KDSG DECLARES COMMITMENT TO HUMAN RESOURCE DEVELOPMENT

Kaduna State Government has stated its commitment towards ensuring a highly educated and professional Civil Service. The Governor, Alhaji Mukhtar Ramalai Yero who was speaking at the 2013 Civil Service Award Ceremony for outstanding Civil Servants stressed the need for Civil Servants to continuously build their capacity and attain the highest academic qualification for enhanced productivity and improved service delivery. He assured of Government support for those willing to improve themselves stating thus: “We need to see Masters and PhD holders in our Service... we have that opportunity now and we can achieve it.”

The Governor challenged Civil Servants to study to improve themselves so as to add value to the system. In line with this commitment and the release of funds to implement the Human Resource Development roadmap, the Bureau of Establishments, Management Services and Training (BEMST) has commenced training of various categories of Civil Servants. Already Confidential Secretaries, those to retire in the next five years as well as some top Civil Servants have been trained.

BPSR GETS NEW HELMSMAN

Following the deployment of Permanent Secretaries in the State Civil service, an Overseer has been posted to the Bureau of Public Service Reforms (BPSR). He is Mr. Adamu Atama, who takes over from Alhaji Ja'afaru I. Sani who has been moved to the Office of the Secretary to the State Government as Permanent Secretary Political and Economic Affairs.

At a brief handing over ceremony in the Conference room of the BPSR, the outgoing Permanent Secretary Alhaji Ja'afaru I. Sani thanked staff of BPSR for the support and cooperation he enjoyed during his stay and urged them to extend same to the incoming Overseer.

In his remarks, Mr. Adamu Atama solicited the cooperation of staff to enable him carry out his assignment effectively.
HR OFFICERS NOW HAVE NEW TOOLS TO OPERATE

Following the adoption of a unified Human Resources Development (HRD) Policy and implementation of a wide range of reforms, efforts are being made to professionalize the HR functions in the Public Service. The new focus is a departure from the old order of routine administration hinged on strict observance to rules, regulations and procedures and administrative record keeping.

To this end, new HR Tools have been developed and these include: Guide to Personnel Record Keeping; HR Database instruction and template; job evaluation/classification; deployment template; succession planning guidance and templates; training and development guidance; and performance management amongst others. The essence is to reshape Government machinery in order to facilitate the implementation of its policies and programmes. An effective HR policy can respond to build the capacity and manage the performance of civil servants to deliver the strategic objectives of Government programmes.

It is in this regard that the issue was discussed at the just concluded Annual Retreat on Governance Change Programme held at Saniaka Holiday Resort from 3rd-5th July, 2013 where a Committee was set up to examine the HRM Suites provided by DFID-SPARC.

Globally, the public service is fast transitioning from being a mere administrative machinery to a professional one. As a departure from the past approach, the new HRM approach being considered would elevate HR Officers to professional strategists and advisers. The HRM would cover activities such as strategic HRM; Human Capital Management; Knowledge Management; Social Responsibility; Organizational development, resourcing (workforce planning, recruitment, selection and talent management); Training and Development; Performance and Reward management and employee relation. The new HRM approach is designed to make the public service more responsive to the needs of the society for accountability and improved service delivery.

**New HRM Suites:**

Pursuant to the attainment of the new HRM approach, DFID-SPARC organized a workshop to launch the new Human Resource Management (HRM) Suite in Abuja. The workshop which was held from 25th to 26th June, 2013 was attended by Heads of Civil Service, Permanent Secretaries and Directors handling Human Resource issues from the ten (10) States currently in partnership with SPARC. Areas discussed under the HRM Suite based on global best practices include:

- HRM Concepts – Human resource as different from personnel administration;
- Role of HRM Managers and Line Managers;
- The Professional HRM Model of shared services;
- HRM Self-assessment framework;
- HR Policy principles and policies;
- HR Structure and HR Operational procedures reference guide;
- Workforce planning;
- Capacity building and human resource development policy;
- Building readiness and managing HRM Reform;
- Ethical HRM; and
- HR Practitioners Tools

The HRM Suite provides useful templates to guide the new approach as well as to consolidate on achievements recorded under the ongoing reforms in the public service.

MINISTRIES OF HEALTH AND EDUCATION PREPARE SERVICE CHARTERS

Ministry of Health has finalized work on its Service Charter and is awaiting approval, while Ministry of Education has submitted a draft yet to be finalized. Members of the task teams of the two pilot Ministries had gone through series of workshops to enable them come up with a well articulated service charter.

