



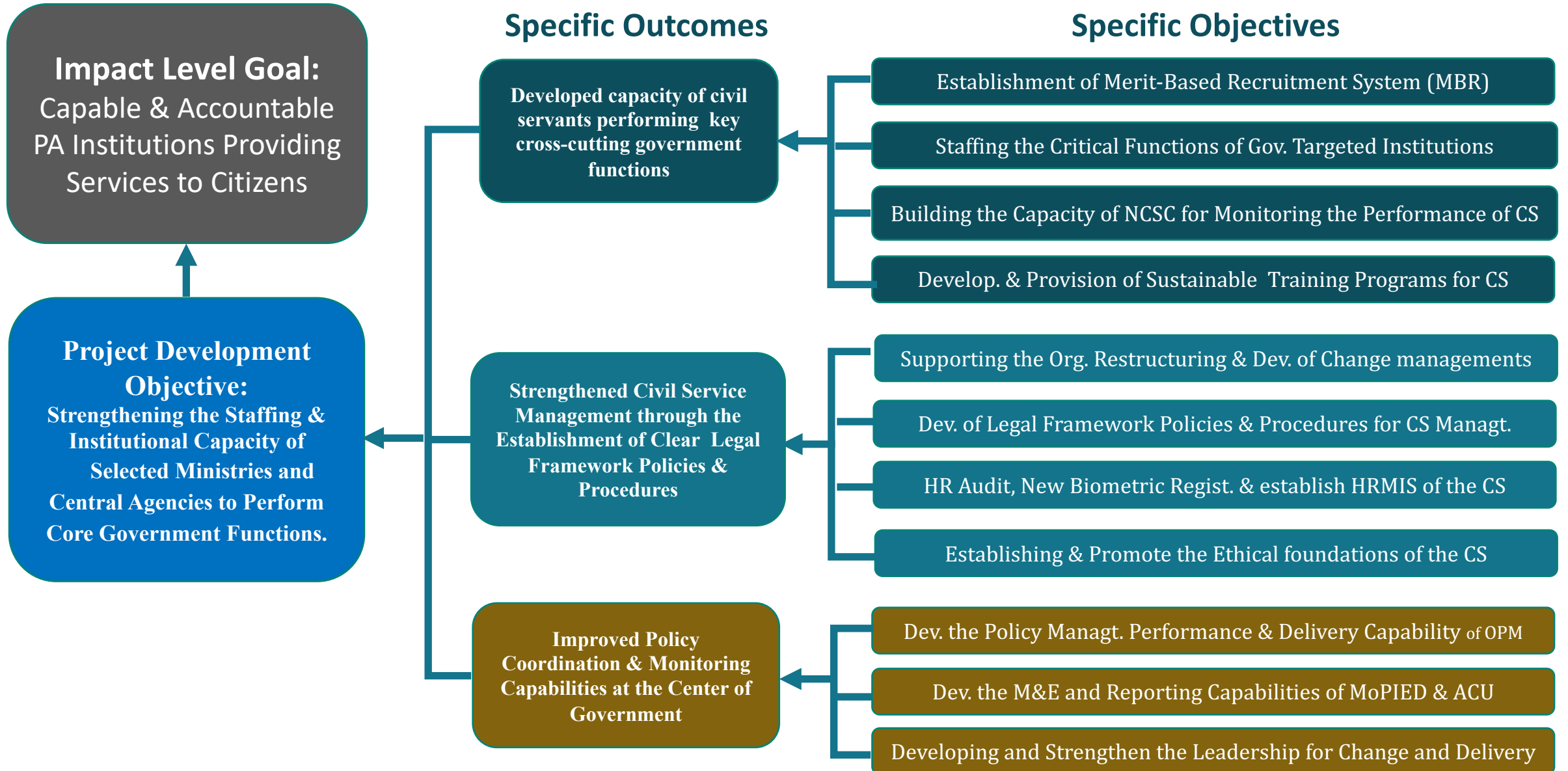
Somalia Capacity Injection Project – P149971

*Joint FGS/PL and World Bank Virtual Meeting on Implementation Support Mission
4th – 7th October, 2020*

FGS – Updates for the On-going Project Activities 2020

By Hassan A Dirie

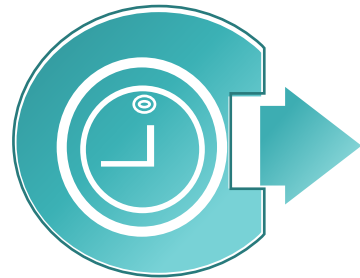
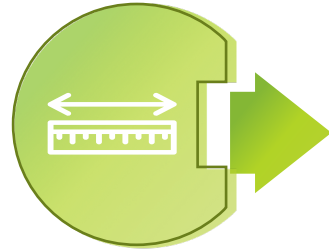
Project's Theory of Change - Goal & Objective Hierarchy



Project Objective Outcome Indicators & Timeframe

Project Development Objective (PDO):

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



PDO Level Result Indicators:

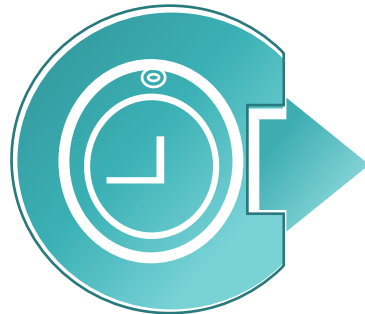
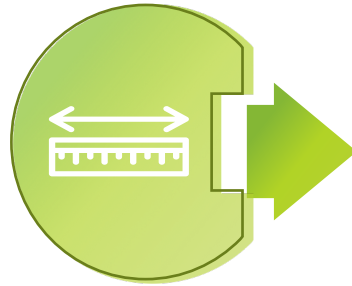
- ✓ Staff appointed to key positions by CIM through approved procedure (disaggregated by gender and professional categories) ;
- ✓ Proportion of injected staff remaining in service more than 12 months ;
- ✓ Change management plans developed and at least partially implemented; and
- ✓ Ministries / agencies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

Timeframe: 2015 – Dec. 2021.

