

CSC MAGAZINE

SOMALILAND CIVIL SERVICE COMMISSION Q2 2023



16
Policies &
Procedures

Upgraded
Government
Employee ID Card.

Pension
Policy
& Bill

Shirka Xubnaha
Komishanka
Hay'adda Shaqaalaha
Dawladda

Muhiimadda
CAAFIMAADKA iyo
BADBAADADA
ee Goobaha Shaqo

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OUR MISSION

Equity Ensuring equitable distribution of resources and benefits accruing from the Civil Service Commission’s programmes.

01



Vision

The vision of the Civil Service Commission (CSC) is to be a globally-recognized center of excellence offering the highest standard of public service provided by a skilled, dedicated and patriotic workforce.

02



Mission

To provide human resource, labour relations and organizational development leadership and services which sustain and inspire public service in the Republic of Somaliland.

03



Values

- Integrity Putting public interest above personal interest.
- Honesty Always acting with integrity.
- Objectivity Always acting fairly—making decisions based on facts /evidence.
- Impartiality Acting objectively and serving regional governments equitably.
- Professionalism Ensuring and maintaining high standards in the discharge of responsibilities and delivery of services.
- Transparency Upholding openness in all activities including provision of services.
- Patriotism Demonstrating a sense of devotion and personal identification as a citizen of Somaliland.

FOREWORD

PAY AND GRADING POLICY

I am writing to share some remarkable news regarding recent government efforts to reform its pay and incentive system. These reforms, particularly the Pay and Grading Policy supported by the World Bank, are set to revolutionize the civil service landscape in Somaliland.

The purpose of the Pay and Grading Policy is to establish clear guidelines and rules for the management and development of pay and grading reforms. By doing so, it aims to ensure pay equity and transparency, thereby laying the foundation for broader civil service reforms. This is an exciting step towards a more efficient and effective public service system that we can all be proud of.

Spanning from 2003 through to 2022, the Government of Somaliland has been working tirelessly to bring about positive changes in the public service sector. With the implementation of this new policy, we can expect a fair and balanced approach to remuneration, ensuring that hardworking civil servants are duly recognized and rewarded for their contributions.

The government’s commitment to implementing this policy is a testament to their dedication to good governance and their desire to create a conducive and motivating work environment for all civil servants. By setting clear guidelines and rules, the policy

will help eliminate any inconsistencies or biases in the pay and grading system, fostering a culture of fairness and transparency.

Citizens have a crucial role to play in supporting these reforms by embracing the changes and actively participating in the implementation process, we can contribute to the success of this policy and the broader civil service reforms. Let us seize this opportunity to build a stronger and more prosperous Somaliland together.

In conclusion, I am filled with enthusiasm as I look forward to witnessing the positive impact of the Pay and Grading Policy in our beloved country. This is a significant milestone in our journey towards a more transparent and equitable civil service. I encourage you all to stay informed and engaged as we embark on this transformative path.

Thank you for your continued support and readership. We look forward to sharing more positive news and developments with you in the future.

Abdi Adam
Project Manager
Civil Service Commission, Somaliland



Message from **THE CHAIRMAN**

Big things are on the horizon!

This year, we're laser-focused on achieving two major milestones that will make a real impact. We're dedicated to getting the approval of the Pension Policy & Bill and the Pay & Grading Policy. The Civil Service Commission is working relentlessly to turn these objectives into reality, ensuring a fair and sustainable future for our civil service and their families. With hard work and dedication, I believe we can make these objectives a reality before the end of the year.

CSC Officials and other external experts who are known for their expertise in policymaking have been engaged to develop the documents and make them up to the international standards. We perfectly understand the importance of these policies in providing financial security and fair compensation to the country's civil service workforce. Despite these challenges, we remain unwavering in our commitment to achieving our goals. We rely on our professional team, and we continue inspiring them with our vision of a more equitable and prosperous civil service.

In the light of this, we engaged a number of key Ministers and other government officials in the process, and we are glad that we are making progress.

I would also like to stress that at the end of June 2023, we will be conducting our mid-term review of the CSC work plan for 2023. This time, it is crucial to break for a moment and reflect on what has been achieved in the past six months, the challenges and set the platform for achieving the remaining activities in the next six months. Our team are busy preparing for that meeting, and I am confident that we have achieved a lot during the first half of the year.

Welcome to this new edition of our Civil Service Magazine for April – June 2023.

Khalid Jama

KHALID JAMA QODAH

CHAIRMAN

Civil Service Commission

Actions that May Result in **The Discipline of Government Employees** in Accordance with The Government Staff Act

According to the Civil Service law, Article 3, Sections 2 & 3, which indicates that one of the objectives of the Act is to manage civil servants.

Disciplinary actions of civil servant can be of two types: -

1. Type 1 is that the employee, regardless of whether he is male or female, does not fulfill his/her obligation as stated in Article 6 of the Civil Service Law, law No. 97/2022;
2. The 2nd type is that the employee, regardless of their gender, should come up with an action that is prohibited as enshrined in Article 8 of the Civil Service Act, Act No. 97/2022;

Having said so, let's take a brief look at the Obligations of civil servants that are indicated under the aforesaid provision of the civil service law.

Article 6

Duties of Civil Servants

1. Every civil servant in the performance of his or her functions, shall;
 - a) Carry out his or her duties in accordance with this law, regulations and any other related laws.
 - b) Abide this law and other regulations aimed to regulate duties pertaining to office.
 - c) Perform with diligence the duties pertaining to the office.
 - d) Not refuse to serve in any place to which he or she may be assigned, nor refuse to carry out temporarily, duties of grade different from those of their grade, to which he or she may be assigned in the exigencies of service.
 - e) In the case of Secondment, shall perform the duties of the new post as may be required by the head of that civil service entity.

- f) Regard the information he or she obtains in the course of his/her duties as being secret and confidential.
- g) Observe working hours and report to his or her work station punctually.
- h) Carry out his or her functions impartially and avoid discrimination on any ground including but not limited to gender, pregnancy, marital status, clan, health status, territorial affiliation, social origin, age, disability or political affiliation.
- i) Keep matters in their possession confidential, unless the performance of a duty or the needs of justice require otherwise.
- j) Achieve set objectives and work performance targets.
- k) Be responsive to the development goals and priorities of government, and the Somaliland country situation.
- l) Refrain from seeking or receiving gifts for their personal gain, or for the gain of their family or an organization with which they are associated, in exchange for favorable settlement of an administrative or other proceeding.
- m) Use entrusted public property with due care and not use the entrusted public property for personal gain or other unlawful activity.
- n) Not hold concurrently, more than one remunerated permanent post in the civil service.

- o) Support integration, State building and peace building objectives of the nation.
 - p) Observe the obligations set under the laws of the country and the policies relating to their office by ensuring public interest.
 - q) Not use his/her status to fabricate information and publicizing information's using media in order create chaos in the society and expressing his ideas which might be considered to be against the civil service law, intended for self-interest or defaming others or might involve political aspirations.
2. Civil service commission establishes policies and administrative procedures aimed to appraise civil servants' performance of their duties stated under this provision.



Also, the Civil Service Act exempts employees from a large number of conducts as its enshrined under Article 8 which are aimed to protect the general interest of the people.

Article 8

Prohibitions

1. Every civil servant shall not: -

- a) In the course of employment, engage in any activity incompatible with his or her duties;
- b) Be a leader of, or other official in, any political party, or be actively engaged in any political activity;
- c) Engage in business the carrying out of which may occasion conflict of interest with the performance of the duties of the officer as an officer;
- d) Engage at the same time in any outside other gainful employment as an employee;
- e) Commit any form of corruption and misappropriation;
- f) Publish or cause to be published the secret information of his institution without having proper authorization or court order;
- g) Publish or cause to be published anything concerning the activities of the administration, or make any public statement on the Policy of the Government on matters concerning national defense, except in normal course of their official duties or with the prior approval of the Minister concerned;

- h) Not commit any form of discrimination against the public.

3. Civil servants who failed to adhere the above prohibitions of paragraph 1 of this article will be taken disciplinary measures.

Public servants must perform their duties with responsibility and patriotism in order to be rewarded; But if civil servants fail to adhere their duties assigned to them, they will be disciplined according to the Civil Service law as indicated in Articles 51-57 of the Civil Service law No.97/2022.

Likewise, civil servants who refrains from doing the prohibited actions will result disciplinary action to be taken in accordance to the civil service law as indicated in articles 51-57 of the Civil Service Law.

CSC Directors Meeting on 16 Policies & Procedures



The Chairman of the Civil Service Commission chaired a meeting attended by all the directors of the Civil Service Commission.

This meeting, which is part of regular meetings aimed at speeding up the work of the Civil Service Commission, was focused on reviewing and evaluating the progress of the implementation of the 16 HR policies and procedures. The Chairman said that the implementation of these policies and procedures are fundamental to accelerating the activities of the Civil Service Commission and improving the quality of public service. The implementation progress of these policies was presented during the meeting.

Issues related to the compatibility of the Civil Service Law with these policies have also been discussed.

At the end, it was agreed that each department should submit the status of their respective policy and procedure, and an official assessment should be made from all the MDAs.

The meeting was also attended by the Director General of the Civil Service Commission.