At one of the workshops organized by the Bureau of Public Service Reforms (BPSR) with technical support from the DFID-SPARC held at Hotel Seventeen in Kaduna, the Overseer Bureau of Public Service Reforms, Mr. Adamu Atama charged participants to maximize the gains of the workshop.

In view of the need of the pilot MDAs to develop their Service Charters, the workshop was aimed at enabling the two pilot MDAs to produce an acceptable Service Charter so as to serve as sample to all other MDAs. When concluded, the Service Charter will provide the public with what clients should expect from various MDAs of the State in terms of the services that will be provided to both internal and external clients. It will also be able to provide information of all services to its clients with specific service standards and quality, their responsiveness to clients, accessibility and obligations to all clients. This will also give room for clients to send in their comments, complaints and suggestions as the charter is to be reviewed every three years, to keep up with new development and to accommodate any lessons learnt from previous implementation in order to achieve efficient and effective service delivery in the State.
STAKEHOLDERS REVIEW GOVERNANCE CHANGE PLANS

Stakeholders converged on Saminaka Holiday Resort for a Workshop to adjust the validated Change Programme and preparation of Change Plans for the year 2013/2014 on 3rd-5th July 2013. The review of the Governance Change Programme had been preceded by the validation of the 2011/2012 Change Programme about two months earlier (9th May, 2013) at Hotel Seventeen in Kaduna. The workshop enabled stakeholders in the 3 Work streams, Public Service Management (PSM), Public Finance Management (PFM) and Policy and Strategy including Monitoring and Evaluation (P&S, M&E) review progress made in the implementation of the Change Programme.

For each Dimension of the work stream, participants were taken through the general and specific recommendations contained in the 2012 Self Assessment Reports. Some of the recommendations which were still valid were adopted and used for adjusting the validated 2011/2012 Change Programme while others that were no longer tenable were either amended to suit the prevailing situations or discarded altogether. The same thing was done adjusting the 2013/2014 Change Plans. In each Dimension of the Change Plans, some activities which had the status ‘completed’ were changed to ‘on-going’ in realization of the fact that they had either not really been completed or their respective outputs were yet to be achieved. But those that were certified to be truly completed were expunged from the Change Plans. Furthermore, in compliance with some of the recommendations from the 2012 Self Assessment Reports, new items were added to activities required to achieve some of the outputs, while the outdated ones were taken out. An important aspect of adjusting the change plans is the allocation of the activities to different timelines (quarters) within the period of implementation as well as making estimates of the cost of implementing the activities in each year so that implementing MDAs could reflect them in their annual budgets. Suitable timelines were therefore allocated to each activity or set of activities required to achieve an output.

WEBSITES CONTENT COMMITTEE RECEIVES TRAINING.

As part of efforts to ensure sustainability of the rebuilt Kaduna State official website, a 2-day transfer of technology training was organized for the State Websites Content Technical Working Group (TWG) Committee from July 16-17, 2013 at the conference hall of the Ministry of Science and Technology. The training included basic principles of content management, site structure, user management, menu management and creating new “articles” which included editing existing articles and adding images, uploading documents to the website, managing comments and polls as well as updating videos.

The DFID-SPARC Consultant, Oketta Jude Onesie, who conducted the training said the idea of transferring technology was to enable members of the committee manage the website when it is eventually handed over to the State Government. In a remark, the Permanent Secretary Ministry of Science and Technology, who is also the Chairman of the Kaduna State websites content management committee, Alhaji Abubakar Abdullahi urged participants to take the training seriously as they will be responsible for managing the site in the long run. He expressed commitment to the success of the project and thanked DFID-SPARC for the support.

Participants were drawn from Ministries of Science and Technology, Information and Home Affairs, Office of the Head of Service and the Bureau of Public Service Reforms (BPSR).

The project which is facilitated by the Bureau of Public Service Reforms (BPSR) has technical support from DFID-SPARC. When handed over, the State official website will be civil servant driven with the State Ministry of Science and Technology taking full charge of the technical aspects while the Ministry of Information will be in charge of content.
Recognition is a morale booster for enhanced performance in the public service.

Cross Section of participants representing Government, CSOs and Development Partners, at the Kaduna State Development Plan Workshop in Saminaka

Participatory Planning is key to socio-economic development.

