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PUBLIC SECTOR MODERNIZATION PROJECT

August 2015 – August 2020 | Implementer: Multi-Donor Trust Fund

The Public Sector Modernization project will benefit Liberian civil servants by improving public sector transparency; predictability of salaries; implementing human resource related reforms, such as career tracks, grade, recruitment and promotion. Through the development of a well-defined compensation regime for civil servants, the Government of Liberia will be able to improve its management of the public sector wage bill, a significant component of the Government's annual budget.

Current Activities/Accomplishments to Date

- Drafting of M&E Policy Evaluation template for review
- Civil Service Agency initiated introductory sessions with participating ministries and recruited key project staff
- Drafting Civil Service Strategic Plan (2015-2018). The Strategic Plan contains five strategic pillars:
 - Human Resource Management, which would ensure availability of right people and rights skills for better quality service.
 - Administration and Coordination of CSA intervention to provide daily support to crosscutting and technical functions and internal coordination.
 - Compensation and Pension pillar, which would gradually provide guidance and leadership for harmonization of salary, benefits, and pension schemes as a key part of motivation and career development of civil servants.
 - Modernization of Civil Service, which would consistently ensure civil service responds to changes and provide modern tools for effective and efficient service delivery.
 - Outreach and Decentralization of service delivery, which would effectively implement CSA mandate at local level closer to people.
- Cabinet has approved a Pay Strategy prepared by the Civil Service Agency.

Planned Outcomes

- Clean, accurate and complete civil service payroll will be established and maintained in participating ministries.
- Liberian government agencies will attract and retain competent managerial and professional civil service staff.
- Performance and accountability standards will be established for civil servants in participating ministries.