

NEPAL PORTFOLIO PERFORMANCE REVIEW (NPPR) 2010

ACTION PLAN FOR IMPROVING PORTFOLIO PERFORMANCE

Progress Report As of March 9, 2011

Focus Key Areas	Challenges	Agreed Actions	Responsible Agencies	Performance Indicators	Target Dates	Progress As of March 9, 2011
1. Improving Human Resources Management Champion: Mr. Binod K. C. Joint Secretary, MOGA	Weak Personnel Database	<ul style="list-style-type: none"> PIS Data entry and analysis is completed covering (i) transfer, (ii) vacancy, and (iii) scholarship/training information of all levels of staff covering geographic areas. 	MOGA/DOPR	<ul style="list-style-type: none"> PIS database entry completed and status presented in NPPR 2011 Data analysis completed 	Aug 2011 (entry completed) Sept 2011	MOGA/DOCPR completed PIS entry is 51% (on an average) on various classes until 9 th March 2011. Out of 102507 posts registered in PIS only 76817 employees are in service currently. Among them some of the posts have been fulfilled by annual contract according to Contract Directory but those data are not captured in PIS system. Details of the Report from DOCPR is attached herewith (page 2-7)
	Frequent Transfer	<ul style="list-style-type: none"> Transfer Guidelines are prepared for development projects in 10 development 	MOGA/lin	<ul style="list-style-type: none"> Transfer guidelines prepared for 10 line ministries 	Feb	MOGA has selected 10 development ministries for this

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	of project staff	ministries, conduct management audits in 10 selected projects and widely disseminate its report.	e agencies	<ul style="list-style-type: none"> • First management audit report disseminated 	2011 Sept 2011	<p>purpose. The concept paper for transfer guidelines in these ministries has been finalized and MOGA has sent the same to these ministries to prepare their respective transfer guidelines. The transfer guideline for Ministry of Health has been approved. MOF is also tracking transfers especially of donor funded project directors.</p> <p>10 ministries have been selected for Management Audit of the selected 10 development projects. The concept paper has been finalized. The list of selected projects is attached herewith (Page 1).</p>
	Low motivation and incentive not linked with results and performance	<ul style="list-style-type: none"> • Performance- based incentive plan is rolled over to more government agencies. 	MOGA/MOF /concerned agencies	<ul style="list-style-type: none"> • Performance based Incentive plan implemented in 6 government agencies. 	Aug 2011	This issue is also concerned with the MoF. So further discussion is to be conducted with MoF.
	Incoherent capacity	<ul style="list-style-type: none"> • Human resource development plan of line ministries to be developed based on need assessment. 	MOGA/All ministries	<ul style="list-style-type: none"> • Preparation of human resource development plan completed 	Aug	MOGA has finalized the concept paper and TOR for HRD Plan. The

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	development programs				2011	agreement between MOGA and Consultant has been made to prepare a comprehensive HRD plan. After the finalization of this report probably in June, some identified ministries will be requested to make their own plan based on this indicative plan. Ministry of Health and Population is also preparing its own HRD Plan.