Project Objective Outcome Indicators & Timeframe

Project Development Objective (PDO):

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



Intermediate Level Result Indicators:

- ✓ Guidelines for recruitment & performance development approved by steering committee,
- ✓ Proportion of injected staff with salaries compliant with harmonized pay scale ;
- ✓ The number of staff who state that they have used the training that they received on the job;
- ✓ The number of staff who have achieved improvements in skill/knowledge compared to a pre-training baseline;
- ✓ % of senior staff in supported institutions with job descriptions;
- ✓ Civil Service Pay Policy and phased plan for implementation developed and submitted for Cabinet approval;
- ✓ Pension Policy and phased plan for implementation developed and submitted for Cabinet approval;
- ✓ Civil servants with complete electronic personal records (participating ministries);
- ✓ Development and approval of guidelines by the OPM and OOP for policy submissions to the Cabinet ;
- ✓ Government priority initiatives for which OPM have received bi-annual progress reports by line ministries and provided feedback.

Timeframe: 2015 – Dec. 2021.

Planned Activities & Performance Status - 2020

| Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|



Activities



Performance Status



Completed



Under Implementation



Under Procurement Process & Consultations

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

1. Improving CS attendance through the provision of biometric gadgets with customized attendance applications installed at all FGS MDAs.



Biometric attendance gadgets with customized application were delivered to NCSC. The gadgets were installed some selected MDAs for pilot testing. The rest of the MDAs are in the Plan for the installations of the gadgets.

2. Improving records & archives managements of the MDAs through the provision of digital electronic storage system with desktop servers.



The procurement process for the supply of digital electronic storage system with desktop servers are underway.

3. Supporting the development of HRMIS for modernizing the civil service management systems of FGS.



The procurement process at stage of REOI is on-going for the 1st stage of assessing HRMIS systems requirements and specifications and functionalities suitable for FGS civil service management.

4. Supporting the development and implementation of training programs, curriculum & materials for the CS.



The implementation of this activity has started. The KSG being the Technical consultant has submitted it first inception report together a comprehensive work plan which are now under review.

Planned Activities & Performance Status - 2020

Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec



Activities



Performance Status



Completed



Under Implementation



Under Procurement Process & Consultations

Component 2: Strengthening Civil Service Management through the Establishment of Clear Legal Framework Policies & Procedures

1. 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.



The final consultations on the proposed benefits in the draft Public Service Pension & Gratuities Law are still ongoing.

2. Supporting the drafts of **Administrative Regulations & Procedures** for the implementation of the Civil Service Law No. 11 and the drafted HR polies.



The review and validation process of the revised 2nd draft of the Administrative Regulations are underway..

3. Supporting the development of **Pay & Grading Policy and Pay Structures** for the civil servants of FGS.



The contract for the qualified HR consultancy Firm for the Pay & Grading development has been approved and the inception report Will be expected very soon in the course this month of **October**.

Planned Activities & Performance Status - 2020

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec



Activities



Performance Status



Completed



Under Implementation



Under Procurement Process & Consultations

Component 2: Strengthening Civil Service Management through the Establishment of Clear Legal Framework Policies & Procedures

4. Supporting the development of a National Public Administration Reform Framework Strategy (*NPARFS*) covering.



The consultant has recently submitted and started discussions and on the first **draft Matrix** of the *NPARFS vision statement, objectives, milestones, Indicators and Activities* at FGS and FMS levels.

5. The review of the drafted HR policies, the review and consolidation of the drafted MDAs organizational structures, the establishment control guidelines with staff ceiling plans of the MDAs and drafting organizational Ordinance.



The review and the consolidations of the drafted organizational structures and the HR policies to be conducted concurrently with the Pay and Grading exercise since the Pay & Garde will involve JDs and which relates directly the organizational structures. .

Planned Activities & Performance Status - 2020

| Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|--|-----|-----|-----|-----|-----|---|-----|-----|-----|-----|-----|
|  <p>Activities</p> | | | | | |  <p>Performance Status</p> <ul style="list-style-type: none">  Completed  Under Implementation  Under Procurement Process & Consultations | | | | | |

Component 3: Strengthening policy dev. Coordination, performance monitoring capabilities at the center of government.

1. Strengthening the Functional & the Capacity of the National M&E Systems of MoPIED .



The procurement process for hiring M&E consultancy firm for this assignment had failed due to non-compliance of the shortlisted joint venture consortium according to the procurement standards.

2. Supporting the roll-out of the digital application System for Monitoring the Performance & Delivery of the government Institutions.



The improvement and roll-out of the delivery system for monitoring the performance of the government MDAs is underway and progressing well.

3. Provide technical assistances to OPM for the development of cabinet for the cabinet businesses process for improving cabinet policy management & performances capabilities.



The procurement plan for hiring individual consultant has been now approved and similarly, a draft ToR for this assignment has been submitted and and waiting for the review and approval of the Bank.



Thank You