



Republic of Somaliland
8th High Level Aid Coordination Forum



Public Service Reform

**Presented by Chairman of Civil Service Commission:
Prof. Mohamed Mihile Boqore**



Purpose and Structure

The President of Somaliland Appointed 6 Ministers and the Chairman of Civil Service Commission (CSC) to lead the Public Service Reform in Somaliland; including:

1. Minister of Labour and Social Affairs – Chair
2. Minister of Planning and National Development – Co-Chair
3. Minister of Finance
4. Minister of Interior
5. Minister of Defence
6. Minister of Justice
7. Chairman of Civil Service Commission



Purpose and Structure.. cont



The main purpose of the Public Service Reform (PSR) is:

- To develop a professional and adequately compensated Civil Service...
- ...which can effectively and efficiently deliver high quality services to the people....
- So as to enhance the quality of life of the people of Somaliland



Purpose and Structure.. cont



The PSR Work Plan is composed of Four Main Components:

1. Legal and Institutional Framework
2. Effectively structured institutions
3. The Right People: Civil Servants effectively recruited, managed and compensated
4. Skilled People: Competent and client-focused staff

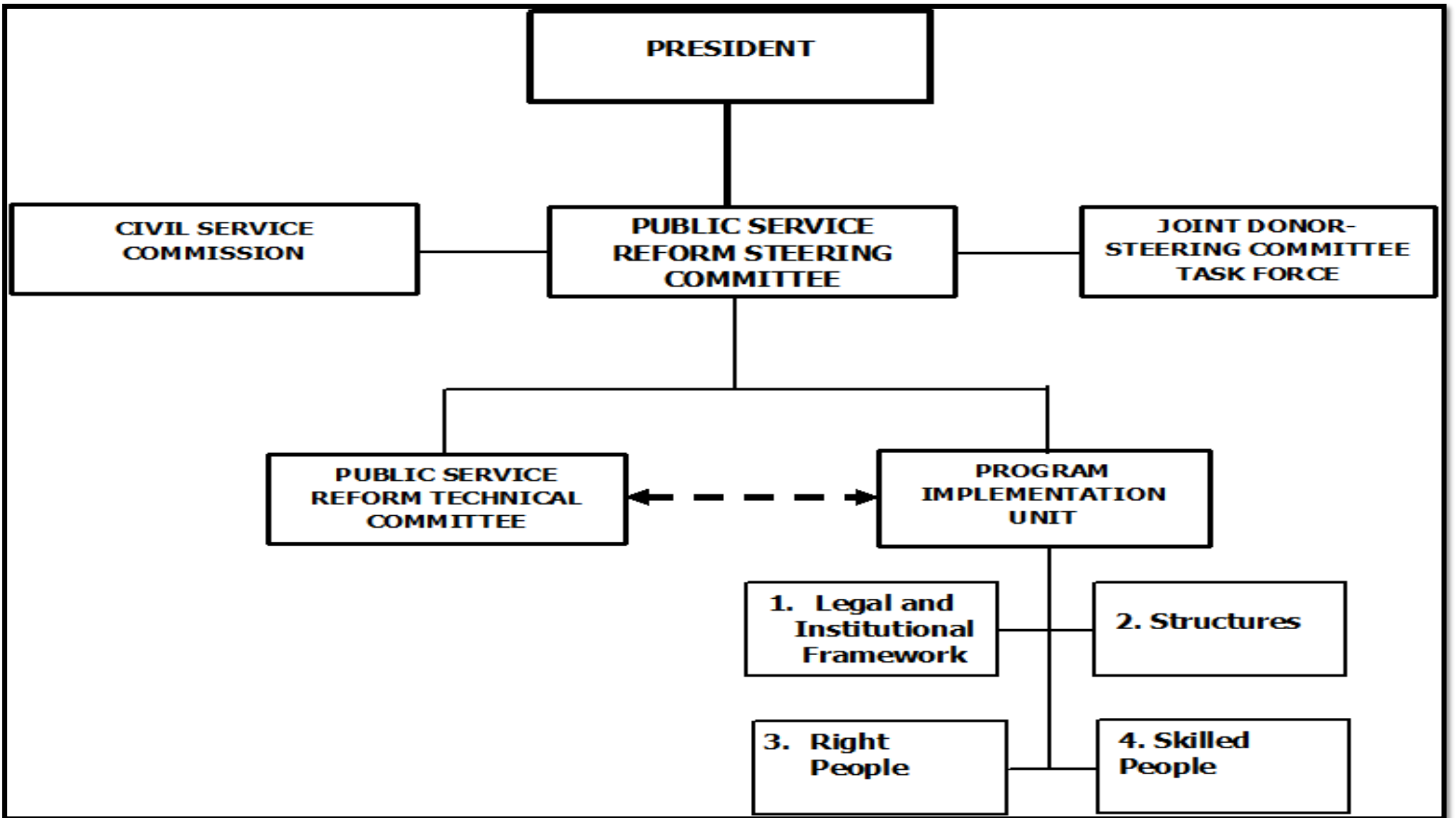


Achievements



PSR Management Arrangement:

