The State Team Leader,
DFID-SPARC,
Kaduna.

REPORT OF A STUDY VISIT ON KADUNA STATE PUBLIC SERVICE REFORM INITIATIVES BY KANO STATE GOVERNMENT OFFICIALS ON 25TH APRIL, 2012.

You may wish to recall that at the conclusion of the Governance Share Fair held from 12th – 13th March 2012 in Abuja where States enjoying DFID support showcased their achievements in reforms being implemented, the Head of Office, DFID encouraged States to liaise with one another by way of experience sharing for effective facilitation of the reforms.

2. In furtherance to the above and in view of the fact that Kaduna State emerged as the overall winner of the Governance Share Fair Market Place, the Kano State Government Officials paid a study visit on 25th April, 2012 to understudy the Bureau of Public Service Reforms and the ongoing reforms being implemented in the State, specifically, the areas of study by the Kano State Officials are as follows:

I. Mandates Mapping Exercise
   a. Updates/Report
   b. Techniques employed in resolving duplication/overlap within MDAs;
   c. Challenges

II. Corporate Planning Process
   a. Levels attained, among others on functional review;
   b. To examine implementation for a particular MDA.
III. Reform Implementation Structures in the State (Composition and Terms of Reference)

IV. Governance Change Programme Implementation (Workstream and Reform Reviews)
   a. The Current Review Reports
   b. Type of periodic reports

V. BPSR Office (Structure, Staffing and Functions as well as achievements to date)

VI. Linkage with Federal BPSR (Including copies of relevant documentations)

VII. Capacity Building
   a. Corporate Planning
   b. Human Resource Management, etc

VIII. Experience on other sectoral reform areas e.g. ESSPIN, PATHS, etc

IX. Other Development Partners

X. World Bank Support (Experience on accessing support if any, e.g. for PFM).

3. In view of the above, the delegation was received by the Permanent Secretary (BPSR). Thereafter, the delegation moved to the Office of the Head of Service where discussions were held and later returned back to BPSR where papers were presented on the underlisted areas;
   - Kaduna State Reform Planning Implementation and Management Structures;
   - The Establishment of the BPSR and its role in the Kaduna State Public Service Reforms.

4. After delivering these papers, discussions were held on the Public Service Reforms and successful reform outputs were given to the Kano State officials for reference. Discussions were equally held on the Development Cooperation Framework (DCF) and the delegation was taken through all aspects of the DCF viz;
   – The Agreement/Objectives
   – The Composition of the Development Partners
   – The Oversight Structures
5. The Head of the delegation, a Permanent Secretary in the Office of the Secretary to the Kano State Government, expressed their appreciation for the warm reception accorded them as well as the excellent presentations. The delegation had since returned to Kano.

6. In conclusion DFID-SPARC may wish to note that:

   I. Kano State visited Kaduna State for fact finding on reforms being implemented in the State
   II. Earlier in December, 2011 Zamfara State Government Officials(HOS, 3 PS & 2 Directors) paid a similar visit to Kaduna State
   III. Other States are equally coming to understudy the Kaduna State efforts in its reform initiatives and implementation processes.

7. We thank you for the support being received in this direction.

J.I. Sani
Permanent Secretary.
The State Team Leader,
DFID-SPARC,
Ministry of Economic Planning,
State Secretariat Complex,
Independence Way, Kaduna.

REPORT OF A STUDY VISIT ON KADUNA STATE PUBLIC SERVICE REFORM INITIATIVES BY KANO STATE GOVERNMENT OFFICIALS DATED 25TH APRIL, 2012.

Sequel to the Kaduna state Government efforts to reform its public service (with the support of DFID-SPARC and other Development Partners) and the successes so far recorded in these initiatives that led to the attainment of Number One (1) position in the just concluded Government Share Fair Market Place organized by UK department for International Development (DFID) on 12-13 March, 2012.

2. Kano State Government officials paid a study visit on 25th April, 2012 (as attached) to understudy the public Service Reforms and the ongoing reforms being implemented in the State.

3. The proposed areas of study by the Kano States are as follows:

XI. Mandates Mapping Exercise
d. Updates/Report
e. Techniques employed in resolving duplication/overlap within MDAs;
f. Challenges

XII. Corporate Planning Process
c. Levels attained, among others on functional review;
d. To examine implementation for a particular MDA.

XIII. Reform Implementation Structures in the State (Composition and Terms of Reference)

XIV. Governance Change Implementation Work Stream and Reform Reviews
c. The current review reports
d. Type of periodic reports

XV. BPSR Office (Structure, Staffing and Functions as well as achievements to date)
XVI. Linkage with BPSR Federal BPSR (Including copies of relevant documentations)

XVII. Capacity Building
   c. Corporate Planning
   d. Human Resource Management, etc

XVIII. Experience on other sectoral reform areas e.g. ESSPIN, PATHS, etc

XIX. Other Development Partners

XX. World Bank Support (Experience on accessing support if any, e.g. for PFM).

4. In view of the above, the BPSR presented 2 papers:
   - Kaduna State Reform Planning Implementation and Management Structures;
   - The Establishment of the BPSR and its role in the Kaduna State Public Service Reforms.

5. After delivering these papers, discussions were held on the Public Service Reforms and successful reform outputs were given to the Kano State officials for reference.

6. We equally discussed the Development Corporation Framework (DCF)
   - The Agreement/Objectives
   - The Composition of the Development Partners
   - The Oversight Structures
   - The Result Framework and
   - The Achievements so far.

7. In conclusion, DFID-SPARC may wish to note that;
   
   IV. Kano State visited Kaduna State for fact finding on reforms being implemented in the State

   V. Earlier in December, 2011 Zamfara State Government Officials paid a similar visit to Kaduna State

   VI. Other States are equally coming to understudy the Kaduna State efforts in the Reforms activities.
J.I. Sani
Permanent Secretary.
1. Opening Prayer
2. Chairman’s Opening Remark
3. Reading and adoption of Last Minutes
4. Matters Arising from the Minutes of Last Meeting
5. Presentation of Reports:
   (i) DCF-Governance – Head of Service
   (ii) DCF-Education – Hon Comm., Min. of Education
   (iii) DCF-Health – Hon. Comm., Min. of Health
   (iv) DCF-Infrastructure – Hon. Comm., Min. of Works & Transport
   (v) DCF-Agriculture & Rural Devt. – Hon. Comm., Min. of Agric
   (vi) DCF-Business Climate & Enterprise – Hon. Comm., Min. of Commerce & Industry
   (vii) DCF-Environment – Hon. Comm., Min. of Environment & Natural Resources
6. Other Matters:
   (i) Governance Reforms in Technical Areas
      (a) Corporate Planning
      (b) MTSS
      (c) Sector Policies
      (d) Sensitization Workshops/Trainings
   (ii) Reform Desk Officers
   (iii) Review of DCF Milestones/Targets by December 2012
   (iv) Preparation for State Steering Committee Meeting
7. Development Partners’ Contribution
8. Conclusion
9. Closing Remarks
10. Closing Prayer