Change Programme Objectives

1 Public Financial Management
‘Comprehensive PFM management control and information systems, and competent PFM staff, enabling KDSG to mobilise and control the financial resources needed to execute its plans, and provide a strong base for implementing its future development plans.’

2 Public Service Management
‘A professional, motivated, ethical and well-resourced public service in Kaduna State repositioned to effectively and efficiently deliver quality services in a responsive and accountable manner.’

3 Policy & Strategy, including M&E
‘A developed human resources, organizational capacity and systems and institutional architecture for more effective policymaking and strategy development as well as effective performance in monitoring and accountability processes.’

Making the Eleven Point Agenda a Reality

What is the Change Programme?
Work on the Change Programme began in early 2009 when State Government embarked on a self assessment process to clearly identify the strengths and weaknesses of its public service, and of its policy & strategy processes (including M&E). A similar assessment had already been done in public financial management.

For each self assessment, a high powered team of officers and political office holders gathered for two full days to conduct a holistic and comprehensive assessment of the current situation.

Each team then used the self assessment results to prioritize reform areas, define a long-term vision for the reforms and set intermediate goals and objectives. These, together with detailed implementation plans, form the basis of the Change Programme.

Kaduna State Government is committed to implementing Change Programme reforms, which are helping Government to better go about its business of delivering the Eleven Point Agenda for the development of the State.

Where Can I Find Out More?

Bureau of Public Service Reform
Office of the Head of Service
Kaduna State Government
Strengthening Partnerships

State Government is working to improve the impact of international assistance. A Development Cooperation Framework has been jointly developed by State Government and its partners, including DFID, World Bank and the UN Family. The framework is helping to improve the effectiveness of donor supported programmes such as SPARC, ESSPIN, PATHS2 and SAVI.

Accounting has Improved

Final accounts for 2009 have been prepared using a new Accounting System introduced in early 2010. Financial and statistical reports can now be prepared faster and more accurately. These advances are helping State Government to better monitor within year budget performance.

Mandates are now Clearer

The OHoS led a comprehensive review of mandates across all MDAs in State Government during 2009. The results of the review are promoting synergy and harmony of mandates within sectors and efficiency in the conduct of government business.

Government is Changing

State Government is responding to clarified mandates through Corporate Planning approaches in MoEP, OHoS and the Education, Health and Agriculture sectors. This approach aims to help MDA’s develop a Corporate Plan which will guide the management and staff in a cohesive effort to carry out the MDA’s mandate.

Strategies are Improving

A multi-year approach to budgeting has been introduced into Kaduna State. Medium-Term Sector Strategies (MTSS) are being developed in response (Education, Health and Agriculture) with the support of MoEP. These strategies will help ensure policy targets in the Eleven Point Agenda and Kaduna State Development Plan are achieved on time.

Where is the Change Programme Working?

- Reforms are being led by OHoS, MoF and MoEP
- Pilot sectors for reforms are Education, Health and Agriculture
- Other sectors will implement reforms in a phased manner
- The Ministry of Information is helping communicate reforms

Changing the Machinery of Government