The focused on reviewing and evaluating the progress of the implementation of the 16 HR Policies and Procedures.



SUCCESS STORY

UPGRADED GOVERNMENT EMPLOYEE ID CARD:

*A Step Forward for
Somaliland's Civil
Service.*

“

*This updated card allows
access to sensitive areas of
Ministries/Organizations
where data is stored.*

Mr. Mire

”

Civil Service Commission has taken a significant step forward with the introduction of the upgraded government employee ID card. The new version of the ID card brings enhanced security and streamlined access to government buildings and services. Government employees have welcomed the new ID cards praising the improved processes and security features. The future looks promising as the nation's civil service embraces modern, secure, and efficient practices.

In a recent interview with the Director General of the Civil Service Commission, Mr. Khalid Mire, He talked about the newly launched government employee ID card and its potential impact on Somaliland's civil service. Mr. Mire emphasized the importance of the ID cards. “ID-cards serve as a form of identification for government employees in Somaliland. They help verify an individual's employment status, grant access to government buildings, and identify tax collectors” he stated.

“The previous ID cards distributed in 2018 by the Civil Service Commission had a validity of 5 years which expired this year. The Civil Service Commission has now distributed a new version of the ID card, incorporating lessons learned from the 2018 cards.” Mr. Mire explained.

The upgraded ID card includes enhanced security features such as a chip and scanning capability. “This

updated card allows access to sensitive areas of Ministries/Organizations where data is stored,” said Mr. Mire. He further illustrated the benefits of this new feature by explaining how it could help protect sensitive information: “For instance, if the Public Service Organization has a central server for storing data, only authorized personnel can access the server room by scanning their ID card. This allows the system to track which employees have entered the server room and ensures that only authorized personnel can access it.”

Mr. Mire noted, “The government employees who received ID cards from the Civil Service Commission have welcomed them enthusiastically.” The cards not only provide a sense of security and order but also grant employees various benefits such as discounts on healthcare services and a streamlined passport application process.

Somaliland's Civil Service Commission has come a long way, and the introduction of the upgraded government employee ID card is a testament to the progress made. With improved security features and streamlined processes, the nation's civil service is well on its way to becoming a modern, efficient, and secure system. As the country continues to embrace these advancements, the future of Somaliland's civil service looks promising indeed.

*ID-cards
serve as a form
of identification
for government
employees in
Somaliland.*

SUMMARY REPORT

Ministry of Health Staff Examination

MAIN OBJECTIVES

- Implementation of the Civil Service Law
- Preparing a transparent competition plan for vacant jobs
- Verification of information on temporary staff
- Preparing the results of the contestants.
- Preparation the list of winners

The Civil Service Commission, which implements the civil service law no. 97/2022 and the recruitment procedures, has checked 261 job opportunities out of 206 jobs that were competing for temporary workers whose level of education is at least a diploma, while 55 subordinate employees were evaluated in accordance with the rules.

Therefore, the government staff organization has planned to distribute these job aids to all the health centers in the regions and districts of the country in order to reach the number of the Ministry of Health Development planned in the national budget for the year.

1.1 Awdal Region

In 26 December 2022, the officials of the Civil Service Commission started checking in Awdal region for 37 jobs, which were 31 assistants for health staff and 6 assistants for subordinate staff. After that check, it came out that 348 temporary staff competed for the 31 positions that were contested for, which the Civil Service Commission conducted the examination.



1.2 Sahel Region

In 1st January, 2023, the officials of the Civil Service Officials started checking 148 temporary workers operating in Sahel region. It was contested for 25 posts, 21 posts of academic level and 4 posts of subordinate staff. After that check, the contestants were examined.



1.3 Togdheer Region

On January 3, 2023, the officials of the Civil Service Commission began to check the workers operating in Togdheer region, which totaled 448 temporary workers, who were competing for 44 positions, including 35 knowledge level positions and 9 lower level positions. After that check, the contestants were examined.



1.4 Sanaag Region

On January 5, 2023, the officials of the Civil Service Commission started checking the workers operating in Sanaag region, which totaled 282 temporary workers, who were competing for 40 positions, including 30 professional positions and 6 labor positions. After that check, the contestants were examined.

Result of the Winners

The Public Employees' Organization conducted open examinations in four regions, namely Awdal, Togdheer, Saa-hil and Sanaag, and fairly conducted the temporary workers of the Ministry of Health Development, totaling 1,226.

It is worth sharing that the total number of winners in those four regions was 123 winners, 63 of them were girls, while 60 were boys. This shows that for the first time the girls outnumbered the boys in transparent job Competitions.



Guulaystayaasha Gobolka Togdheer



The Importance of **HEALTH AND SAFETY** at the Workplace

The Civil Service Commission, being the Human Resource Department of the government institutions, continuously strives for excellence and improved human resources practices across all government institutions.

One of the key areas that demands our immediate attention is Occupational Health and Safety at the workplace. It is undeniably the most significant aspect of ensuring a productive and secure work environment.

By maintaining high standards of health and safety, we not only protect our employees but also enhance their efficiency and overall well-being. To robust health and safety practices, we can minimize accidents, injuries, and illnesses that may arise in the workplace. This proactive approach assures the physical well-being of our colleagues and fosters a sense of trust and confidence among our workforce.

When employees feel safe and valued, it significantly contributes to their motivation and job satisfaction, ultimately leading to higher productivity levels. Moreover, prioritizing health and safety at the workplace aligns with the broader organizational goals of providing excellent service to our citizens. Incorporating comprehensive health and safety measures into our work practices, we demonstrate our commitment to maintaining a highly efficient and reliable workforce. This enhances our reputation and strengthens our position as a leading government institution.

We organize workshops, training sessions and awareness campaigns to educate our employees about the significance of adopting safe work practices.

Additionally, implementing regular safety inspections and ensuring compliance with relevant regulations will further bolster our efforts in this area.

The Civil Service Commission is developing comprehensive policies to establish a robust safety framework. These policies will encompass various aspects, including but not limited to employee safety, educational programs, resource allocation, and safety awareness programs.

One of our key priorities is to create policies that guarantee the safety of our employees. We understand the importance of providing a secure working environment, free from any potential hazards or risks. By implementing these policies, we aim to mitigate any potential accidents or injuries that may occur in the workplace. Furthermore, CSC is dedicated to investing adequate resources, both in terms of finances and time, to ensure the well-being of our employees.

To enhance our employee's awareness of occupational health and safety, CSC will be organizing safety awareness seminars and programs. These initiatives will serve as a platform to educate our staff on best practices, emergency procedures, and the importance of remaining vigilant in their surroundings. By spreading this awareness, we aim to instill a safety-conscious culture across all government institutions, including MDA's (Ministries, Departments and Agencies).

We encourage all our colleagues to actively participate in these programs and contribute to the overall well-being of our organization. Should you have any suggestions or ideas to further enhance workplace safety and health, please do not hesitate to share them with us. Together, we can create a workplace that prioritizes the safety and wellbeing of all employees.

66
Safety Rules are your best tools
99

Civil Service Commission and
The National Insurance Agency meeting on

The Establishment of **Suitable Insurance** for the **Government** **Employees**



The Chairman of the Civil Service Commission chaired a meeting with the Chairman and Deputy Chairman of the National Insurance Agency together with the Director General of the Civil Service Commission and the Director of the Civil Service Training Institute and other officials.

This meeting was about how to get government employees affordable insurance and health services at low prices throughout the country.

The officials discussed options for the establishment of a suitable system for government employees and their relatives to get cheap health services and insurance.

This work will be done jointly by the Civil Service Commission and the National Insurance Agency, they have agreed to set a strategy to implement this work in the near future, and to hold further meetings to finalize this issue.



PLANNING FOR
CIVIL SERVICE
EMPLOYEES
INSURANCE IS
IMPORTANT.



**Protecting Insurance
Beneficiaries.**



External Assistance

FIDUCIARY SECTIONS

Overall Progress

INTRODUCTION:

The EAFS in the Accountant General Office (AGO) is designed to manage the financing mechanism through which development partners (DPs) will channel external assistance for the development and rehabilitation programs of the GoSL with the intent that all external assistance will be on-budget, on-treasury, on-account, and on-audit, thereby using fully the country's public financial management systems (PFMS) for reasons of greater ownership, accountability and transparency, aid-coordination and capacity development among others.

This section is crucial in ensuring the proper management and utilization of external funds received by the World Bank. The report highlights the progress made by this section and identifies key achievements during the period in operation.

“
Accountability and Transparency for Public Resources is essential.
”

Among the many achievements that the EAFS realized since its inception are as follows;

- The development of a simplified checklist for payment processing which the World Bank reviewed and endorsed for implementation.
- The EAFS is restructured with the establishment of a new Risk Management, Compliance and Internal Control Unit.
- Preparations of the Monthly Statement of Expenditure to withdraw funds and replenish the project designated accounts.
- Quarterly Interim Unaudited Financial Reports (IFRs) were all prepared and submitted on time to the World Bank with excellent feedbacks.
- The Annual Financial Statements (AFS) of FY 2016 – 2022 were prepared on time in compliance with the PFM Law No. 75 of 2016 and with the internationally acceptable public sector accounting standards (IPSAS cash basis) and submitted for audit to the National Audit Office.
- All the projects that were audited between FY 2016 – 2022 were provided an unqualified Audit Opinion Report.
- Because of the work done by the EAFS team and their capacitation the World Bank appreciated and trusted the system and as a result, the FY 2018 audit and beyond were conducted by the Office of the Auditor General (OAG) without the support of the international audit Technical Assistance firm which assisted them for FY 2016 and FY 2017 audits.
- The EAFS stakeholders and partners including PIUs, implementing MDAs, IMAs and the World Bank have respectively expressed their satisfaction (in numerous occasions and Medias) with services provided by the EAFS.
- In terms of capacity development, the EAFS staff undertaken trainings on financial management, disbursement, procurement and project management through the World Bank support and since the staff are mainstream civil servants, the Government will retain this capacity.

