

IMPROVING HUMAN RESOURCES MANAGEMENT

Focus Key Areas	Challenges	Agreed Actions	Performance Indicators	Target Dates
<p>Expected Outcome:</p> <p>Ensuring Result-based, Reliable Public Service Delivery & High Morale and Motivated Human Resources</p>	<p>Minimum update and use of PIS for decisions on Human Resource Management related issues to minimize staff transfer and position vacancy, and support training and capacity development.</p>	<p>1. Use of PIS for HRM - Commencement of MOU between DOCPR/MOGA and each line ministry to initiate direct data entry by respective line ministry that would facilitate data entry completion with data verification, and starting project coding along with regular data analysis on (i) transfer, (ii) vacancy, and (iii) scholarship information, covering all levels and geographic areas, after PIS data entry is completed.</p>	<p>PIS database completed</p> <p>Data analysis completed</p> <p>Capacity assessment of line ministries completed</p> <p>MOU signed based on the capacity assessment</p>	<p>Aug 2011</p> <p>Aug 2011</p> <p>Jan 2011</p> <p>Feb 2011</p>
		<p>2. Make Placement and Transfer more Predictable - Preparation, approval, and implementation of General & Sector Specific Transfer Guidelines for development projects and conduct regular management audits of selected projects on sample basis along with other offices and widely disseminate report through MOGA's website upon OPMCM's decision, and submit a summary report in the 2011 NPPR.</p>	<p>Guidelines approved.</p> <p>Implementation of Guidelines initiated</p> <p>Management audit report disseminated.</p>	<p>Feb 2011</p> <p>Jul 2011</p> <p>On-going and upon OPMCM's decision</p>

	Low motivation and incentive not linked with results and performance	3. Expansion of Performance-based Management System(PBMS) - Implement PBMS for 6 projects/departments/offices, which are to be selected, based on the lessons learnt from the Department of Civil Personnel Record/MOGA and the Department of Revenue/MOF, with the use of basket fund created by the Government.	Incentive plan implemented	Immediately after budget approval
	Incoherent capacity development programs	4. Capacity Development of Line Ministries: - Human resource development plan of line ministries to be developed by MOGA based on line ministries' need assessment.	Assessment guidelines developed Assessment report collected Human resource development plan completed	Mar 2011 Jun 2011 Aug 2011