

## Nepal Portfolio Management Review (NPPR) 2010 Progress Report Up to Month Mangsir

Focus Key Areas	Challenges	Agreed Actions	Progress Up to Mangsir	Targeted Date
Improving Human Resource Management	weak Personnel Database	<b>PIS Data Entry and analysis is completed covering i) Transfer, ii) Vacancy, and iii) cholarship/training information of all levels of staff covering geographical areas.</b>	The PIS update from DoCPR is attached here with.	Aug. 2011 (Entry completed)
	Frequent Transfer of Project Staffs	<b>Transfer Guidelines are prepared for development projects in 10 development Ministries, conduct Management Audits in 10 selected projects and widely disseminate its report</b>	<ul style="list-style-type: none"> <li>• Ministry of General Administration (MoGA) has selected following 10 Development Ministries for this purpose.</li> </ul> <ol style="list-style-type: none"> <li>1. Ministry of Agriculture and Cooperative</li> <li>2. Ministry of Irrigation</li> <li>3. Ministry of Energy</li> <li>4. Ministry of Education</li> <li>5. Ministry of Physical Planning and Construction</li> <li>6. Ministry of Local Development</li> <li>7. Ministry Information and Communication</li> <li>8. Ministry of Science and Technology</li> <li>9. Ministry of Women, Children and Social Welfare</li> </ol>	Feb. 2011

			<p>10. Ministry of Environment</p> <p>The concept paper for transfer guidelines in selected 10 Ministries involved in development activities has been finalized. The concept paper will be send to select each ministry and asked to prepare the respective transfer guideline.</p> <ul style="list-style-type: none"><li>• Ministry of General Administration has selected 10 development ministries for Management Audit of the selected 10 development projects. MoGA is preparing for first round meeting with selected ministries to finalize the development projects for this purpose. The concept paper of management audit of selected 10 development projects has been finalized.</li></ul>	
--	--	--	---	--

Sept 2011

	<p>Low Motivation level and incentive not linked with results and performance</p>	<p><b>performance based incentive plan is rolled over to more government agencies</b></p>	<p>Office of Auditor General has started Performance based incentive plan. This issue is also concerned with Ministry of Finance. So extra discuss is seen to be conducted with MOF.</p>	<p>Aug. 2011</p>
	<p>Incoherent capacity development program</p>	<p><b>Human Resource Development Plan of the line Ministries to be developed based on need assessment</b></p>	<p>Ministry of General administration has developed a concept paper for HRD Plan. Ministry has decided to hire a consultant to prepare comprehensive human resource development plan. After finalizing the HRD Plan in MoGA, it will be requested to other line Ministries for their respective HRD plan based on the broad HRD Plan developed by MoGA.</p>	<p>Aug. 2011</p>

# Nepal Portfolio Management Review (NPPR) 2010 Progress Report Upto Month Mangsir(Received from DoCPR)

## 1. Transfer Data Entry Status:

Status of Transfer entry as of 2067 Shrawan to Ashwin

S.No.	Post level	Shrawan	Bhadra	Ashwin	Total count	Comments
1	Special Class	0	0	0	0	No transfer has been seen in PIS on this period
2	Gaz. I	5	14	2	21	
3	Gaz. II	19	10	16	45	
4	Gaz. III	66	46	34	146	
5	Non Gaz.	20	18	23	61	
6	Classless	9	9	0	18	
	<b>Total</b>	<b>119</b>	<b>97</b>	<b>75</b>	<b>291</b>	

Source: PIS

Note: Transfer Letter without PID Numbers is not entered in system.

