

Somaliland Civil Service MAGAZINE

Majaladda HAY'ADDA Shaqaalaha Dawladda

October 2021 – March 2022



**Xeerka
Shaqaalaha
Dawladda oo la
Ansixiyay**

**Civil Service
Strengthening
Project
(CSSP II)**



The Success Stories!

**Faa'idooyinka
Adeegga
Hawlgabka ee
Shaqaalaha**

**WARBIXIN KOOBAN: Shirka
Wada Tashiqa Qiimaynta
Adeegyada Dawladda**

**Civil
Service
Disciplinary
Procedures**

**Civil Service
Commission Staff
Awarded for 2021**



@SLCSC



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Somaliland Civil Service MAGAZINE

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HAY'ADDA
SHAQAALAH DAWLADDA
Civil Service Commission

Foreword

There is considerable agreement that organizations can benefit from using performance appraisal. Nevertheless, some studies find that both supervisors and employees have negative reactions to the process. Without understanding individual employees' reactions to performance appraisal and its supportive organizational context, it is less likely for performance appraisal to be used for its original objective, which is performance improvement.

Normally the performance appraisal is one (1) year and it's reflect the summations of the year's performance. This is ongoing process through the performance period. Milestone over the review period should be documented and maintained in the appraisee's personal file.

The review, which should be in the form of discussions, should be centered on what has achieved, any constraints experienced, and whether there is a need to vary the initial performance targets in order to accommodate any unforeseen circumstances. Any changes, additions or removal of performance target should however, only be made in the event that there have been significant changes in the nature of functions carried out by appraisee, and which may necessitate revisions of performance targets.

There is some times midyear performance review, which the idea is to conduct both the supervisor and appraisee the opportunity to jointly review the progress made by the appraisee in accomplishing the tasks and assignment agreed on at the beginning of the appraisal period and this is mandatory.

Appraisal takes at the end reporting period or year and the supervisor and appraisee required to meet at the end of year to discuss the overall performance over the whole appraisal period. Prior to the appraisal, the appraisee should prepare a preliminary report on the extent to which the set performance targets were achieved. The supervisor will assess the extent which the appraisee has achieved the performance targets, taken into account any unforeseen developments that may have affected performance during the period. The assessment describes performance that fully

meets all the targets agreed upon in the work plan, and represents acceptable level of performance. Besides

The Performance Department at CSC was established in June 2019. The establishment was one of the initiatives of the Civil Service Strengthening Project. The project is 5 years long. The project aims to support the development of HR Policies and procedures. The project started since 2017. Part of the project was to hire competent subject matter professionals. The appointment of the Performance Management Director was in January 2020.

CSC have also provided policies and procedures for performance management. The Performance Management Department is mainly responsible for planning, monitoring, appraising, and continuously improving the institutional performance. The Department have a mandate to ensure a proper implementation of the performance management and appraisal tools and guidelines.

CSC have started its first performance management cycle in 2020. The cycle included a pilot of 18 MDAs only. The rationale was to involve only CSC and MDAs staff member with the following criteria:

- Only MDAs with a complete re-organization and modernization. So far, only 18 MDAs have completed this process.
- Only MDAs with successful implementation of the Annual Operational Planning.
- Only staff members with Grade A and B.

The department's management have records of training the HR directors of 18 MDAs on the different performance management tools. All MDAs were provided with the tools necessary to carry out the performance planning as well as the performance appraisal.

Abdi Aden Diriye

Program Manager

Civil Service Strengthening Project (CSSP)

Message from the Chairman

As I reflect on the extraordinary events of the ended year, some of the most striking aspects for me is just how well our staff have rallied to achieve the previously set goals and overcome the challenges.

We have learned a lot about ourselves and the strengths of the Civil Service Commission, and I believe that we have successfully demonstrated, through our performance of the year, that the commission is strength, capacity and human resource power that can deliver the intended services to Somaliland people.

We put in place a well-regarded annual plan for 2022 at all levels in order to best achieve the CSC objectives while at the same time ensuring the continued delivery of quality services. I would like to thank all our staff for their continued commitment, dedication, and hard work in making this possible.

Since 2016, we have embarked on an important phase of public service reform to enhance and revolutionize a concrete civil service reform activities and managed to grow the commission's status and leadership. We are now in a new phase of that reform completing an ongoing programs such as HRMIS, Pay & Grading Policy, Pension Policy & Bill and others.

Despite the challenges we faced in 2021, we will continue along this trajectory this year, adding value and expertise to our engagement and leadership working with all the MDAs and other stakeholders.

I am strongly committed to work with everyone and will continue towards achieving our ambitious vision for the Somaliland

government based on our strategic plan and other mechanisms in place. What we have achieved last year only reinforces our commitment for 2022.

I'd like to extend my best wishes and gratitude to each and every one of you for your dedication and commitment.



Khalid Jama Qodax
Chairman
Civil Service Commission

Main Findings of the Public Sector Service Delivery Survey

The Civil Service Strengthening Project, implemented by the Government of Somaliland with support from the World Bank, seeks to strengthen basic functions for payroll, human resources, and policy management in selected central agencies and line ministries in order to improve service provision across Somaliland. To inform this project, research was undertaken to understand perceptions of public sector performance, including efficiency, quality, accessibility, and integrity; knowledge of the ongoing public sector reform; current performance of the public sector in delivering ten key public services; and actual practices in the public sector. This research will help inform project work to improve leadership and service delivery rendered to the public, including through the subsequent monitoring of indicators developed at baseline in future evaluations.

Monitoring team member taking notes from enumerator and household interviewee

In general, many respondents had not successfully received government services since the beginning of 2020. This is a notable finding, as it suggests a general need to improve the accessibility of government services, particularly in rural and remote regions (especially



Monitoring team member taking notes from enumerator and household interviewee

Sanaag and Sool) where rates of service provision were low. Education and health services were the most frequently received services by the general public. The business community was not surveyed about these services because they do not directly relate to the operations of businesses. For education services, the general public and civil servants rated the efficiency and quality of the service as somewhat satisfactory. Accessibility—and in particular, affordability—was rated lower by both groups, particularly by civil servants. However, respondents stated that all three dimensions had, on average, improved a little over the past three years.

Response patterns for health services were very similar, with efficiency and quality rated as somewhat satisfactory but lower ratings for accessibility, particularly affordability. It is noted also that in qualitative interviews, respondents from the Ministry of Health noted that unqualified doctors or health professionals could pose a risk to the quality of health services. Taxation services were also received by a relatively large number of respondents. The general public, business owners, and civil servants all rated efficiency and quality as somewhat satisfactory and stated that they had improved either a little or a lot over the

past three years. Businesses and civil servants, however, rated accessibility of taxation services less highly. The main barriers reducing accessibility to tax services included insufficient information, hard-to-reach office locations, and the absence of staff.

For justice-related services, the business community rated efficiency and quality lower, on average, than the general public and civil servants, who rated these dimensions as somewhat satisfactory. This may be because the complexity of cases faced by businesses is higher than the general public, or because there is insufficient outreach to businesses by the relevant ministries. Additionally, we note relatively lower ratings for the physical accessibility (location) of justice services, with, for example, around one-quarter of public respondents stating that justice institutions were hard to reach and with substantial travel times reported to reach institutions.

On average, businesses tended to rate the land-related services provided by the Ministry of Public Works more favorably than the general public. All three groups, civil servants, businesses and the public noted either a little improvement or a lot of improvement in efficiency, quality and accessibility over the last three years. The main reasons attributed for inefficiencies and low quality were incompetent staff and poor infrastructure. Additionally, land services were often reported to be unaffordable. Sample sizes for road-related services, animal production services, and environmental protection services were low, reducing our ability to draw robust conclusions about these services. However, we find that civil servants generally rated the efficiency and quality of road-related services quite highly, with lower ratings for accessibility. We also note that for road services, a large portion of respondents did not successfully receive the service despite requesting it.

For animal production services, the general public rated services much more highly than businesses or civil servants; civil servants rated the accessibility of these services particularly lowly. For environmental protection services, civil servants similarly rated the accessibility of these services as the most pressing issue to improve provision of the service (in line with the small number of respondents who had received these services).

Across the general public and businesses, perceptions of the efficiency and quality of agricultural support services were generally high (although few businesses had successfully received these services). Perceptions of accessibility were lower; additionally, civil servants had lower perceptions of the service's efficiency, quality, and accessibility than the public or businesses. Notably, high specialist fees, followed by the expectation of unofficial payments to reduce waiting time, were seen as major factors undermining the affordability of agricultural services.

Lastly, businesses and civil servants reported similar perceptions of efficiency and quality of business licensing-related services, rating them as somewhat satisfactory. Business respondents had higher perceptions of the accessibility of the service than civil servants, with the exception of the financial aspect, which 50% of respondents believed was restrictive.

Full report of this survey is expected to be out by the end of January 2022 and will be available for public by then.



Enumerator interviewing a Civil servant at Gabiley region

PRESIDENT APPOINTS NEW CIVIL SERVICE COMMISSION DEPUTY CHAIRPERSON

Amina Hussien Mohamoud new Deputy Chairperson for the Civil Service Commission.(CSC)



Amina Hussien Mohamoud as the new Deputy Chairperson for the Civil Service Commission.

President Appoints New Civil Service Commission Deputy Chairperson

The President of Somaliland appointed Amina Hussien Mohamoud as the new Deputy Chairperson for the Civil Service Commission. This is the first time in the history, a woman is appointed in this position which gives a unique status to the deputy chairperson and to the institution as a whole. In a well-organized event at the Civil Service Commission office, a handover ceremony took place where the former deputy officially handed over to the new deputy attended by CSC staff and other government officials. Ms. Amina, thanked the event organizers and the CSC management for the event and said she will contribute her experience and knowledge to



the overall goal of the civil service making sure the commission achieves its national goals as intended. At the end of the event, the CSC Chairman acknowledged the former deputy's well regarded contribution to the commission and hoped the new deputy to continue from

there highlighting her past experience in the civil service policies and guidelines since she has been closely working with the commission in her former position at the Ministry of Telecommunication.



CIVIL SERVICE DISCIPLINARY PROCEDURES

Abdikani Saleban (LI.B, LI.M)
Director of Legal Affairs Department
Civil Service Commission



**"Discipline is the
bridge between
goals and
accomplishment."**

- Jim Rohn



Abdikani Saleban (LI.B, LI.M)
Director of Legal Affairs Department
Civil Service Commission

Civil Service Disciplinary Procedures

Disciplinary control in the public service is one of the Public Service Commission's functions as stipulated under Article (53) of the newly amended Civil Service Law (Law No.97/2022).

Civil servants are expected to maintain integrity and uphold the dignity of the office to which they are appointed. It is therefore imperative that every civil servant adheres to the rules of conduct and ethics as laid out in the law. While exercising the powers of disciplinary control, the Commission is alert to the fundamental principles of natural justice.

We better consider that discipline in the service should be viewed not only from the aspect of imposing a punishment against the officer or deterring other officers from committing similar misconducts but also, as a way of moulding and developing a positive attitude in the officer.

The ultimate objective of discipline is to create a motivated and dedicated officer who upholds proper work ethics for optimal service delivery. The easiest way to uphold discipline is to emphasize on self-discipline, that is, the conscious deliberate decision to comply with what is expected.

In this case, the Civil Service Commission is constitutionally mandated to exercise disciplinary control over civil servants appointed to hold offices in the civil service. To effectively deliver this function, the Commission developed the first Discipline Management Policy approved by presidential circular in August, 2019 to guide the process of handling disciplinary cases in the civil service.

This Manual does not substitute the civil service regulations made by the Commission or any law made by Parliament as the case may be, but it is meant to guide the MDA's disciplinary committees. The committees are therefore required to read the Manual alongside with the following documents:-

- a. **Somaliland Constitution**
- b. **Civil Service Commission Law,**
- c. **Civil Service Administrative Policies, Rules and Procedures and**
- d. **Code of Conduct**

- e. **Penal code**
- f. **General circulars issued by the Government from time to time.**
- g. **Any other law governing public service.**

This Manual does not substitute the civil service regulations made by the Commission or any law made by Parliament as the case may be, but it is meant to guide the MDA's disciplinary committees. The committees are therefore required to read the Manual alongside with the following documents:-

Scope

This Manual provides general guidelines and instruments to be used by the Commission, Ministries/State Departments and Agencies (MDA's) in handling all discipline cases against civil servants.

Objectives

Under Article 113 of the Somaliland Constitution along with the Amended Civil Service Law and the civil service administrative policies, rules and procedures, the Commission is empowered to make regulations for better carrying out of its functions.

The Commission has developed policies opted to regulate the civil service conducts including those that govern disciplinary control, powers to issue instructions and to prescribe instruments on disciplinary action. In an effort to enhance the processing and presentation of discipline cases, the Commission has revised the Manual for use by Ministries/State Departments.

The objectives are to:-

- Define discipline and understand its meaning in the context of the existing public service regulations.
- Define standard procedures for uniformity in handling disciplinary cases.
- Outline the steps in disciplinary procedures and processes.
- Create understanding on the roles and

responsibilities of the Public Service Commission and Authorized Officers in handling of the disciplinary cases.