Stakeholders annually meet to review the Governance Change Programme for effective implementation

Participants at the 2013 Governance Change Programme retreat at Saminaka Holiday Resort
Change is the only thing that is constant in life.

Laying the foundation for the sustenance of the KDSG official website.

National Stability and Reconciliation Programme (NSRP) working with stakeholders to reduce and manage conflict in Nigeria.

New Head of Service Mr. Akilu D. Bungwon (Right) receiving handing over note from outgoing HoS, Mr. Nathaniel K. Hayab

Hon. Commissioner of Science and Technology Dr. Ramalan Giwa (5th Right); DFID-SPARC Consultant Jude Onesi (4th Right); and members of Kaduna State Website Content Management Committee.

NSRP National Team Leader Mr. Adam Drury with former Perm Sec BPSR Alh. J.I. Sani and Staff while on advocacy visit to BPSR.
CIVIL SOCIETY/MEDIA STRATEGISE FOR GREATER IMPACT

A cross section of participants at a civil society/media workshop on Governance & Accountability.

Following the signing in February 2010 of the Development Cooperation Framework (DCF), an agreement between the Kaduna State Government and a consortium of International Development Partners, the State Accountability and Voice Initiative (SAVI), a programme funded by the United Kingdom Department for International Development (DFID), has been supporting reforms in the area of Transparency and Engagement with Civil Society. The main objective of this support is to measure and improve the level of Civil Society participation in the governance process of the State.

The Civil Society (CS) and the Media want Government to create more spaces for them to participate in the governance processes of Kaduna State. This was the consensus of participants at a workshop organized by DFID-SAVI for Civil Society (CS) and Media groups in Kaduna State. The workshop was aimed at increasing know-how, promoting partnerships and re-strategizing for greater impact. The main objective of the workshop was to promote greater partnership among all CS and Media groups who are in the business of advocating for good governance in Kaduna State.

Various papers ranging from governance and accountability, gender, legislative and budget processes were presented. The then Permanent Secretary Bureau of Public Service Reforms, BPSR, Alhaji Jafar Sani’s paper was presented by Mr. Justin Ashio, acting Director Public Service Reforms. The paper highlighted the various measures that the Kaduna State Government has adopted to entrench transparency and accountability in its governance, taking a cue from global best practices. These measures include enactment of the Kaduna State Audit Law in 2010; setting up of a Due-Process Office in 2007 to oversee Government Procurement Policy in the State; rebuilding the Kaduna State Website to meet international standards; development of Guidelines for implementing the Freedom of Information Act; introduction of Service Charters in the public service; resuscitation of MDA publications to promote greater dissemination of information on government policies and programs; increasing computerization of Government operations; increasing collaborations with CSOs and the Media; and the constitution of the Kaduna State Committee on Transparency and Accountability in Governance.

A Mini-Political Intelligence- Analysis of Present Kaduna State was facilitated by Mrs. Rebecca Sako John of SAVI who stressed the importance of having a good understanding of the political arena of the State. An understanding of the history and political structure of the State, she said, is an important requirement for effective advocacy. Furthermore, Advocacy Platforms (APs) could use such knowledge for evolving strategies that would have greater impact. She urged APs to identify and engage the key political, economic, and administrative players or influencers in the State.

Fifty (50) participants were drawn from the following Civil Society and Media groups: Know Your Budget (KYB), Gender Working Group (GWG), Maternal and Child Health Civil Society Partnership (MCH-CS Partnership), Media Group (JOBETH, Journalist for Positive Change), Concerned Civil Societies, Empowering Women for Excellence Initiative (EWEI), and Youth, Orphans and Widows Empowerment (YOWE).
Since the first case of AIDS was diagnosed in Nigeria in 1986, the disease has moved from rarity to being common with almost every family having someone either infected or affected. In Kaduna State, the HIV sero-prevalence rate is still very high and was found to be 5.1% in 2010. Estimates suggest that about 31,000 people are living with the virus in Kaduna State, making it the highest with the burden of infection in the North West Zone of the country.

The effect of this epidemic can be felt in various spheres of the society. Sigma and discrimination directed at Persons Living with HIV and AIDS are a major challenge to the State’s efforts to combat the epidemic. While this may be expressed in various locations, the effect in the workplace can have major implications for the socio-economic status of individuals in particular and the State in general.

