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PUBLIC SERVICE Mirror

Congratulatory Message



At last South Sudan free stated entire staff in the Ministry of Labour and Public Service

The Ministry of Labour and Public Service in the Government of South Sudan would like to congratulate the people of South Sudan on the birth of the new nation the (Republic of South Sudan).

We take this opportunity to congratulate President Salva Kiir Maryardit for his dedicated and servants leadership over the last years of the CPA.

The staff urges the citizens to be united and fully contribute to reconstruction of the new Nation.

Finally, the ministry wishes South Sudan Peace, Justice, Democracy, Equality and Prosperity.

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Editorial



Sounds funny, but this is a serious matter: civil servants are worried about their future in the wake of the political dispensation that has just taken place in Sudan. By the time the Referendum was creeping in, phone calls, SMSs, messages on paper, CVs, name them, they were all streaming into The Ministry of Labour and Public Service – Government of Southern Sudan. Some citizens physically visited the ministry to ask about their fate in the near future. Yes, it is serious and worth taken care of.

Like a legendary giant animal, the Referendum came about tossing its head while dragging its big belly bringing in excitement of the new dawn, worries about what is in store for us, job security, but also happiness about the new nation that we have been dreaming of. Five years of the Comprehensive Peace Agreement, signed in 2005, swiftly went by and the realities of the new dawn quickly came in. This is not a made up story, but that reality and that seriousness that has sent everyone to think of their employment in the next phase.

What we mean by fate here is that the Civil Servants got worried about their job security. Those who work with the Government of National Unity worry about their job transfers to south Sudan as well as the whole phobia of relocation back home. Others worry about complete loss of jobs and the pensionable retirees, who made their contributions to the National Pensions Fund, got concerned about the fate of their pension benefits, which is a right. There is also a category of those who expected appointments as part of the 20% quota of Southern Sudan in the north and were never appointed. The whole issue of transition became the preoccupation of many Southern Sudanese.

The clock continued to tick towards the 9th of January – that date which is already written with Gold in our history – and eligible Southern voters went to cast their votes during the long-awaited Referendum. World gurus (those who know it all), fortune-tellers and prophets went to consult their powers

and the kujur started shaking their calabashes as they consult their gods for quick answers as to the fate of South Sudan. Those who believe in God being Sudanese or friends from far and wide prayed to God to give them what their hearts desired. Little did they know that the The Al-mighty God has already decided the fate of South Sudan. The result was Victory by 98.83%. In the midst of all that happiness and joy the question continues however: How do people guarantee their jobs?

Before talking about the role of the Ministry of Labour and Public Service, we are all aware that many steps have been taken by GOSS to ensure that Task Forces are formed to work towards laying the ground as the country prepare itself before, during and after the result of the Referendum exercise. All scenarios were put into account whether the result was unity or session. The scenario of post-referendum situation in the event of secession greatly considered the Public Sector and the Public Service –greatly so is the issue of returning civil servants.

One of the Task Forces is in charge of post-referendum issues and one of its sub-committees was to handle returning civil servant to South Sudan; at its helm the Ministry of Labour and Public Service. H.E The Minister Madam Awut Deng Acuil immediately formed a ministerial committee comprising Former Chairperson of Employee Justice Elizabeth Majok as chair, Dr. Stephen Abraham - secretary and myself the Under-Secretary for the MoL&PS as member. The committee held several meetings during which the objective for collecting data was streamlined, terms of reference prepared. Identifications were made on how data will be collected in Northern Sudan, Khartoum as a center, on GOSS level, in the states and on the level of the counties. The Minister led the team to Khartoum in July for more consultations.

While in Khartoum, the ministerial committee was engaged in serious meetings with National Service Commission, Ministry of Labour and Public Service and National Pensions Fund, the latter being crucial to pensions. The analysis resulted into setting up a sixty (60) persons committee well-prepared to lead in data collections with the help of personnel from higher learning institutions within a period of eight weeks. Detailed aspects of how, who and when to collect data have been identified and budget has been drawn. Currently, a minister in the office of the President is in charge of this process which is given due consideration and importance. GOSS believes that exper-

tise must be transferred to the South.

