



Puntland Government
In Collaboration with
Joint Program on Local Governance

JPLG
UN Joint Programme on
Local Governance and Decentralised
Service Delivery



PUNTLAND GOVERNMENT STRATEGY OF USING CONSULTANTS IN JPLG III.



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Table of Contents

Background.	3
Rationale of the consultants.	3
Current Number of regular consultants working for Puntland Government.....	4
Strategy of using them for the period between: July 2018 – June 2019.	6
Strategy of using them for the period beyond June 2019.	9

Background.

JPLG Program has deployed a large number of consultants (34 Consultants) in all the government line ministries, champion office and the districts, these consultants contributed allot to both their respective offices and the program over the last 5 years of JPLG II. They have become a resource and integrated with their respective institutions providing them capacity support, technicality and as well as strong commitment.

Rationale of the consultants.

Deployment of consultants in the government institution has contribution allot and the fact of that contribution cannot be ignored. The consultants has become skilled and integrated the local governance initiatives ongoing in Puntland, some of them become an asset for their institutions due to their outstanding understanding and knowledge on the decentralization and local governance system in Puntland. On the other hand, consultants has also go the following rationale for their respective institutions:

1. Contributed to the capacity development and skill transfer of the MOI, other line ministires and districts staff over the last five years including development of two District Development Framework of which one of them they participated voluntarily without getting salary in the first quarter of this year.
2. Some of them has become a resource and asset of their institutions and provided them an added capacity injection.
3. Contributed the employment opportunities for the youth in Puntland of which a good number of them become employed through consultants for the government institutions
4. Became a role model for the government staff in terms of capacity, skills and their technical expertise of which they provide to their offices.

Current Number of regular consultants working for Puntland Government.

Since the beginning of JPLG II, the number of the consultants has increased year after year, this is because there was no a clear strategy of which the government of Puntland developed in order to use the consultants, this led to the increase of the number of consultants making them inefficient and cost. There are currently more than thirty consultants working in the 7 districts, 8 government ministries and the champion office. **The following table illustrates the number of consultants in the Puntland Government offices.**

#	Name of the Institution	Number of Consultants Currently deployed	Title and the Responsibility of the consultants	CURRENTLY SUPPORTED AGENCY
1	Jariiban District	2 Consultants	Planning Consultant + Admin and Finance. Works only this two departments.	UNDP
2	Eyl District	2 Consultants	Planning Consultant + Admin and Finance. Works only this two departments.	UNDP
3	Bayla District	2 Consultants	Planning Consultant + Admin and Finance. Works only this two departments.	UNDP
4	Garowe District	2 Consultants	Planning Consultant + Admin and Finance. Works only this two departments.	UNDP
5	Bosaso District	2 Consultants	Planning Consultant + Admin and Finance. Works only this two departments.	UNDP
6	Galkacyo District	2 Consultants	Planning Consultant + Admin and Finance. Works only this two departments.	UNDP

7	Gardo District	2 Consultants	Planning Consultant + Admin and Finance. Works only this two departments.	UNDP
8	Ministry of Interior.	5 Consultants	1 consultant for the LDF + 1 Consultant for the planning and capacity building + 1 Consultant for the Local government department + 1 LED Consultant + 1 Admin and Finance Consultant	2 UNDP + 2 UNCDF + 1 ILO.
9	Ministry of Environment	1 Consultant	This consultant supports NRM Decentralization	ILO
10	Ministry of Public Works and PHA	5 Consultants	4 Consultants/Engineers working with the district BOQs, Procurement etc. and 1 GIS Consultant.	4 ILO + 1 UNHABITAT
11	Ministry of Finance	1 Consultant	1 Consultant working with Fiscal Decentralization.	UNCDF
12	Accountant General	1 Consultant	1 Consultant working with Fiscal Transfer.	UNCDF
13	Ministry of Education	1 Consultant	1 consultant working with Education sector devolution.	UNICEF
14	Ministry of Health	1 Consultant	1 consultant working with Health sector devolution.	UNICEF
15	PASWEYN	1 Consultant	1 consultant working with Water sector devolution.	UNICEF
16	Champion Office	3 Consultants	1 Consultant working with sector devolution and IMC + 1 Policy Consultant + Admin and Finance Assistant/	2 UNDP + 1 UNICEF
TOTAL OF CURRENT CONSULTANTS		34 Consultants	Working with 16 Different Government Offices.	

Strategy of using them for the period between: July 2018 – December 2019.