Further the manual provides guidelines on the following—

- Proper framing of charges;
- Investigation of cases;
- Analysis and evaluation of cases;
- Concluding and forward disciplinary charges in pursuance to the civil service rules and regulations

Guiding Principles

Disciplinary control is an integral part in the management of human resource in the civil service. It is intended to help and encourage civil servants to achieve and maintain standards of conduct, contribute to improved performance and productivity. It is based on principles of fairness as envisaged in the Constitution and other enabling legislations. Where applicable, other alternative intervention mechanisms need to be explored.

The summary of the disciplinary process are as follows:

Step one: Commence the process

Step two Investigation: Establish facts

Step three: Prepare for the disciplinary meeting

Step four: The disciplinary meeting

Step five: Outcome of the disciplinary meeting

Step six: Decide the appropriate disciplinary action

Step 7: Implement the disciplinary action

The detailed process will be published in the next issue.

Abdikani Saleban (LL.B, LL.M)

Director of Legal Affairs Department

Civil Service Commission employed the 2nd batch of

National Service

The Somaliland Civil Service Commission has officially employed 737 members of the second batch graduates from the National Service

who will be engaged at the Ministries, Departments and Agencies of the Somaliland government. This is part of the national agenda reducing the unemployment rate in the country under the leadership of the Somaliland President.

The new civil servants are now officially registered at the Civil Service Commission and deployed to the Ministries and government agencies where they will be working at.





Civil Service Strengthening Project (CSSP II) Kick-off Held in Hargeisa

An official launching ceremony was held for the start of CSSP II at Ambassador Hotel in Hargeisa attended by government officials, key civil servants, World Bank Team and others.

The CSC Chairman, Minister of Employment, World Bank Task Team Leader and other officials addressed the participants during the event appreciating the successful achievement of CSSP I and the efforts made by the government and the support from the World Bank have resulted the full implementation of the project.

The project kickoff is part of the project initiation phase of the project lifecycle. It's a critical project

management activity that involves preparing the team members and the client team on expectations, communications, and collaboration for the project.

Towards the end of the event, the Project Coordination Unit (PCU) members have been awarded certificates of appreciation by the

government for their outstanding performance and effective contribution towards the implementation of CSSP 1. The government also awarded the World Bank officials for providing technical support for the project.



EFFECTS OF STRATEGIC PLANNING MONITORING AND EVALUATION TO DEPARTMENTAL WORK DELEGATION

Omer Suleiman Head of Statistics
Civil Service Commission



Omer Suleiman Head of Statistics
Civil Service Commission

Effects Of Strategic Planning Monitoring And Evaluation To Departmental Work Delegation

Strategic direction refers to the plans that need to be implemented for an organization to progress towards its vision and fulfil its goals. In other words, Strategic direction is the long term or medium term initiatives, while implementation has sub divisions of strategic objectives in to achievable activities and milestones. Despite the nature of the organization, strategic plan has a universal definite standard but organizations are different in short term plans depending on the scope or capacity. The strategic plan is the core or the base that guides what any industry is trying to do or doing, action plans are drawn for every certain period of strategic term to achieve the desired results and goals.

The evidence of success for nonprofits is not primarily financial (profit); it is accomplishment of mission. According to (Michael J. Allison and Judith Kaye, 2015), Strategic planning should be done because it helps an organization to increase the impact of its work—to accomplish more of its mission—by helping leaders be intentional about priorities and proactive in motivating others to achieve them. Non-profit organizations set strategic plan for achieving their goals or impact.

Strategic planning monitoring and evaluation was almost not effective within Somaliland Civil Service Commission as it was founded with Somaliland Nation. The second National Development Plan (NDPII) aimed at achieving Somaliland Vision 2030. The main goal for Somaliland Vision 2030 is stable, democratic and prosperous country where people enjoy a high quality of life. The CSC strategic plan contributes to pillar 3 of the Somaliland national vision 2030 of good governance that promotes accountable public sectors (CSC Strategy, 2020-2024). The CSC is desirous to implement strategies that will equip civil service with the right qualifications, right placement and conducting regular monitoring to assess how MDAs are delivering the services to the community (CSC Strategy, 2020-2024).



To get effective implementation of these strategies Civil Service Commission needed to conduct studies about the suitable plan to execute and achieve these goals. To achieve this, planning department of CSC managed to formulate Logical framework, M& E Plan and annual operational plans. These frames and plans are based on CSC Five year strategic plan which is clearly elaborating results framework, activities, outcomes and objective hierarchy. This brought that every department to take full responsibilities of its outcomes they host or accountable to the intended activities.

Monitoring and evaluation plan is used to follow up activity achievement on monthly, quarterly and yearly basis since monitoring reports is produced twice a year. Mid-term evaluation of outcomes is designed to take twice during strategic term based on log frame and final evaluation is planned to be the end of the strategic term which is five years to assess Process, outcomes, objectives, effectiveness, efficiency, impact and sustainability.

There was a big challenge for breaking down activities into lower sub-units due to lack of decentralization and lack of research about this issue. For the last two years, during the second year of the strategy implementation, logical framework for CSC in line with strategy was developed.

Effects Of Strategic Planning Monitoring And Evaluation To Departmental Work Delegation

Role of Strategic Planning, Monitoring and Evaluation to CSC Departmental Work Delegation

According to the (Omar Suleiman, 2021), he demonstrated his study about the effect of PLM&E to CSC department work delegation. He applied Pearson's correlation coefficient to explore the level of association between these two factors:

Independent Variables Work Delegation to
CSC Departmental Staff (Constant)

Civil Service Commission Strategic Planning,
Monitoring and Evaluation

0.65

This incorporating the correlation coefficient model was used to discover the role or impact that the CSC strategic planning, monitoring and evaluation on departmental work delegation. Principally, the correlation has a rule that determines the type or correlation of variables and the Degree of correlation. According to the results, these two variables have strong positive relationship meaning that any change made on the status of planning monitoring and evaluation can influence the work delegation status of CSC.

The findings also reveal whenever program planning practices are improved, the CSC departmental work delegation also improve with them.

Written By: Omer Suleiman

Head of Statistics

Civil Service Commission





Main Achievements of the Talent Management Program (TMP)

The Talent Management Program is a vital element of the civil service reform plan. This program was designed to give the Civil Service Commission an opportunity to mobilize individuals who are professionals and it is an engine for the civil service reform.

TMPs Here is a brief summary of the main achievements of the TPM staff during the last quarter:

- Played a pivotal role in the civil service reform plan.
- Implemented a fairly and transparences recruitment system in Somaliland based on the needs of the institutions and talents of candidates.
- Recruited the second batch of TMP 20 staff and providing an induction training where new staff of the Talent Management Program was familiarized with the rules and regulations of the government institutions.
- Conducted training for the Human Resource Directors of the government institutions where they were trained on Recruitment, Performance and Civil Service Code of Conduct.
- Distributed Performance Work-plan forms to all Government Institutions to fill it and Conducting CSC and CSI Performance Work-

Plan

- Performance Appraisals of all civil service Commission staff have been conducted and the best performers are rewarded
- Completed the Monitoring & Evaluation tools and shared them with all the departments
- Developed research themes for the Civil Service Commission in the year of 2020
- Documented correct data of employees in the server for 15 MDA's

In general, TMP staff have positively changed the organizational performance, either through direct contribution or in the longer term by demonstrating the highest levels of potential.

TMPs continue to foster a culture which encourages initiative and innovation enabled by coaching and mentoring within a framework of collaboration and accountability and taking the role to be the best that can be in everything.

In completion, the TMP performance is highly appraised and made significant changes in the level of the MDAs institutional performance.



Technical Committee Meetings Held

The Technical Committee, consisting of the Director Generals of the key Ministries, Departments and Agencies of the Somaliland government have been established to contribute to the technical aspects of the civil service reform. The committee meets on monthly basis to mainly discuss decide regarding the common issues and technical aspects of the ongoing civil service reform led by the Civil Service Commission.

Civil Service Strengthening Project uses the existing governance and management arrangements designed under the government's Public Service Reform Strategy. The overall project implementation is led by the Civil Service Commission (CSC) in collaboration with the other MDAs to implement different components of the project.

During the quarter of October – December 2021, the committee held several meetings chaired by the CSC Chairman to discuss pressing issues including implementation of MDA structures, HR Policies & Procedures, Capacity building programs, development of HRMIS, Public Pension System and other programs



Civil Service

Payroll Management

The Civil service Headcount and Payroll Management was intended to support Civil Service Commission (CSC) and Ministry of Finance Development (MoFD) to maintain a clean and accurate civil service payroll and to strengthen HR data management. The civil service strengthening project is intended to support the CSC build their capacity for monitoring, reporting, and auditing of payroll entries and exits in order to contribute to increasing the accuracy and predictability of the government's wage bill.

In 2018, the project successfully completed headcount and biometric registration of all civil servants under jurisdiction of CSC. This has enabled cleaning of Civil Service payroll and "ghost" workers are no longer in government payroll. Phase two of HR payroll Audit which counted newly entered staff for the period after the previous headcount this was 3,465 servants.

This was necessary to inform subsequent processes to align the HR requirements with the Somaliland government's development aspirations as contained in the national development plan and strategic policies. The process that took place between January and April 2018 involved physical headcount of civil servants in all ministries, departments and agencies (MDAs) under the jurisdiction of CSC.

The CSC has completed the development of an electronic database and established the national archives for civil servants and has started to create personal files for all civil servants (hard copies). So far, CSC has furnished 41 MDAs with a clean list of all "bonafide" public servants under its jurisdiction. The Civil Service Commission has also handed over to the Ministry of Finance Development the

(SLFMIS) team a list of 41 MDAs and the list was uploaded into the system.

The MDAs are supposed to use this information to create both soft and hard copies of employees' Personal Files each bearing personal details, education qualification and current grade and salary of the employees. Most targeting MDAs have already created such personnel files for all cadres of their employees and produced hard copies back-up files for their employees. Furthermore, these personal records from all MDAs will be pieced together to set up the Human resource Management Information System (HRMIS) covering all public workers under CSC.

The headcount process has also resulted in good progress has been made towards payroll control. Although the process is still largely manual, there is a good degree of integration and reconciliation between payroll and personnel records. Approved staff list, personnel database, and payroll are cross-checked to ensure budget control, data consistency, and monthly reconciliation. Current system is capable of controlling cases of double dipping for those who have been registered after the headcount process, it may not detect such cases for public workers who were not included in the headcount.

The project was able to build the capacity of CSC, The Payroll Control Unit has to build capacity of the CSC for auditing of payroll entries and exits. This is expected to contribute to increasing the accuracy and predictability of the government's wage bill. Development of Payroll Management Guide and Payroll Audit Management Manual has also been completed.

ID	Name	Emp ID	Position	Type	Grade	Pay Group	Status
HR30172	Hibo Ahmed C/laahi	7367459	Sarkaal	Permanent	B	Tender Board - Staff	True
HR30173	Muatafe Maxamuud Koosaar	7367544	Sarkaal	Permanent	B	Tender Board - Staff	True
HR30174	Hinda Yuuseen Jaamac	7367595	Sarkaal	Permanent	D	Tender Board - Staff	True
HR30175	Filisan Cabdi Xassan	7367561	Sarkaal	Permanent	D	Tender Board - Staff	True
HR33231	Nimco Mawlid Yuuseen		Sarkaal	Permanent	C	Tender Board - Staff	False

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Form fields:

- Address: [Text Field]
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- Email: [Text Field]
- Employment Period: [Text Field]
- Position: [Dropdown]
- Grade: [Dropdown]
- Pay Group: [Dropdown]
- Department: [Dropdown]
- Location: [Dropdown]
- Commander: [Dropdown]
- Type: [Dropdown]
- Active: ☐
- Basic Salary: 0.00
- Net Salary: [Text Field]
- Send SMS: ☒
- Termination Date: [Text Field]
- Termination Reason: [Text Field]

About the New Civil Service Commission Vice Chairman



Amina Hussien Mohamoud

was born and raised in Hargeisa, Somaliland.

She holds a Bachelor's Degree in Finance and Master's Degree in Executive Business Administration from Abaarso Tech University in Hargeisa.

She has worked as a Program Officer at Institute of Practical Research and training as a trainer and business management consultant.

She also worked as Admin & Finance, Tax officer at the Somaliland Inland Revenue Department.

Beginning of 2021, Amina was appointed as the Director General of the Ministry of Telecommunication performing coordination role at the Ministry as well as policy setting while the Functional

heads of department are responsible for executing the technical aspects of the Ministry's functions.

Currently, Amina was appointed as Deputy Chairman Civil Service commission by the President of Somaliland.



Summary of Public Service Reform Steering Committee Meeting Discussions

Civil Service Strengthening Project uses the existing governance and management arrangements designed under the government's Public Service Reform Strategy. The overall project implementation is led by the Civil Service Commission (CSC) in collaboration with the other MDAs to implement different components of the project.

The Project's Public Service Reform Steering Committee is responsible for providing strategic oversight and guidance for the project. The Steering committee, chaired by the Minister of Employment, Social Affairs and Family (MESAF) conduct their meetings on quarterly basis to look into the project's activities and approve the annual plan as well as the quarterly reports.

Two Steering Committee meetings have been

held during the quarter from October – December 2021 to discuss several issue regarding the public service reforms. During those meetings, the committee reviewed and generally approved the Civil Service Strengthening Quarterly Report for October – December 2021 as well as the CSSP 1 & 2 Work Plans which have been prepared by the project team.