## 2. Service Wise Analysis

Date: 2067-08-29

S.N	Service	Post registered in PIS	Active Employee in PIS	Vacancy	Comment
1	Economic Planning And Statistics	385	330	55	
2	Agriculture	5481	4651	830	
3	Judiciary	3725	2763	962	
4	Administration	53370	36596	16774	This is due to large number of post in class less to be fulfilled by contract only.
5	Auditor General Service	395	314	81	
6	Forest	3621	4775	-1154	Due to employee from 'ban Rakhyak'
7	Education	1727	1449	278	
8	Constitunialy	122	102	20	
9	Health	19063	14908	4155	
10	Miscellaneous	3215	2432	783	
11	Engineering	10515	7990	2525	
12	Nepal Parasatra ('Kutnaitik')Sewa	171	112	59	
	Total	101790	76422	25368	

### 3. Monthly Progress of Record Updated

Month : Shrawan

Task	Shrawan					
1.PIS Update	1 Number of Employee files with complete PIS update and store in central filing system					
	2. For Direct Data Entry in PIS system , Initial PIS training conducted for MoGA officials					
	Employee Level	Total Employee	Last Month Cumulative	Update of this Month	Cumulative of this Month	Total Updated %
	Special Class	84	7	6	13	15.48
	Gaz. I	464	13	53	66	14.22
	Gaz. II	2771	63	217	280	10.10
	Gaz. III	8786	260	591	851	9.69
	Non Gaz. I	15152	313	960	1273	8.40
	Non Gaz. II	18981	439	911	1350	7.11
	Non Gaz. III	7518	420	389	809	10.76
	Non Gaz. IV	832	3	4	7	0.84
	Classless	21935	697	1633	2330	10.62
	<b>Total as in Shrawan</b>			<b>4794</b>	7009	

Month : Bhadra

Task	Bhadra					
1.PIS Update	1 Number of Employee files with complete PIS update and store in central filing system					
	2. Initial Draft of MOU with MoGA has been developed.					
	<b>Employee Level</b>	<b>Total Employee</b>	<b>Last Month Cumulative</b>	<b>Update of this Month</b>	<b>Cumulative of this Month</b>	<b>Total Updated %</b>
	Special Class	84	13	10	23	27.38
	Gaz. I	464	66	31	97	20.90
	Gaz. II	2771	280	302	582	21.00
	Gaz. III	8786	851	1246	2097	23.87
	Non Gaz. I	15152	1273	1743	3016	19.90
	Non Gaz. II	18981	1350	2374	3724	19.62
	Non Gaz. III	7518	809	869	1678	22.32
	Non Gaz. IV	832	7	77	84	10.10
	Classless	21935	2330	2181	4511	20.56
	<b>Total as in Bhadra</b>			<b>8833</b>	13627	





Month : Kartik

Task	Kartik					
1.PIS Update	1 Number of Employee files with complete PIS update and store in central filing system					
	2. First MoU between MOGA and DoCPR has been signed for direct data entry					
	Employee Level	Total Employee	Last Month Cumulative	Update of this Month	Cumulative of this Month	Total Updated %
	Special Class	84	47	4	51	60.71
	Gaz. I	464	134	24	158	34.05
	Gaz. II	2771	821	104	925	33.38
	Gaz. III	8786	2931	446	3377	38.44
	Non Gaz. I	15152	3865	654	4519	29.82
	Non Gaz. II	18981	4367	864	5231	27.56
	Non Gaz. III	7518	2000	262	2262	30.09
	Non Gaz. IV	832	89	5	94	11.30
	Classless	21935	6112	1582	7694	35.07
	Total as in Kartik			3945	22126	

Month : Mangsir

Task	Mansir					
1.PIS Update	1 Number of Employee files with complete PIS update and store in central filing system					
	2. PIS unit has been established in Ministry of Home Affairs for direct Data Entry in PIS System.					
	4. Training has been conducted to officials from MoGA and MoHA					
	Employee Level	Total Employee	Last Month Cumulative	Update of this Month	Cumulative of this Month	Total Updated %
	Special Class	84	51	1	52	61.90
	Gaz. I	464	158	28	186	40.08
	Gaz. II	2771	925	126	1051	37.93
	Gaz. III	8786	3377	602	5121	58.30
	Non Gaz. I	15152	4519	606	5125	33.82
	Non Gaz. II	18981	5231	714	5945	31.32
	Non Gaz. III	7518	2262	72	2334	31.05
	Non Gaz. IV	832	94	5	99	11.90
Classless	21935	7694	1528	9222	42.04	
<b>Total as in Kartik</b>			<b>3682</b>	25808		

