

## Project Progress Report

Project: "Good Governance through Civil Service Reform III"

00081281

Implementing Partner: Civil Service Commission

Award start date: 2011

Award end date: 2013

Period covered: 2012-2013

### Section I. Update on Activities

#### Activity ID: Activity Result 1

Planned start date	January 2012
Actual start date	January, 2012
Planned end date	December 2013
Actual end date	
Description of Activity	Competitive recruitment examinations organized by the Civil Service Commission and capacity of CSC staff enhanced
Progress against Activity	Announcement of the vacant civil service positions was organised

#### Activity ID: Activity Result 2

Planned start date	January 2012
Actual start date	January, 2012
Planned end date	December 2013
Actual end date	
Description of Activity	Capacity of the staff of CSC and HR and legal departments of the central and local Government agencies including ethic commissioners to monitor and implement the Law on Ethical Behaviour Rules of the Civil Servants rules is enhance
Progress against Activity	Training on Law on Ethical Behaviour Rules for ethic commissioners is delivered by national experts; Training modules on implementation of Law of Ethical Behaviour and reference materials has been developed for civil servants on central level

#### Activity ID: Activity Result 4

Planned start date	January 2012
Actual start date	January, 2012
Planned end date	December 2013

<b>Actual end date</b>	
<b>Description of Activity</b>	Civil servants are trained on and have clear understanding of performance appraisal system
<b>Progress against Activity</b>	Training to the civil servants at central level on performance appraisal mechanism is conducted. Manual on performance appraisal mechanism is developed. Video guide on performance appraisal mechanism is developed.

## Section II. Update on Risks Log

<b>Type of Risk</b>	<b>Description</b>	<b>Comment or Management Response</b>
Environmental		
Operational	Delays in operationalising the performance appraisal system may delay the implementation of the project's activities.	Close working relations with selected state entities are required to introduce the pilot performance appraisal system.  <b>The risk is eliminated.</b>
Political	Considering the fact that there is a number of state bodies involved in different training activities the implementation of these activities is subject to commitment and participation of civil servants.	There is a need to enhance coordination between state agencies to secure commitment and participation.  <b>Risk is minimized</b>

## Section III. Update of Issue Log

<b>Issue Type</b>	<b>Description</b>	<b>Issue Management</b>
Other	As per decision of the Steering Committee cost saving strategy is applied to the project in preparation to the Call for Proposals on "Establishment of the Training Centre for Civil Servants" by EU.	Issue is monitored by UNDP Programme Officer and National Project Director to ensure the cost saving.

## Section IV. Update on output progress

<b>Output</b>	
<b>Indicator</b>	1) Number of state institutions piloting the new performance appraisal system 2) Number of appointed ethics commissioners trained on Rules of Ethics Conduct.
<b>Targets for 2012</b>	1) Performance Appraisal system is piloted in 2 state institutions 2) Ethics commissioners from 35 state bodies are trained on Rules of Ethical Conduct
<b>Progress on Targets</b>	1) Performance Appraisal system is piloted in the Pension Fund and Sungait Executive power. 2) Training for ethics commissioners was conducted for 120 representatives of state institutions.