Other issues have also been discussed including the MDA structures, start of Pay & Grading Policy development, TMP staff performance, and capacity building for the government officials as well as the general civil service, policy development and other issues. The meeting has also listened and discussed the progress regarding the expected Governance project that is expected to start in the near future.



Public Service Reform Steering Committee Meeting Discussions



Pay & Grading Policy Development Update

The Civil Service Commission, representing the Government of Somaliland, recently awarded Public Administration International (PAI) in a joint venture with Service Solutions Group (SSG) a contract to provide consultancy services to develop Pay and Grading policy reform and to provide technical assistance on conducting job evaluations and preparing job descriptions for Somaliland Civil Servants.

A launching event was held at in November 2021 with key government Ministers and senior civil servants present, including Civil Service Commission Management, Family and Social Affairs, Deputy Finance Minister and other top government officials.

During the event, welcome addresses were presented by CSC officials. Ministers addressed the meeting, endorsing the Pay and Grading consultancy and identifying potential benefits while also pointing to the need for resolution of long-standing inequities in pay practices in Somaliland. Directors of both PAI and SSG described their companies' competence and rich experience in implementing complex projects including public sector Pay and Grading reform projects throughout the world.

The Pay & Grading policy will help to be realized by civil service management and staff the following key issues:

- Pay policy integrated with existing HRM policy
- New grade structure
- Salaries allocated to the grade structure
- Job grades determined by fair and objective Job Evaluation
- Competitive rates of pay
- Capacity of civil service management and specialists raised to administer the system
- Motivated staff
- Links between pay and e.g. performance management system
- Support for change management
- Equal pay for work of equal value

Since the start of the consultancy, the company carried out a country-wide assessment where teams have been sent to all regions and as a result, developed the following key assessments:

1. Review of the Current Fiscal situation Relevant to Pay Reform and Wage Bill Management: This was a complete review of the Current

Fiscal situation Relevant to Pay Reform and Wage Bill Management in Somaliland. Its findings, together with findings of comparative analysis of public and private sector grade and pay structures, will serve as direct inputs to the Somaliland's Financial Model.

2. Overview report on the current pay and grading system in Somaliland: This was a complete review of the Somaliland's current pay & grading systems and how this has been materializing over the years. An understanding of this would be the base for providing a concrete Pay & Grading options for the country.
3. Comparative Analysis of Public and Private Sector Grade and Pay Structures: This analysis is a key to also look into the private sector's pay & grading structures and come up with a comparative analysis to help the government have an idea of the private sector when developing pay & grading policy for the public sector.



Civil Service Law Approved



CSC Chairman Meets with Members of the House of Representatives in his office

After months of discussions, The Somaliland House of Representatives have voted in favor of the newly amended Civil Service Law. Immediately after the approval, the Somaliland President issued a Presidential Decree for immediate effectiveness of the law.

The news came exciting to the public in general and for the civil servants in particular as this was the first time the law has been reviewed and amended since 1996 when it was first drafted. The new document addresses key issues and covers many gaps in the management of the Somaliland civil service.

However, this has not come as easy as it seems. It took great efforts and process for the Civil Service Commission to come to this stage. For example, the CSC Chairman has been meeting with the Social Committee members of the Somaliland House of

Representatives to discuss the amendments of the Civil Service Law and to speed up the approval process.

Other similar meetings took have also been taking place since then where the CSC management have been meeting other stakeholders including the Solicitor General and Cabinet members for the same purpose.

The new Civil Service Law will help the government successfully carryout developing Pay & Grading Policy as well as Human Resource Management Information System (HRMIS) and other policies and systems based on the new law.





Public Service Pension Benefits in Somaliland

The concepts of welfare and pension were introduced in early Islamic law in the form of Zakat (charity), one of the five pillars of Islam, under the Rashidun Caliphate in the 7th century. This practice continued well into the Abbasid era of the Caliphate. The taxes (including Zakat and Jizya) collected in the treasury of an Islamic government were used to provide income for the needy, including the poor, elderly, orphans, widows, wayfarer and the disabled. Jizya is a per capita yearly taxation historically levied in the form of financial charge on permanent

non-Muslim subjects (dhimmi) of a state governed by Islamic law.

There is currently no social security system in Somaliland. The system that existed during the colonial administration has not been in use for several decades. As a consequence, elderly public servants have three options of receiving income in retirement: (i) continue to work until they cannot work anymore – their salary effectively serves as their social security benefit; (ii) stop working and become financially dependent on other

family members; and (iii) stop working and live in poverty. The reality of the situation, however, is that most civil servants continue to work beyond what should be regarded as retirement age because their salary supports a significant number of extended family members.

The overall problem that the Somaliland Civil Service Strengthening Project (CSSP) seeks to address is GoSL's absence of a pension system to support the retirement needs of its employees. The Somaliland

National Development Plan I (SNDPI 2012-2016) concurs that the absence of government pension and social security systems and the supporting legislation and policies are among the policies and laws that need to be developed further to promote social development and protect citizen's rights. The Somaliland National Development Plan I (SNDP) states that Somaliland people rely mainly on traditional, social protection structures (e.g. inheriting public sector jobs) rather than setting up a national social security fund and introducing a pension scheme for public and private workers.

The Government of Somaliland is planning to establish a pension system for eligible civil servants. This is the result of a government initiative to help people who otherwise might not save enough money to live on when they retire, and to make it possible for people to retire at normal retirement age. A Defined Benefit (DB) pension system has been agreed upon to provide employees with a predictable retirement benefit for life. DB plans are based on an established formula defined by a law. DB plans may be funded by employee and employer contributions and investment returns. The investment related risks are borne by the plan sponsor. The benefit formula is based on the years of service and the compensation.

In meetings held between the Government of Somaliland and the World Bank, the Government team presented cost projections and finally settled on the establishment of a pension and gratuity system starting in 2022. Necessary preparations should proceed immediately. The Government of Somaliland has made significant progress in terms of pension reforms. The proposed reform is embodied in a Pension Policy paper and draft law and includes the establishment of Public Pension Office at the Civil Service Commission, Review, finalize and approve the Pension Policy and the Bill, PMIS (Pension Management Information System), biometric registration of pensioners for proof of life, system roll-out to provinces, and capacity building. The Pension Fund will manage the pension scheme, including receipt of contributions, establishment of a bank account, recordkeeping and processing pension and gratuity applications, and payment of all benefits. In addition, the Pension Fund must establish a medical commission to verify and oversee the health condition of the pensioners.

Approximately, 1,200 civil service are currently pensionable across the country from all MDAs.

The Current Status

Somaliland Government established technical working group to complete the establishment of the Pension Fund. The main tasks of this working group duties include;

- Supporting CSC to oversee the progress and implementation of the pension fund'
- Drafting and reviewing the regulations, guidelines, regulations, and any other documents related to the pension fund management

A draft pension policy and law have been developed and now are under the process of review by the Solicitor General and there are continuous consultation meetings aimed at the finalization of the pension policy and bill. It is expected that the process to approve the Policy and Bill by the Cabinet and Parliament will be completed by end of July according to the plan.

Similarly, a Pension Management Information System (PMIS) will be developed to help the pension management once the documents are approved and become effective.



Civil Service Institute Trainings

The Civil Service Institute (CSI) aims to strengthen the capacity of civil servants. It provides a solid platform for delivering training and development activities for the civil service. The CSI was established in 2005 and currently provides degree programs, a one-year diploma program and a joint master's degree program as well as research and consultancy services.

The institute also builds the capacity of its staff as well as Somaliland civil servants in delivering graduate programs. The institute creates a niche in state of art programs in human and institutional capacities that is aligned to the ongoing reforms and responds the training needs of individual institutions.

CSI in collaboration with Ghana Institute of Management and Public Administration (GIMPA)

developed and delivered for short-term and Long-term Training of Trainees (ToTs) programs in March 2022. The trainings targeted different Trainees including government Ministries, Departments and Agencies (MDAs), Non-for-Profit Academic Institutions, and the CSI community (CSI lecturers/trainers, CSI Alumnus, & ECSU graduates). The Total participants of the trainings are 54 in which nine of them were females. Different methodologies were

used during the trainings including group discussions, practical presentations and case studies.

Those participants were selected by criteria that were prepared by CSI to screen the applicants due to their knowledge, teaching experience, and practical experience.

The Overall Objectives of the training was to equip trainees with the requisite knowledge and skills required to perform the training function more effectively.



Civil Service Commission Staff Awarded for 2021 Performance



The Civil Service Commission's Department of Performance Management and Appraisal has been Preparing staff Performance Targets and plans, staff Competencies, job evaluation, staff service Delivery, Staff Motivation and Rewards in preparation for the CSC staff awards for 2021.

The level of service delivery and performance of the Civil Service Commission staff has been assessed in accordance with the Civil Service Law and according to the performance management and Appraisal Procedures.

A Performance Management and Appraisal Committee have been established consisting of five members chaired by the CSC Director General and four Departmental Directors.

The committee considered the following themes to finalize the staff appraisal:

1. Individual Performance Work Plan
2. Reviewing Staff Competence on Agreed Performance Work Plan during 2021.
3. Staff Attendance and Punctuality
4. Staff Behavior and attitude successfully

An even was held at the Civil Service Hall where staff have been awarded for their performance in different categories during the year.

The event was attended by members of the Cabinet, Heads of Public Institutions, Directors General, Departmental Directors and all staff of the Civil Service

Commission.

At the event were awarded Directors of Departments, Deputy Directors, Officers and Regional Coordinators of the Civil Service Commission.

CSC's Employee of the Year





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CSC's Employee of the Year

CSC's Employee of the Yea

Hordhac

Waxaa jira heshiis wax ku ool ah oo ay ururadu ka faa'iidayaan karaan iyaga oo adeegsanaya qiimaynta shaqo-wanaagga. Si kastaba ha ahaatee, xog-uriranaha qaar waxa lagu ogaaday in maamulayaasha iyo shaqaaluhuba ay dareen-celin togan ka qabaan habka. Haddii aan la fahmin falcelinta shaqaalaha gaarka ah ee qiimaynta waxqabadka iyo macnaha guud ee goobaha shaqo, waxa hoos u dhacaysa ujeeddadii saxda ahayd ee loogu talagalay in loo adeegsado qiimaynta shaqo-wanaagga taas oo ahayd horumarinta shaqo-wanaagga shaqaalaha.

Sida caadada ah qiimaynta shaqo-wanaaggu waah al sanno waxaanu si guud u muujiya shaqadii sannadkaas. Waana hab socda inta lagu gudo jiro qiimaynta. Guulaha la gaadho xilliga qiimaynta laftigeeda waa in lagu muujiyo lana sugo foomka qiimaynta shaqaalaha.

Qiimayntu waa in ay noqotaa mid u dhigan qaab wada sheekaysi, iyada oo diiradda la saarayo guulaha la gaadhay iyo caqabadaha lala kulmay, iyo in la qiimeeyo haddii ay jirto baahi keenaysa in la beddelo yoolkii la lahaa si loogu sii diyaargaroobo waxyaabaha aan ku talagalka ahayn ee dhici kara. Wax-ka beddelka, wax-ku darka ama ka saarista qiimaynta yoolka waa in la sameeyo uun kaliya marka isbeddel weyni ku yimaaddo habsami socodka hawlaha taas oo keenaysa in dib loogu noqdo yoolkii shaqada.

Mararka qaar waxa dhacaya qiimayn sannadka dhexdiisa ah, taas oo ujeedadu tahay in agaasimaha iyo qofka shaqaalaha ah ee la abaal marinayaaba helo fursad ay iskula eegaan talaabooyinka uu qaaday qofka shaqaalaha ah ee ku saabsanaa qabashada hawlihii la isla gartay qabashadooda bilawgii qiimaynda, tani waa muhiim waana waajib.

Qiimayntu waxa ay ku eegtahay dhammaadka waqtiga soo gudbinta ama sannadka, agaasimaha waxa looga baahan yahay qiimayntiisa in uu gabagabeeyo dhammaadka sannadka. Ka hor qiimaynta, qofka la qiimaynayo waa in uu soo diyaariyo warbixin ku saabsan guulaha uu gaadhay. Agaasimaha ayaa dabadeed qiimayn doona waxyaabaha uu ka qabtay qorshayaashiisii, wuxuuna si gaar ah u eegi doonaa waxyaabihii aan ku talagalka ahayn ee dhacay muddadaas.

Waxda qiimaynta ee Hay'adda Shaqaalaha Dawladda waxa la aas'aasay bishii Juun, 2019. Aas'aaskeedu waxa uu ahaa mid kamid Barnaamijka Dib u Habaynta iyo Tayaynta Shaqaalaha Dawladda. Barnaamijkan oo socday muddo dhan shan sanno. Barnaamijku waxa uu hiigsanayay in uu taageero siyaasadaha nidaamyada cudduda shaqaalaha wuxuuna bilaabmay sannadkii 2017. Qayb ka mid ah barnaamijka waxa ay ahayd in la shaqaalaysiiyo dadyow u fara dhuudhuuban shaqada. Waxaana la magacaabay agaasimaha waaxdan bishii Jeenawari 2020.