Someone may be asking as what data collection has to do with job security or getting a job in Southern Sudan? The answer is: data collected provides names, qualification, areas of specialization or profession. It also provides the number of people in a specific area of specialization thus helping in distributing the number of cadres or civil servants in the available job vacancies as per the need. If data is collected in an orderly and scientific manner, the information provided is properly analyzed and planning is guaranteed to be successful. It is worth –noting that civil servants pay is guided by a budget reflected in the nominal-roll. It is therefore impossible to continue absorbing new incoming civil servants without confirming the number of people to be absorbed on all levels of governments so as to match the budget allocated. The government may run the risk of over-employment or making empty promises. Data collection is therefore very important.

As the government on its higher level carries on with data collection exercise, the Ministry of Labour and Public Service is putting in place a desk to be used as a bank with data and information. The exercise envisages that a simple well designed form will be at the desk to be filled by those who are interested to give their details to the Ministry of Labour and Public Service. Those who will visit the ministry in the meantime seeking jobs will have the details of their qualification or areas of professionalism recorded in the simple form. This does not imply that those filling the forms are promised a job, but the data will be used whenever there is a demand from any quarter.

Among the so many challenges in the Post-Referendum period which need to be urgently addressed for safeguarding nation building is returning civil servants from all corners of the world and more importantly is their placement within the civil service in the South where they belong. There is no mincing of words here, but for the **Public Service Mirror** to affirm that it is not only our Ministry which is concerned, but GOSS is responsible for all polices needed as well as accurate data collection for inclusivity and better integration. Skills must be utilized in the reconstruction of the Republic of South Sudan.

**Rebecca Joshua Okwaci, Under Secretary
Ministry of Labour and Public Service-
GoSS**

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NATIONAL News

Bishop: South Sudanese march to the Promised Land

From our correspondent



Bishop Paride Taban of Torit Diocese with H.E Awut Deng Minister of Labour and Public Service discuss referendum issues

Retired Bishop Paride Taban of the Catholic Diocese of Torit met H.E Awut Deng Acuil, Minister of Labour and Public Service in the

Government of South Sudan and congratulated the people of South Sudan for the overwhelming referendum results.

The Bishop informed the Minister

that the churches had prayed to God for 101 days for the country's leadership and peaceful referendum.

"It is time for the people of South Sudan to double effort in constructing the new nation. South Sudanese in the Diaspora will come back home with various skills which will help in building the newly born Country. Young people should take lead in this process," Taban, emphasized.

During the meeting, the Minister appreciated the role played by the churches in praying for peace and transition into the Promised Land of the Republic of South Sudan.

Unclassified staff acquires new skills

Jogo Joice Duku



Top leadership in the Ministry of Labour give certificate to unclassified staff after attending intensive skills transfer

The Ministry of Labour and Public Service held a training workshop for the unclassified staff and drivers at the Southern Sudan Accountancy Training Centre. The

workshop was facilitated by Skills for Southern Sudan. The training aimed at equipping the trainees with the right aptitude so that they can be more efficient in executing their work.

After the course,

trainees were awarded certificates of recognitions at the Ministry premises by the Director General of Administration and Finance Madam Sunday Aggrey Jaden. The ceremony coincided with the an-

nual staff meeting held on recently, which was witnessed by the minister, H.E Awut Deng Acuil and Madam Rebecca Joshua Okwaci, the Undersecretary of the ministry plus the former minister Hon Alison Manani Magaya in the government of national unity.

The trainees were advised to put into practise what they had learned at the workshop. Minister Awut called all staff to reflect good image of the public service by creation of a service that is able to provide impartial, quality and timely services to the Government of South Sudan.

Japanese Government pledges over US\$ 11 million for vocational training centre



By Justin Jada Joseph

The Government of Japan has pledged to support the Government of South Sudan to a tune of over US\$ 11 million for the rehabilitation project of the Multi-Purpose Training Centre (MTC) in Juba and with possible rehabilitation of other vocational centres in the future.

The fund will also be used to train technical personnel for other vocational training centres across South Sudan.

The project will improve facilities at the MTC, enhance the standard of the centre to meet the demand of the locals for training in various fields, increase the required pool of skilled workforce

Helen Achiro, D/G for labour lauded the initiative by Japanese government to improve MTC

as well as to promote peace building and human capacity for the development of the independent Republic of South Sudan.

The Director General for Labour and Industrial Relations in the GOSS Ministry of Labour and Public Service, Helen Achiro, lauded the initiative by Japanese government and urged the project

contractor to consider employing the local people to work hand in hand with their engineers to facilitate skills transfer.

The representative of Japanese International Cooperation Agency (JICA) intimated that the Centre will equally be used to train youth and equip them with the appropriate skills necessary to meet the labour market demands.

