



FEDERAL GOVERNMENT OF SOMALIA

SOMALIA PUBLIC SECTOR CAPACITY
INJECTION PROJECT (CIP: P149971)

CIP/ FGS Results Framework – status update

October, 2020

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PDO Level Results Indicators	Unit of Measure	Cumulative Target Values			Target Achieved at Mid-Point					Actual Value as of October, 2020	Project to provide comments on Status update
Staff appointed to key positions by CIM through approved procedure (disaggregated by gender and professional categories)	Number & % women	YR1	YR2	YR3	YR1	YR2	YR3	YR4	YR5	<ul style="list-style-type: none"> 147 (23%) are female The total recruited and placed CIM staff to date (from late 2015 – till date) is 147 of which 35 (23%) are female. The total number of CIM staff turnover is 52 of which 35 are stream A (CSs) and 17 are stream B (advisers). The total CIM staff currently in service is 95 (Female: 29 and Male 66) of which 92 are stream A (CSs) and 3 are stream B 	<p>The overall project target of the CIM Recruitment to the beneficiary institutions in the period between 2015 - 2020 is 210 staff.</p> <p>147 CIM staff out of 210 has been recruited and 63 staff remaining from the target.</p>
		50 (20% women)	90 (20% women)	130 (20% women)	52 (18% women)	97 (24% women)	147 (23% women)	---	---		
Proportion of injected staff remaining in service more than 12 months	Percent	Y1	Y2	Y3	YR1	YR2	YR3	YR4	YR5	94%	<p>94% of the recruited CIM staff remained in service beyond 12 months after placement.</p> <p>Most of the CIM staff resigned in 2019 and 2020 due to the CIM budget constraint.</p>
		N/A	70%	70%	N/A	85%	94%	94%	94%		

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		Y1	Y2	Y3	YR1	YR2	YR3	YR4	YR5		
Change management plans developed and at least partially implemented	Number	Y1	Y2	Y3	YR1	YR2	YR3	YR4	YR5	10	The structures of the 10 beneficiary MDAs were completed and adopted, job descriptions of the most common functions, departments and units were defined and staffed
		0	1	3	7	7	10	---	---		
Ministries / agencies with operational HR and FM functions	Number	Y1	Y2	Y3	YR1	YR2	YR3	YR4	YR5	7	7 out of the 10 of the project beneficiary MDAs are now having fully structured units of HR and FM with staff.
		0	1	3	0	1	4	7	7		

INTERMEDIATE RESULTS

Component One: Developing civil service capacity for key cross-cutting Government functions

Sub-component 1.1: Supporting harmonized and Government-led capacity injection in priority institutions

Sub-component 1.2: Providing specialized training and coaching support for new recruits and their teams

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		YR1	YR2	YR3	YR1	YR2	YR3	YR4	YR5		
Guidelines for recruitment and performance appraisal developed and approved by Steering Committee	Yes / No	YR1	YR2	YR3	YR1	YR2	YR3	YR4	YR5	Yes	Recruitment and performance appraisal guidelines have been established and adopted.
		No	Yes	Yes	No	Yes	Yes	Yes	Yes		
Proportion of injected staff with salaries compliant with harmonized pay scale	Percent	Y1	Y2	Y3	YR1	YR2	YR3	YR4	YR5	100%	Harmonized Pay Scale manual was adopted.
		80%	80%	80%	100%	100%	100%	100%	100%		
The number of staff who state that they have used the training that they received on the job	Number & %	YR1	YR2	YR3	YR1	YR2	YR3	YR4	YR5	90 (75%)	
		24	48	72	0	0	90	--	--		
		80%	80%	80%			75%				

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The number of staff who have achieved improvements in skill/knowledge compared to a pre-training baseline.	Number & %	YR1	YR2	YR3	YR1	YR2	YR3	YR4	YR5	90 (75%)	75% of the staff have gained skills and knowledge compared to pre-training baseline
		30 (70% pass rate)	60 (70% pass rate)	90 (70% pass rate)	0	90 (75%)	90 (75%)	-	-		

INTERMEDIATE RESULTS

Component Two : Strengthening the frameworks and procedures for civil service management

Sub-Component 2.1: Supporting Priority Ministries in Re-organization and change management

Sub-Component 2.2: Strengthening Basic Frameworks for Civil Service Management

Sub-Component 2.3: Civil Service Work Force Management

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		YR1	YR2	YR3	YR1	YR2	YR3	YR4	YR5		
% of senior staff in supported institutions with job descriptions	Percent	YR1	YR2	YR3	YR1	YR2	YR3	YR4	YR5	100%	Job descriptions of the senior staff of the BI are defined
		10%	20%	30%	100%	100%	100%	100%	100%		
Civil Service Pay Policy and phased plan for implementation developed and submitted for Cabinet approval	Yes / No	No	No	Yes	No	No	No	No	No	No	The final Draft Contract is under review and will be awarded very soon
Pension Policy and phased plan for implementation developed and submitted for Cabinet approval	Yes / No	No	No	Yes	No	No	No	----	---	Yes, for Step 1 No, for Step 2	The Pension Policy, Public Service Pension & Gratuities Law, and the Concept Proposal have been all drafted. Finalization of these are under consultations with the Ministry of Labour and Social Affairs, Ministry of finance, NCSC, and other relevant Institutions

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Civil servants with complete electronic personal records (participating ministries)	Percent	0	40%	60%	0	80%	80%	90%	90%	100%	<ul style="list-style-type: none"> New Biometric registration completed the NCSC manages all the civil service personnel records electronically. Electronic profiles established

THANK YOU