Hay'adda Shaqaaluhu waxa ay sidoo kale diyaarisay siyaasaddo iyo nidaamyo u gaar ah qiimaynta shaqo wanaagga. Waaxda shaqo-wanaagga ayaana badiyaa ka masuul ah qorshaynta, maaraynta, qiimaynta iyo horumarinta guud ahaan shaqo wanaagga Hay'adda. Waaxdu waxa ay leedahay nidaamyo lagu hubiyo in si sax ah loo raacay habraacyada maamul iyo qiimayn ee la diyaariyay. Hay'adda Shaqaaluhu waxa ay bilawday qiimaynta shaqada markii u horraysay 2020. Waxa wareeggaas qayb ka ahaa 18 Wasaaradood iyo Hay'ado dawladeed. Qorshuhu waxa uu ahaa in shaqaalaha Hay'adda Shaqaalaha iyo Wasaaradaha iyo Hay'adaha dawladda ee leh tilmaamahan:

- Keliya Wasaaradaha iyo Hay'adaha Dawladda ee leh habab casri ah oo agaasiman. Illaa hadda 18, Wasaaradood iyo Hay'ad dawladeed ayaa dhameeyay nidaamkan.
- Keliya Wasaaradaha iyo Hay'adaha dawladda ee hirgeliyay qorshe sannadeedkii shaqada
- Keliya shaqaalaha haysta heerka A iyo B

Waaxdu waxa ay hastaa xogta tababaradii Agaasimayaasha waaxaha shaqaalaysiinta ee 18-ka Wasaaradood iyo Hay'ad dawladeed. Dhammaantoodna waxa la siiyay qalabkii ku habboonaa si loo hirgeliyo shaqo wanaagga loona qorsheeyo qiimayn shaqo wanaag.

Abdi Aden Diriye

Guddoomiyaha Barnaamijka

Civil Service Strengthening Project (CSSP)

Farriin ka socota Guddoomiyaha

Marka aan dib u milicsado dhacdooyinkii sannadkan dhammaaday, waxyaabaha aad ii farxad geliyay waxa ka mid ahaa sida wanaagsan ee shaqaalaheenu iskaga kaashadeen hirgelinta qorshayaashii la dejiyay ugana gudbeen caqabadihii ka hor yimid.

Waxa aynu wax badan ka baranay nafaheena iyo awoodaha Hay'adda Shaqaalaha Dawladda, waxa aanan rumaysanahay in aynu si guul ah u muujinay, marka la eego qiimayntii sannadkaa, in Hay'addu leedahay awood, karti iyo cudud shaqaale gaadhsiin kara adeegyadeeda shicibka reer Somaliland.

Waxa aynu isla meel dhignay qorshe sannadeed taabanaya dhinac kasta si loo gaadho yoolasha Hay'adda Shaqaalaha iyada oo marwalba la hubinayo tayada adeegyada. Waxa aan rabaa in aan u mahadnaqo dhammaan shaqaalaha ugana mahadceliyo dedaalkooda, heeganka iyo hawsha hufan ee suurogeliyay shaqadeena.

Illaa 2016, waxa aynu cagta saarnay weji aad u mihiim oo horseedaya isbeddel ku yimaadda adeegyada dawladda waxa aynu dib u habayn ku samayna shaqada iyo maamulka adeegga dawladeed taas oo horseedday hoggaamin iyo heer. Hadda waxa aynu ku jirnaa weji cusub oo is beddelkaas ah kaas oo ah dhammaystirka barnaamijyada socda sida HRMIS, bixinta iyo dalacsiinta, siyaasadda hawl-gabka, biilka iyo kuwa kale.

Marka laga yimaad dhammaan caqabadihii aynu la kulanay 2021, waxa aynu sii wadi doonnaa dedaalada iyo jihada aynu u jeedno sannadka cusub inanga oo ku darayna qiimayn iyo khibradihii aynu ka korodhsanay hawl maalmeedkeena iyo

shaqadeena aynu la wadno Wasaaradaha iyo Hay'adaha Dawladda iyo daneeyayaasha kale.

Waxa iga go'an in aan la shaqeeyo qof walba iyo in aan sii wado gaadhida guulaha aynu rabno in aynu gaadhno eek u salaysan qorshaha xukuumadda. Guulaha aynu gaadhnay sannadkii hore waxa ay inagu sii dhiirigelinayaan dedaalada sannadkan 2022.

Qof kasta oo ka mid ah Hay'adda Shaqaalaha Dawladda, waxa aan ku bogaadinayaa dedaalkiisa iyo hawsha uu qaranka u hayo, waxaan idiin wada rajaynayaa guul.



Khalid Jama Qodax
Guddoomiyaha Hay'adda
Shaqaalaha Dawladda

Maxsuulka Xog-ururintii Adeegga Shaqaalaha Dawladda

Barnaamijka Tayaynta Shaqaalaha Dawladda, oo ay fulinayso Xukuumadda Somaliland oo taageero ka helaya Baanka Adduunka, ayaa qorshaheedu yahay xoojinta hawlaha aasaasiga ah ee mushahar-bixinta, cududda shaqaalaha iyo maamulka siyaasadda ee qaybo ka mid ah Hay'adda iyo wasaaradaha ay khasayso, si kor loogu qaado adeeg bixinta guud ahaan Somaliland. Si loo ogeysiiyo barnaamijkan, cilmi-baadhis ayaa la sameeyay si loo fahmo fikradaha waxqabadka xarumaha dawladda, oo ay ku jiraan hufnaanta, tayada, helitaanka, iyo daacadnimada; aqoonta dib-u-habaynta waxqabadka shaqada dawladda. Cilmi-baadhistan ayaa gacan ka geysan doonta in lagu wargeliyo shaqada barnaamijka si loo wanaajiyo hoggaaminta iyo bixinta adeegga dadweynaha, oo ay ku jirto la socodka tilmaamayaasha lagu soo saaray gundhigga qiimeynta mustaqbalka.

Guud ahaan, dadka la waraystay nasiib darro ma ay helin adeegyada dawladda tan iyo bilowgii 2020. Tani waa natiijo xusid mudan, waxaanay tilmaamaysaa baahida guud ee loo qabo kor u qaadista helitaanka adeegyada dawladda, gaar ahaan miyiga iyo gobollada fogfog (gaar ahaan Sanaag iyo Sool) halkaas oo uu heerarka adeeg bixintu yahay mid hooseeya

Adeegyada waxbarashada iyo caafimaadka ayaa ahaa adeegyada ugu badan ee ay helaan dadweynuhu. Ganacsatada lagama qaybgelin xog ururintan, sababtoo ah si toos ah warbixintu umay khaysayn ganacsatada. Dhanka



Monitoring team member taking notes from enumerator and household interviewee

adeegyada waxbarashada, dadweynaha iyo shaqaalaha rayidka ah waxay qiimeeyeen hufnaanta iyo tayada adeegga mid lagu qanco. Helitaanka-iyo gaar ahaan, awood-helidda-waxa ay qiimeeyeen mid ka hooseeya labada kooxood, gaar ahaan shaqaalaha rayidka ah. Si kastaba ha ahaatee, dadkii la waraystay waxay sheegeen in dhammaan saddexda cabbir ay, celcelis ahaan, wax yar ka soo fiicnaadeen saddexdii sano ee la soo dhaafay.

Qaababka wax ka qabashada adeegyada caafimaadku aad bay isugu shabahaan, hufnaanta iyo tayada lagu qiimeeyay inay tahay wax lagu qanco laakiin qiimayn hoose oo la heli karo, gaar ahaan la awoodi karo. Waxa kale oo la xusay in waraysiyo tayo leh, jawaab-bixiyeyaal ka socday Wasaaradda Caafimaadka ay xuseen in dhakhaatiirta ama xirfadlayaasha caafimaadku ay khatar ku keeni karaan tayada

adeegyada caafimaadka.

Adeegga cashuur bixinta waxa sidoo kale la ogaaday tiro aad u tiro badan oo laga waraystay. Dadweynaha, mulkiilayaasha ganacsiga, iyo shaqaalaha rayidka ah ayaa dhamaantood qiimeeyey hufnaanta iyo tayada oo ay sheegeen in wax yar ama wax badan ay horumareen saddexdii sanno ee la soo dhaafay. Si kastaba ha ahaatee, ganacsatada iyo shaqaalaha rayidka ah, ayaa si aad ah u qiimeeyay helitaanka adeegyada cashuuraha. Caqabadaha ugu waaweyn ee yaraynaya helitaanka adeegyada cashuurta waxaa ka mid ah in aanay helin macluumaad ku filan, sidoo kale ay adag tahay in la gaadho xafiisyadooda, iyo maqnaanshaha shaqaale oo badan.

Adeegyada caddaaladda la xidhiidha, ganacsatadu waxay qiimeeyeen hufnaanta iyo tayada

in ay hoosayso, celcelis ahaan, marka loo eego dadweynaha guud iyo shaqaalaha rayidka ah, kuwaas oo cabbirradan ku qiimeeyay kuwo lagu qanco. Sababtu waxa ay noqon kartaa kakanaanta kiisaska soo waajaha ganacsiyadu in ay ka sarreeyaan dadka caadiga ah, ama iyada oo aanay jirin wax wacyigelin ah oo ku filan oo ay u fidiyaan ganacsiyada wasaaradaha ay khusayso. Intaa waxaa dheer, waxaan ogaanay qiimeyn yar oo loogu talagalay gelitaan tooska ah ee goobta, adeegyada caddaaladda, iyada oo, tusaale ahaan, ku dhawaad afar-meelood meel jawaab-bixiyayaasha dadweynaha oo sheegaya in hay'adaha caddaaladdu ay adagtahay in la gaadho oo safar dheer loo galo si loo gaadho xarumahaas.

Celcelis ahaan, ganacsatadu waxay u badnaayeen inay qiimeeyaan adeegyada la xidhiidha dhulka ee ay bixiso Wasaaradda Hawlaha Guud si ka wanaagsan marka loo eego dadweynaha. Dhammaan saddexda kooxood, shaqaalaha rayidka ah, ganacsatada iyo dadweynuhu waxay xuseen in wax yar oo horumar ah ama woxoogay horumar ah laga

sameeyay waxtarka, tayada iyo helitaanka adeegyada dawladda saddexdii sano ee la soo dhaafay. Sababaha ugu waaweyn ee loo aaneynayo waxqabad la'aanta iyo tayada hoose ayaa ah shaqaale aan tayo lahayn iyo kaabayaasha oo liita. Intaa waxaa dheer, adeegyada dhulka ayaa inta badan la sheegay in ay ahaayeen kuwo aan la awoodi karin.

Cabbirrada tusaalaha ah ee adeegyada la xidhiidha waddooyinka, adeegyada wax-soo-saarka xoolaha, iyo adeegyada ilaalinta deegaanka ayaa hooseeyay, taasoo hoos u dhigaysa awooddayada aan ku gaari lahayn gun iyo gunaanad la hubo oo ku saabsan adeegyadan. Si kastaba ha ahaatee, waxaan ogaanay in shaqaalaha rayidka ah ay guud ahaan si heer sare ah u qiimeeyeen hufnaanta iyo tayada adeegyada la xidhiidha waddooyinka, iyadoo la qiimeeyay helitaankooda. Waxaan sidoo kale ogaanay in adeegyada waddooyinka, qayb weyn oo ka mid ah dadkii la waraystay aanay si guul leh u helin adeegga inkastoo ay codsadeen. Adeegyada wax-soo-saarka xoolaha, dadweynaha

guud waxay qiimeeyeen adeegyo aad uga sarreeya ganacsiyada ama shaqaalaha rayidka ah; sidoo kale shaqaalaha rayidka ah ayaa si gaar ah ku qiimeeyay helitaanka adeegyadan mid hooseeya. Adeegyada ilaalinta deegaanka, waxay si isku mid ah ugu qiimeeyeen helista adeegyadan inay tahay arrinta ugu adag ee lagu horumarinayo bixinta adeegga (iyadoo la raacayo tirada yar ee jawaab bixiyaasha ee helay adeegyadan).

Guud ahaan dadweynaha iyo ganacsiyada, fikradaha hufnaanta iyo tayada adeegyada taageerada beeralayda ayaa guud ahaan aad u sarreeya (inkasta oo ganacsiyo yar ay si guul leh u heleen adeegyadan). Aragtida helitaanku way hooseeyaan; Intaa waxaa dheer, shaqaalaha rayidka ah waxay yar saluugsanaayeen hufnaanta, tayada, iyo helitaanka adeegga marka loo eego dadweynaha ama ganacsiyada. Waxaa xusid mudan, khidmadaha takhasuska sare leh, oo ay ku xigto filashada lacag-bixinno aan rasmi ahayn si loo dhimo wakhtiga sugitaanka, ayaa loo arkay arrimo waaweyn oo wiiqaya awood-siinta adeegyada beeraha.

Ugu dambeyn, ganacsatada iyo shaqaalaha rayidka ah ayaa ka warbixiyay oo muujiyay aragtiyo isku mid ah oo ku saabsan hufnaanta iyo tayada adeegyada la xidhiidha diiwaangelinta ganacsiga, iyaga oo ku qiimeeyay kuwo lagu qanco. Dadka la waraystay ee ganacsatada ahi waxay lahaayeen aragtiyo sare oo ku saabsan helitaanka adeega dawladda marka loo eego bulshada kale ee rayidka ah, marka laga reebo dhinaca dhaqaalaha, taas oo 50% jawaab bixiyaasha ay rumaysnaayeen in ay xaddidan tahay.

Warbixinta xog-ururintan oo dhammaystiran waxa la rajaynayaa in ay soo baxdo dhammaadka 2022 waxaana loo soo bandhigi doonaa dadweynaha.