In its response, Government has developed a robust Kaduna State Strategic Plan to reduce further transmission of the virus and mitigate its impact on society. The workplace has been identified as a vital location to carry out interventions. Therefore, part of the Strategic Plan of Government is the development of the Kaduna State HIV and AIDS Workplace Policy. The purpose of the Policy is to ensure an effective workplace response to HIV and AIDS. The Policy provides for support to those affected and guarantees the rights of all persons living with or affected by the disease in Kaduna State. It also seeks to achieve the following specific objectives:

- eliminate stigma and discrimination in both public and private sector workplaces in order to reduce the effect and transmission of HIV/AIDS in the Society.
- increase access of workers to preventive, treatment, care and support services.
- foster behavioural change amongst workers and empower them to adopt appropriate behaviours that prevent the further transmission of HIV in the workplace and the community.
- provide adequate support for workers infected or affected by HIV and AIDS.
- build the capacity of workplace management and workers in handling HIV/AIDS related issues.

An important provision of the policy is that in all places of employment in the State, the only medical criterion for exclusion from employment is lack of fitness for work. This is in recognition of the fact that HIV itself does not constitute a lack of fitness and therefore should not be used to determine the suitability of employment. Accordingly, HIV screening shall not be a precondition for employment, continuation in service, promotion and access to other benefits. Furthermore, there shall be no obligation on workers to reveal their HIV status and employers shall not isolate any worker on the basis of his/her real or perceived HIV status, among others.

As part of the programmes geared towards facilitating the effective implementation of the workplace policy, the Kaduna State AIDS Control Agency (KADSCA) in collaboration with the Bureau of Public Service Reforms (BPSR) and Bureau of Establishments, Management Services and Training (BEMST) and with support from Enhancing Nigeria Response to HIV/AIDS (ENR), organized a one-day meeting with line ministries to develop holistic and comprehensive HIV operational plans that would address the issues around HIV & AIDS especially in the workplace. Participants at the workshop were Directors of Planning, Research and Statistics; Directors of Administration and Finance; and HIV Desk Officers in each of KADSCA’s 8 focal ministries. The ministries include Ministry of Education, Agriculture, Commerce and Industry, Youth and Sports, Culture and Tourism, Women Affairs and Social Development, Local Government, and Health.

It is believed that when implemented, the HIV workplace policy would lead to greater empowerment of the workers and their families to protect themselves against HIV infection, provide succour for those infected or affected by HIV/AIDS and eliminate all forms of stigma and discrimination directed at persons living with HIV in the workplace.
KDSG UNVEILS NEW OPPORTUNITIES FOR WEALTH CREATION

In line with Kaduna State Government determination to enhance the economic base of its citizenry through a befitting business climate, the Kaduna Industrial and Finance Company (KIFC), in collaboration with Bank of Industry (BoI) Kaduna, organised a workshop to sensitise various individuals and stakeholders on funding opportunities for entrepreneurship and small-scale enterprise development.

The State Government is aware that enhancing the business potentials of entrepreneurs especially at the grass root levels by ensuring sufficient capital is made available to them to start-up businesses will go a long way in guaranteeing sustainable peace and harmony in the state.

Regional Head North, BoI, Mr. Sunny Akedeyen, informed participants at the Workshop that there are funds lying idle with the bank waiting to be accessed. He said annually the sum of 2 billion naira is set aside for the funding of Small and Medium Enterprises (SMEs) but less than 500 million naira is accessed. He enumerated the mode of accessing the loan facility which could be through individual, corporate or as cooperatives as in the case of the Business Development Fund for Women which requires a group of 10 women to form a cooperative.

The workshop brought to the fore the need for the KIFC to partner with BoI in facilitating funding and business support services for SMEs in Kaduna State. It also stressed the need to organize capacity building programs, business mentorship and create more efficient business information channels for SMEs in the State among other resolutions.

The Chairman of the occasion, who is also the Special Adviser to the Governor on Trade and Investment, Alhaji Mohammed Yusuf Lere commended KIFC for organising such a laudable programme. He also shared his experience as a beneficiary of a loan from the Bank of Industry for a company which he serves as Chairman and noted that the BoI proved itself worthy not only by granting the loan, but supervising the restructuring of the company for effectiveness.

Earlier, the Managing Director/Chief Executive Officer KIFC, Alhaji Abdullahi Bello Umar told the participants that the essence of the workshop was to stimulate discourse on funding opportunities available at BoI for the overall upliftment of Business Climate and Enterprise in Kaduna State.

It is what we make out of what we have not what we are given, that separates one person from another.

Nelson Mandela

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