ILO donates vehicle

(Our Correspondent)



Vehicles and motor-cycles are intended for labour inspection at the State Level

The Minister of Labour and Public Service in the Government of South Sudan Hon. Awut Deng Acuil recently handed over a

vehicle and a motorcycle to facilitate the Labour Directorate in the Northern Bahr el Ghazal State ministry of labour and public service at Aweil.

The vehicle was donated by the International Labour Organisation

(ILO) in her capacity building exercise at the state level, Hon Awut, asserted. The minister congratulated the ILO but warned that the vehicle should only be used for official duties.

While receiving the vehicle, the Minister of Labour and Public Service and Human Resource Development (MoLPS&HRD) in Northern Bahr El Ghazal, Hon. Bol Tong Tong applauded the GoSS minister for initiating several activities beneficial to the ministries of labour in the States level.

The donation also extended to MoLPS&HRD in Jonglei, Unity and Eastern Equatoria States. The vehicles and motor-cycle are intended for labour inspection for improvement of labour administration.

South Sudan aspires for ILO membership

(Justin Jada & Alnour Ango)



The first ever National Labour and Employment Tripartite conference recently took place in Juba

The first ever National Labour and Employment Tripartite conference recently took place in Juba, capital of Southern Sudan. The conference discussed the decent work programme and immediate operational capacity building needs to meet the demands of the independent Republic of South Sudan.

In his closing remarks, Dr. Riek Machar Teny, the Vice President of the Government of Southern Sudan (GOSS), enumerated the challenges ahead in terms of integrating the other civil servants working in the north and those in the Diaspora.

He explained that the tripartite conference was very important at this time to enable the government, workers and trade unions to hold a social dialogue to attain the common goal of the emerging Republic of South Sudan, which is development. Dr. Machar urged the International Labour Organisation (ILO) to support

South Sudan and award it membership in the organization.

The Ministry of Labour and Public Service in the Government of South Sudan organized the conference in collaboration with ILO. The conference brought together 10 State Ministers for Labour, Public Service and Human Resource Development plus an additional 80 participants.

The main purpose of the conference was to provide a platform for the government, workers, and employers' associations to prepare and advocate for the inclusion of South Sudan as a member of the ILO to ensure it can participate in the organization's annual International Labour Conference.

The conference adopted the decent work programme for South Sudan, and developed policies and strategies to integrate the provisions of all ILO instruments into the regulatory framework of South Sudan.

Social dialogue, which remains a key mechanism for solving labour problems, was also discussed at length during the conference. The conference ended with a number of resolutions which the tripartite bodies signed.

Madam Awut Deng Acuil, the Minister for Labour and Public Service in the Government of South Sudan applauded the effort of the government, workers' federation, trade union and the facilitation of the ILO in making the conference an historic event for Southern Sudan.

Stephen Lemi, Minister for Labour Public Service and Human Resource Development in Central Equatoria State, who was representing the State counterpart, urged GOSS and citizens to take lead in addressing the issue of security that remains an obstacle for development and investment in South Sudan. He added, "The government will not employ all South Sudanese but a large group [will] be employed in the private sector."



South Sudan Vice President attended high level conference in Ethiopia with other top leadership of GoSS

South Sudan participates in MDG conference in Ethiopia

By Justin Jada Joseph

For the first time South Sudan participated in a high level conference on employment, peace, stability and development in the Hon of Africa.

Upon her arrival from Addis Ababa, Ethiopia, the Minister of Labour and Public Service H.E Awut Deng Acuil told reporters at Juba International Airport that the conference focussed on the Global Millennium Development Goals especially on social protection, health, education and poverty eradication.

"It is the first time for South Sudan to be part of this big conference that drew together countries of the region which sought to come up with a policy framework on how best the solutions to the stated problems can be implemented," Acuil said.

The minister said disturbing issues in South Sudan especially those that pertain to the integration of Internally Displaced Persons, the DDR

programme and the need for support from other African countries were tabled in the conference.

Acuil added that the conference dwelt on gender and youth problems such as employment. She further said that South Sudan was particularly concerned in seeking membership in the International Labour Organisation (ILO).

The conference was also attended by among other South Sudan dignitaries the Vice President of South Sudan H.E Dr. Riek Machar Teny who gave a keynote address during the conference. Representative from the workers trade union and employers also attended the event.

