



CAPACITY INJECTION PROJECT (CIP) Monthly Bulletin

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MULTI-PARTNER FUND

DEFICIT IN WORLD BANK'S RCRF-II PROJECT

For the past few months, there have been ongoing discussions on the RCRF-II -Additional Financing project, between government representatives and the World Bank Task Team Leaders of CIP and RCRF.

The RCRF project has been paying for the salaries of the government employees recruited through the Capacity Injection Mechanism (CIM) of the project.

The project Implementation Manual (PIM) sets out the expenditure categories and percentages to be financed out of the Multi-Partner Fund proceeds of US \$40 million for each of the four components.

The new budget and re-allocation of the RCRF-II project for 2019 - 2021, particularly the recruitment budget for sub-component 1.2 which covers the salaries and allowances of the CIM recruited government staff is not enough to pay the salaries of the already recruited 169 civil servants. While

the project's target is 210 staff, this not only means that the potential to support more will no longer be possible but moreover that the current staff hired under the project can no longer be supported due to the budget deficit.

The recruitment component is an integral part that allows qualified young Somali's to enter the public sector. These budget constraints bring implications on the on-going reform of the beneficiary institutions as well as questions the sustainability of the already recruited CIM staff. During the project's mid-term review in December 2017, the plan was to add another 10 beneficiary institutions. In regards to this, the new budget proposal has caused a lot of uncertainty within the CIP recruitment component and loss of confidence for the civil servants.



STUDY TOUR TO OVERSEES PUBLIC TRAINING SCHOOLS

On September 6th 2018, representatives from the Somali National University (SNU) along with governmental counterparts¹ were sent on a study tour to learn from five regional civil service colleges & institutions. The public training schools namely were the:

1. Civil Service College Uganda (CSCU)
2. Kenya School of Government (KSG)
3. Rwanda Management Institute (RMI)
4. Tanzania Public Service College (TPSC)
5. Ethiopian Civil Service University (ECSU).

¹ The National Civil Service Commission, Ministry of Labour and Social Affairs, Office of the Prime Minister, Ministry of Planning and International Cooperation,) as well as the Capacity Injection Project team (CIM & PCU).

The purpose was to identify a potential institutional partner that would support the SNU in designing curricular for short and long-term training modules, developing ToTs, mentoring and coaching and establishing a ‘Young Graduate’ scheme program.

This month, the team had an in-depth technical discussion on the recommendations made in the FGS Study Tour report to the public training schools. The five visited institutions were assessed in seven key areas and for their suitability of the training programs of the civil service in Somalia based on strengths and weaknesses. The team is to initiate the procurement process as to speed up this activity.



ANALYSIS OF THE HR AUDIT & BIOMETRIC REPORTS

During this month, the technical team assigned to implement the government-wide HR Audit exercise, has reviewed the findings provided by the consultants in the HR Audit progress reports in a series of meetings. Since the draft reports were in, the team were to provide an overview and verify the number of civil servants that were actually on the payroll and those working off-payroll which includes employees that receive allowances and those that are unpaid. In addition, hundreds of absentees and lists of volunteers were collected to supplement the total count of the FGS civil servants.

It was mentioned that the draft reports required further analysis on the assessment undertaken and the existing HR Business Process of the FGS. The technical team therefore worked diligently on harmonising

the discrepancies found in the various sets of data. The Ministry of Labor and the National Civil Service Commission were to then reconcile the revised data in consultation with the two consulting firms namely the HR Audit firm and the Biometric Registration firm.

The aim is to gain knowledge on the strategic actions the oversight committee could take by taking an intensely objective look at its HR policies, procedures and practices to determine whether specific practice areas or processes are adequate, legal and/or effective. The results obtained from the final reports will be used to identify gaps in HR practices, and these gaps will then be prioritized for attention in an effort to minimize violations, as well as to achieve and maintain competitiveness in key HR practice areas.



CHANGE OF TASK TEAM LEADERSHIP

The World Bank's CIP task team invited the Project Coordination Units, CIM Coordinators, the NCSC as well as officials of the Federal Government of Somalia and Puntland to Nairobi to participate in an introductory meeting due to a change of task team leadership of the project. The previous task team leader, Alex Appiah-Koranteng has lead the project since it's inception and brought extensive experience in the public sector and governance by making tremendous efforts in moving the civil service reform agenda forward.

The team briefed his replacement, Mr. Gregory Kisunko, a Senior Public Sector specialist on the progress of the ongoing work. The government teams hope for a seamless transition with the help of Lucy Musira, now as the Co-Task Team leader and look forward to the continuous cooperation with the project's implementing the partner.



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