



Somalia Capacity Injection Project – P149971

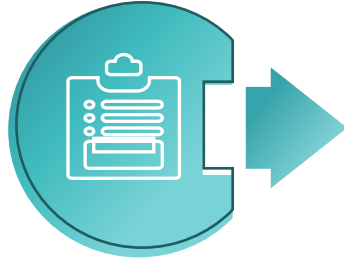
Updates of the Project Status
June 10, 2020

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Project Objective, Outcomes, Indicators & Timeframe

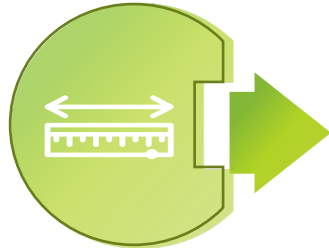
Project Development Objective (PDO):

Strengthening the staffing and institutional capacity of selected ministries and central agencies to perform core government functions.



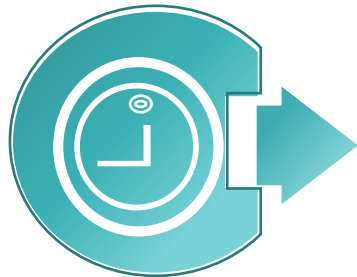
Specific Outcomes Expected:

- ❑ Developed capacity of the civil servants to perform key cross-cutting Government functions (e.g., HR, procurement, FM and policy management) within targeted ministries and agencies;
- ❑ Strengthened the Civil Service Management through the establishment of Clear Legal Framework Policies & Procedures;
- ❑ Strengthened the policy dev. Coordination, performance monitoring capabilities at the center of government.



PDO Level Result Indicators:

- ✓ Staff appointed to key positions by CIM through approved procedure (disaggregated by gender and professional categories) ;
- ✓ Proportion of injected staff remaining in service more than 12 months ;
- ✓ Change management plans developed and at least partially implemented; and
- ✓ Ministries / agencies with operational HR and FM functions .



Timeframe: 2015 – Dec. 2021.

Project Key Result Areas

Component 2

Strengthening Civil Service Management through the Establishment of Clear Legal Framework Policies & Procedures.



Project PDO:

Strengthening the staffing and institutional capacity of selected ministries and central agencies to perform core government functions.



Component 3:

Strengthening policy dev. Coordination, performance monitoring capabilities at the center of government.

Component 1:

Developing capacity of civil servants to perform key cross-cutting government functions.



Project Overall Achievements: 2016 - 2019

Component 1:

Developing capacity of civil servants to perform key cross-cutting government functions.



01

Transformed and strengthened the functional capabilities of the National Civil Service Commission.

02

Establishment of Merit-based Recruitment Mechanism and staffing of 147 CIM staff for the core and critical functions of targeted MDAs.

03

Provision of basic office equipment to the targeted MDAs to operationalize the CIM staff and the core functions of the targeted MDAs.

04

Establishment of School of Management & Public Administration under SNU to provide professional trainings to the civil service of the government.

05

Provisions of professional trainings to build the capacities of the civil service of the government in the areas of the common functions of the MDAs.

Project Overall Achievements: 2016 - 2019

Component 2:

Strengthening Civil Service Management through the Establishment of Clear Legal Framework Policies & Procedures.



01

Completed assessments and restructuring of 48 MDAs.

02

Drafted completion of HR legal framework policies for the management of the civil service.

03

Successfully completion *HR Audit* of the civil service and to have clean payroll.

04

Successfully completion of *new biometric registrations* of the civil service for have clean payroll.

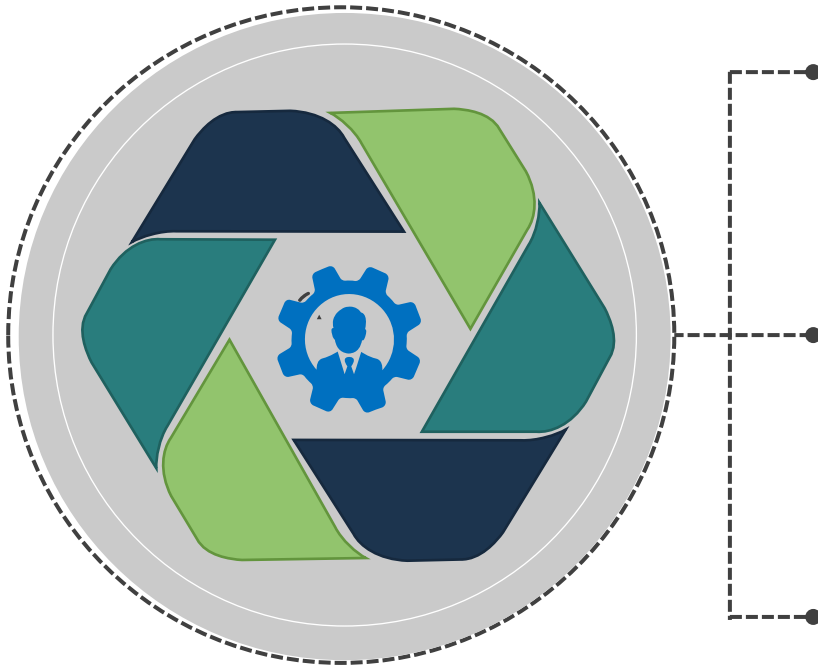
05

Completion of *Code of Conduct Guidelines and booklets* for the civil service employees.

