

8	25	103	1307	522	1220
27	5	32	245	71	316
38	14			80	293
53	12			24	168
88	21			32	188
20	3			5	20
128	17			6	126
5					1
59					

Darajo	Qorav			Shaqaalaha Shaqada ka Tegay			Shaqaalaha Jooga		
	Lab	Dhe dd	Wadar	Lab	Dhe dd	Wadar	Lab	Dhe dd	Wadar
A	2360	387	2747	272	26	298	2088	361	2449
B	1285	375	1660	207	67	274	1078	308	1386
C	243	121	364	26	14	40	217	107	324
D	102	458	560	24	39	63	78	419	497
F	81	2	83	6	0	6	75	2	77
X	629	109	738	64	1	65	565	108	673
Wadar	4700	1452	6152	599	147	746	4101	1305	5406
Wadar	6152			746			5406		
Guud	6152			746			5406		



9	W. Goo
10	W. Arr. Gudaha
11	W. Amniga Gudaha
12	W. Arr. Dastuurka
12	W. Cadaaladda
13	W. Awaqafka & Arr. Diinta
14	Guddiga Dastuurka
15	Guddiga Dib u heshiisinta
16	Maxkamadda Sare
17	Guddiga Adeega Garsoorka
18	Maxkamadda Rafcaanka
18	Maxkamadda Gobolka Banaadir
19	Xafiiska Xeer-ilaalyaha Guud
20	Xafiiska Garyaqaanka Guud
21	W. Macdanta & Batroolka
22	W. Korontada & Biyaha
23	W. Beeraha Dalka
24	W. Xanaanada Xoolaha, Dhirta & Daaqa
25	W. Kaluumaysiga & Kh. Badda
26	W. Howlaha Guud & Dib U Dhiska
27	W. Gaadiidka & Duulista Hawada
27	Shirkada Diyaaradaha Ee Somali Airline
28	Hay'adda Saadaasha & Duulista Hawada
29	W. Dekedaha & Gaadiidka Badda
30	Wak. Dekedaha Soomaaliyeed
31	W. Howlaha Maraskiibta
32	W. Ganaciga Iyo Warshadaha
33	W. Boostada & Igaarsint
34	W. Warfaafinta
35	W. Waxbarashada H. & Tacliinta



CAPACITY INJECTION PROJECT (CIP)

Monthly Bulletin

OCTOBER 2018

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PROCUREMENT OF VEHICLES TO SUPPORT THE SOMALI NATIONAL UNIVERSITY

The Federal Government of Somalia has received a grant in an amount of \$10 million 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. This time, it intended to apply part of the proceeds to payments for two vehicles for the School of Management & Public Administration at the Somali National University. The procurement process started in May 2018 and was carried out in accordance with the latest revision

of the World Bank's guidelines¹. The Project Coordination Unit on behalf of the Office of the Prime Minister successfully handed the two vehicles over to the school during this month.

1 Procurement of Goods, Works, and Non-Consulting Services under IBRD Loans and IDA Credits & Grant by the World Bank Borrowers.



COORDINATION MEETING ON WORLD BANK'S TROIKA PROJECTS

In an effort to strengthen coordination of the various World Bank Governance Troika-projects at both an operational and strategic level the CIP, RCRF & PFM Project teams met with the State Minister of the Office of the Prime Minister and other key government stakeholders of the Ministry of Finance.

These meetings are intended to discuss common areas of interest for the on-going reforms of these projects and have been agreed to be held every 4 - 6 weeks at a technical level.

Since they each have a different Steering Committee, it has been suggested that there is a need to establish one government Strategic Reform Oversight Committee for all of the World Bank projects for better management of interrelated initiatives. The World Bank and RCRF representatives also discussed short-term FGS wage bill issues.

The coordinators provided a joint briefing on the overall deliverables of the Troika projects and stated the achievements, successes as well as their challenges respectively.

The CIP Coordinator briefly highlighted some of the key achievements of the CIP since 2015 to date namely;

- The basic organizational assessment and re-structuring of the project's 10 beneficiary institutions were completed and adopted.
- Reorganization and Modernization of other 39 MDAs in FGS with development of implementation change management plans are underway.
- A number of civil service management and framework policies have been developed, awaiting to be turned into administrative rules and regulations.
- The new biometric registration was carried out along with the HR Audit headcount and the report validation process is underway.
- The development of a wide array of training programs for the Civil Service of the government through partnership of external training institution.



REORGANIZATION & MODERNIZATION OF MDA'S WORKSHOP

Four consultants have recently worked with key government staff members to modernize and reorganize the remaining 39 Ministries, Departments & Agencies in the FGS. The consultants provided technical assistance to support an organizational assessment of these institutions with the aim of reviewing their mandates, functions, organizational structures, and staffing needs.

The ongoing assignment required the stakeholders (individual institutions, the National Civil Service, Project Coordination Unit and the World Bank) to scrutinize the reports produced and hold further meetings during this month. Therefore, the teams held workshops with the targeted institutions over the course of this month and presented the newly revised institutional visions, missions and value statements to align their performance with the national development agenda.

The focal points presented the work of their individual institutions who have generally adopted the changes suggested based on organisational best

practices and existing policies. However, despite employing a participatory approach to ensure the restructuring and functional reviews have the input of the implementing stakeholders, there were still some areas whereby the focal points failed to agree on the changed reports.

The purpose of these meetings were to come to terms with the changes made to their structures by identifying, describing and categorizing key functions and responsibilities of each MDA and distinguishing them to ensure clarity and reduce duplication not only within their respective institutions but also other institutions which each have their own mandates. The team stressed the need to develop uniformity between similar departments and units to guarantee harmonization of outputs.

The final reports will be submitted after a validation workshop to be held at the end of the assignment.



HR AUDIT & BIOMETRIC REGISTRATION FINALIZATION

The HR Audit exercise across the registered Civil servants of FGS MDA's was conducted for establishing a credible personnel management data system, and strengthening controls on payroll process and management of civil servants.

The Federal Government of Somalia, the World Bank and other stakeholders had reviewed the HR Audit reports and gave exhaustive comments on the reports to the HR Audit firm. The HR Audit firm had submitted revised reports which still have got discrepancies in terms of facts and figures of the head counted civil service employees and other gathered data.

The new biometric registration was also carried out along with the HR Audit headcount exercise by a separate firm and the report on the newly biometrically registered civil servant was submitted to the government. The data in terms of

the number of the newly biometrically registered civil servants is not reconciling with the figures and numbers of the head counted civil servants by the HR Audit Firm.

The Ministry of Labor and the National Civil Service Commission are now revising and reconciling these data in consultation with the two consulting firms that are the HR Audit and the Biometric Registration firms.

The FGS oversight committee and its task force committee have been busy on the review and the verification of the final drafts of the HR Audit reports and the head counted biometric registration report. It is now at a final validation stage and the teams have also updated the stakeholders on the process in the 'Effective and efficient Institution Pillar' working meeting (PWG3) earlier this month.



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