



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

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

Quarterly Progress Report

(July – September 2018)

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

This is quarterly project activities report that covers the reporting period between **July to September 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 (July – September, 2018)	Progress and Achievements
Component 1: Develop the capacity for cross cutting government institutional functions	
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"> • 169 CIM staff out of 210 targets had been recruited and 41 staff remaining from the target. • Currently, the CIM recruitment is on hold due to budget constrains in the RCRF-II project. • In addition to this, the extensions of number of the expired CIM staff contracts are also on-hold at World Bank side, which will affect the reform initiatives at the project’s beneficiary institutions.
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"> ▪ Despite that a concept implementation framework between Federal Government of Somalia (FGS) and Kenya School of Government (KSG) was developed, negotiated and agreed, yet there has been a setback on the completion of the final contractual agreement between the parties, due to procurement process that needs to be completed urgently. ▪ The FGS tour study report on the regional public training programing for the civil service employees has been prepared to support the procurement process of engagement with the most suitable training schools visited by the Somali Federal Government delegate. This reported will be shared separately.
The technical assistance and activities carried by the HR Consultancy Firm (Geopolocity) such as: <ul style="list-style-type: none"> - The development of Young Graduate & Talent Management. - The homepage or website upgrading for the National Civil Service Commission 	<ul style="list-style-type: none"> ▪ The HR firm (Geopolocity) that has been technically assisting the National Civil Service Commission has developed a Young Graduate & talent management Guideline Manual and Waiting for Approval. ▪ The HR Firm (Geopolocity) has fully upgraded the website of the civil service commission and has concluded its consultancy services.
Component 2: Strengthening the policies and procedures for civil service management	
Reorganization and Modernization of other 39 MDAs in FGS with development of implementation change management plans.	<ul style="list-style-type: none"> ▪ Both phase-I and phase-II draft reports of the organizational assessments, re-structuring and modernization of 39 MDAs of FGS have been submitted by the individual consultants; ▪ All of the assessed MDAs received the draft reports for review and inputs and almost all of them had given their comments to the consultants to revise the reports and re-send 2nd draft through the lead agency of these task that is the National Civil Service Commission (NCSC). ▪ Now, the project coordination unit together with NCSC

	<p>and the consultants are planning to schedule the final validation workshops on the completed reports and once the validation dates are confirmed, the Bank will be notified.</p>
<p>Completion of the establishment control guidelines for the civil service</p>	<ul style="list-style-type: none"> ▪ A draft of establishment control guideline for the civil service has been ready and awaiting the validated reports on the re-structuring of the 39 MDAs in order to get staff ceiling of each MDA.
<p>Development of administrative rules and regulations for the civil service in reference to the drafted civil service policies, frameworks and procedures</p>	<ul style="list-style-type: none"> ▪ The ToRs for the development of the administrative rules and regulations for the civil service have been drafted; but, the Minister of Labor has not cleared the ToRs due to not having clear understanding of the expected deliverables. ▪ The Ministry of Labor has been also proposing to get a policy team to lead the policy related assignments at the Ministry in order to materialize the drafted civil service policies and frameworks by external consultants through the CIP project.
<p>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;</p>	<ul style="list-style-type: none"> ▪ The Federal Government of Somalia, the World Bank and other stakeholders had reviewed the HR Audit reports and gave intensive 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 ministry of labor and social affairs (MoLSA) being the lead agency of this assignment in consultation with the HR Audit Firm is now finalizing the reports and will submit the final products of the HR Audit exercise.
<p>Making new biometric registration of the civil servants</p>	<ul style="list-style-type: none"> ▪ The new biometric registration was 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 consultants firms that are the HR Audit firm and the Biometric Registration firm.
<p>The development of <i>public sector pension policy</i> and implementation plan.</p>	<ul style="list-style-type: none"> ▪ The Bank had approved the final interview report on the shortlisted and interviewed individual consultants. ▪ The contract was awarded to a consultant who will soon submit the inception report and will start the fieldwork. ▪ As per the ToR of this assignment, the ministry of Labor and Social affairs (MoLSA) is now mobilizing and establishing a government team composed of relevant line ministries to oversee this assignment.
<p>The Development of a <i>public sector pay and grading policy</i> and an implementation plan</p>	<ul style="list-style-type: none"> ▪ The Bank had approved the evaluation reports of the technical Request for Proposals (RFPs) submitted by the government evaluation committee.

	<ul style="list-style-type: none"> The final stage of the procurement process for this assignment, which is financial, bid by the qualified consultancy firms are still not completed and will be completed soon.
Component 3: Strengthening Policy Management, Coordination and Monitoring Capabilities at the Centre of Government	
The development of strategic plans for the BIs in line with the NDP	<ul style="list-style-type: none"> The draft ToR for the development of strategic plans for the project BIs has been now approved. The Office of the Prime Minister (OPM) is now reviewing these ToRs and will advice accordingly since the OPM had developed four major roadmaps that all the ministries are tasked to have deliverables.
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"> The project facilitated the costs of training for the cabinet secretariat staff of the Office of the Prime Minister for participating in an International Training Program: "evidence informed policy proposals for cabinet" that was organized and held in Nairobi by Africa Cabinet Government Network (ACGN). The project had also covered the annual subscription fee of the Somalia government with the ACGN for 2018.
Component 4: Project Management and Coordination	
Project structural management, implementation, Coordination & Reporting:	
Project activities reporting: <ul style="list-style-type: none"> The submission of the project's quarterly narrative and financial reports The dissemination of the project's monthly bulletins to the wide stakeholders. 	<ul style="list-style-type: none"> The Project Coordination Unit (PCU) has been preparing and providing quarterly narrative and financial reports of the project activities to the government, the Bank and to the stakeholders. The CIP coordination office has been also regularly developing monthly bulletins of the project's activities and events and sharing widely with the project's stakeholders.
Conducting the Steering Committee of the project	<ul style="list-style-type: none"> The project's steering committee meeting was held on July 22nd and the minute was shared with World Bank.
Conducting regular meetings on the project progress and updates for the steering committee and the technical implementation levels.	<ul style="list-style-type: none"> 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.
The recruitment of the project's M&E position at PCU office	<ul style="list-style-type: none"> The recruitment process for hiring M&E position of the project at PCU was completed and the contract awarded.
Project Procurement & Supplies:	
The procurement of office furniture for the CIM recruited staff of the project at MDAs.	<ul style="list-style-type: none"> The PCU had procured office furniture (office desks, task chairs, visitor chairs and cabinet files) for 70 staff that had been recruited for the project's 10 beneficiary institutions through the Capacity Injection Mechanism (CIM) process.
Procurement of 2 vehicles for government training school at Somali national university (SNU).	<ul style="list-style-type: none"> The project has procured and handed over 2 vehicles (1 bus with the capacity of 24 people and 1 Toyoto SUV vehicle for the management of the schools) to the Management of the SNU and the government's training school.