Enumerator interviewing a Civil servant at Gabiley region

Nidaamyada Anshax-marinta ee Shaqaalaha Dawladda

Xakamaynta anshax-marinta shaqaalaha dawladda waa mid ka mid ah hawlaha Hay'adda Shaqaalaha Dawladda sida ku cad qodobka (52-aad) ee xeerka cusub ee Shaqaalaha Dawladda ee lambarkiisu yahay 97/2022

Shaqaalaha dawladda waxaa laga filayaa in ay dhawraan daacadnimada iyo ilaalinta sharafta xafiiska loo magacaabay. Haddaba waxaa lama huraan ah in qof kasta oo shaqaale dawladeed ahi u hoggaansamo xeerarka hab-dhaqanka iyo anshaxa ee uu xeerku dhigayo. Iyadoo la adeegsanayo awoodaha xakamaynta anshax-marinta, Guddigu waxay ka feejigan yihiin mabaadi'da aasaasiga ah ee caddaaladda dabiiciga ah.

Waa in aan si fican u tixgelinnaa in anshax-marinta adeegga aan laga eegin oo keliya dhinaca ciqaabta shaqaalaha ama ka-hortagga shaqaalaha kale inay ku kacaan anshax-xumo la mid ah, balse sidoo kale, waa qaab carbineed oo lagu horumarinayo dabeecadaha shaqaalaha.

Ujeedada ugu weyn ee anshax-marintu waa in la abuurro shaqaale dhiiran isla markaasna u heellan oo ilaalinaya shaqo wanaagga bixinta adeegga ay u hayaan bulshada. Habka ugu fudud ee lagu ilaalin karo carbinta waa in xoogga la saaro is-carbinta, taas oo ah go'aanka inagu hoggaamin kara filashada.

Hay'adda Shaqaalaha Dawladdu waa Hay'ad dastuuri ah oo u xilsaaran haggajinta iyo maamulka shaqaalaha dawladda ee loo soo magacaabo xilalka kala duwan ee dawladda. Si sida ugu ugu habboon loogu fuliyo, Hay'addu waxa ay horumarisay siyaasadda maamulka carbinta taas oo uu ansixiyay madaweynuhu bishii Ogos, 2019 si loogu dabaqo nidaamka kiisaska carbinta shaqaalaha dawladda.

Buug-yaraha siyaasaddu ma beddelayo xeerarka shaqaalaha rayidka ah ee ay sameeysay Hay'addu ama sharci kasta oo uu sameeyo Baarlamaanku, balse waxa looga danleeyahay in uu hago guddiyada carbinta ee Wasaaradaha, Waaxyaha iyo



Hay'addaha Dawladda. Haddaba waxaa guddiyada laga rabaa inay akhriyaan buug-yarahan oo ay la socdaan dukumentiyadan:-

- Dastuurka Somaliland**
- Xeerka Shaqaalaha Rayidka ah**
- Siyaasadaha Maamulka, Xeerarka iyo Hababka Shaqaalaha Dawladda**
- Xeerka Anshax-marinta**
- Xeerka Ciqaabta**
- General circulars issued by the Government from time to time.**
- Wareegtooyinka joogtada ah ee ay Dawladdu kolba soo saarto**
- Iyo wixii kale ee la xidhiidha Adeeg dadweyne**

Baaxadda

Buug-yarahani waxa uu bixinayaa hab-raac guud iyo qalab ay u isticmaali karaan, Wasaaradaha iyo Hay'addaha Dawladdu si loo maareeyo dhammaan kiisaska carbinta ee ka dhanka ah shaqaalaha rayidka ah.

Nidaamyada Anshax-marinta ee Shaqaalaha.....

Ujeeddada

Sida ku cad qodobka 113-aad ee dastuurka Jamhuuriyadda Somaliland oo ay weheliyaan xeerka shaqaalaha dawladda ee waxka bedelka lagu sameeyay iyo siyaasada maamulka, xeerarka iyo habraaca shaqaalaha dawladda, waxa komishanku awood u siinaya inuu sameeyo xeerar si habsami leh u gudan kara waajibaadkiisa shaqo.

Guddigu waxa ay dejiyeen siyaasado ay doorteen in lagu nidaamiyo hab-dhaqannada shaqaalaha rayidka ah oo ay ku jiraan kuwa maamula xakamaynta iyo carbinta, awoodaha soo saarista awaamiirta iyo in ay qoraan agabka tallaabada carbinta. Dadaalka lagu wanaajinayo habaynta iyo soo bandhigida dacwadaha anshaxa, Guddigu waxa ay dib u eegis ku sameeyeen buug-yarahan si ay u adeegsadaan Wasaaradaha iyo waaxyuhu.

Ujeeddooyinku waa:-

- In la qeexo carbinta iyo in la fahmo macnaheeda marka la joogo goobaha bixiya adeegyada dawladeed.
- In la qeexo hababka tooska iyo kuwa aan tooska ahayn ee lagu maaraynayo kiisaska Carbinta ah
- In la sharaxo tallaabooyinka la raacayo habka carbinta
- In la abuuro faham guud oo ku saabsan doorarka iyo mas'uuliyadaha Hay'adda Shaqaalaha Dawladda iyo saraakiisha loo igmaday in ay fuliyaan hawshan.
- Intaa waxaa dheer, buuggu wuxuu bixiyaa tilmaamo ku saabsan:
- Dacwado si ku habboon loo sameeyay

- Baadhitaanka Kiisaska
- Falanqaynta iyo qiimaynta kiisaska
- Gebogebada iyo gudbinta eedaha anshax-marinta iyadoo la raacayo xeerarka iyo xeerarka shaqaalaha rayidka ah

Mabaadiida ina Hagaya

Xakamaynta anshaxu waa qayb muhiim ah oo ka mid ah maareynta cudduda shaqaalaha dawladda. Waxaa loogu talagalay in lagu caawiyo laguna dhiirigeliyo shaqaalaha rayidka ah si ay u gaadhaan una ilaaliyaan heerarka anshaxa, kana qaybqaataan horumarinta waxqabadka iyo wax soo saarka. Waxay ku salaysan tahay mabaadi'da caddaaladda sida ku cad Dastuurka iyo shuruucda kale ee dalka. Meelaha laga maarmi waayo, habab kale oo faragelineed ayaa loo baahan yahay in la sahamiyo.

Soo koobidda habka carbintu waa sidan

Talaabada Koobaad: Bilaw hawsha

Talaabada labaad: baadhista: Dhis xaqiiqooyinka

Talaabada Saddexaad: U diyaargarow kulanka carbinta

Talaabada Afaraad: Kulanka Carbinta

Talaabada Shanaad: Maxsuulka shirka

Tallaabada lixaad: Go'aanso tallaabada carbinta ku habboon

Talaabada 7: Fuli talaabada go'aanka

Faahfaahinta kala soco cadadka dambe

Cabdiqani Saleebaan (LI.B, LI.M)

Agaasimaha Waaxda Sharciga

Hay'adda Shaqaalaha Dawladda



Barnaamijka Dib u Habaynta Shaqaalaha Dawladda Wejigiisii Labaad oo lagu Daahfuray Hargeysa

Munaasabad lagu daahfurayo Barnaamijka dib u habaynta shaqaalaha dalwadda wejigiisii labaad ayaa lagu qabtay Hargaysa, gaar ahaan Ambassador Hote. Munaasabadda waxa ka soo qaybgalay masuuliyiin ka tirsan xukuumadda, masuuliyiin ka socda shaqaalaha dawladda, xubno ka tirsan Baanka Adduunka iyo martisharaf kale.

Guddoomiyaha Hay'adda Shaqaalaha, Wasiirka Wasaaradda Shaqo-gelinta, Maamul sare oo ka socda Baanka adduunka iyo madax kaleba waxa ay ka hadleen guusha laga gaadhay barnaamijka dib u habaynta shaqaalaha dawladda (CSSP 1) wejigiisii koowaad. Waxa ay hambalyeeyeen dedaalka ay muujisay xukuumadda iyo taageerada uu bixiyay baanka adduunka taas oo keentay in barnaamijkaasi si guul ah u

hirgalo.

Daahfurka barnaamijkani waxa uu qayb ka ahaa u diyaargarowka hirgelinta barnaamijka wejigiisa labaad. Waxa ay ahayd tallaabo aad ugu muhiim ah maamulka barnaamijka taas oo suurogelinaysa u diyaargarowga dadka ka shaqaynaya barnaamijka iyo iswaydaarsiga filashada, xidhiidhada iyo wada shaqaynta.

Gebegabadii munaasibadda waxa uu shahaadooyin abaal marin ah la siiyay masuuliyiintii iyo xubnihii ka shaqeeyay barnaamijka wejigiisii hore iyada oo loogu mahadnaqay hawshii wacnaa ee ay qabteen. Waxa sidoo kale xukuumaddu abaal marin guddoonsiisay masuuliyiintii Baanka Adduunka iyaga oo uga mahadnaqay taageeridda ay taageereen barnaamijkani.



Shaqaalaysiinta 737 Dhallinyaro Dufcadii 2^{aad} ee Shaqo Qaran

Hay'adda Shaqaalaha Dawladda ayaa shaqaalaysiisay dufcaddii labaad ee Shaqo Qaran oo tiradoodu dhantahay 737 shaqaale ah oo ka hawl geli doona Wasaaradaha iyo Hay'adaha dawladda.

Shaqaalaysiintan ayaa qayb ka ah Siyaasadda Guud ee Madaxweynaha Jamhuuriyadda Somaliland Mudane Muuse Biixi Cabdi si loo yareeyo shaqo la'aanta isla markaana dhalinyarada shaqo abuurloogu sameeyo.

Shaqaalaha cusub ayaa si rasmi ah looga diiwaan geliyay xarunta guud ee Hay'adda Shaqaalaha Dawladda isla markaana si rasmi ah looga hawl geliyay wasaaradaha iyo hay'adaha dawladda ee ay ka shaqo gelayaan.



Saamaynta Qorshaynta Istaraatiijiyadeed ee La socodka iyo Qiimaynta Maamul-daadajinta Shaqada Waaxyaha

Habka Istaraatiijiyadeed waxa uu qeexaa qorshayaasha loo baahan yahay in loo fuliyo urur si loo horumariyo loona gaadho hiigsiga ay dhigteen. Si kale haddii aan u dhigno, waa qorshaha dheer ama dhexe ee hawlaha socda kuwaas oo hirgalinteedana loo qaybiyo qaybo iyo ujeeddooyin la gaadhi karo. Nooc kasta oo ururku yahay, qorshaha istaraatiijiyaddu waxa uu leeyahay nidaam go'an balse u gaar ah hadba ururka la joogo taas oo ay ku kala duwan yihiin nooca qorshaha iyada oo ay ku xidhantahay culayska shaqada iyo goobaha laga halwgalayo labadaba. Qorshaha Istaraatiijiyadeed waa ubucda hagta waxa la qabanayo ama la qorshaynayo in la qabto, waana meesha laga soo waarido qorshayaasha maalinlaha aha ee halwkasta si loo gaadho hiigsiga iyo yoolasha goobta shaqo.



hirgeliso qorshayaasha caawinaya shaqaalaha dawladda ee siinaya xirfadaha ku habboon, goobta ku habboon isla markaana ay raaci doonto la socod iyo qiimaynta joogta ah sida loogu adeegayo bulshada.

Ujeedada guulaha ee ururada aan wax laga dheefni keliya ma aha maaliyad (macaash): ee waa guulaha laga gaadho hadafka. Sida uu yidhi (Micheal J Allison iyo Judith Kaye, 2015), qorshayaasha istaraatiijiyadeed waa lagama maarmaan waayo waxa ay goobta shaqo ka caawisa in kor loo qaado saamaynta shaqada – si loo gaadho hadafyo badan iyada oo la caawinayo hoggaamiyayaasha si ay iyaguna u dhiirigeliyaan shaqaalaha kale. Ururada aan dheefta lahayni waxa ay u dajistaan qorshayaasha istaraatiijiyadeed si ay u gaadhaan hadaf ama saamayn.

Qorshaha istaraatiijiyadeed ee la socodka iyo qiimaynta waxa uu ahaa mid aan ka shaqan Hay'adda Shaqaalaha Dawladda iyada oo la aas'aasay Qorshaha qaranka. Qorshaha Qaranka ee Labaad (NDPII) ee lagu gaadhayo hiigsiga Somaliland 2030. Ujeedada guud ee hiigsiga Somaliland 2030 waa xasilooni, dimuqraadiyad iyo waddan hodan ah kaas oo dadkiisu nolol wacan ay ku nool yihiin. Qorshaha Hay'adda Shaqaalaha waxa uu wax ku darayaa tiirka 3-aad ee hiigsiga Somaliland 2030 kaas oo ah Dawlad wanaag dhiirigeliisa iyo isla xisaabtanka hay'addaha dawladda (CSC Strategy, 2020-2024). Hay'adda Shaqaaluhu way ka go'an tahay in la

Si loo helo dhaqan gelinta qorshayaasha Hay'adda Shaqaalaha Dawladdu waxa ay baahatay in ay samayso daraasado ku saabsan qorshaha ku habboon ee lagu fulinayo laguna gaadhi karo yoolalka. Si taas loo gaadho, waaxda qorshaynta ee Hay'adda Shaqaaluhu waxa ay ku guulaysatay inay dejiso qaab-dhismeedka macquul ah, Qorshaha M&E iyo qorshayaasha hawlgelineed ee sannadlaha ah. Qorshayaashan iyo hababkani waxay ku salaysan yihiin qorshaha istaraatiijiyadeed ee shanta sano ee Hay'adda Shaqaalaha kaas oo si cad u qeexaysa hababka, maxsuulka iyo nidaamka kala saraynta. Tani waxa ay keentay in waax kastaa ay si buuxda u qaadata mas'uuliyadda natiijadeeda ay ama kula xisaabtanto hawlaha loogu talagalay.

