited civil servants were informed of what they can expect when they enter their new role by receiving a full outline of the provisions of Law No.11. This includes but is not limited to; Secondment of a civil servant, leave without pay, trainings and study leave, medical leave, persons with disabilities and occupational safety etc. the governance structure and the code of conduct in which to operate on.

The Director of the school also highlighted the nature of civil service administration and institutional arrangement such as the governance structure and the code of conduct in which to operate on.



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SAYING GOODBYE TO OUTGOING PS AND WELCOMING HIS REPLACEMENT

The Prime Minister Hassan A. Kheire thanked and wished PS Mohamed Keynan well in his future endeavours as the staff at the office benefited from his strong leadership. The CIP Project Coordination Unit (PCU) in particular appreciates his invaluable support in making huge strides in the project's progress.

The PCU team in hopes of building a similar close relationship briefed the

new PS, Ahmed Nur, about the CIP; its management arrangement and structure as well as latest reports of the project (2017 annual report, the mid-term review report by the World Bank and assessment reports on the project in 2017 by external consultants).

Our reports are available on our website:

<https://cip.opm.gov.so/about/>

SUB-COMPONENT 1.1: SUPPORTING HARMONIZED AND GOVERNMENT-
LED CAPACITY INJECTION IN PRIORITY INSTITUTIONS

CAPACITY INJECTION MODALITY (CIM) RECRUITMENT

#	Institution	Civil Servants Hired
1	National Civil Service Commission	6
2	Office of the Prime Minister	1
3	Office of the President	1
Total hired in May		8

This component will support the injection of core staffing capacity into key government ministries, departments and agencies through the government's capacity injection modality (CIM) at the Somali National Civil Service Commission

(NCSC). Capacity injection will focus on advisory, managerial and technical staff to fill urgent capacity gaps identified by the government. To see their job portal, go to:
<http://ncsc.org.so/ncscjobs/>

THIS MONTH IN PHOTOS





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