RSS/IGAD Field Report Rumbek, 1st-2nd June, 2012

Ministry / Institution	Names of CSSOs Deployed	Function
Rumbek State Hospital MoH	1. Jennifer Ikokole	Registered Midwife
	2. Robinah Alice Nabiryo	Anesthetist
	3. Dr. Ahmed Abdela Mohamed	Obstetrics & Gynaecology
	4. Dr Daniel Zewdneh Solomon	Radiologist
	5. Melike Gebiyaw yehualeshet	Laboratory Technician
MoLPS&HRD	6. Leul Kidane Weldemariam:	Employment & Industrial Peace

	Topic	Raised by	Issue	Recommendations	Responsible persons
1	Absence from work	DG, MoH	One of the CSSO midwives, Jeniffer Ikokole has been absent from work for long periods of time. She claims that this is due to health problems; however she never reported this to PMU. Jeniffer claims to have hypersensitivity, and says she had permission from her supervisor every time she left the country to Uganda. None of these were shown to me. I urged Jeniffer to send copies of her passport, and attendance sheet (Jan-June 2012) as well as any doctor's referrals and treatment records.	Follow-up on attendance sheets, passport copies, and doctors referrals	Henri / David / Cabral
2	Accommodation	CSSOs	The male CSSOs (4) are staying in a lodge that is paid for by the State government, here there are no cooking opportunities, as is often the case at hotels and lodges. The other two female CSSOs have been provided a room in one of the hospital compounds. All CSSOs in Rumbek have safe accommodation according to the		

			CSSOs		
3	Transport	CSSOs	The MoH has provided Dr. Ahmed with a GoSS vehicle in the case of emergency operations at the Hospital. Dr. Ahmed therefore transports all the CSSOs in this Vehicle. However, the CSSO at the Ministry of Labour does not have any transport. Sometimes they manage to send a Boda to pick him up, but most of the time transport is not provided. The CSSO therefore walks for about an hour daily to and from work. The lack of transport being provided by the government has been raised as an issue in numerous states.	Angeth to remind State ministries of their responsibilities in providing transport for CSSOs. There seems to be a disregard for this responsibility.	Catherine
4	Basic office equipment for CSSOs	CSSOs	In multiple States CSSOs have expressed their concern with the fact that they do not have access to unit, nor do they have capabilities for printing. This impedes their ability to work effectively, as communication between PMU is difficult.	Discuss possibility for CSSOs to make use of UNDP (printing) facilities in the states.	Catherine, Lealem
5	PMU administration and feedback to CSSOs	CSSOs	CSSOs feel that there is a lot of room for improvement of the way in which PMU handles administrative tasks such as the processing of tickets, issuing of introduction letters, processing of connecting flights etc. CSSOs receive minimal feedback from PMU, and often Cabral cannot be reached by mobile.	Discuss a system in which timely feedback and notification is given to CSSOs, especially concerning travel arrangements. Discuss with Cabral what we can all do as a team to improve the current situation.	All
6	Technical Allowances	CSSOs	The TAs have been delayed a number of times, with CSSOs receiving their money in first weeks of the month rather than end of the month. CSSOs also have to negotiate with KCB to get salaries on time. The problem seems to be between Stanbic and	Discuss with KCB what can be done to avoid delay of salaries as well as	David

			KCB branch in Rumbek.	issuing of full amount to CSSOs	
7	Budget for training	CSSOs	There is a general lack of budget for training twins and other national staff. Only the CSSO at the Ministry of labour managed to give a training to labour inspectors, but for this had to use his own money to provide material. The outreach of CSSO mentoring is limited to his/her twin. There is a great need to transfer knowledge to other national staff as well. However, National staff are reluctant to join workshops when there are no incentives (drinks, food and dsa). Similarly, the CSSOs don't have projectors to be able to conduct a training workshop. The lack of government budget, together with the lack of equipment for CSSOs is having a negative impact on the results of the project. One example: General Practitioners in Rumbek Hospital refuse to go to the gynecology ward because they feel they don't get enough money for the amount of work that is required there. Also, the labour inspector has drafted an inspection plan for all the counties of Lakes state, they have not been able to implement any inspection because the state ministry doesn't have a budget for labour inspections.		
8	Annual Leave	CSSOs	The CSSOs feel that the current leave structure causes a lot of mental stress and related (health) problems. Being allowed to leave once every 6 months they feel is not enough. Many CSSOs have young children and families who they can't regularly reach due to network problems and lack of internet.	Discuss with management whether leave can be spread out more evenly throughout the year: (one week every three months), the extra costs incurred will be covered by the CSSOs themselves.	All and Catherine to discuss with Angeth.