Qorshaha la socodka iyo qiimaynta waxa loo isticmaalaa in lagu daba-galo guulaha waxqabadka billaha ah, saddex biloodka iyo sannadlaha ah waxaana warbixinnada la socodka la soo saaraa laba jeer sannadkii. Qiimaynta xilliga dhexe ee maxsuulka waxa loo qaabeeyey in la qaato laba jeer inta lagu jiro muddada istaraatiijiga ah iyada oo lagu salaynayo qaab-qoraaleedka iyo qiimaynta ugu dambaysa waxa la la qorsheeyay in ay noqoto

dhammaadka muddada istaraatiijiyadeed oo ah shan sano si loo qiimeeyo Habka, maxsuulka, ujeedooyinka, wixtarka, hufnaanta, saamaynta iyo joogtayntaba.

Waxaa jiray caqabad weyn oo ku saabsan in hawlaha loo kala jajabiyo qaybaha hoose sababta oo ah maamul daadejin la'aan iyo cilmi-baadhis la'aan arrintan ku saabsan. Labadii sanno ee la soo dhaafay, intii lagu jiray sannadkii labaad ee hirgelinta istaraatiijiyadda, waxaa la sameeyay qaab-dhismeed macquuk oo ay leedahay Hay'adda Shaqaaluhu taas oo waafaqsan istaraatiijiyadda la dejiyay.

Doorarka qorshaha Istaraatiijiyadeed, la socod iyo qiimayn ay ku leedahay maamul daadajinta Waaxyaha Hay'adda Shaqaalaha

Sida laga soo xigtay (Cumar Suleymaan, 2021) ee uu ku sheegay daraasaddiisii ku saabsanayd saameynta PLM&E ee maamul daadajinta shaqada waaxda Hay'adda Shaqaalaha. Waxa uu adeegsaday isku xidhka nidaamka (Pearson's Correlation Coefficient) si uu u hubiyo heerka xidhiidhka ka dhexeeya labada arrimood:

Doorsoomaha Madaxa Bannaan (Independent Variables) Igmashada Shaqada ee Waaxaha Hay'adda Shaqaalaha (Joogto)

Qorshaha Istaraatiijiyadeed, kormeer iyo dabagal ee Hay'adda Shaqaalaha Dawladda

0.65

Tan oo lagu daray qaabka isku xidhka ayaa loo isticmaalay in lagu ogaado doorarka ama saamaynta qorshaynta istaraatiijiyadeed ee Hay'adda Shaqaalaha, la socodka iyo qiimaynta ergada maamul daadajinta waaxyaha. Marka loo eego maxsuulka, isku xidhku waxa uu leeyahay xeer go'aamiya nooca ama isku xidhka doorsoomayaasha iyo heerka ka dhaxaynta. Marka loo eego maxsuulka, labadan doorsoomayaashu waxay leeyihiin xidhiidh xooggan taasoo la macno ah in isbeddel kasta oo lagu sameeyo heerka la socodka iyo qiimaynta qorshaynta uu saamayn ku yeelan karo heerka maamul daadajinta shaqada ee Hay'adda Shaqaalaha.

Maxsuulku waxa kale oo uu daaha ka fayday in markasta oo loo baahdo qorshaha in nidaamkuna wanaagsanaanayo, maamul daadajinta waaxyaha Hay'adda Shaqaaluhuna uu la wanaagsanaanayo.

Waxa qoray: Cumar Saleebaan

Madaxa Qaybta Istaastiikada ee Hay'adda Shaqaalaha Dawladda



Barnaamijka Maaraynta Hibada

Barnaamijka maaraynta hibada waa barnaamij aad ugu muhiim ah hirgelinta qorshaha dib u habaynta ee Hay'adda shaqaalaha. Barnaamijkan waxaa loo diyaariyay qaab ka caawinaya Hay'adda isla markaasna fursad siinaya in laga warhayo oo laga faa'ideeyo awoodda iyo khibradda shaqsi ee shaqaalaha kuwaas oo ah mishiinka dib u habaynta.

- Guulaha laga gaadhay barnaamijka maaraynta hibada saddexdii bilood ee u danbeeyay waxaa ka mid ah
- Qayb laxaadle ayay ka qaadatay qorshaha dib u habaynta ee Hay'adda
- Waxa la hirgeliyay nidaam toos ah oo shaqaalaysiineed kaas oo ku salaysan baahiyaha xarumaha dawladda iyo hibada shaqo doonayaasha.
- Waxa la shaqaalaysiiyay dufcaddii labaad ee TMP 20 taas oo la siiyay tababar halka shaqaalihii cusbaa ee maaraynta hibadana lala wadaagay shuruucda iyo siyaasaddaha shaqo ee xarumaha dalwadda.
- Waxa tababar loo qabtay agaasimayaasha waaxyaha cudduda shaqaalaha ee xarumaha dawladda kuwaas oo lagu tababary shaqaalaysiinta, waxqabadka iyo xeerka anshaxa Hay'adda Shaqaalaha Dawladda.
- Waxa qorshaha qiimaynta waxqabadka loo

qaybiyay xarumaha dawladda si ay u soo buuxiyaan loona mariyo anshaxa Hay'adda shaqaalaha dawladda iyo Machadka shaqaalaha.

- Abaal marinta waxqabadka ayaa la qabtay waxaana la abaal mariyay shaqaalihii ugu waxqabadka fiicnaa.
- Waxaa la dhammeeyay hababka dabagalka iyo qiimaynta waxaana lala wadaagay dhamaan waaxyaha Hay'adda
- Waxa la horumariyay mawaadiicdii cilmi baadhiseed ee sannadkii 2020
- Waxaa la saxay xogta shaqaalaha ee ku jirta kaydka

Guud ahaan, maaraynta hibadu waxa ay isbeddel taban ku keentay shaqada Hay'adda iyo waxqabadkeedaba.

Maaraynta hibadu waxa ay sii wadi doontaa dhiirigelinta ikhtiraacyada iyo afkaarta cusub iyada oo lagu hagayo nidaamka iskaashiga iyo islaxisaabtanka si loo gaadho maxsuul wax ku ool ah.

Ugu danbayn, maaraynta hibadu waxa ay ku soo kordhisay isbeddelo muhiim ah oo la taaban karo waxqabadka waaxyaha iyo guud ahaan hay'adaha.



Warbixin Kooban: Shirkii Wadahadalada Dib u Habaynta Adeegga Dadweynaha

Barnaamijka Dib u Habaynta iyo Tayaynta Shaqaalaha Dawladdu waxa uu adeegsadaa nidaamada maamul ee hoos yimaadda Istaraatiijiyada Dib-u-habaynta Adeegga Dadweynaha ee dawladda. Guud ahaan hirgelinta barnaamijkan waxaa hogaaminaya Hay'adda Shaqaalaha Dawladda iyada oo kaashanaya Wasaaradaha iyo Ha'yadaha dawladda si loo fuliyo qaybaha kala duwan ee barnaamijka.

Guddiga Dib-u-habaynta Adeegga Dadweynaha ee Barnaamijka ayaa ka mas'uul ah ka warhaynta iyo hagitaanka istiraatiijiyadeed ee barnaamijka. Guddida oo uu guddoomiye u yahay Wasiirka Wasaaradda Shaqo-gelinta, Arrimaha Bulshada iyo Qoyska (MESAF) ayaa saddexdii biloodba mar qabta shirarkooda si ay u eegaan hawlaha barnaamijka iyo ansixinta qorshe-sannadeedka iyo sidoo kale warbixinnada saddex biloodlaha ah.

Laba shir ayay Guddigu qabteey saddexdii bilood ee u danbeeyay (Oktoobar – Disembar 2021) si looga wadahadlo arrimo dhowr ah oo ku saabsan dib-u-habaynta adeegga dadweynaha. Kulamadaas intii ay socdeen, guddigu waxa ay dib u eegis ku sameeyeen oo ay guud ahaan ansixiyeen Warbixinta Xoojinta Shaqaalaha Rayidka ee

(Oktoobar - Diseembar 202) iyo sidoo kale CSSP 1 & 2 Qorshayaasha Shaqada oo ay soo diyaariyeen masuuliyiinta barnaamijka.

Qodobada kale ee laga hadlay waxaa ka mid ahaa qaab dhismeedka Wasaaradaha iyo Hay'adaha dawladda, bilawga mushaharaadka iyo horumarinta siyaasadda dalacsiinta, qiimaynta shaqaalaha iyo dhisidda cududda madaxda dawladda iyo shaqaalaha kale ee ka hawlgala xarumaha dalwadda. Waxa kale oo shirka lagu dhagaystay oo lagu falanqeeyay horumarka laga gaadhay barnaamijka dawladdnimo ee la filayo in uu dhawaan bilawdo.



Guulaha Aynu Gaadhnay! Maaraynta Mushahar Bixinta

Madaxtaabashada iyo maaraynta mushahar bixinta Hay'adda Shaqaaluhu waxa loogu talagalay in ay taageerto Hay'adda Shaqaalaha Dawladda iyo Wasaaradda Maaliyadda si loo helo nidaam sax ah oo mushahar bixined isla markaana loo xoojiyo maamulka cudduda shaqaalaha dawladda. Mashuurca xoojinta Hay'adda Shaqaalaha waxaa loogu talagalay in hay'adda laga taageero xoojinta awoodda dabagalka, ka warbixinta iyo hantidhawrka mushahar bixinta si loo helo flasho sugan dhammaan mushaharaadka ay dawladdu bixiso.

Sannadkii 2018, barnaamijku waxa uu si guul ah u dhammaystiray madaxtaabashada iyo diiwaangelinta tooska ee dhammaan shaqaalaha dawladda iyada oo la raacayo nidaamka Hay'adda Shaqaalaha. Tani waxa ay suuro gelisay in la hagaajiyo nidaamka mushahar bixinta ee shaqaalaha dawladda iyo in meesha laga saaro shaqaalaha caaglayaasha ah ee ku jiray bayroolka. Wejiga labaad ee mushahar bixinta cudduda shaqaaluhu wuxuu tiriya shaqaalaha cusub ee ku soo biiray dawladda intii ka danbaysay madaxtaabashadii hore. Waxaanay noqotay tiro dhan 3,465 oo shaqaale.

Tani wax ay ahayd muhiim si loo wargeliyo habka oo loo waafajiyo xeerka Shaqaalaha ee Dawladda Somaliland hiigsanayso sida ku cad qorshaha horumarineed iyo siyaasadaha qaran ee dalka. Hawshani waxa ay qabsoontay intii u dhaxaysay Jeenawari iyo Abriil 2018 taas oo ay ku jirto madaxtaabasho toos ah oo lagu sameeyay dhammaan shaqaalaha dawlada ee ka hawl gala wasaaradaha, waaxyaha iyo hay'adaha dawladda ee waafaqsan xeerka Hay'adda Shaqaalaha Dawladda.

Waxa kale oo ay Hay'adda shaqaaluhu dhammaystirtay habka onlaynka ah iyada oo aasaastay nidaamka xog ururinta casriga ee shaqaalaha dawladda. Waxa la bilaabay in la sameeyo faylal shaqsiyadeed dhammaan shaqaalaha dawladda (qaab nuqul ah). Illaa hadda, Hay'adda Shaqaalaha Dawladdu waxa ay siisay 41 Wasaaradoo, Waaxood iyo Hay'adood liis nadiif ah oo shaqaale dawladeed oo waafaqsan xeerka. Hay'adda shaqaaluhu waxa ay sidoo kale u gudbisay wasaaradda Maaliyadda liis shaqaale waana la kaydiyay.

Qorshaha waa in Wasaarad, Waax iyo Hay'ad kasta oo dawladeed u adeegsato macluumaadkeeda si ay u samaysato nuqul (gacanta iyo onlayn) labadaba ah oo

ID	Name	Emp ID	Position	Type	Grade	Pay Group	Status
HR30172	Hibo Ahmed C/laahi	7367459	Sarkaal	Permanent	B	Tender Board - Staff	True
HR30173	Muustafe Maxamuud Koosaar	7367544	Sarkaal	Permanent	B	Tender Board - Staff	True
HR30174	Hinda Yuuseen Jaamac	7367595	Sarkaal	Permanent	D	Tender Board - Staff	True
HR30175	Filisan Cabdi Xassan	7367561	Sarkaal	Permanent	D	Tender Board - Staff	True
HR33231	Nimco Mawlid Yuuseen		Sarkaal	Permanent	C	Tender Board - Staff	False

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Form fields:

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Department: Location:

Type: Active: ☐

Net Salary: Send SMS: ☒

Termination Reason:

Employment Period:

Pay Group:

Commander:

Basic Salary: 0.00

Termination Date:

macluumaadka shaqaalaheeda ah taas oo ay ku jirto xogta shaqsiga ah, waxbarashada, heerka iyo mushaharkaba. Wasaaradaha, Waaxyaha, iyo Hay'adaha la hableegsaday iyagu waa ay dhaqangaliyeen sharcigii oo waxa ay u sameeyeen filal gaar dhammaan shaqaalahooda iyaga oo nuqulo dheeraad ahna ka sameeyay. Xogtaas Wasaaradaha, Waaxyaha iyo Hay'addaha dawladda hal meel baa la isugu gayn doonaa si loogu sameeyo Nidaamka Maamulka Cudduda Shaqaalaha Dalwadda (Human resource Management Information System (HRMIS) ee dhammaan shaqaalaha dawladda ee hoos yimaadda Hay'adda Shaqaalaha Dawladda.

