



**FEDERAL GOVERNMENT OF SOMALIA  
OFFICE OF THE PRIME MINISTER**

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**SOMALI CAPACITY INJECTION PROJECT (CIP - P149971)  
Project Coordination Unit (PCU)**

**Quarterly Progress Report**

April – June 2018

<b>Project Name:</b>	Somali Capacity Injection Project (CIP)
<b>Project PID/Grant No.</b>	P149971
<b>Project Donor:</b>	International Bank for Reconstruction and Development, World Bank.
<b>Project Location Recipient/Beneficiary:</b>	Federal Government of Somalia.
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## Project Activities progress

This is a quarterly project activities report that covers the reporting period between **April to June 2018**. The activities implemented in this period were in line with the working draft work plan of the project for 2018. The following matrix explains the projects planned activities and their progress

Quarterly Planned Activities (April – June 2018)	Progress and Achievements
<b>Component 1: Develop the capacity for cross cutting government institutional functions</b>	
The continuation for filling critical and technical positions for the beneficiary MDAs through the use of merit-based recruitment (MBR)	<ul style="list-style-type: none"> <li>▪ During this quarter, the CIM unit of NCSC had recruited 23 staff of which 19 were recruited for the NCSC and 4 for the office of the president.</li> </ul>
The development of wide array of training programs for the CS of the government through partnership of external training institution (Kenya School of Government – KSG).	<ul style="list-style-type: none"> <li>▪ An implementation framework agreement between FGS and Kenya School of government has been drafted to guide the contract and terms of agreement on the development of training g programing for the civil service of Somalia.</li> </ul>
The development of Young Graduate & Talent Management.	<ul style="list-style-type: none"> <li>▪ The HR firm (Geopolocity) that has been technically assisting the National Civil Service Commission has developed a Young Graduate &amp; talent management Guideline Manual.</li> </ul>
<b>Component 2: Strengthening the policies and procedures for civil service management</b>	
Reorganization and Modernization of other 39 MDAs in FGS with development of implementation change management plans.	<ul style="list-style-type: none"> <li>▪ The structuring of 39 FGS institutions is on going.</li> <li>▪ Four external consultant experts are carrying out the organizational assessment and modernization of 39 MDAs, that is each consultant assessing 10 institutions.</li> <li>▪ The draft reports of the organizational assessments, re-structuring and modernization are completed, and the reports are undergoing review for validation.</li> </ul>
The development of civil service policies such as: 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	<ul style="list-style-type: none"> <li>▪ The contracted individual consultants had drafted these policies and shared with government.</li> <li>▪ 2 days validation workshop was organized by the project coordination unit invited all the government stakeholders such as ministry of labor &amp; social affairs, the national civil service commission and the FGS institutions such as OPM, etc.</li> <li>▪ A 2-day training workshop on Archives &amp; Records Management Practices was held at School of Management and Public Administration (SMPA)</li> <li>▪ The trainees learned about the requirements of a good file classification system because well organized records support good governance; efficiency, transparency and accountability.</li> </ul>
Completion of the establishment control guidelines for the civil service	<ul style="list-style-type: none"> <li>▪ The establishment control guidelines for the civil service has been drafted and awaiting validation.</li> </ul>
Development of administrative rules and regulations for the civil service in reference to the drafted civil service	<ul style="list-style-type: none"> <li>▪ The ToRs for the development of the administrative rules and regulations for the civil service have been drafted and waiting for approval from the Bank.</li> </ul>