The fiduciary performance using country systems through the External Assistance Fiduciary Sections (EAFS) has been satisfactory with timely submission of interim financial reports, annual financial statements, and audit reports. Since inception, this system achieved more than its expected benefits in terms of cost saving, accountability and all other intended objectives that it was established.

CONCLUSION:

The external assistance fiduciary sections have made significant progress in ensuring the proper management and utilization of external funds. The harmonization of work follow policies and procedures, enhanced financial internal control, and capacity building efforts have contributed to this progress. Also, addressing timely reporting efforts, compliance with donor requirements, and internal controls is the success of the EAFS with a vision of further developments.

Meeting on Pension Policy and Bill

The Minister of Employment, Social and Family Affairs and the chairman of the Civil Service Commission held a meeting to discuss Pension Policy and Bill for Civil Servants which was directed by the Civil Service Commission. The meeting was attended by the Minister of Employment, Social and Family Affairs, the Minister of Communications, the Minister of

Environment, the Minister of Defense, the Deputy Minister of Finance Development and the Chairman of the Good Governance Commission.

During the meeting, the Pension Policy and Bill were discussed before being presented to the Council of Ministers for approval.

“The best time to start thinking about your retirement plan is today”



PAY AND GRADING Policy Validation Workshop

Pay and grading policy validation workshop was held at CSC meeting hall. The meeting was chaired by the Deputy Chairperson of the Civil Service Commission and was attended by a number of the Director Generals of the ministries and government agencies, the Deputy Minister of Finance Development, the Minister of Planning and National Development, the Minister of Employment, Social Affairs and Family, the Chairman of the Good Governance Commission as well as other government officials.

During the meeting draft Pay & Grading Policy was presented explaining different grades with their corresponding salary scales and their procedures. The process of developing the policy including the assessments that took place throughout the regions of Somaliland was also presented.

The ministers and other attending officials welcomed the policy and discussed different aspects shown in the policy highlighting its importance for the country at large and for the civil service specifically.

At the end of the meeting the ministers and other attending officials approved the draft policy and called for its immediate implementation.

The Pay and Grading Policy is expected to be submitted to the Cabinet for their approval.

“Future security is important because of pension policy.”

”



The Importance of **PERFORMANCE MANAGEMENT** *in Public Sector*



Monitoring progress motivates employees to strive for excellence and constantly enhance their skills and knowledge



Performance management and appraisal are crucial aspects of any organization, including public sectors. In fact, it can be argued that they are even more important in the public sector, where there is a greater emphasis on accountability and transparency.

Performance management involves setting clear goals and expectations for employees, regularly monitoring their progress, and providing feedback and coaching to help them improve. It includes identifying areas where employees are excelling and where they need to improve, and developing plans to address any issues.

Appraisal, on the other hand, is the process of formally evaluating an employee's performance against pre-defined criteria and standards. This is typically done on an annual basis and involves a review of the employee's goals, accomplishments, strengths, and weaknesses.

In the public sector, performance management and appraisal are critical because they help ensure that government agencies are operating efficiently and effectively. They allow managers to identify and address performance issues before they become major problems, and they provide employees with the feedback and support they need to succeed.

Furthermore, performance management fosters a culture of continuous improvement. By setting clear goals and regularly

monitoring progress, employees are motivated to strive for excellence and constantly enhance their skills and knowledge. It also provides an opportunity for employees to receive constructive feedback and coaching, which aids in their professional growth and development.

Additionally, performance management allows organizations to recognize and reward employees who consistently exceed expectations. By acknowledging and appreciating exceptional performance, organizations can boost employee morale and motivation, resulting in increased productivity and job satisfaction.

In conclusion, performance management is an indispensable aspect of the public sector. Its implementation ensures accountability, transparency, and continuous improvement, allowing the Civil Service Commission to deliver exceptional public services.



WORLD BANK MISSION TO CIVIL SERVICE COMMISSION

Progress towards achieving the project development objective (PDO), particularly on the Pension Bill and the pay and grading policy.



The Government of Somaliland and the World Bank jointly received the hybrid mission from July 23rd to 31st, 2023 in Hargeisa for the Somaliland Civil Service Strengthening Project (CSSP II) implementation support mission.

The main objectives of the mission was to examine progress towards achieving the project development objective (PDO), particularly on the Pension Bill and the pay and grading policy, which were at the time pending for endorsement by the Cabinet and Parliament. These approvals were key determinants for achieving the PDO results under the project and further discussing the government request for an extension of the project's closing date. CSSP II's main objective was to implement reforms in these two areas alongside the human resource management information system, which is currently under development. The Pay and Grading Policy was later approved and a Presidential Decree was issued for its implementation.

The mission was led by Lucy Musira and Gregory Kisunko (Task Team Leaders) and were comprised Stephen Amayo (Sr. Financial Management Specialist), Francis Muthuiya (Sr. Procurement Specialist), Cem Dener (Lead Governance Specialist), Felix Lawson (Sr. Regional Team Leader, WFACS), Nisha Maria Pinho (Finance Analyst), Nyabicha Omurwa Onang'o (Financial Management Consultant), Michael Kidd (Consultant), Rita Obioma Itoro-Godfrey (Sr. Program Assistant), Violet Tsindori Amani (Team Assistant), and Miriam Abongo (Consultant). Manuel Vargas (Program Manager) and Jana Kunicova (Lead Public Sector Specialist) will provide overall guidance to the mission and join select meetings.

The in-person mission in Hargeisa met with the Minister of Employment, Social Affairs and Family and Chair, Public Sector Reform Steering Committee, H.E. Mr. Ali Omar Mohamed; Minister of Finance Development, H.E. Saed Ali Shire; Minister of Planning and National Development, H.E. Dr. Ahmed Aden Buuhane; The Chairman of Civil Service Commission, Mr. Khaalid Jama Qodax; The Solicitor General, Mr. Abdisamada Maal; the Executive Director CSI, Mr. Omar Qolombi; Direct General Office of Presidency, Mr. Mohamed Ali Bile and Project Coordination Unit (PCU).

Two main objective reforms

- Human Resource Management Information System
- The Pay and Grading Policy



The Civil Service Commissioners Committee Meeting

“

Focused on how to strengthen the productivity and development of the Civil Service Commission.

”

The meeting was chaired by the Chairman of the Civil Service Commission, and attended by the members of the committee, the Deputy Chairman of the Civil Service Commission and the Director General of the Civil Service Commission who is also the secretary of the committee.

Issues discussed at the meeting focused on how to strengthen the productivity and development of the Civil Service Commission in its short- and long-term goals. It also discussed the strategic plans of the Civil Service Commission and the implementation of those plans.



HAY'ADDA

Shaqaalaha Dawladda
Civil Service Commission

Somali version



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Hordhac

31

Farriinta Guddoomiyaha

33

Anshaxmarinta Shaqaalaha Dawladda ee

35

Shirka Arrimaha Siyaasadaha Iyo Hab-Raac-
cyada Maamulka Shaqaalaha Dawladda

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Kaadhka Aqoonsiga Shaqaalaha
Dawladda ee cusub

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Imtixaannadii Shaqaalaha Wasaaradda
Caafimaadka

40

Muhiimadda Caafimaadka iyo Badbaadada
Goobta Shaqada

42

Shir Lagaga Hadlayo Caymiska iyo Adeeg
Caafimaad oo jaban oo ay yeeshaan.

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Waxqabadka Guud Ee Maamulka
Maaliyadda Mashaariicda (EAFS)

46

Shirka Lagaga Hadlayo Qabyo-qoraalka
Siyaasadda iyo Xeerka Hawl-gabka.

47

Shirka Ansixinta Siyaasada Mushahar
Bixinta iyo Qaabaynta Darajooyinka.

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Ahmiyadda Maareynta Hawl-qabadka iyo
Qiimeynta Shaqaalahu u Leedahay.

50

Booqashaday ku yimaadeeen wefitga Baanka
Adduunku Hay'adda Shaqaalaha Dawladda.

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Shirka Xubnaha Komishanka Hay'adda
Shaqaalaha Dawladda

HORDHAC

SIYAASADDA MUSHAHAR BIXINTA IYO QAABAYNTA DARAJOOYINKA SHAQAALAH DAWLADDA

Waxa aan jecelahay in aan idinla wadaago dadaalladii ugu dambeeyay ee dawladdu ay ku doonaysay in ay dib u habayn ku samayso nidaamka mushahar bixinta iyo qaabaynta darajooyinka shaqaalaha dawladda iyada oo taageero ka helaya Baanka Adduunka. Taas oo ujeeddadeedu ay tahay in ay ka badasho hannaanka shaqo ee dawladda Somaliland.