Habka madaxtaabashadu waxa uu keenay maxsuul wax ku ool ah dhinaca mushahar bixinta shaqaalaha. Inkasta oo uu habku weli yahaymidgacantaah, waxa uu keenay isdhexgal iyo heshii u dhaxeeya nidaamka mushahar bixinta iyo xogta shaqaalaha. Shaqaalaha la hubiyay, xogta shaqaalaha iyo nidaamka mushahar bixinta ayaa la isku eegay oo la hubiyay si loo adkeeyo maamulidda kharashka loona helo xog sax ah. Nidaamka haddu waxa uu awood u leeyahay in uu maamulo kiisaska laba dhaca ah ee yimaadda intii la sameeyay madaxtaabashada ka dib balse awood u malaha in uu soo helo kiisaska shaqaalaha dawladda ee aan ku jirin madaxbaashadii.

Barnaamijkan waxa uu awood u yeeshay in uu dhiso cudduda Hay'adda Shaqaalaha Dawladda gaar ahaan qaynta maamulka mushahar bixinta taas oo ay kor u kacday awooddooda xisaabin iyo maamul ee mushahar bixinta. Waxa la filayaa in ay tani kor u qaado sugnaanishiyaha iyo saadaalinta mushaharka dawladda. Waxa sidoo kale la hurumariyay nidaamka mushahar bixinta iyo habraaca handhida hawrka ayaa isna la dhammaystiray.



**Waa Tuma Guddoomiye-
ku-xigeenka Cusub ee
Hay'adda Shaqaaluhu?**



Aamina Xuseen Maxamuud

waxa ay ku dhalatay kuna barbaartay magaalada Hargaysa Somaliland

Waxa ay haysataa waxbarashada heerka koowaad oo Xisaabaad ah iyo heerka labaad oo ah Maamulka iyo Ganacsiga, Jaamacadda Abaarso ee magaalada Hargaysa.

Hore waxa ay ula shaqaysay machadka (IPRT: Institute of Practical Research and

Training) iyada oo ahayd tababare iyo la taliye dhanka maamulka ah. Waxa kale oo ay maamulka iyo xisaabaadka iyo cashuuraha kala shaqaysay waaxda cashuuraha beriga ee Somaliland.

Bilawgii 2021, Aamina waxa loo magacaabay Agaasimaha guud ee Wasaaradda Isgaadhsiinta iyada oo masuul

ka ahayd iskuxidhka dejinta shuruucda wasaaradda halka waaxaha kalena ay qaabilsanaayeen fulinta.

Hadda, Aamina waxa uu madaxweynaha JSL u magacaabay guddoomiye ku xigeenka Hay'adda Shaqaalaha Dawladda.



Warbixin Kooban: Shirkii Wadahadalada Dib u Habaynta Adeegga Dadweynaha

Barnaamijka Dib u Habaynta iyo Tayaynta Shaqaalaha Dawladdu waxa uu adeegsadaa nidaamada maamul ee hoos yimaadda Istaraatiijiyada Dib-u-habaynta Adeegga Dadweynaha ee dawladda. Guud ahaan hirgelinta barnaamijkan waxaa hogaaminaya Hay'adda Shaqaalaha Dawladda iyada oo kaashanaya Wasaaradaha iyo Ha'yadaha dawladda si loo fuliyo qaybaha kala duwan ee barnaamijka.

Guddiga Dib-u-habaynta Adeegga Dadweynaha ee Barnaamijka ayaa ka mas'uul ah ka warhaynta iyo hagitaanka istaraatiijiyadeed ee barnaamijka. Guddida oo uu guddoomiye u yahay Wasiirka Wasaaradda Shaqo-gelinta, Arrimaha Bulshada iyo Qoyska (MESAF) ayaa saddexdii biloodba mar qabta shirarkooda si ay u eegaan hawlaha barnaamijka iyo ansixinta qorshe-sannadeedka iyo sidoo kale warbixinnada saddex biloodlaha ah.

Laba shir ayay Guddigu qabteey saddexdii bilood

ee u danbeeyay (Oktoobar – Disembar 2021) si looga wadahadlo arrimo dhowr ah oo ku saabsan dib-u-habaynta adeegga dadweynaha. Kulamadaas intii ay socdeen, guddigu waxa ay dib u eegis ku sameeyeen oo ay guud ahaan ansixiyeen Warbixinta Xoojinta Shaqaalaha Rayidka ee (Oktoobar - Diseembar 202) iyo sidoo kale CSSP 1 & 2 Qorshayaasha Shaqada oo ay soo diyaariyeen masuuliyiinta barnaamijka.

Qodobada kale ee laga hadlay waxaa ka mid ahaa qaab dhismeedka Wasaaradaha iyo Hay'adaha dawladda, bilawga mushaharaadka iyo horumarinta siyaasadda dalacsiinta, qiimaynta shaqaalaha iyo dhisidda cududda madaxda dawladda iyo shaqaalaha kale ee ka hawlgala xarumaha dalwadda. Waxa kale oo shirka lagu dhagaystay oo lagu falanqeeay horumarka laga gaadhay barnaamijka dawladda ee la filayo in uu dhawaan bilawdo.



Shirarkii Guddiga Farsamo ee Dib u Habaynta Shaqaalaha Dawladda oo la Qabtay

Guddida Farsamada oo ka kooban Agaasimeyaasha Guud ee Wasaaradaha, Waaxyaha iyo Hay'adaha Dawladda Somaliland, ayaa loo magacaabay in ay qayb laxaadle ka qaataan qaybta farsamo ee dib-u-habaynta Shaqaalaha Dawladda. Guddidu waxay kulmaan bil kasta hal mar si uga hadlaan arrimaha guud, iyo gaar ahaan kuwa farsamada ee dib-u-habaynta shaqaalaha rayidka ee ay waddo Hay'adda Shaqaalaha Dawladdu.

Barnaamijka Dib u Habaynta iyo Tayaynta Shaqaalaha Dawladdu waxa uu adeegsadaa nidaamyada maamul iyo hababka hoos yimaadda istaraatiijiyada dib u habaynta adeegga dadweynaha ee dawladda. Guud ahaan barnaamijkan hirgelintiisa waxaa hirgelisay Hay'adda Shaqaalaha ee Somaliland iyada oo la kaashanaysa Wasaaradaha iyo Hay'adaha Dawladda si loo fuliyo qaybaha kale ee barnaamijka.

Intii u dhaxaysay Oktoober illaa Diisambar 2021, guddidu waxa ay qabatay dhawr shir oo

uu hoggaaminayay guddoomiyaha Hay'adda Shaqaalaha iyada oo laga wada hadlay qodobbo muhiim ah oo ay ku jirto suurogalinta nidaamka, siyaasadda iyo habraacyada cudduda shaqaalaha, horumarinta HRMIS-ka, nidaamka hawlgabka iyo kuwo kale.





Daafurka Siyaasadda Mushahar-bixinta iyo Darajooyinka

Hay'adda Shaqaalaha Dawladda, oo matalaysa dawladda Somaliland, ayaa siisay qandaraaska Hay'adda PAI (Public Administration International) iyada oo kaashanaysa SSG (Service Solutions Group) si ay u bixiyaan adeegyo la-talin oo lagu horumarinayo siyaasadda mushahar-bixinta iyo darajooyinka iyo in laga caawiyo farsamo sidii loo samayn lahaa. qiimaynta shaqada iyo diyaarinta faahfaahinta shaqada ee shaqaalaha dawladda Somaliland.

Furitaanka barnaamijka waxa uu ka qabsoomay Maansoor Hotel, Hargeysa, 27-kii Noofambar 2021. Waxa ka soo qaybgalay barnaamijka wasiirka iyo madax sare oo ka socotay Hay'adda Shaqaalaha Dawladda iyo madax kale.

Ugu horrayntii waxaa khudbado soo dhaweyn ah

ka jeediyay mas'uuliyiinta CSC. Wasiirada ayaa khudbado ka jeediyay kulanka, iyagoo taageeray barnaamijka Mushahar bixinta iyo darajooyinka isla markaana tibaaxay faa'iidooyinka ka dhalan kara. Waxa kale oo ay tilmaameen baahida loo qabo xalinta sinnaan la'aanta muddada dheer ee ku gedaaman hab-dhaqanka mushaar bixinta.

Masuuliyiinta ka socday (PAI) iyo (SSG) ayaa tibaaxay awoodda shirkadhoodu u leeyihiin fulinta barnaamijka iyo khibrada badan ee ay u leeyihiin fulinta mashaariicda noocan oo kale ah gaar ahaan mushahar-bixinta iyo derejada. Intaas kadib waxa madasha ka hadlayay qof u hadlayay magaca lataliyayaasha caalamiga ah iyo kuwa qarankaba waxaanu soo dhaweeyay martisharafta ka soo qaybgashay barnaamijka.

Intaas ka dib waxa la soo jeediyay qof u hadlayay kooxda, isaga oo ka hadlay mowduucyo ay ka mid yihiin qorshaha laba iyo tobanka bilood ee ku xusan jadwalka, iyo waxqabadyada la qorsheeyay iyo marxaladaha barnaamijka. Waxa uu sidoo kale tilmaamay qaar ka mid ah mabaadi'da hab-raacyada muhiimka ah ee la qaadanayo inta lagu jiro hirgelinta barnaamijka, oo ay ku jiraan ka-qaybgalka daneeyayaasha dhow iyo qaabka ka qaybqaadashada ee sahaminta fursadaha iyo qaadashada siyaasadda kama danbaysta ah iyo talooyinka.

Intii lagu gudo jiray barnaamijka. Waxa hoosta laga xariiqay faa'idooyinkan:

- Siyaasadda mushaharbixinta oo lagu daray siyaasadda HRM ee jirta
- Nidaam derejo bixin oo cusub
- Mushahar ku salaysan derejo
- Derejada shaqo waxa lagu jaangoynayaa nidaam ku dhisan caddaalad iyo qiimayn
- Mushahar fican
- Awoodda maamulka shaqaalaha dawladda oo

kor loo qaado

- Shaqaalaha oo la dhiirigeliyo
- Xidhiidhka ka dhaxeeya mushaharka iyo maamulidda shaqo wanaagga.
- Taageeridda isbeddelka maamulka
- Mushahar isku mida oo ku salaysan shaqada



Xeerkii Shaqaalaha Dawladda ah oo La Ansixiyay



Bilo badan oo laga doodayay xeerka shaqaalaha dawladda kadib, Golaha Wakiilada JSL waxa ay cod ku ansixiyeen wax ka beddelkii lagu sameeyay Xeerka Shaqaalaha Dawladda. Kadib ansixinta xeerka, madaxweynaha Jamhuuriyadda Somaliland wuxuu amar ku bixiyay in uu sida ugu dhaqsaha badan u hirgalo. War farxad leh ayuu ahaa, bulshada rayidka ahina ay aad u soo dhaweeyeen gaar ahaan shaqaalaha dawladda maadaama uu ahaa markii u horraysay ee wax ka beddel lagu sameeyay xeerka tan iyo markii la qoray oo ahayd 1996-kii. Xeerka cusub ayaa waxa uu ahmiyadda saarayaa qodob muhiim ah waxaanu dul istaagayaa daldalooyin badan oo ka jiray qaabka maamulka shaqaalaha dawladda Somaliland. Balse tani kumay iman si fudud, waxaana ku baxay dedaal dheeraad ah sidii loo ansixin lahaa. Tusaale ahaan,

Guddoomiyaha Hay'adda Shaqaalaha oo xafiiskiisa kula kulmay xubno ka socda golaha Wakiilada JSL

guddoomiyaha Hay'adda Shaqaaluhu waxa kulamo kala duduwan la yeeshay xubno ka tirsan guddida arrimaha bulshada ee golaha wakiilada, waxaanay ka wada hadleen is beddelada ku yimid xeerka iyo sidii loo dardargelin lahaa ansixintiisa. Kulamo kale oo la mid ah ayaa iyaguna qabsoo may oo lagu derdergalinayo ansixinta xeerka kuwaas oo maamulka Hay'adda

Shaqaaluhu la kulmayay madax kala duwan oo ay ka mid yihiin wasiir iyo garyaqaano. Xeerka cusub ee Shaqaalaha Dawladdu waxa uu door weyn ka qaadan doona maamulka shaqaalaha dawladda gaar ahaan siyaasadaha bixinta mushaharaadka iyo dalacsiinta, maamulka macluumaadka shaqaalaha iyo siyaasado kale oo dhammantood ku xusan xeerka cusub.