MOI has got a strong strategy that is combination of two important interventions:

1. Hold some key consultant for the partner institution for the coming one year and six months (July 2018 – December 2019) and
2. Immediate release of some consultants, starting from December this year.

This two interventions are intended to pave a way another reduction of the number of consultants after the one year and six months to come. The coming one year will be a face out for these consultant and creation of pool of consultants that will work in the MOI capacity development unit and LGI beyond December 2019. Also Galdogob and Burtinle will be hired for one consultant each with fixed term of one year and six months.

With addition of two extra district, this strategy will reduce the number of consultants from currently 34 to 25 in the coming one year (July 2018 – December 2019) including the deployment of 2 new consultants to Galdogob and Burtinle districts and release of 11 consultants. The retaining and releasing consultant's decision will be making by their respective institutions by basing on the needs and compering their understanding and capacities of their current consultants.

Following table shows the number of consultants to be retained in the period of (July 2018 – December 2019).

#	Name of the Institution	Proposed Consultants	Tittle and the Responsibility of the consultants	Currently Funding Agency
1	Jariiban District	1 Technical Advisor	District Capacity Building Technical advisor – will work all the departments of the district and ensure to transfer skills within 24 months.	UNDP

2	Eyl District	1 Technical Advisor	District Capacity Building Technical advisor – will work all the departments of the district and ensure to transfer skills within 24 months.	UNDP
3	Bayla District	1 Technical Advisor	District Capacity Building Technical advisor – will work all the departments of the district and ensure to transfer skills within 24 months.	UNDP
4	Garowe District	1 Technical Advisor	District Capacity Building Technical advisor – will work all the departments of the district and ensure to transfer skills within 24 months.	UNDP
5	Bosaso District	1 Technical Advisor	District Capacity Building Technical advisor – will work all the departments of the district and ensure to transfer skills within 24 months.	UNDP
6	Galkacyo District	1 Technical Advisor	District Capacity Building Technical advisor – will work all the departments of the district and ensure to transfer skills within 24 months.	UNDP
7	Gardo District	1 Technical Advisor	District Capacity Building Technical advisor – will work all the departments of the district and ensure to transfer skills within 24 months.	UNDP

8	Galdogob District	1 Technical Advisor	District Capacity Building Technical advisor – will work all the departments of the district and ensure to transfer skills within 24 months.	UNDP
9	Burtinle District	1 Technical Advisor	District Capacity Building Technical advisor – will work all the departments of the district and ensure to transfer skills within 24 months.	UNDP
10	Ministry of Interior.	5 Consultants	1 consultant for the LDF + 1 Consultant for the planning and capacity building + 1 Consultant for the Local government department + 1 Admin and Finance Consultant. 1 Planning department - Business licenses and LED Consultant	2 UNDP + 2 UNCDF + ILO
11	Ministry of Public Works and PHA	3 Consultants	3 Consultants/Engineers working with the district BOQs, Procurement etc.	ILO
12	Ministry of Finance	1 Consultant	1 Consultant working with Fiscal Decentralization.	UNCDF
13	Accountant General	1 Consultant	1 Consultant working with Fiscal Transfer.	UNCDF
14	Ministry of Education	1 Consultant	1 consultant working with Education sector devolution.	UNICEF
15	Ministry of Health	1 Consultant	1 consultant working with Health sector devolution.	UNICEF

16	PASWEYN	1 Consultant	1 consultant working with Water sector devolution.	UNICEF
17	Champion Office	3 Consultants	1 Consultant working with sector devolution and IMC + 1 Policy Consultant + Admin and Finance Assistant/	2 UNDP + 1 UNICEF
TOTAL OF CURRENT CONSULTANTS		25 Consultants	Working with 17 Different Government Offices. 9 Consultants are released.	

Strategy of using them for the period beyond June 2019.

Beyond December 2019, Puntland government reduces significantly the number of consultants, and create a pool of consultant containing not more than 10 consultants in the MOI capacity development unit and the LGI that will work across all the JPLG target institutions and thematic areas. MOI will develop the TOR and other steps necessary for those pool of consultants within this face out one year. This is intended to:

1. Retain the most skilled expert in the local governance in order to promote and coordinate the local governance system in Puntland government institutions including the LGI.
2. Face out and reduce the number of consultants from 34 to 25 in the first year then to not more than 10 consultants.
3. The program to still contribute creation of employment opportunities to the citizens of Puntland government.

.....**The end**.....