Comment

Hip-Hip Acuil and Okwaci

by ador Deng

I am happy and would like to appreciate the accomplishments made by H.E the Minister Awut Deng Acuil and Madam Rebecca Joshua Okwaci, the Undersecretary in the Ministry of Labour and Public Service in the Government of Southern Sudan. Their exemplary performance is an indication that they have been on job

day and night because of their patriotism towards the expected new Nation.

I also commend the wonderful job done by the Media Unit within the ministry for publishing the Public Service Mirror Magazine which disseminates public service information to the public. I am hoping readers have taken note of the journals the ministry has released

explaining the structure of the ministry and the responsibilities of the work staff in the various directorates.

It is my humble appreciation that the efforts were a success because of the invaluable contribution of H.E Acuil and Madam Rebecca. May God bless you? Long live South Sudan.

45 GoSS/IGAD qualified civil servants arrive South Sudan

(By Justin Jada Joseph)



Hon. Dalmas Otieno State Minister for Labour and Public Service, Government of Kenya signs an MoU with Counterpart H.E Awut Deng Acuil of GoSS

On 4th of June the first batch of 45 highly qualified civil servants arrived at the Juba capital of South Sudan as support officers from the Government of Kenya, recruited under the GOSS/IGAD initiative to mentor and coach their counterparts in various ministries in the Government of South Sudan. The Undersecretary in the GOSS Ministry of Labour and Public Service, Madam Rebecca Joshua Okwaci announced on the arrival day at Juba International Airport.

80 public servants

She said that the 45 officers were the first batch of 80 public servants expected from Kenya. Others will join the team at a later date from Uganda and Ethiopia under the same initiative which aims to twin 200 qualified staff from the region with their counterparts in GOSS. Madam Rebecca clarified that the civil servants were not coming to take up jobs from the citizens, but to mentor them on various areas of public service.

This came as a result of the Ministry of Labour and Public Service on behalf of GoSS signing a Memo-

randum of Understanding with Kenya Ministry of State for Public Service to second eighty highly qualified civil servants to mentor and coach South Sudan civil servants as part of capacity building for better service delivery.

During the launching of Records Management function at Government Accountancy Training Centre in Juba on 28th February 2011, Hon. Dalmas Otieno Anyango, the Kenyan State Minister for Public Service disclosed to the press that the officers would be in South Sudan for two years.

According to Hon. Otieno, the MoU was an indication that Kenya had taken the lead in this project by providing 80 civil servants say-

ing that the remaining 120 will be sourced from Uganda and Ethiopia. He asserted that Kenyan government will continue to support South Sudan in various fields especially in establishing effective and efficient systems for public service management. The Kenya minister added that his country will continue to partner with South Sudan in capacity building and development as South Sudan embarks on the difficult task of nation building. Madam Rebecca Joshua explained that the goal of the initiative is to build the capacity of GoSS workers through mentoring so as to enhance service delivery to the people. She called on all the ministries expected to receive the support officers to prepare adequately so as to maximize the potential of the program.

She revealed that 22 of the advance group from health sector who will join various departments in the GOSS Ministry of Health. The Undersecretary of the Ministry of Health, Dr. Olivia Lomoro, lauded the program and expressed confidence that these professionals will help improve the delivery of health services to the people.

The Government of Norway funded the project and United Nations Development Program (UNDP) for South Sudan remained the facilitator in collaboration with the Government of South Sudan.



Malakal Vocational Training Centre

Our correspondent



Malakal Vocational Training Centre

Malakal Vocational Training Centre was formerly known as Agricultural Machinery Training Centre, AMTC. It was proposed in 1972 on realization by both the central and regional governments that there was need to train agricultural technicians during the 1977-1983 development plan for rapid increase of agricultural production.

The Swedish government was instrumental in funding the project while International Labour Organisation, ILO, implemented the project. The proposal resulted in the involvement of the United Nations Development Programme, UNDP, and ILO in 1978. The document setting out the fine project details was finally prepared and accepted in principle at the meeting held in Khartoum on 31st Oct 1978.

At the review meeting held on 23rd April of the following year to consider the first phase of the project scheduled for 1979-81, the regional government in Juba and the central government in Khartoum agreed to provide over one million Sudanese Pounds as part of Government support to the centre.

This amount was held as Fund-in-Trust in the agreement with ILO. Part of the same amount was used to rehabilitate the present centre. However, in 1982, the centre was closed down due to the raging civil war in the south which was to continue for over twenty years.

