



Somalia Capacity Injection (P149971)

AFRICA | Somalia | Governance Global Practice |
Recipient Executed Activities | Investment Project Financing | FY 2016 | Seq No: 1 | ARCHIVED on 22-Jan-2016 | ISR19059 |

Implementing Agencies: Office of the President

Key Dates

Key Project Dates

Bank Approval Date:11-Aug-2015

Effectiveness Date:13-Oct-2015

Planned Mid Term Review Date:13-Feb-2017

Actual Mid-Term Review Date:--

Original Closing Date:30-Jun-2020

Revised Closing Date:30-Jun-2020

Project Development Objectives

Project Development Objective (from Project Appraisal Document)

The project development objective is to strengthen the staffing and institutional capacity of selected line ministries and central agencies to perform core government functions.

Has the Project Development Objective been changed since Board Approval of the Project Objective?

No

Components

Name

Overall Ratings

Name	Previous Rating	Current Rating
Progress towards achievement of PDO	--	● Moderately Satisfactory
Overall Implementation Progress (IP)	--	● Moderately Satisfactory
Overall Risk Rating	--	● High

Implementation Status and Key Decisions

1. **Recruitment:** progress is satisfactory. Interviews for all five senior civil service director positions completed. Interviews for all top senior civil service positions at the National Civil Service completed. The successful candidates are expected to be at post by February 29, 2016. Advertisement for key civil service positions in the Ministries of Finance, planning, and Labour will be done by 30th December, 2015. A recruitment manual has been



developed and government officials trained. Harmonized salary structure has been prepared to guide payment of salaries of civil servants and advisors. Terms of Reference for six common functions positions including Financial Management, Procurement, Human Resource, Policy Planning, M & E and ICT have been completed and approved by government for advertisement by 30th December, 2015.

2. **Procurement of services of HR Firm:** Puntland State of Somalia has completed the procurement process including negotiations with the selected firm. The contract will be signed by 18th December, 2015. Federal Government of Somalia (FGS) will complete the evaluation of proposals on 30th December, 2015.

3. **Organizational assessment:** Assessment has been completed and staffing plans developed for eight organizations out of nineteen.

4. **Pensions:** initial study on pensions has been completed for Puntland State of Somalia.

5. **Centre of Government:** Organizational design and systems and processes support has been completed for the Office of the Prime Minister (FGS) and Office of the President (OOP) Puntland.

Risks

Systematic Operations Risk-rating Tool

Risk Category	Rating at Approval	Previous Rating	Current Rating
Political and Governance	● Substantial	--	● Substantial
Macroeconomic	● High	--	● High
Sector Strategies and Policies	● Substantial	--	● Substantial
Technical Design of Project or Program	● Moderate	--	● Moderate
Institutional Capacity for Implementation and Sustainability	● High	--	● High
Fiduciary	● High	--	● High
Environment and Social	● Moderate	--	● Moderate
Stakeholders	● Moderate	--	● Moderate
Other	● High	--	● High
Overall	● High	--	● High

Results

Project Development Objective Indicators

► Direct project beneficiaries (Number, Core)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	--	20.00
Date	13-Oct-2015	--	--	30-Jun-2020

▾ Female beneficiaries (Percentage, Core Supplement)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	--	20.00

Overall Comments

Intermediate Results Indicators

► Number of civil servants recruited and trained (Amount(USD), Custom)

	Baseline	Actual (Previous)	Actual (Current)	End Target
Value	0.00	--	0.00	13000000.00
Date	13-Oct-2015	--	04-Dec-2015	30-Jun-2020

Overall Comments

Data on Financial Performance

Disbursements (by loan)

