

Summary of Project Achievements (2015/2016 – 2018)

CIP Achievements at Federal Government of Somalia:

- 1) **Establishment of merit-based recruitment procedure system**, manuals and tools at National Civil Service Commission (NCSC) of the Federal Government of Somalia.
- 2) **Recruitment** and placing over 158 (24% women) qualified staff mainly civil service positions to the key common functions and technical positions of the Beneficiary Institutions through the established Merit-Based Recruitment (MBR) procedures at National Civil Service Commission (NCSC).
- 3) **Supplies of office furniture and ICT equipment** for their new recruited and placed staff at the beneficiary institutions.
- 4) **Drafting basic civil service management framework policies** and procedures;
- 5) **Re-structuring and Modernization of the all government Ministries, Departments and Agencies (MDAs)** with clear mandates & functional descriptions and change management plans;
- 6) **Drafting an Establishment Control Guidelines** with staff ceiling plans for all MDAs.
- 7) **Establishment of School of Management & Public Administration** at Somalia National University (SNU) focusing the civil service training programming.
- 8) **Development and provision of short-term training programs** on common functions positions (HRM, Procurement, PFM, Policy Planning and M&E) to the Civil Service.
- 9) **Conducting HR Audit headcount** of all the civil service employees of the government, which is completed in 2018.
- 10) **Making new biometric registrations** of the head counted civil service employees during the HR Audit exercise in 2018 and digitizing employee files and data.

CIP Achievements at Puntland State:

- 1) **Strengthened the recruitment function** of government by developing merit-based recruitment procedure system, manuals and tools at Puntland Civil Service Commission (PCSC).
- 2) **Recruitment and placement of 110 qualified staff** to the key core- functions and technical positions of government through Merit-Based Recruitment (MBR) procedures.
- 3) **Strengthened Civil Service Management** by developing 14 civil service administrative rules and regulations.
- 4) **Supported the assessment re-structuring and modernization of the all government Ministries, Departments and Agencies (43 in total)** with defined mandates and functions;
- 5) **Change Management Plans developed and partially implemented** in restructured MDAs.
- 6) **Supported the development of Policy Development and Cabinet Process guidelines** (Cabinet Handbook).

- 7) **Developed and implemented short-term training** on core government functions such as (HRM, Procurement, PFM, Policy Planning, M&E and ICT) for 180 civil servants.
- 8) **Supported the institutionalization of State civil service training programing** by providing technical assistance in the establishment of Institute of Public Administration and Management (IPAM) in Puntland.
- 9) **Provided support for identification and signing of MOU** with the regional civil service training institutes for the purpose of established a twinning program.
- 10) **Technical assistance provided to a government-wide HR Audit headcount** of all the civil service employees was supported and audit reports produced.
- 11) **Support for the biometric verification and registration (BVR)** of all head counted civil servants in the State.
- 12) **Technical assistance provided on payroll cleaning and personnel data management system (PDMS)** development for the Government of Puntland civil service.
- 13) **Developed M&E framework and established government M&E** system and harmonized reporting template.

3.2 The project's planned and ongoing Milestones & activities for 2019

At Federal Government of Somalia:

- 1) Implementation of the HR Audit outcome recommendations;
- 2) Development of administrative rules and regulations for the civil service management;
- 3) Development of Pay & Grade structure and Pay and Grade Policy for the civil service of FGS;
- 4) Development of Pension Policy and draft of Pension Bill for the civil service of FGS together with past service liability compensation (*severance*) recommendations;
- 5) The development FGS Public Sector Reform Strategy.
- 6) The establishment and development of long-term training programming curriculum and training materials for the civil service of FGS through the existing public institution in partnership with external public training institutions.
- 7) Strengthening the FGS cabinet businesses, policy coordination and delivery at the centre of government strengthened.
- 8) Strengthening the capacity of M&E, statistics and planning of MoPIED;
- 9) Implementation of Re-structuring and modernization exercise across all MDAs that have gone under this exercise;

At Puntland State:

- 1) Re-organizational assessment and Organizational structures.
- 2) Implementation of the HR Audit outcome recommendations.
- 3) Development of modern payroll and Personal Data Management System (PDMS)
- 4) The development of Pay & Grade structure and Pay and Grade Policy for the civil service of FGS.
- 5) The development of Pension Policy and draft of Pension Bill for the civil service.

- 6) Development of severance policy and implementation Plan.
- 7) The establishment and development of long-term training programing curriculum and training materials for the civil service through partnership with external public training institutions.
- 8) Design & deliver Executive Leadership Training.
- 9) Strengthening Policy Development coordination and delivery and Cabinet Process at the center of government.
- 10) Developed Young Graduate scheme.
- 11) The development Civil Service Reform Strategy Phase II (2019-2022) Phase II