Ujeeddada siyaasadda Mushahar bixinta iyo qaabaynta darajooyinku waa in la dejiyo habraacyo iyo xeerar cad oo lagu maamulayo horumarinta mushaharka iyo dib-u-habaynta darajooyinka, iyada oo la hiigsanayo sinnaan- ta mushaharka iyo daah-furnaanta. Taasina waxa ay aasaas u tahay dib-u-habeyn ballaadhan oo lagu sameeyo shaqaalaha dawladda. Tallaabadan ayaa ah mid lagu gaadhayo adeeg hufan, bulshadana waxtar u leh.

Intii u dhaxaysay sannadihii 2003 ilaa 2022, dawladda Somaliland waxa ay si hagar la'aan ah ugu hawlanayd sidii ay is beddel ugu samayn lahayd shaqaalaha dawladda. Dhaqangelinta siyaasaddan cusub waxa laga filan karaa in si caddaalad ah oo isu dheelli tiran loo maamulo mushaharaadka, iyada oo la xaqiijinayo in shaqaalaha dawladda sida ugu habboon loo aqoonsado, laguna abaalmariyo wax-qabadkooda.

Xukuumadda waxa ka go'an hirgelinta siyaasaddan, taas oo daliil u ah sida ay ugu heellan tahay maamul wanaagga iyo abuurista jawi shaqo oo wanaagsan, kaas oo dhiirrigelinaya shaqaalaha dawladda.

Doorka ay muwaadiniintu ku leeyihiin hirgelinta siyaasaddan ayaa ah in ay aqbalaan is baddallada ay keento dib u habayntani si aynu uga faa'iidayanno fursadaha soo baxa, qaybna uga noqono dhisidda Somaliland ka horumarsan tan maanta.

Ugu dambayn, waxa aan rajaynayaa in hirgelinta siyaasaddani ay saamayn togan ku yeelato geeddi socodka dib u habaynta shaqaalaha dawladda. Tani waa tallaabo muhiim ah oo lagu xaqiijinayo helintaanka adeeg bulsho oo hufan kuna dhisan sinnaan iyo caddaalad. Waxa aan idinku dhiirri gelinayaa in aad qayb ka noqotaan isbeddellada socda.

Allaa Mahad leh

Cabdi Aadan Diiriye
Maareeyaha Mashruuca



Farriinta GUDDOOMIYAHA

Guulo badan baa inoo soo socda !

Sannadkan wax qorshaysan isla markaana aanu awoodda saaraynaa xaqiijinta laba himilo oo guul wayn u ah qaranka. Waxa aanu awooddayada isugu gaynaynaa ansixinta Xeerka iyo Siyaasadda Hawl-gabka shaqaalaha dawladda iyo sidoo kale dhamaystirta iyo ansixinta Siyaasadda Mushahar Bixinta iyo Qaabaynta Darajooyinka Shaqaalaha Dawladda. Hay'adda Shaqaalaha Dawladdu waxa ay si aan gaabsi lahayn uga shaqaynayaa in qorshayaashaas iyo hadafyadaasi noqdaan qaar la xaqiijiyo, iyada oo mustaqbal ku dhisan caddaalad, isla markaana dhidibbo adag ku taagan loo samaynayo shaqaalaha dawladda iyo ehelkoodaba. Haddii wakhti badan iyo dadaal dheeraad ah la geliyana waxa aan aaminsanahay in taas la xaqiijin karo inta aanuu sannadku dhamaan.

Madaxda Hay'adda Shaqaalaha Dawladda oo kaashanaysa khubaro ku takhasusay arrimahan ayaa in muddo ahba ka shaqaynayay curinta siyaasadahan oo ku salaysan heerarka caalamiga ah. Waxa aanu si buuxda u fahansannahay muhiimadda ay siyaasadahani u leeyihiin qaranka, iyaga oo badbaado dhaqaale u abuuraya shaqaalaha dawladda ee dalkani leeyahay. Iyada oo mar walba ay jiraan caqabado, waxa aanu mar walba ku taagnaanaynaa dariiqa saxda ah ee aanu ku xaqiijinayno hadafkayaga. Waxa aanu mar walba ku tiirsannahay shaqalahayaga khibradda leh, sidoo kalena waxa aanu sii wadi doonaa in aanu ku dhiirri gelino hadafkayaga ah in la helo

shaqaale dawladeed oo tayo iyo xirfad ahaanba sarreeya.

Si haddaba aanu arrintan u xaqiijinno, waxa aanu kulamo kala gaar gaar ah la galnay qaar ka mid ah Wasiirrada iyo madaxda kale ee dawladda si aanu sharraxaad uga siino nuxurka siyaasadahan, sidoo kalena aanu u dhegeysanno ra'yigooda iyo soo jeedintoodaba.

Sidoo kale, dhamaadka bisha June 2023, waxa aanu dib u eegis ku samayn doonaa qorshihii hawl-qabadka ee Hay'adda Shaqaalaha Dawladda ee sannadka 2023 maadaama kala badh uu tegey. Waxa aanu dib u eegistaa uga faa'idaysan doonaa in aanu eegno wixii qabsoomay, wixii aan qabsoomin, caqabadaha jira iyo sidii loo fulin lahaa hawlaha qorshaysan inta aanuu sannadku dhamaanin. Maamulka Hay'adda Shaqaaluhu waxa ay ku mashquulsan yihiin sidii shirkaasi u qabsoomi lahaa iyo diyaarinta warbixinnada loo baahan yahay, waxaanan ku kalsoonahay in wax badani qabsoomeen qaybtii hore ee sannadkan.

Ku soo dhawaada cadadka cusub ee Majallada Hay'adda Shaqaalaha Dawladda ee April ilaa June 2023.

Khalid Jama

KHAALID JAAMAC QODAX

Guddoomiyaha
Hay'adda Shaqaalaha Dawladda

Falalka ay ka Dhalan Karaan

Anshaxmarinta Shaqaalaha Dawladda ee

Waafaqsan Xeerka Shaqaalaha Dawladda

Sida ku cad Xeerka shaqaalaha dawladda Qodabkiisa 3aad farqadahiisa 2 & 3aad oo tilmaamaya in mid kamid ah ujeedooyinka xeerka loo aasaasay ay tahay in lagu maamulo shaqaalaha dawladda.

Falalka Shaqaale lagu anshaxmarin karo waxay noqon kartaa laba nooc:-

1. Nooca 1aad waa inuu qofka shaqaalaha ahi lab iyo dhedig kuu doonaba haahaadee uugudanwaayo/ wayso waajib saarnaa sida ku cad qodabka 6aad ee xeerka shaqaalaha dawladda Xeer Lr.97/2022.
2. Nooca 2aad waa inuu qofka shaqaalaha ahi lab iyo dhedig kuu doonaba haahaadee uu la yimaado/ timaado ficil laga reebay oo ay mamnuuc ay tahay inuu sameeyo sida lagu caddeeyay qodabka 8aad ee xeerka shaqaalaha dawladda Xeer Lr.97/2022.

Haddaba, aynu si yar oo kooban u dul istaagno Waajibaadka saaran shaqaalaha dawladda ee qodabka kor ku xusani ku waajib yeelay.

Qodabka 6aad waxa uu ku waajib yeelay shaqaalaha dawladda waajibaadkan soo socda:-

1. Qof kasta oo Shaqaale ahi waxa waajib ku ah Inuu u guto waajibaadkiisa shaqo si waafaqsan xeerkan, xeer-nidaamiyayaasha ka dheegma iyo xeerarka kale ee si uun u khu-seeya;
2. Inuu u hogaansamo xeerarka dalka oo ugu horeeyo Shareecada Islaamka iyo Dastuurka JSL ee lagu maamulayo shaqada Hay'addiisa/ Wasaaraddiisa;
3. Inaanu ka hor imanin awaamiirta shaqo ee waafaqsan xeerka shaqaalaha dawladda;
4. Hadii ergis shaqo looga baahdo qofka shaqaalaha ahi waa in uu u guto waajibaadkiisa shaqo ee jagadaa cusub ee loo igmaday si waafaqsan xeerarka iyo awaamiirta Madaxa hay'adaas dawladeed ee ergiska uu kula joogo.