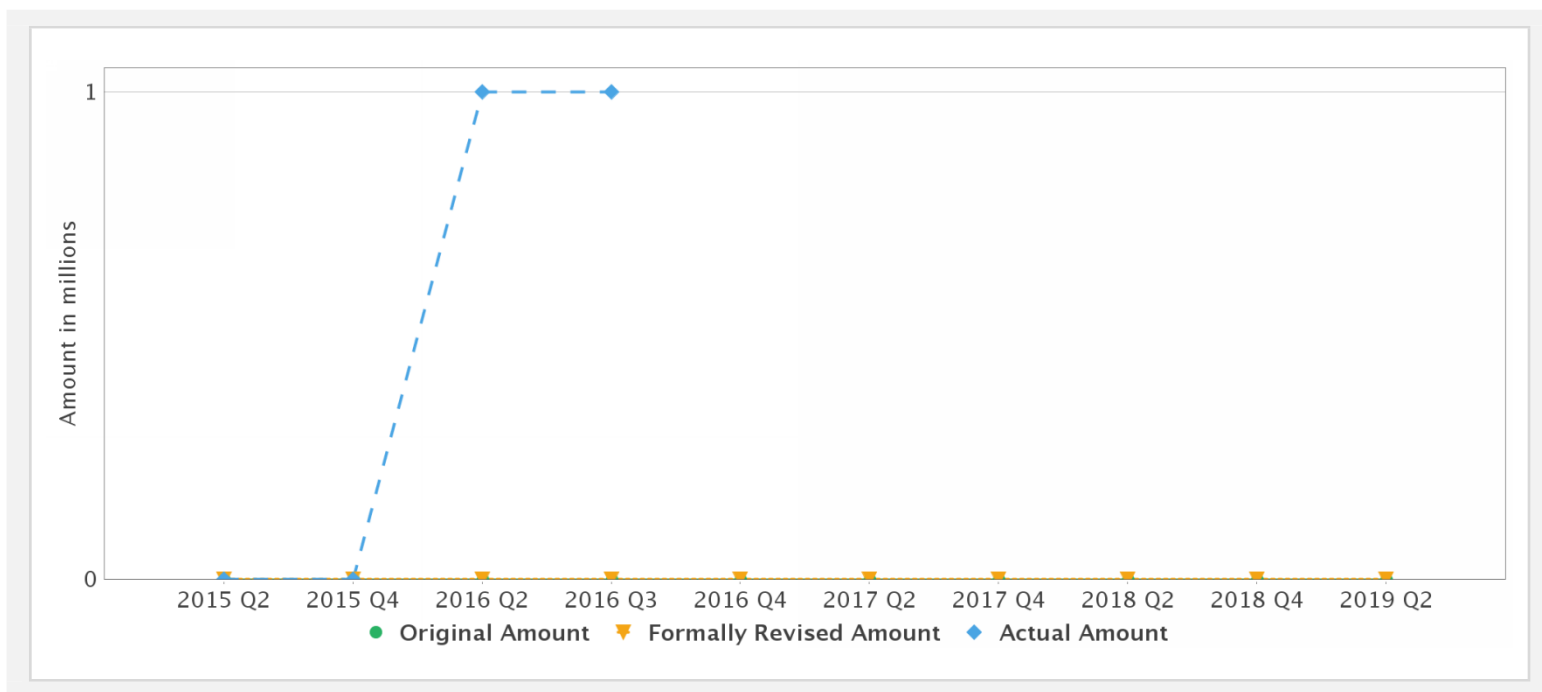


Project	Loan/Credit/TF	Status	Currency	Original	Revised	Cancelled	Disbursed	Undisbursed	Disbursed
P149971	TF-A0415	Effective	USD	10.00	10.00	0.00	1.00	9.00	10%

Key Dates (by loan)

Project	Loan/Credit/TF	Status	Approval Date	Signing Date	Effectiveness Date	Orig. Closing Date	Rev. Closing Date
P149971	TF-A0415	Effective	11-Aug-2015	02-Sep-2015	13-Oct-2015	30-Jun-2020	30-Jun-2020

Cumulative Disbursements



Restructuring History

There has been no restructuring to date.

Related Project(s)

P155123-Somaliland Civil Service Reform Project