AMTC was described so far as the envisaged in the late seventies and early eighties, when the whole southern Sudan was one region. The centre was made to serve only agricultural requirement. That was made in the fact that Wau vocational training centre and Multi-purpose Training Centre in Juba would serve all the trade needs of the people of the south including Upper Nile.

Thus in a conference held in Khartoum between 1st-3rd February 1994, it was founded necessary to upgrade AMTC to provides skills requirement in other trade such as carpentry, building welding and others.

The centre was finally renamed to Malakal Vocational Training Centre, MVTC, with about seventeen trade courses ranging from Auto-mechanic, building, electricity, welding, carpentry and others. The centre offers a 3 year diploma apprenticeship and some 3 to 6 months short courses.

Legal advisors play vital role in an institution

From our correspondent



Legal Advisor role is vital in Government institutions

Public attorneys and legal advisors have crucial roles to play at all levels of Government of South Sudan, especially in public prosecution, litigation, adjudication and conducting pre-trial proceedings.

"The legal advisors also recommend law reform, strive to protect public private rights, and advise on legal matters," said Stephen Martin, the Legal Advisor in the Ministry of Labour and Public Service.

Another key role of the legal advisor, he said, is to draw, peruse and recommend approvals of agreements and contracts to which GoSS or state governments have interest as specified by the law.

It is also the responsibility of the legal advisor to represent the government in the court or any other legal proceedings whereby any level of government is a party, he said.

He however said that all executive institutions and organs of government in Southern Sudan shall comply with legal advice duly given by the Ministry of Legal Affairs and Constitutional Development.

On matters of discipline, added Martin, the Manual of Public Service procedures 2007 page 20 article 2.2.6 makes it clear that disciplinary proceedings may be instigated by Head of Unit, Director of a Department or any supervisory officer.

Martin explained that a disciplinary case will be heard by the Departmental Board of Discipline appointed by the Under-secretary. Super grade staffs are tried by the Central Board of Discipline of which one member must be at least a practicing public attorney.

"In accordance with our mandate, we are normally dealing with civil cases whether for or against the ministry," Abraham Garkwoth, the legal advisor in the MoLPS, asserted.

In response to a question of how the legal officers have handled previous cases, Abraham stated they have resolved a lot of cases which include traffic accidents involving ministry vehicles, vocational training centre in Wau, and MTC case in Juba, through legal proceedings and a few others have been solved amicably.

Abraham said that they have had challenges working in an environment where people lack proper understanding of the role of the legal officer. He stressed that legal advisors expectations and anticipations are too many to be counted because of the manner in which the officers have been accepted by the ministry, which he referred to as the mother of all ministries.

MoLPS:

Canadian high level delegation discuss post referendum issue

(Our Correspondent)

The President of the Canadian International Development Agency (CIDA), Ms. Margaret Biggs, headed a high level delegation which met senior staff of the Ministry of Labour Public Service and Ministry of Human Resource Development of the Government of Southern Sudan (GOSS).

The meeting discussed, various issues related to the post referendum period including building capacity and professionalism in the workforce in order to deliver effective and efficient services to the people.

Undersecretary of the Ministry of Labour and Public Service, Madam Rebecca Joshua Okwaci, briefed the Canadian delegation on the new electronic payroll system, progress on pensions, the database system and records management. She highlighted that there has been a dramatic reduction in ghost names on the pay sheet at both GOSS and state levels. Present also was the Under Secretary for the Ministry of Human Resource Development Madam Angeth De Dut.

Ms. Biggs applauded the role of the Ministry of Labour and Public Service and reaffirmed the CIDA's support to GOSS at all levels and in various fields of development.

During the meeting, Central Equatoria State electronic payroll managers stated that some ministries and commissions did not want to comply with the system. However, they are convinced of the value of the new system, saying "it's through this system where ghost name can be minimized that we can realize rapid development in the emerging state of South Sudan."

South Sudan Pensions scheme underway

(By Justin Jada Joseph)



Acting Director for Pensions and Social Insurance Ministry of Labour and Public Service- GoSS

The Ministry of Labour and Public Service (MOLPS) of the Government of South Sudan is currently working on a Public Servant Pensions Scheme Programmes to run credible pensions for South Sudanese.

In the short term, the Public Servants Pensions Development Project, funded by the Capacity Building Trust Fund and launched last November, has been creating an interim pensions payment system to pay public servants who have retired or their dependents that have become eligible for pensions since 2006.