5. Inuu dhawro Saacadaha shaqada haddii aanay jirin duruufo u diidaya ama aanu ku jirin fasax sharciya;
6. In uu u tixgaliyo in ay tahay mid sir ah oo dhawrsoon macluumaadka uu shaqada uu hayo awgeed ku helay;
7. Inaanu ku kicin fal takoor ah marka uu ku gudo jira Gudashada waajibaadkiisa shaqo;
8. In uu Ilaaliyo isla markaana xafido xogta hay'addiisa iyo hawlaha uu gacanta ku hayo, sidoo kalana aanu u gudbin xogtaasi cid kale, hadii aanay xil-gudashada waajibka shaqo ama baahida cadaaladeed aanay dhigayn sidaa si ka duwan;
9. In uu Ka fogaado in uu raadiyo ama gudoomo hadiyado faa'iido shaqsi ah leh, ama faa'iido u ah isaga ama iyada qoyskiisa ama qoyskeeda ama xafiis kaas oo uu ku xidhan yahay, taas badalkeedana lagu helayo is afgarad maamul ama hanaan kale oo isaga dani ugu jirto;
10. In uu Daryeelo hantida dawladeed ee uu masuulka ka yahay, isla markaana aanu u adeegsan hantida dadwaynaha ee lagu aaminay dan shakhsi ahaaneed ama hawlo kale oo sharci darro ah;
11. In aanu qaban isla markaana Ku mushahar qaadan wakhti isku mid ah in ka badan hal jago oo mushahar joogto ah lagu siiyo oo xafiis dawladeed ah.
12. In aanu qaban isla markaana ku mushahar qaadan wakhti isku mid ah shaqada dawlada iyo shaqo kale ha noqoto mid joogto ah ama mid kumeelgadha oo hay'addaha aan dawliga ahayn;

13. In uu ku dhaqmo waajibaadyada ay dhigayaan xeerarka dalka iyo siyaasadaha laxidhiidha shaqada hay'addiisa isaga oo dhawraya danta guud.
14. In aanu u isticmaalin xilka uu hayo/ hayso majoro habaabinta bulshada iyo faafinta xog isagoo isticmaalaya qalabka warbaahinta noocyadiisa oo dhan iyo gudbinta rayi cabir kii-sa kaas oo ka horimanaya xeerarka shaqaalaha, loola jeedo dano shaqsi, cid lagu sumcad dilayo ama lala xidhiidhin karo ujeedo siyaasadeed.
15. Sidoo kale, Xeerka shaqaalaha dawladda waxa uu shaqaalaha ka reebay ficilo aad u tiro badan oo ku cad qodabka 8aad Kuwaas oo lidi ku ah danta dadka iyo dalkaba.



Sidoo kale, Xeerka shaqaalaha dawladda waxa uu shaqaalaha ka reebay ficilo aad u tiro badan oo ku cad qodabka 8aad Kuwaas oo lidi ku ah danta dadka iyo dalkaba.

Ficiladaas laga reebay waxa kamid ah kuwan:-

1. Qofka shaqaalaha ahi waa inaanu ku lug yeelan hawl kasta oo aan waa-faqsanayn ama caqabad ku ah waa-jibaadkiisa shaqo ee Hay'addiisa/Wa-saaraddisa;
2. Inaanu xil ka qaban ama uu xubin ka noqon xisbi siyaasadeed ama dh-aqdaqaaq siyaasadeed ama aanu ku milmin arrimaha Siyaasadda;
3. Inaanu ku lug yeelan fulinta haw-lo-shaqo oo ay dhici karto in ay keenaan is-diidooyin daneed oo la xidhiidha gudashada waajibaadkiisa shaqo ee sarkaalka isagoo isticmaaya awoodiisa sarkaalnimo;
4. In uu qabto wakhtiga saacaddaha shaqada shaqo kale oo xirfadeed ama ganacsi oo ka baxsan midda dawladda ee uu hayo;
5. In uu ku kaco arrimo xataayo ama musuqmaasuq la xidhiidha;
6. In uu bixiyo/baahiyo ama uu sabab u noqdo bixinta/baahinta sirta hay'ada-ha dawlada isaga oo aan u haysan ogolaansho sharci ah ama ayna jirin amar maxkamadeed oo arintaasi khuseeya.
7. In uu fagaare dadwayne ka sheego ama uu warbaahinta siiyo wax ku saabsan siyaasadda dawladda ee ar-rimaha khuseeya amniga iyo difaaca Qaranka, isaga oo aan u haysan ogo-laansh sharci ah,

8. In aanu bixin ama sabab u noqon in la bixiyo sirta dawladda ee laga yaa-bo in uu shaqada uu hayo awgeed ku helay ama ku ogaaday; iyo
9. In aanu takoor iyo faquuq ku samayn dadweynaha uu u adeegayo.

Waajibaadkaas saaran shaqaalaha dawladda waa inay u gutaan si xilkasnimo iyo wadaniyad ku dheehan tahay si loogu abaalmariyo; balse Hadii uu jabiyo mid kamid ah Waajibaadkaas loo xilsaaray waxa ka dhalanaya anshaxmarin loo raacayo xeerka shaqaalaha dawladda sida uu tilmaamay qodabada 51-57 ee Xeerka shaqaalaha dawladda.

Sidaa si lamid ah, qofka shaqaalaha ah ee ka waantoobi waayo Ficilada laga mamnuucay samayntooda ka dhala-naya anshaxmarin loo raacayo xeerka shaqaalaha dawladda sida uu tilmaamay qodabada 51-57 ee Xeerka shaqaalaha dawladda.

La soco..... Tallaabooyinka ka dhala-naya ficilada shaqaalaha lagu anshax-marinayo.

Shirka Arrimaha Siyaasadaha iyo Hab-Raacyada Maamulka Shaqaalaha Dawladda



Guddoomiyaha Hay'adda Shaqaalaha Dawladda ayaa saaka guddoomiyay kulan-hawleed ay ka soo qaybgaleen dhamaan agaasime waaxeedyada Haya'adda Shaqaalaha Dawladda.

Kulankan oo qayb ka ah kulamo joogto ah oo looga gol leeyahay dardar gelinta hawlaha shaqo ee Hay'adda Shaqaalaha ayaa waxa diiradda lagu saaray dib u eegista iyo qiimaynta halka ay marayso hirgelinta 16 ka siyaasadood iyo habraac ee maamulka shaqaalaha dawladda. Guddoomiyaha ayaa sheegay in fulinta siyaasadahaas iyo habraacyadaasi ay aasaas u yihiin dardar gelinta hawlaha Hay'adda Shaqaalaha Dawladda iyo kor u qaadista tayada maamulka shaqaalaha dawladda. Waxa halkaa laga soo jeediyay qiimayn laga sameeyay halka ay marayaan siyaasada-haasi iyada oo mid mid la isu dul taagay si gaar ahna looga dooday heer fulineed ee siyaasad iyo habraac kasta iyo arrimaha la xidhiidha.

Waxa kale oo halkaa lagu lafaguray Arrimaha la xidhiidha is waafajinta xeerka shaqaalaha dawladda iyo siyaasadahaas.

Ugu dambayn waxa la isla qaatay in waax waliba dib ugu noqoto siyaasadda iyo habraaca khuseeya, isla markaana qiimayn rasmi ah laga soo sameeyo dhamaan wa-saaradaha iyo hay'adaha dawladda, iyada oo wixii soo jeedin iyo talooyin ahna halkaa lagu lafa guri doono. Shirka waxa sidoo kale goobjoog ka ahaa Agaasimaha Guud ee Hay'adda Shaqaalaha Dawladda.

Hab-raacyada maamulku waa hagaha shaqaalaha dawladda!

SUCCESS STORY

KAADHKA AQOONSIGA SHAQAALAH DAWLADDA EE CUSUB

“

Card Kanu wuxuu kuu ogolaanayaa inaad ku gashid goobaha xasaasiga ah sida wasaaradaha iyo hay'adaha dawladda ee xogaha lagu kaydiyo.

Mr. Mire

”

Hay'adda Shaqaalaha Dawladda waxay hirgelisay kaadhka aqoonsiga shaqaalaha dawladda oo la cusboonaysiiyey.

Kaadhkan cusubi waxa uu shaqaalaha dawladda u sahlayaa xoojinta ammaanka gelintaanka goobaha shaqo ee dawladda iyo bixinta adeegyadaba. Shaqaalaha dawladda ayaa iyaguna si wayn u soo dhaweeyey horumarinta lagu sameeyey kaadhadhkan cusub. Waxa xusid mudan in tallaabadani ay muujinayso horumarka loo qaaday adeegsiga tiknoolajiyada casriga ah kaas oo wax wayn ka tari doona horumarinta shaqada iyo shaqaalaha dawladda.

Agaasimaha Guud ee Hay'adda Shaqaalaha Dawladda, Mudane Khaalid Mire oo ka hadlay kaadhadhka cusub ee shaqaalaha dawladda ayaa ku nuux-nuux saday muhiimadda ay leeyihiin kaadhadhka cusubi. “kaadhkan cusubi waxa ay gacan ka gaysanayaan hubinta xaaladda shaqo ee shaqaalaha dawladda, gelintaanka xarumaha shaqo iyo arrimaha la xidhiidha cashuurta shaqaalaha”.

Kaadhadhkii hore ee la bixiyey 2018-kii oo muddadoodu ahayd 5 sanno ayaa sanadkan dhacay. Sidaas darteed, Hay'adda Shaqaaluhu waxa ay qaybisay kaadhadhkan cusub oo dib u habayn iyo casriyeyn lagu sameeyey, taas oo lagu saleeyey khibradii laga bartay kaadhadhkii hore.

“Kaadhadhka cusub waxa lagu xoojiyey nidaam casri ah kaas oo lagu geli karo dhismayaasha dawladda iyo goobaha xasaasiga ah ee xogta lagu kaydiyo. Waxa kale oo ay gacan ka gaysan karaan ilaalinta macluumaadka xasaasiga ah ee ku kaydsan xog-kaydiyayaasha shaqaalaha dawladda, taas oo shaqaalaha loo ogol yahay oo keli ahi ay geli karaan iyaga oo adeegsanaya kaadhadhka shaqaalaha. Tani waxay saamaxaysaa in lala socdo shaqaalaha galaya qolka kaydka xogta si looga ilaaliyo in ay gasho cid aan loo ogolayni” ayuu yidhi Agaasimuhu.