Project Overall Achievements: 2016 - 2019

Component 3:

Strengthening policy dev. Coordination, performance monitoring capabilities at the center of government.



01

The establishment of Policy planning, M&E and Statistics units at targeted institutions.

02

Strengthened operational capabilities of OPM and MoPIED for policy coordination and delivery improvements.





03

Supported leadership for change and delivery through organizing retreats for the DGs of the government MDAs.









Planned Benchmarks & Performance Status - 2020

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
 Benchmarks						 Performance Status <div>  Completed  Under Implementation  Under Procurement Process & Consultations </div>					








Component 1: Developing capacity of civil servants to perform key cross-cutting government functions.

Improving CS attendance through the provision of biometric gadgets with customized time & attendance applications installed at all FGS MDAs.	 Biometric attendance gadgets were supplied and customized application were developed. The installations at MDAs will be completed very soon.
Improving records & archives management systems of the MDAs through the provision of electronic storage system with applications.	 Consultations and Identifications of sustainable an electronic storage systems with application is underway .
Supporting the development of HRMIS for modernizing the civil service management systems of FGS.	 Consultations and Identifications of sustainable the electronic storage systems with application is underway .
Supporting the development and implementation of training programs, curriculum & materials for the CS.	 The finalization of contract with KSG and the discussions on the COVID-19 implications for the implementation are ongoing.









Planned Benchmarks & Performance Status - 2020

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<div></div> <div>Benchmarks</div>					<div></div> <div>Performance Status</div> <div><div></div><div>Completed</div><div></div><div>Under Implementation</div><div></div><div>Under Procurement Process & Consultations</div></div>						
Component 2: Strengthening Civil Service Management through the Establishment of Clear Legal Framework Policies & Procedures											
Supporting the drafts of Pension Policy, Pension & Gratuities Law of Public Service and drafting Concept Proposal for funding the implementation of the Pension with past service liability pension options.					<div></div> <div>The Pension Policy , Public Service Pension & Gratuities Law, and the Concept Proposal have been all drafted. Finalization of these are ongoing now.</div>						
Supporting the drafts of Administrative Regulations & Procedures for the implementation of the Civil Service Law No. 11 and the drafted HR polies.					<div></div> <div>The first draft of the Administrative Regulations have been just Concluded and the review work on the draft are ongoing.</div>						
Supporting the development of Pay & Grading Policy and Pay Structures for the civil servants of FGS.					<div></div> <div>The evaluations of the technical RFPs submitted by shortlisted HR firms has been concluded by the FGS evaluation Committee. The procurement process will be concluded as early as possible.</div>						

Planned Benchmarks & Performance Status - 2020

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<div></div> <div>Benchmarks</div>						<div></div> <div>Performance Status</div> <div><div>Completed</div><div>Under Implementation</div><div>Under Procurement Process & Consultations</div></div>					
Component 2: Strengthening Civil Service Management through the Establishment of Clear Legal Framework Policies & Procedures											
Supporting the development of a National Public Administration Reform Strategy Frameworks (NPARSF) covering.						<div></div> <div>The activity is in progress. Reports on analytical assessment, Status of the gaps and recommendations have been produced.</div>					
The consolidation of the drafted Organizational structures, the establishment control guidelines with staff ceiling plans and drafting organizational Ordinance.						<div></div> <div>The draft ToR for this assignment has been completed and still Consultations on the best approach for the assignment are ongoing.</div>					

Planned Benchmarks & Performance Status - 2020

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
<div></div> <div>Benchmarks</div>						<div></div> <div>Performance Status</div> <div><div>Completed</div><div>Under Implementation</div><div>Under Procurement Process & Consultations</div></div>					
Component 3: Strengthening policy dev. Coordination, performance monitoring capabilities at the center of government.											
Strengthening the Functional & the Capacity of the National M&E Systems of MoPIED .						<div></div> <div>The procurement process for hiring technical consultancy firm for the assignment is ongoing with shortlisted firms to prepare RFP.</div>					
Supporting the roll-out of the digital application System for Monitoring the Performance & Delivery of the government Institutions.						<div></div> <div>The activity is under implementation. A technical IT consultant expert has been hired is onboard for supporting the OPM delivery Unit.</div>					
Provide technical assistances to OPM for the development of cabinet for the cabinet businesses process for improving cabinet policy management & performances capabilities.						<div></div> <div>The draft ToR for this assignment has been completed and still Consultations on the best approach for the assignment are Ongoing.</div>					



Thank You