policies, frameworks and procedures	
Conducting HR Audit exercise across the registered CS of FGS MDAs for establishing credible personnel management data system, and strengthening controls on payroll process and management of civil servants. 1) HR firm recruited & placed, 2) Headcount, payroll audit and HR business process audit completed;	<ul style="list-style-type: none"> <li>▪ The HR Audit headcount of the entire civil service had been conducted between 23<sup>rd</sup> April to 3<sup>rd</sup> June 2018 and the draft report of the headcount is now ready for review and comments.</li> <li>▪ The assessment on HR Business Process of the FGS has been conducted and the draft report is ready for review and comments.</li> <li>▪ An assessment of FGS civil service database management systems had been conducted and draft report with HRMIS recommendations is ready for review and comments.</li> </ul>
Making new biometric registration of the civil servants	<ul style="list-style-type: none"> <li>▪ Along with the HR Audit head counting exercise, a new biometric registration was made a consultancy firm and all head counted and verified civil servants were registered.</li> </ul>
The development of public sector pension policy and implementation plan.	<ul style="list-style-type: none"> <li>▪ The hiring process of potential expert consultants is ongoing and is at final stage of selection and will soon be contracted to start the development of the public sector pension policy for the civil service employees of the government.</li> </ul>
The Development of a public sector pay and grading policy and an implementation plan	<ul style="list-style-type: none"> <li>▪ The evaluation of the Request for Proposal (RFP) are now undergoing and soon the qualified candidate will be competitively selected in order to start the development of the public sector Pay &amp; Grading policy.</li> </ul>
<b>Component 3: Strengthening Policy Management, Coordination and Monitoring Capabilities at the Centre of Government</b>	
The development of strategic plans for the BIs in line with the NDP	<ul style="list-style-type: none"> <li>▪ The ToR for the development of the strategic plans for the beneficiary institutions had been drafted and still waiting for approval.</li> </ul>
Support and facilitation for the project's lead implementing agencies for the participation of international conferences and training programs.	<ul style="list-style-type: none"> <li>▪ The project supported and facilitated National Civil service Commission and other FGS officials to participate in the annual UN Public Administration Award conference that was held in Kingdom of Morocco between 21<sup>st</sup> to 23<sup>rd</sup> of June 2018.</li> <li>▪ The project has facilitated and supported the ministry of labor and the FGS delegate to participate in the annual ILO Genève Conference in 2018.</li> <li>▪ The project facilitated and supported the ministry of labor &amp; social affairs to send its staff to participate in Social Protection Training Program that was organized and held in Washinton Dc.</li> </ul>
<b>Component 4: Project Management and Coordination</b>	
<b>Project structural management, implementation, Coordination &amp; Reporting:</b>	
The preparation and submission of monthly project bulletin.	<ul style="list-style-type: none"> <li>▪ The CIP coordination office has been regularly developing and circulating widely the project's monthly bulletin to the stakeholders.</li> <li>▪ The PCU also provide quarterly narrative project activities status reports to the project stakeholders.</li> </ul>
Conducting regular meetings on the project progress and updates for the steering committee and the technical implementation levels	<ul style="list-style-type: none"> <li>▪ The project coordination Unit has been organizing coordination meetings for the project stakeholders both at institutional level (MDAs) and at project's steering committee level.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ To strengthen the World bank Troika project, that are the CIP, RCRF, and PFM, the PCU had conducted two meetings for discussing the reform agendas of these project in order to improve and strengthen coordination in terms of planning and complementing each project to the other in the areas of interest such the budgetary of the CIM staff of the government.</li> <li>▪ The PCU fully participates all forums coordinating the public sector reform initiatives such as of Effective &amp; Efficient Institutions Pillar Working Group 3</li> </ul>
<b>Project Procurement &amp; Supplies:</b>	
<p>The procurement of the ICT equipment for the CIM recruited staff of the project at MDAs.</p>	<ul style="list-style-type: none"> <li>▪ The PCU had procured 22 desktop computers and ICT accessories and distributed to the project beneficiary institutions in order to give the CIM recruited staff placed at each beneficiary institution.</li> </ul>
<p>The procurement and supply of classroom chairs to the School of Management &amp; Public Administration (SMPA) at Somali National University (SNU)</p>	<ul style="list-style-type: none"> <li>▪ The PCU had fully furnished 5 classrooms at SMPA which are being prepared to be used the training civil service employees of the government.</li> </ul>
<p>Procurement of vehicles for some of the lead implementing institutions of the project such as: NCSC, SNU School and MoPIED.</p>	<ul style="list-style-type: none"> <li>▪ These procurement activities of had taken long and still have nor been completed.</li> </ul>