- The PSR Steering Committee (SC) held progress meetings on a monthly basis
- In addition, the SC held meetings to update the DGs bi-monthly
- The Technical Committee (DG Level) met twice a month
- The Program Implementation Unit (PIU) worked actively on the implementation of the PSR Work Plan



Public Service Reform Implementation Structure – partially in place



Achievements ... cont



1. Legal and Institutional Framework:

- The PSR SC invited Law Reform Commission (LRC) to review the Civil Service Law;
 - Then the LRC reviewed the Law and presented jointly to the PSR SC and DGs;
 - The SC established and appointed a working team for drafting a final version of the law.
- Pension and retirement policy, regulation and law:
 - On behalf of the SC, the CSC, MoLSA and the World Bank produced a draft Pension and Retirement Policy.
- Pay and Grading:
 - On behalf of the SC, and with support from the WB, CSC developed a Concept Note with different options then shared to the SC



Achievements ... cont



2. Effectively structured institutions:

- CSC internal Re-organization:
 - CSC developed effective Organizational Structure that is compatible with the ongoing reform agenda.
- Functional Reviews:
 - Implementation of the outcomes of the first pilot Functional Reviews for MoH, MoE, MoI & MoNPD is going on
 - Harmonized FR exercise methodology/tool produced and passed by the PSR SC.
 - Administrative Procedures also produced and CSC is now rolling it out to all Government Institutions.
 - Ministry of Agriculture, in close collaboration with CSC, is conducting a FR supported by SDF.
 - CSC also carried out a payroll auditing & cross checking with structures at Ministry of Information.



Achievements ... cont



3. The Right People:

- The CSC recruited **387** Civil Servants to Government MDAs on this year 2015 through:
 - Competitive examinations and;
 - A Merit based method.
- Civil Service Employee Data Management:
 - The SC developed employee data collection form.
 - CSC Collected Employee data from 24 Ministries and 17 Government Agencies in 2015.
 - In proceeding with the SC plan, 66 HR Directors and officers of all MDAs trained in HR course.



Achievements ... cont



4. Skilled People:

- The Civil Service Institute (CSI) have started to review both their structure and strategy.
- **17** civil servants graduated at the Ethiopian Civil Service University - ECSU.
- **20** students were sent to ECSU this year, and pursuing their Master's Degree.
- **Degree program: 180** graduated from different faculties.
- **Diploma Program: 35** graduated from IT, Project Management, English Language, Accounting, Planning and Statistics.
- **Professional Short courses:** provided short trainings to **360** civil servants, **30%** are female.
- The **President H.E Ahmed Mohamed Mohamoud** put the corner stone for CSI Center for the Eastern Regions in Burao.
- Center for Research and Documentation was established.



Achievements ... cont



SDF – Capacity Surge Project:

- 75 civil servants from SDF MDAs trained on Project Management;
- 5 CSI core staff gained the necessary skills to design and conduct trainings as understudies from international trainers;
- Leadership capacity of Ministers and Director Generals of SDF Ministries and agencies built by NSGI.
- Planning to roll out the CSP in to the newly joined SDF Ministries with CSI as project holder.



Challenges

- The available Civil Service Law doesn't address the problems of recruitment, grading, retirement, etc;
- The existing HR policy and procedures fall short to address the reality;
- Poor structures of MDAs hinders the trained staff to apply the acquired Skills, Knowledge and Attitude after the training (Limited training impact).



Challenges...cont

- Limited capacity to deliver coaching/training to top/senior government officials;
- There is still financial gap on the reform agenda, so as to be fully implemented;
- There is limited commitment of the reform the senior government officials, especially the DG who are the machine for this reform;
- The provision of the employee data was a challenge and took more than 3 months.



Challenges... cont

The capacity of CSC is also limited;

- Limited human resources; Lack of specialised senior advisors (both International and National Advisors).
- CSC building is under construction, and by now, all CSC staff are working under poor spaces.



Thank you very much for your attention!!