



## FEDERAL GOVERNMENT OF SOMALIA

### SOMALIA: CAPACITY INJECTION PROJECT (CIP) P149971

(Grant Agreement Ref: TFOA0415 and Supplemental TFOA5472 & TFOB0692)

#### Joint FGS/PL and World Bank Virtual Meeting on Implementation Support Mission

Date: 4<sup>th</sup> – 7<sup>th</sup> October, 2020

### UPDATES ON THE LAST VIRTUAL MEETING ACTION POINTS IN THE BANK'S AIDE MEMOIRE

Sn	Discussed Agenda	Follow Up action	Responsible	Due Date	Status Update
1	HR Administrative Regulations and Procedures	Conclude the review of the draft administrative regulations and procedures and submit for cabinet endorsement.	FGS team	July 12, 2020	<ul style="list-style-type: none"> <li>• The 1<sup>st</sup> draft of the regulations were reviewed both by the FGS and WB team and returned to the consultant to incorporate the comments and inputs.</li> <li>• The revised 2<sup>nd</sup> version of the regulations were recently submitted by the consultant and is now under review by both the FGS and the WB team.</li> </ul> <p><b>The Way Forward:</b></p> <ul style="list-style-type: none"> <li>• To conclude the final revision and start translate the regulations into Somalia before submission to the cabinet by end of <b>November 2020</b>.</li> </ul>
2	Consolidation and review of the drafted <i>Organizational review reports and the drafted HR Policies</i>	FGS to confirm to the Bank on the agreed next steps on the consolidation of the organizational review reports and the HR Policies	FGS	July 6, 2020	<ul style="list-style-type: none"> <li>• The FGH had proposed and agreed with the Bank that the review and the consolidations of the organizational structures and the HR policies to be conducted concurrently with the Pay and Grading assignment since the pay and grading will involve job evaluations and job descriptions which all directly related to organizational structures.</li> </ul> <p><b>The way Forward:</b></p> <ul style="list-style-type: none"> <li>• The Pay &amp; Grading assignment will start in October 2020 and the review for the consolidation of the FGS MDAs structures will be conducted as</li> </ul>

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3	HR Audit	Submit to the Bank an English version of the cabinet endorsement and decisions made of the HR audit and biometric Registration.	FGS	July 12, 2020	FGS had submitted the English version of the cabinet endorsement and decisions made of the HR Audit headcount results.
4	Payroll Management.	Submit to the Bank status report on the implementation of HR audit recommendations, the payroll cleaning and the payroll controls that have been put in place.	FGS	July 20, 2020	<ul style="list-style-type: none"> <li>• FGS had submitted the status of the HR Audit implementation actions that were endorsed by the cabinet.</li> <li>• Further improvements will be made when the HRMIS system is developed.</li> </ul>
5	Pay and Grading.	Submit to the Bank the Evaluation Report of the technical and financial proposals for the pay and grading consultancy.	FGS	July 13, 2020	<ul style="list-style-type: none"> <li>• FGS had submitted the technical and financial evaluation reports and were all approved.</li> <li>• The draft contract negotiation meeting with the qualified consultancy firm was held and concluded.</li> <li>• The contract award is now ready and to be concluded by MoLSA and the consultancy firm.</li> </ul> <p><b>The Way Forward:</b></p> <ul style="list-style-type: none"> <li>• The FGS/MoLSA is mobilizing and organizing oversight and technical teams from relevant institutions to support the Pay &amp; Grade development exercise.</li> <li>• The contractor is also mobilizing and preparing itself for the implementation of the assignment.</li> </ul>
6	HRMIS.	Submit to the Bank the revised ToR for the development of a HRMIS	FGS	July 13, 2020	<ul style="list-style-type: none"> <li>• FGS had technical virtual meetings with Bank team for consultations on the HRMIS development.</li> <li>• Both FGS and Bank team agreed that the HRMIS development to be divided into two different stages.</li> <li>• The first stage to be an assessment for the FGS ICT infrastructures, the FGS HRMIS systems functional requirements and specifications and recommendations.</li> <li>• The second stage to be the actual development of a sustainable HRMIS system based on the FGS needs.</li> </ul>

					<ul style="list-style-type: none"> <li>On the basis of these discussions, FGS had submitted revised ToR for the first stage which was approved by the Bank.</li> <li>Now a Request of an Expression of Interest (<b>REOI</b>) had been advertised of which the closing application date is on <b>10<sup>th</sup> October, 2020</b>.</li> </ul> <p><b>The Way Forward:</b></p> <ul style="list-style-type: none"> <li>The process of evaluations and shortlisting of the ROEI applications will start after the submission due date.</li> </ul>
7	The development of training programs and course, learning materials for the FGS civil service & Strengthening the capacity of the School of Management and Public Administration (SMPA).	Submit to the Bank a draft negotiated contract for the Kenya School of Government and SOMPA	FGS	July 20, 2020	<ul style="list-style-type: none"> <li>FGS had submitted the draft negotiated contract for the KSG and was approved.</li> <li>The Contract was concluded and signed by both parties.</li> <li>The draft inception report and work plan were recently submitted by KSG.</li> </ul> <p><b>The Way Forward:</b></p> <ul style="list-style-type: none"> <li>The review of the inception report is ongoing with the both FGS and the Bank team.</li> <li>The other activities in the assignment to be implemented by the contractor (KSG) are also on the pipeline.</li> </ul>
8	Improving Cabinet Processes.	FGS to confirm to the Bank the timelines for developing the Cabinet manual/ handbook.	FGS	July 20, 2020	<ul style="list-style-type: none"> <li>There was a delay from FGS side due to changes that took place at OPM.</li> <li>Now, with the recent appointed Permanent Secretary of the Office of the Prime Minister, had given the go ahead and speed up this activity of improving the cabinet business by development cabinet manual.</li> <li>The procurement activity has been approved by the Bank,</li> <li>The ToR for the assignment has been also submitted to the Bank for approval.</li> </ul> <p><b>The Way Forward:</b></p> <ul style="list-style-type: none"> <li>The timeframe for this assignment will be as following: <ul style="list-style-type: none"> <li>a) The procurement process will be concluded if earliest in November 30th 2020.</li> </ul> </li> <li>The assignment implementation is then expected to be concluded by August 2021.</li> </ul>