Tababarada Hay'adda Shaqaalaha

Machadka Shaqaalaha Dawladda waxa ka go'an tayaynta shaqaalaha dawladda. Waxa uu machadku bixiyaa tababaro iyo barnaamijyo horumarineed oo uu ugu talo galay in ay ka faa'idaystaan Shaqaalaha Dawladda. Machadka Shaqaalaha Dawladda waxa la aas'aasay sannadkii 2015, waxaanu hadda bixiyaa waxbarasho heerka koowaad ah (Degree), Diblooma sannad ah, heerka labaad (Masters Degree), cilmibaadhisyo iyo weliba adeegyo la talineed.

Machadku waxaa uu dhisay cududda iyo awoodda shaqaalaha dawladda ee Somaliland isaga oo bixinaya adeegyo waxbarasho oo heer sare ah. Machadku waxa uu ka jawaabaa baahiyaha ka jira dalka iyo dib u habaynaha ka socda xarumaha dalwadda.

Machadka Shaqaalaha Dawladda oo kaashanaya Machad ku yaalla dalka Gaana

oo lagu magacaabo (GIMPA) ayaa waxa uu bixiyay tababaro gaagaaban iyo qaar dhaadheer bishii March ee sannadkan 2022. Tababarku waxa uu xoogga saaray tababarayaal ay ka mid yihiin wasiiro, madax xarumaha dawladda ah, machado kale iyo masuuliyiin ka socda Hay'adda Shaqaalaha oo isugu jira: macalimiin, tababarayaal, arday ka baxday machadka CSI IYO ECSU. Guud ahaan ka qaybgalayaasha tababarkani waxa uu dhamma 54 qof halkaas oo 9 ka mid ahi ay ahaayeen dumar.



Waxa la adeegsaday habab badan intii lagu jiray tababarka kuwaas oo isugu jira koox sheekaysi, soo jeedin iyo xalinta kiisas.

Ka qaybgalayaasha tababarka waxaa lagu doortay iyada oo loo eegayo shuruudo uu Machadka Shaqaaluhu u dejiyay si loo hubiyo aqoontooda iyo khibradooda macalinimo iwm.

Hadafka guud ee tababarku waxa uu ahaa in lagu qalabeeyo tababar qaatayaasha aqoon iyo xirfad u sahlaya in ay si hufan u sii tababaraan dadyow kale.

Faa'idooyinka Adeegga Hawlgabka ee Shaqaalaha Somaliland

Fikradaha daryeelka iyo hawlgabka waxa lagu soo bandhigay shareecada Islaamka markii u horraysay qaab Sako ah (Sadaqo), mid ka mid ah tiir ka mid ah shanta tiir ee Islaamka, ee hoos yimaada Khilaafadii Rashidun ee qarnigii 7aad. Dhaqankani wuxuu si fiican u socday ilaa waagii Cabbaasiyiinta. Cashuuraha (sida Sakada iyo Jizyada) ee lagu soo ururiyo khasnadda dawlad Islaami ah waxa la siin jiray dadka tabaalaysan, sida masaakiinta, waayeelka, agoonta, dumarka laga dhintay iyo naafada. Jizyawa cashuur qof kasta sannadkiiba oo taariikh ahaan lagu qaado qaab kharash lacageed oo laga qaado dadyowga aan muslimka ahayn ee ku sugan dawlad ku dhaqanta shareecada Islaamka.

Ilaa hadda ma jiro nidaam badbaado bulsho oo ka jira Somaliland. Nidaamkii jiray xilligii gumeysiga ayaan la isticmaalin dhowr qarni. Caqabadda hadda jirta ayaa ah in shaqaalaha dawladda ee hawlgabka noqdaa ay leeyihiin saddex ikhtiyaar oo ay ku helaan dakhliga hawlgabka: (i) In ay sii wadaan inay shaqeeyaan illaa inta ay ka talax gabayaan – mushaharkoodana way qaadanayaan. (ii) In ay joojiyaan shaqada oo ay noqdaan qaar dhaqaale ahaan ku tiirsan xubnaha kale ee qoyskooda iyo (iii) In ay shaqada joojiyaan oo ku noolaadaan faqri. Xaqiiqda

dhabta ah ee xaaladdu, si kastaba ha ahaatee, badi shaqaalaha dawladdu way sii wadaan shaqadooda iyaga oo dhaafay da'dii hawlgabka waayo mushaharkooga waxa biishada reero.

Caqabadaha guud ee ku gedaaman Hay'adda Shaqaalaha Somaliland ee uu Barnaamijka Dib u habaynta iyo tayaynta Shaqaalaha Dawladd (CSSP) doonayo inuu wax ka qabto ayaa waxaa ka mid ah maqnaanshaha nidaamka hawlgabka ee si wax looga qabto baahiyaha ka jira hawlgabka Shaqaalaha Dawladda. Qorshaha Horumarinta Qaranka Somaliland ee koowaad I (SNDPI 2012-2016) waxa uu dhigayaa in maqnaanshaha hawlgabka dawladda iyo nidaamka badbaadada bulshada ay ka mid yihiin siyaasadaha iyo shuruucda u baahan in la sii horumariyo si kor loogu qaado horumarka bulshada iyo ilaalinta xuquuqda muwaadinka.

Qorshaha Horumarinta Qaranka Somaliland (SNDP) wuxuu dhigayaa in dadka reer Somaliland ay inta badan ku tiirsan yihiin hab-dhaqameed soo jireen ah, iyo is daryeel dhexdooda ka jira (Tusaale ahaan, dhaxlidda shaqooyinka dawladda) halkii ay ahayd in la sameeyo sanduuqa badbaadada bulshada ee qaranka isla markaana la soo samayn lahaa nidaamka hawlgabka ee

shaqaalaha dawladda iyo kuwa gaarka loo leeyahayba.

Xukuumadda Somaliland ayaa wadda qorshe lagu samaynayo nidaamka hawl-gabka ee shaqaalaha dawladda ee xaq u leh. Tani waxay ka dhalatay hindise dawladeed oo lagu caawinayo dadka intii ay xoogga ahaayeen ee ay shaqaysanayeen aan samaysan kayd dhaqaale oo ku filan marka ay hawlgab noqdaan, iyo in ay suurto gal noqoto in dadku ku hawlgabaan da'da loogu talo galay oo aanay sii shaqayn iyaga oo baqaya dhaqaale la'aan. Nidaamka hawlgabka ee la qeexay (Defined Benefit oo loo soo gaabiyay DB) ayaa lagu heshiiyey si loo siiyo shaqaalaha faa'iidad hawlgabka ee la saadaalin karo ee nolosha. Qorshayaasha DB waxay ku salaysan yihiin qaacido la dejiyay oo sharcigu qeexay. Qorshayaasha DB waxaa laga yaabaa inay maalgeliyaan tabarucaada shaqaalaha iyo loo shaqeeyaha iyo soo celinta maalgashiga. Khatarta la xidhiidha maalgashiga waxaa kafaala-qaadaya qorshahan. Nidaamkan dheeftiisu waxay ku salaysan tahay sannadaha uu shaqaynayay qofka shaqaalaha ahi iyo gunnada.

Kulamo goos goos ah oo dhex maray Xukuumadda Jamhuuriyadda Somaliland iyo

Baanka Adduunka, ayaa masuuliyiinta dawladdu ku soo bandhigtay odoroska kharashka ku baxaya nidaamka hawlgabka, waxaanay ugu dambayntii go'aan ka gaadheen hirgelinta nidaamka hawl-gabka iyo gunnada oo bilaabmaya 2022. Diyaargarowga iyo qorshaha hirgelinta nidaamkanna waxa uu bilaabmayaa sida ugu dhaqsaha badan. Xukuumadda Somaliland ayaa horumar la taaban karo ka samaysay dib u habaynta hawl-gabka. Dib-u-habaynta la soo jeediyay waxa ay ka kooban tahay siyaasadda hawlgabka iyo sharci qabyo ah waxaana ka mid ah samaynta Xafiiska Hawlgabka Dadweynaha ee Guddiga Shaqaalaha Dawladda, Dib-u-eegis, dhammaystir iyo ansixinta Siyaasadda Hawlgabka iyo Sharciga, PMIS (Pension Management Information System), diiwaangelinta rasmiga ah ee dadka hawlgabka. Sanduuqa Hawlgabku wuxuu maamuli doonaa nidaamka hawlgabka, oo ay ku jiraan helitaanka tabarucaadka, samaynta xisaab bangi, kaydinta iyo habaynta codsiyada hawlgabka iyo gunnada, iyo bixinta dhammaan faa'iidooyinka. Intaa waxaa dheer, Sanduuqa Hawlgabku waa inuu sameeyaa guddi caafimaad si uu u xaqiijiyo oo u kormeero xaaladda caafimaad ee dadka hawlgabka ah.

Ku dhawaad 1,200 oo shaqaale dawladeed ah ayaa hadda hawlgab ah dhammaan gobolada JSL.

Xaaladda Hadda

Xukuumaddu waxa ay samaysay guddi farsamo oo dhammaystirta sanduuqa halwgabka shaqaalaha dawladda. Halwaha ugu waawayn ee ay guddidani qaban doonaan waxaa ka mid ah:

- Taageeridda Hay'adda Shaqaalaha Dawladda si loo hirgeliyo dhammaystirka sanduuqa hawl-gabka.
- Diyaarinta iyo dejinta xeerarka, siyaasadaha iyo dhammaan wixii waraaqo loo baahan yahay maamulidda sanduuqa hawl-gabka.

Xeer loogu talagalay hawlgabka ayaa la diyaariyay waxaana hadda dib u eegis ku samaynaya xafiiska garyaqaanka guud waxaana dhacay kulamo dhawr ah oo lagaga arisanayay dhammaystirka siyaasadda hawlgabka iyo biilka. Sida qorshuhu yahay, waxaa la filayaa in ansixinta xeerka ee golaha wasiirada iyo golaha wakiiladu dhammaan doonno dhammaadka bisha Juliaay.

Sidaa si la mid ah nidaamka maamulka macluumaada (PMIS) ayaa isna la dejinayaa si uu u caawiyo maamulka hawlgabka marka xeerka la ansixiyo ee uu hirgalo.



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Abaal-marinta Shaqaalaha

Hay'adda Shaqaalaha Somaliland ee

Sannadka 2021



Hay'adda Shaqaalaha Dawladda, gaar ahaan Waaxda maamulka Qiimaynta shaqo wanaagga oo ku halwanayd qiimaynta qorshayaasha iyo bartilmaameedyada, kartida, qiimaynta shaqada, dhiirigelinta iyo abaal marinta shaqaalaha si ay ugu diyaargarobaan abaalmarinta shaqaalaha Hay'adda Shaqaalaha Dawladda ee sannadka 2021. Heerarka shaqo iyo qiimaynta shaqaalaha Hay'adda Shaqaalaha ayaa waxa ay u dhacday qaab waafaqsan xeerka shaqalaha dawladda iyo nidaamyada maamulka qiimaynta iyo habraacyada shaqowanaagga. Gudidda qiimaynta maamulka iyo qiimaynta ayaa magacaabay shan xubnood oo uu hoggaaminayo agaasimaha

Hay'adda Shaqaalaha iyo afar agaasime waaxeedyo. Gudiddu waxa ay tixgelisay afartan mawuuc marka ay qiimaynaysay shaqowanaagga shaqaalaha:

1. Qorshe sannadeedka gaarka ah (shaqsiga ah)
2. Dib u eegista kartida shaqaalaha iyada oo loo eegayo qiimaynta qorshihii shaqada ee 2021
3. Ilaalinta waqtiga iyo imaanshaha
4. Dabciga iyo habdhaqanka qofka

Xafladda ayaa ka dhacday hoolka Hay'adda Shaqaalaha Dawladda halkaas oo lagu abaal mariyay shaqaalaha iyada oo al eegayo dhinacyo badan. Xafladda waxa ka soo qaybgalay xubno ka tirsan golaha wasiirada, madaxda machadada

CSC Chairman Meets with Members of the House of Representatives in his office

dawladda, agaasimayaal guud, agaasimo waaxeedyo iyo dhammaan shaqaalaha Hay'adda Shaqaalaha Somaliland.

Xafladda waxa lagu abaal mariyay agaasime waaxeedyo, agaasime ku xigeenno, iskuduwayaal gobol iyo hawladeeno kale oo ka tirsan Hay'adda Shaqaalaha Somaliland.





Dejinta Qorshaha Sannadka 2022 ee Hay'adda Shaqaalaha Dawladda

Hay'adda Shaqaalaha Dawladdu waxa ay soo qabanqaabisay tababar laba cisho ah oo ka dhacay Grand Hadi Hotel kaas oo looga dan lahaa in lagu horumariyo laguna soo gabagabeeyo qorshaha sannadka 2022. Intii lagu gudo jiray kulanka, waax kasta waxay soo bandhigtay qorshayaasha u yaalla eek u salaysan qorshaha guud ee Hay'adda.

Gebegabada kulanka, qorshihii kama danbaystaha ee la isku raacay ayaa la ansixiyay isla markaana la isla qaatay sidii loo hirgelin lahaa iyo talaabooyinkii la qaadi lahaa sannadka si loo hirgeliyo.

Gebegabadii barnaamijka, guddoomiyaha Hay'adda Shaqaalaha ayaa u mahadnaqay ka soo qaybgalayaasha kulanka kuna dhiirrigeliyay in ay u diyaar garoobaan fulinta qorshe sannadeedka.







Civil Service Commission



Hilwa Fadxi Adem Haibe