“

ID-ku waa Kaadhka waa aqoonsiga koowaad ee shaqaalaha dawladda.

”

Kaadhkan cusub oo ay shaqaaluhu aad u soo dhaweeyeen ayaa shaqaalaha u leh faa'iidooyin kale oo ka duwan kuwa aynu hore u soo sheegnay, iyaga oo ku heli kara qiimo dhimis la xidhiidha adeegyada daryeelka caafimaadka iyo qaadashada baasaboorka Somaliland.

Hay'adda shaqaalaha dawladda ayaa dedaal badan ku bixisay casriyeynta iyo horumarinta kaadhadhka cusub, taas oo markhaati ka ah horumarka ay Somaliland ku tallaabsatay gaar ahaan dhinaca horumarinta shaqaalaha dawladda. Kaadhadhkan oo la adkeeyey hannaankooda ammaanka iyo habraacyada lagu maamulayo ayaa qayb ka ah ka faa'iidaydiga tiknoolajiyada casriga ah ee ay Somaliland hiigsanayso.

WARBIXIN KOOBAN

Imtixaannadii Shaqaalaha Wasaaradda Caafimaadka

UJEEDDOOYINKA IMTIXAANAADKA

- Hirgalinta xeerka shaqaalaha dawladda
- Diyaarinta qorshaha tartanka daahfurnaanta ah ee shaqooyinka ka bannaaday
- Xaqiijinta xogta shaqaalaha ku-meel-gaadhka ah
- Diyaarinta liistadda guulaystayaasha
- Diyaarinta natijada tartamayaasha.

Hay'adda Shaqaalaha dawladda oo fulinaysa xeerka shaqaalaha xeer Ir.97/2022 iyo habraacyada shaqaalaysiintu waxa ay hubin ku samaysay 261 fursado shaqo oo isugu jira 206 shaqo oo ay u tartamayeen shaqaalaha ku-meel-gaadhka ah ee heerka aqoontoodu ugu hoosayso shahaadada diploma, halka 55 shaqaale hoosaad ah qiimayn lagu sameeyey iyadda oo loo raacay nidaam xeerku jideeyey.

Haddaba kaalmahan shaqo ayay hay'adda shaqaalaha dawladdu u qorshaysay in loo jajabiyo dhammaan goobaha caafimaad ee gobollada iyo degmooyinka dalka si loo wada gaadhsiyo tirada Wasaaradda Horumarinta Caafimaadka ugu jirta miisaaniyadda qaranka ee sanadka.

1.1 Gobolka Awdal

26 Diisambar 2022, waxa ay Saraakiisha hay'adda shaqaaluhu hubin ka bi-lawday Gobolka Awdal 37 kaalin shaqo, oo kala ahaa 31 kaalmood oo shaqaalaha caafimaadka ah iyo 6 kaalmood oo shaqaale hoosaad ah. Hubintaas ka dib, waxa ka soo baxday in 348 shaqaale ku-meel ahi u tartameen 31-kaas kaalmood ee loo tartamayey, kuwaas oo hay'adda shaqaaluhu ay ka qaaday imtixaan.



1.2 Gobolka Saaxil

1 January, 2023 waxa ay Saraakiisha Hay'adda shaqaalu ka bilaabeen hubinta 148 shaqaale ku-meel gaadh ah oo ka hawlgala Gobolka Saaxil. Waxaana loo tartameyey 25 kaalmood oo kala ahaa, 21 kaalmood oo heerka aqooneed ah iyo 4 shaqo oo shaqaale hoosaad ah. Hubintaas ka dib, waxa imtixaan laga qaaday tartamayaashii.



1.3 Gobolka Togdheer

3 Jeenawari 2023 ayay saraakiisha Hay'adda shaqaalaha dawladdu ka bilaabeen hubinta shaqaalaha ka hawlgala gobolka Togdheer, kuwaas oo tiradoodu dhamayd 448 shaqaale ku meel gaadh ah, kuwaas oo u tartamayay 44 kaalmood oo kala ahaa 35 kaalmood oo ah heerka aqooneed iyo 9 kaalmood shaqaale hoosaad ah. Hubintaas ka dib, waxa imtixaan laga qaaday tartamayaashii.



1.4 Gobolka Sanaag

5 Jeenawari ee 2023 saraakiisha Hay'adda shaqaalaha dawladdu ka bilaabeen hubinta shaqaalaha ka hawlgala gobolka Sanaag, kuwaas oo tiradoodu dhamayd 282 shaqaale ku meel gaadh ah, kuwaas oo u tartamayay 40 kaalmood oo kala ah 30 kaalmood oo ah heerka aqooneed iyo 6 kaalmood oo shaqaale hoosaad ah. Hubintaas ka dib, waxa imtixaan laga qaaday tartamayaashii.

Maxsuulka Guulaystayaasha

Hay'adda Shaqaalaha Dawlaadu waxa ay ka qabatay afar gobol oo kala ah Awdal, Togdheer, Saaxil iyo Sanaag imtixaanno daahfuran oo ay si caddaalad ah ay uga qaaday shaqaalihii ku meel-gaadhka ahaa ee wasaaradda Horumarinta Caafimaadka, oo tiradoodu guud ahaan dhamayd 1,226.

Waxa xusid mudan in wadarta guud ee guulaystayaasha afartaas gobol oo ahaa 123 guulayste, 63 ka mid ahi ay ahaayeen gabdho, halka 60 ay ahaayeen wiilal. Taas oo muujinaysa in markii ugu horeysay gabdhuhu ay kaga bateen wiilasha tartanka daaha furan.



Guulaystayaasha Gobolka Togdheer



Muhiimadda

CAAFIMAADKA iyo

BADBAADADA

ee Goobaha Shaqo

Hay'adda Shaqaalaha Dawladdu iyada oo qaranka uga masuul ah maamulka shaqaalaha dawladda waxa ay si joogto ah ugu hawlan tahay horumarinta iyo bedqabka shaqaalaha dawladda iyo goobaha shaqada. Taasi-na waxa ay qayb ka tahay abuurista jawi nabdoon oo ku haboon shaqada.

Hirgelinta Caafimaadka Iyo Badbaadada Goobta Shaqadu keliya kuma koobna in la ilaaliyo caafimaadka shaqaalaha iyo bedqabka goobaha shaqo, laakiin waxa ay qayb ka tahay kor u qaadista tayada shaqo iyo adeegyada ay bixiyaan shaqaalaha dawladdu. Si taas loo xaqiijiyo waa in la yareeyo shilalka, dhaawacyada iyo xanuunnada shaqaalaha ka soo gaadha goobaha shaqo. Taasina waxa ay kor u qaadaysaa isku xidhnaanta, kalsoonida iyo wada shaqaynta shaqaalaha dawladda.

Marka ay shaqaaluhu dareemaan caafimaad qab iyo in ay ku shaqaynayaan goob ammaankeedu sugan yahay waxa ay si wayn uga qayb qaadataa dhiirrigelintooda iyo ku qanacsanaanta shaqada. Waxa kale oo ay horseeddaa bixinta adeeg bulsho oo hufan.

Taasina waa hadafka guud ee Hay'adda Shaqaalaha Dawladda, iyada oo isla markaana kor u qaadaysa sumcadda Hay'adda Shaqaalaha iyo hawladeennadeedaba.

Waxa aanu qabanaynaa aqoon-is-weydaarsiyo, tababarro, wacyi-gelin iyo shirar looga gol leeyahay in kor loogu qaado aqoonta shaqaalaha dawladda ee caafimaadka iyo badbaadada goobta shaqada. Waxa kale oo aan samaynaynaa kormeerro joogto ah oo lagu hubinayo hirgelinta xeerarka iyo siyaasada ee caafimaadka iyo badbaadada goobta shaqada si loo xaqiijiyo in goobaha shaqo ay yihiin qaar caafimaad ahaan iyo amni ahaanba ku habboon in lagu shaqayn karo.

**Xeerarka
badbaadadu
waa agabkaaga
ugu mudan**

Hay'adda Shaqaalaha Dawladdu waxa ay ku hawlan tahay kor u qaadista caafimaadka iyo badbaadada goobta shaqada ee shaqaalaha dawladda iyada oo curinaysa siyaasado iyo habraacyo la xidhiidha caafimaadka iyo badbaadada goobta shaqada kuwaas oo lagu dhaqayo dhammaan xarumaha shaqaalaha dawladda.

Shir Lagaga Hadlayo Caymiska iyo Adeeg Caafimaad oo jaban oo ay yeeshaan Shaqaalaha Dawladdu



Guddoomiyaha Hay'adda Shaqaalaha Dawladda ayaa guddoomiyey shir ay isugu yimaadeen Guddoomiyaha iyo Guddoomiye ku Xigeenka Hay'adda Caymiska Qaranka kuna wehelinayeen Agaasimaha Guud ee Hay'adda Shaqaalaha iyo Agaasimaha Mac-hadka Tababarka Shaqaalaha Dawladda iyo saraakiil kale oo ka tirsan Hay'adda Shaqaalaha Dawladda.

