



The Gambia

Personnel Management Office-PMO  
Office of the President

### PSRICD Project

#### Objectives:

- Government strategic leadership and coordination of capacity development and public service reform strengthened.
- Short-term strategies developed for capacity gaps.
- Enhancement of key Public Service Institutions.
- Comprehensive long-term vision and strategy in place for an efficient and effective public service.

### CIVIL SERVANTS OF THE MONTH

Ms. **Isatou Badjie Sambou** - Three years work experience as a cleaner in the Ministry of Tourism and Culture. My duties are to clean four offices and two toilets and their environments.

I achieve this recognition due to the fact that I am very punctual, and dedicated to my job and ever ready to go the extra mile to ensure that the offices are always clean and tidy and on time. I would also like to thank the management of this office by ensuring that all the accessories and items needed to do the job are always available and this facilitates my job. I would like to pursue functional literacy classes if the resources are available. I thank all members of the management and my colleagues for nominating me for this award. My advice to my fellow cleaners is to continue doing their jobs to the best of their abilities and they will also be recognized as this is going to be a continuous process.



# Public Service Reform and Institutional Capacity Development

## Weekly Newsletter

VOLUME 1 ISSUE 22

SEPTEMBER 14, 2009

### Consultancy Services

#### IDSS

The consultancy for the capacity development mapping exercise is ongoing. They have had consultations with different organizations such as development partners, donors, and Non Governmental Organizations. IDSS is expected to submit their first draft on Monday 14<sup>th</sup> September.

#### FJP

FJP tasked to conduct a feasibility study on the creation of a HR Authority have submitted a first draft for review. The report is a diagnosis of the Current PMO and PSC structures. The next draft report to be presented is a comparative analysis of related reforms in selected African countries.

#### Fana Fana Chambers

The consultants assigned to review the Civil Service rules and regulations have held meetings with various institutions this week including the PS, PMO and PSC. They are expected to meet the Speaker of the House this week to discuss a range of issues including the introduction of their assignment and the work programme. As part of their information gathering mechanism, they are currently distributing questionnaires to be completed by all relevant stakeholders.

#### Emanic Consulting

The second round of workshops on strategic planning is being developed into each assisted institutions. Last week the Emanic team of consultants together with NPC members carried out a strategic planning session with strategic team members from PMO and PSC. The group agreed to meet once a week to build together its respective institutional strategy plans. Similar coordination is being done with the office of the President and the Ministry of Basic and Secondary Education.

#### Deloitte

This consultant has submitted a first draft report for review and analysis on critical capacity gaps for PMO and PSC. The report has been distributed to PMO and PSC heads in order to have their feedback on its contents and results. Meanwhile the consultants are processing the information from other assisted institutions.

### Project newsletter

During its 5<sup>th</sup> Project Steering Committee (PSC) meeting of 27<sup>th</sup> August 2009, the committee agreed to increase the readership of the project newsletter as part of the sensitization strategy. This strategy is to enhance advocacy and dialogue in order to mobilize broad-based support for a sustained public service reform process, involving all stakeholders. By enlarging the communication of the public service reform process, the project will also enhance its relevance and chances of success.



*A series of customized workshops are being prepared by EMANIC and FANA FANA Chambers with staff of the project's ten assisted institutions.*



**Ms. Maimuna Janneh** – Records Supervisor at the Ministry of Health and Social Welfare. I have four years work experience. I started my career as records clerk with the Women's Bureau before transferring to MoHSW in January 2005. In October 2007 I was promoted to Records Supervisor. I believe I achieved this recognition due to hard work, commitment to my job, willingness to do additional tasks as and when required, work overtime as and when the need arises. I also assist other colleagues, including Nurses and Public Health Officers and the general public that come to the office needing various kinds of assistance and now my hard work has been recognized and for that I am very appreciative. I am able to achieve this honour because of the support and encouragement of the Senior management and cooperation of my colleagues and other members of the Ministry. This achievement is for the entire records management cadre. I attained a Certificate and a Diploma in Management Studies at the MDI. Currently I am acting as a Records Officer.