

Activities will build on work undertaken under the current Trust Fund and will focus on: capacity building for the roll out of PIMS to the district level and its upgrade; preparation for the design and implementation of a new human resources management information system (HRMIS); development of contemporary, data-informed human resource policies; capacity building of MoHA staff to perform HRM analytics and improve HRM technical expertise in topics such as organizational design, wage bill analysis, merit-based recruitment, performance management and workforce/talent management

#### **Activities related to Output 4.2**

This output will support the preparation and implementation of an action plan of the civil service strategy, which is being developed through EU technical assistance support. Activities will include awareness raising and capacity building.

#### **Activities related to Output 4.3**

This output builds upon support provided under the current TF for the first ever civil service code of ethics which has now been approved. Support will be provided for: i) implementation a diversified national dissemination and media campaign to promote the code of ethics across the wider civil service and develop public awareness of code and the responsibility of civil servants; ii) training to civil servants at central and provincial level on the code of ethics; iii) development of ethics and integrity- related training programs for civil servants; iv) development of ethics and integrity expertise of civil servants from MoHA and other line ministries to support the delivery of ethics and integrity training; v) development of civil service codes of ethics in professional and service delivery sectors, such as education and health.

#### **Activities related to Output 5.1**

This output will provide support to MoF's PFM Reform Secretariat to implement the PFM Reform Action Plan, strengthen its capacity to monitor and report on progress both on the PFM Action Plan and the present donor-funded programme, strengthen internal coordination within MOF and between the MOF and other line ministries, particularly MOHA, MOES and MOH and between MoF development partners working in the domain of PFM reform, and enhance communication and outreach within the GoL and to the public about the importance of PFM and its impact on improved service delivery. This will include support for the preparation of a communications strategy and outreach materials, workshops and dissemination events at national and local levels, as well as international study visits to exchange knowledge with other countries. Last but not least, this subcomponent will support change management activities aimed at ensuring that key stakeholders are well informed and on board with the reforms supported by the program. This may include study visits and virtual exchanges with other countries.

#### **Activities related to Output 5.2**

This output will support different analytical reports such as a repeat of the PEFA assessment, as well as support for emerging needs and just-in-time support based on government demand.

#### **Activities related to Output 5.3**

This output will cover part of the operating costs of the MoF's Project Implementation Unit (PIU) which provides the fiduciary management of the program and employs consultants working on procurement, financial management, etc.

The commitment of the EU's contribution to the Team Europe Initiative foreseen under this action plan will be complemented by other contributions from Team Europe partners. It is subject to the formal confirmation of each respective partners' meaningful contribution as early as possible. In the event that the TEIs and/or these contributions do not materialise the EU action may continue outside a TEI framework.

### **3.3 Mainstreaming**

#### **Environmental Protection & Climate Change**

Climate change considerations will be fully taken into account in this action, for example through tagging of climate expenditure in the chart of accounts, promoting green procurement, capacity building for climate and disaster screening of sectoral interventions, and inclusion of climate in the next PEFA.