Shirkan ayaa lagaga hadlayay sidii shaqaalaha dawladda loogu heli lahaa Caymis jaban iyo adeegyo Caafimaad oo qiimahoodu hooseeyo dalka oo dhan. Madaxda shirkan ka qayb gashay ayaa halkaa ku lafaguray samaynta nidaam ku habboon oo shaqaalaha dawladda iyo eheladooduba ay ku heli lahaayeen adeegyo caafimaad oo jaban iyo caymis.

Hawshan ayaa waxa si wada jir ah uga wada shaqayn doona Hay'adda Shaqaalaha Dawladda iyo Hay'adda Caymiska Qaranka, iyaga oo isla qaatay in la dejiyo istiraatiyaddii hawshaas lagu hirgelin lahaa mustaqbalka dhow, isla markaana la joogteeyo shirarka noocan ah si dhamaystirka hawshani u noqdo mid taabbo qaada.



QORSHAYNTA
CAYMISKA
SHAQAALAH
DAWLADDU
WAA MUHIIM.



Hay'adda caymiska qaranka somaliland waxa ay u socotaa in kharash tacah iyo dhibaato idin dul saaran aanu idinka dul qaadno

GULED MUSE GALAL



Waxqabadka Guud Ee Maamulka

MAALIYADDA

MASHAARIICDA (EAFS)

Xafiiska maamulka maaliyadda mashaariicda oo ka tirsan xafiiska xisaabayaha guud ee qaranka waxa loo igmaday in uu maamulo maaliyadda mashaariicda ay bixiyaan deeq bixiyayaashu ee kala shaqeeyaan dawladda Somaliland. Waxa loogu talo galay in uu xaqiijiyo in lacagahaa mashaariicda loo isticmaalay sidii loogu talo galay, iyaga oo awood u leh in ay hubiyaan, baadhaan, isla markaana ay sii daayaan qarashaadkaas iyaga oo adeegsanaya nidaamka maaliyadeed ee dalka u dejisan. Taasi-na waxa ay xaqiijinaysaa lahaanshaha, daah-furnaanta, isla xisaabtanka, xidhiidhinta mashaariicda, kor u qaadista tayada shaqaalaha iyo arrimo kale oo la xidhiidha.

Xafiiskani waxa uu muhiim u yahay xaqiijinta maamul wanaagga iyo in lacagaha mashaariicda loo adeegsado sidii loogu talo galay, gaar ahaan mashaariicda Baanka Adduunka.

“*Isla xisaabtanka iyo daahfurnaanta hantida dadwaynuhu Waa laga huraan*”

Waxqabadka Xafiiska Maamulka Maaliyadda Mashaariicdu intii uu jiray waxa ka mid ah:

- Samaynta hannaan lagu hubiyo bixinta lacagaha kaas oo ay ka wada shaqeeyeen Baanka Adduunka.
- Xafiiska waxa lagu qaabeeyey samaynta qaybo cusub oo ay ka mid yihiin maamulka khataraha, fulinta hab-raacyada iyo Xakamaynta Gudaaha.
- Diyaarinta warbixinta billaha ah ee kharashaadka si looga saaro xisaabaadka looguna shubo xisaabaadka u gaar ah mashruuca.
- Diyaarinta warbixin maaliyadeedka hanti-dhowrka kuwaas oo loo gudbiyey Baanka Adduunka.
- Diyaarinta warbixin maaliyadeedka sannadlaha ah ee 2016 – 2022 iyada oo la raacayo xeerka maaliyadda Somaliland iyo xeerarka caalamiga ah ee lagu maamulo maaliyadda dawladda, kuwaas oo loo gudbiyey xafiiska xisaabayaha guud ee qaranka.
- Waxa hanti-dhawr la galiyey dhammaan mashaariicda intii u dhaxaysay sannadihii 2016 – 2022 kuwaas oo laga diyaariyey warbixinno.
- Shaqada fiican ee uu xafiisku qabtay darteed, Baanka Adduunka waxa uu kalsooni u muujiyey nidaamka maaliyadeed ee dalka, taas darteedna wixii ka danbeeyey sannadkii 2018 uu xafiiska xisaabayaha guud ee qaranku uu keligii si madax-bannaan hanti-dhawr ugu sameeyey mashaariicda isaga oo aan wax gacan siin ah ka helin cid kale oo caalami ah.
- Daneeyayaasha xafiiska maamulka maaliyadda mashaariicda oo ka mid yihiin maamulka mashaariicda, wasaaraddaha iyo hay'adaha dawladda iyo Baanka Adduunka ayaa muujiyey sida ay ugu qanacsan yihiin shaqada xafiiska iyo adeegyada uu bixiyaba.
- Shaqaalaha xafiiska maamulka maaliyadda mashaariicdu waxa ay qateen tababarro la xidhiidha maamulka maaliyadda, kharashaadka, iibka iyo maamulka mashaariicda kuwaas oo uu bixiyey Baanka Adduunka. Aqoontaasina waa mid u hadhaysa dawladda maadaama shaqaalahaasi ay ka tirsan yihiin shaqaalaha dawladda.

Xafiiska maamulka maaliyadda mashaariicdu waxa uu horumar la taaban karo ka sameeyey maamulka maaliyadda mashaariicda iyo qaabka loo isticmaalayo lacagaha deeq bixiyayaasha. Taasna waxa ka qayb qaatay isu-dheelitirka siyaasadaha shaqo, hab-raacyada,

xakamaynta gudaha iyo kor u qaadista tayada shaqaalaha. Sidoo kale, warbixinaha maaliyadeed ayaa lagu gudbiyey xilligii loogu talo galay iyada oo la raacayo hannaanku deeq-bixiyayaashu ugu talo galeen.

Shirka Lagaga Hadlayo Qabyo-qoraalka Siyaasadda iyo Xeerka Hawl-gabka Shaqaalaha Dawladda

Wasiirka Shaqo gelinta, arrimaha bulshada iyo qoyska iyo Guddoomiyaha Hay'adda Shaqaalaha Dawladda ayaa saaka furay shir lagaga hadlayay qabyo-qoraalka siyaasadda iyo xeerka hawl-gabka shaqaalaha dawladda oo samayntiisa ay hagaysay Hay'adda Shaqaalaha Dawladdu. Shirkan waxa ka soo qayb galay Wasiirka Wasaaradda Shaqo Gelinta, Arrimaha Bulshada iyo Qoyska, Wasiirka Wasaaradda Isgaadhsiinta, Wasiirka Wasaaradda Deegaanka, Wasiirka Wasaaradda Difaaca, Wasiir ku Xigeenka Wasaaradda Horumarinta Maaliyadda iyo Guddoomiyaha Komishanka Maamul Wanaagga.

Shirkan ayaa si gaar ah loogaga hadlay xeerka iyo siyaasadda kuwaas oo u baahnaa ka hor inta aan la hor geynin gollaha Wasiirrada.



*Waqtiga ugu fiican
ee aad ka fikiri
karto qorshahaaga
hawlgabku waa
maanta.*



Shirka Ansixinta Siyaasada **MUSHAHAR BIXINTA** iyo **QAABAYNTA DARAJOOYINKA** Shaqaalaha Dawladda.

Waxa maanta ka qabsoomay hoolka shirarka ee Hay'adda Shaqaalaha Dawladda kulan lagu soo bandhigayo isla markaana lagu ansixinayo qabyo-qoraalka Siyaasadda Mushahar Bixinta iyo Qaabaynta Darajooyinka Shaqaalaha Dawladda.

Shirkan oo ay guddoominaysay Guddoomiye ku Xigeenka Hay'adda Shaqaalaha Dawladdu waxa ka soo qaybgalay qaar ka mid ah Agaasimayaasha Guud ee wasaaradaha iyo hay'adaha dawladda, Wasiir ku xigeenka Wasaaradda Horumarinta Maaliyadda, Wasiirka Wasaaradda Qorshaynta iyo Horumarinta Qaranka, Wasiirka Wasaaradda Shaqo Gelinta, Arrimaha Bulshada iyo Qoyska, Guddoomiyaha Komishanka Maamul Wanaagga iyo sidoo kale madax iyo masuuliyiin kale.

Intii uu shirku socday, waxa halkaa laga soo jeediyay warbixin ku saabsan qabyo qoraalka Siyaasadda Mushahar Bixinta iyo Qaabaynta Darajooyinka Shaqaalaha Dawladda.

ladda, qaybaha kala duwan ee siyaasaddu tilmaamayso, soo jeedinta qaabaynta darajooyinka shaqaalaha iyo heerka mushaharooyinka ee darajo kasta yeelanayso iyo qodobbada kale ee siyaasadda. Waxa sidoo kale laga warbixiyay heerarkii kala duwanaa ee ay soo martay samaynta siyaasaddu iyo qiimaynta la sameeyay ka hor intii aan siyaasadda la samayn.

Wasiirrada iyo madaxda kale ee halkaas ka hadashay ayaa soo dhaweeyay qabyo-qoraalka siyaasadda, iyaga oo sheegay in ay tahay wax loo baahnaa isla markaana wax wayn ka taraya dib u habaynta shaqaalaha dawladda iyo guud ahaan qarankaba, waxaanay ku baaqeen in marka Golayaasha qaranku waajibkooda ka gutaan in ay muhiim tahay in si dhakhso ah loo dhaqan geliyo.

Siyaasadda Mushahar Bixinta iyo Qaabaynta Darajooyinka Shaqaalaha Dawladda ayaa dhawaan la hor geyn doonaa Golaha Wasiirrada si ay waajibkooda uga gutaan.



PERFORMANCE

Ahmiyadda Maareynta HAWL-QABADKA iyo QIIMEYNTA SHAQAALAHU u Leedahay Wasaaradaha iyo Hay'adaha Dawladda



La socodka horumarka shaqaaluhu waxa ay ku dhiirigelinaysaa, dadaal heer sare ah oo si joogto ah kor ugu qaadaan xirfadahooda iyo aqoontoontaba



Maareynta hawl-qabadka iyo qiimeynta shaqaalahu waa qaybaha ugu muhiimsan ee guud ahaan maamulka shaqaalaha, ha noqdeen kuwa dawlaga ah ama kuwa gaarka loo leeyahay. Si kastaba ha ahaatee, waxa lagu doodi karaa in ay si gaar ah muhiimad weyn ugu leedahay hay'adaha dawladda oo xoogga la saarayo isla xisaabtanka iyo daah-furnaanta.

Maareynta hawl-qabadka shaqaaluhu waxa uu ka kooban yahay dhawr arrimood oo muhiim ah, sida dejinta yoolal/ ujeeddooyin cad iyo hawl-qabadyada laga filayo shaqaaluhu in ay qabtaan, la socodka joogtada ah ee horumarkooda iyo bixinta talooyin iyo tababarro wax ku ool ah si ay uga caawiso horumarkooda. Waxa kale oo ay xoogga saartaa ogaanshaha meelaha ay shaqaaluhu ka xooggan yihiin iyo meelaha ay uga baahan yihiin horumar dheeraad ah.

Qiimayntu, waa hannaanka rasmiga ah ee lagu qiimeeyo qofka shaqaalaha ah waxqabadka uu sameeyay sannadka, iyada oo la tixraacayo shuruucda iyo xeerarka u yaalla ee hore la isula qaatay. Tan waxaa sida caadiga ah la sameeyaa sannadkiiba mar, waxaana dib u eegis lagu sameeyaa himilooyinka qofka shaqaalaha ah, waxqabadkiisa, meelaha uu ka xooggan yahay iyo meelaha uu ka liito.

Marka la eego hay'adaha dawladda, maareynta hawlqabadka iyo qiimayntu waa muhiim, sababta oo ah waxa ay gacan ka geystaan xaqiijinta in hay'adaha dawladdu ay si hufan oo wax ku ool ah u shaqeeyaan. Waxa kale oo ay ka caawinaysaa maamulka in ay ogaadaan heer-

ka waxqabadka shaqaalaha ka hor inta aanay noqon mid aan waxba laga qaban karin ama aanay dib u dhac ku keenin shaqada. Waxa kale oo ay shaqaalaha siinaysaa wixii taageero ay u baahan yihiin.

Intaa waxa dheer, maareynta hawl-qabadku waxa ay u fududaysaa hay'adaha dawladdu in ay aqoonsadaan oo ay abaalmariyaan shaqaalaha sida joogtada ah filashooyinkooda iyo hawl-qabadkoodu sarreeyo. Waxa kale oo ay kor u qaadaysaa dhiirri-galinta shaqaalaha, taas oo keenaysa korodhka wax soo saarka iyo ku qanacsanaanta shaqada.

Gabagabadii, maareynta hawl-qabadku waa mid aan laga maarmi karin oo ka mid ah qaybaha ugu muhiimsan ee maamulka shaqaalaha, hirgelinteeduna waxa ay xaqiijisaa isla xisaabtanka, daah-furnaanta, iyo horumarinta joogtada ah ee shaqaalaha, taas oo u oggolaanaysa hay'adaha dawladdu in ay bixiyaan adeegyo dadweyne oo hufan.



BOOQASHADA WEFITGA BAANKA ADDUUNKA EE SOMALILAND



Ujeedooyinka barnaamijka dib u habaynta Shaqaalaha Dawladda, gaar ahaan, xeerka iyo siyaasadda hawlgabka Shaqaalaha Dawladda iyo siyaasadda mushahar bixinta iyo Qaabaynta Derajooyinka shaqaalaha dawladda



Dawladda Somaliland ayaa kulamo la qaadatay dhamaadkii bishii July, 2023 wefti ka socday Baanka Adduunka. Waftigaas oo u socday in ay indho indheeyaan halka uu marayo iyo waxyaalaha ka qabsoomay barnaamijka Dib u habaynta Shaqaalaha Dawladda, gaar ahaan xeerka iyo siyaasadda hawlgabka Shaqaalaha iyo siyaasadda mushaar bixinta iyo Qaabaynta Derajooyinka shaqaalaha dawladda oo loo gudbiyay Golaha Wasiirrada si ay u ansixiyaan.

Ansixintan ayaa muhiim u ah xaqiijinta hadafka guud ee barnaamijka dib u habaynta shaqaalaha dawladda iyo in uu sii socdo wada hadalka ku saabsan codsiga dawladda ee sii socoshada barnaamijka inta si buuxda looga xaqiijinayo ujeeddooyinka barnaamijka. Ujeeddada ugu weyn ee mashuuru waxa ay ahayd in la hirgeliyo dib u habaynta labadan hawllood iyo hirgelinta nidaamka maamulka shaqaalaha dawladda ee casriga ah, kaas oo hadda socda.

Weftigan waxa hoggaaminayay Lucy Musira iyo Gregory Kisunko (Hagayaa-sha barnaamijka ee Dhanka Baanka Adduunka) waxayna ka koobnaayeen Stephen Amayo (Sr. Khabiirka Maamulka Maaliyadda), Francis Muthuiya (Sr. Khabiirka Wax soo iibsiga), Cem Dener (Khabiirka dhanka maamulka), Felix Lawson (Sr. Hogamiyaha Kooxda ee heer Gobolka, WFACS), Nisha Maria Pinho (khabiirka arrimaha Maaliyadda), Nyabicha Omurwa Onang'o (la taliyaha maamulka dhaqaalaha), Michael Kidd (la taliyaha), Rita Obioma Ito-ro-Godfrey (Sr. Kaaliyaha Barnaamijka), Violet Tsindori Amani (kaaliyaha Kooxda), iyo Miriam Abongo (la taliyaha). Manuel Vargas (Maareeyaha barnaamijka) iyo Jana Kunicova (khabiir dhanka maamulka dawlaga ah).

Kulamada fool ka foolka ah ee waftiga oo ka qabsoomay magaalada Hargeysa, waxa ka mid ahaa kulamo ay la yeesheen Wasiirka Wasaaradda Shaqo-gelinta, Arrimaha Bulshada iyo Qoyska kaas oo ah Guddoomiyaha Guddida Dib-u-habaynta Hay'adda Shaqalaha Dawladda Mudane Cali Cumar Maxamed; Wasiirka Horumarinta Maaliyadda, Mudane Sacad Cali Shire; Wasiirka Qorsheynta iyo Horumarinta Qaranka, Dr. Axmed Aadan Buuxane; Guddoomiyaha Hay'adda Shaqaalaha Dawladda, Khaalid Jaamac Qodax; Garyaqaanka Guud ee Qaranka, Mudane Cabdisamad Maal; Agaasimaha Fulinta CSI, Mudane Cumar Qolombi; Agaasimaha Guud ee Xafiiiska Madaxtooyada, Mudane Maxamed Cali Bile iyo Qaybta Isku-dubbaridka Mashruuca (PCU).

- **Nidaamka Macluumaadka iyo Maaraynta Shaqaalaha.**
- **Siyaasada Mushahar Bixinta iyo Qaabaynta Darajooyinka**

Shirka Xubnaha Komishanka Hay'adda Shaqaalaha Dawladda



**Waxa diiradda lagu
saaray sidii loo xoojin
lahaa wax soo saarka
iyo horumarinta
Hay'adda Shaqaalaha
Dawladda.**



Shirkii joogtada ahaa ee Guddida Sare ee Hay'adda Shaqaalaha Dawladda ayaa ka qabsoomay hoolka shirarka Hay'adda Shaqaalaha. Shirkaas oo uu guddoominayey Guddoomiyaha Hay'adda Shaqaalaha Dawladda waxa goobjoog ka ahaa xubnaha guddida, Guddoomiye ku Xigeenka Hay'adda Shaqaalaha Dawladda iyo Agaasimaha Guud ee Hay'adda Shaqaalaha Dawladda islamarkaana ah xoghayaha guddida.

Qodobadii Shirka lagu falanqeeyay waxa ay diiradda saarayaan sidii loo xoojin lahaa ka midho dhalinta iyo horumarinta Hay'adda Shaqaalaha Dawladda hiigsigeeda dhow iyo keeda fogba. Waxa sidoo kale lagu lafaguray qorshayaasha istiraatiijiyeed ee Hay'adda iyo fulinta qorshayaasha u yaalla Hay'adda Shaqaalaha Dawladda.

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