The other, long term, objective of the project is to create a modern, sustainable pension system that will provide adequate benefits for public servants and their dependents and survivors, and contribute to the economic growth and wellbeing of the new country.

"We need to restructure the administration of pension funds, recruit staff to run the pensions programme and draft terms of reference for consultants to implement this project," said the Director for Pensions and Social Security in the Ministry of Labour and Public Service, Mr. Thomas Tut.

According to Mr. Tut, the Capacity Building Trust Fund has provided \$ 1.8 million for the establishment of the South Sudan Pensions Programme, which is a watershed in the effort to set up an effective system for handling pension files and getting pensioners their entitlements.

The proposed endorsement was signed in August last year by the Undersecretary of the Ministry of Labour Public Service, Madam Rebecca Joshua

Okwaci, and her counterpart Mr. Aggrey Tisa of Ministry of Finance and Economic Planning of the Government of South Sudan.

Towards the end of 2010, National Pensions Fund personnel together with experts representing Greater Bahr el Ghazal, Greater Equatoria and Greater Upper Nile began reviewing pensions pending files.

This move came as a result of the Memorandum of Understanding signed in Khartoum between the Government of Southern Sudan and the Government of National Unity, in which the Government of National Unity agreed to clear pensions pending files until 31 December 2005 while GoSS takes the responsibility of files from 2006 onwards. About 604 files out of 1,574 from Southern Sudan were processed, in which 302 to be paid by GoSS.

According to Kenneth Loboka Wani of Greater Equatoria, "this initiative marks a turning point for retired public servants as well as their survivors who will benefit from the payments." He called on the Government of Southern Sudan to remit pensions deducted every month to the pensions unit for realisation of sustainable pensions system in the country.

Stanlaus Obac Edward of Greater Upper Nile said the team is working hard to resolve pension's problems that have plagued many pensioners. He also urged all pensioners to remain patient as payments will start to be issued within a short timeframe.

At the same time as individual files are being processed, the existing Sudan Pension Act 1992 amended 2004 has been submitted to the Council of Ministers to adopt while South Sudan is working on a new legislation. Its also worth-noting that the Cabinet approved and establishment of an independent pensions funds to undertake the responsibility of all pensions matters. This is among many successes scored by the Ministry in 2011.

PICTORIAL



H.E Awut Deng Acuil in her office met with experts from Capacity Building Trust Fund to assist pensions scheme in the South Sudan



Establishment Officers work hard to delivered service to the



Archbisop Paolino Lukudu pray for a Peace in Sudan and South Sudan in particular



Head driver inspect a vehicle of the Ministry of Labour and Public Service



Computers made it easier for senior staff to organized and keep financial records



Mrs. Nathalina Samuel in her office

PICTORIAL



School Children with Under Secretaries of Labour, Public Service and of Parliamentarian Affairs teach staff the National Anthem



Ministry's Receptionist communicate to ensured effective service delivery



Old man help to the polling centre to determine South Sudan independent



Old Mama practise South Sudan National Anthem.



Picture taken during the launching of Records Management in Juba



Unclassified staff celebrate end of training programme

Electronic Payroll System Pays Dividends

By Charlie Goldsmith

Electronic payroll system is one of the successful Government of South Sudan projects undertaken by the Ministry of Labour and Public Service and Ministry of Finance and Economic Planning. The project is housed in the ministry of Labour and Public Service managed by the directorate of establishment and budget.

“It is the system by which process of salary calculations and payment are done through electronic tools,” Darius Okeny, Acting Director for establishment and budget, explains.

According to the team of Booz & Company, “using simple structured and automated excels and access tools ensure that everyone is using the standard amounts and rules for salaries, allowances and deductions. Every member of staff’s job title and workstation are now being recorded.”

The system has 51 payroll managers from various Ministries, Departments and Agencies of the government of South Sudan, and in more than 300 Institutions in the States and Counties, together with a technical team from Booz & Company, a consultancy that has been supporting GoSS



in this area since 2008.

The task of SSEPS is to implement a standardised electronic payroll system at all government levels. Darius explains that the programme has four key objectives to: ensure that hard working public servants are paid on-time, accurately and transparently; ensure that pay and output are correlated; support better delivery of services; ensure accountability between the centre, the states and the people on use of government funds.

Each month, he said, the states authority print pay sheets in quadruplicate, which are then sent down to the workstations: once workers sign for their pay, copies are moved to the workstation, county, line ministry and finally to the central payroll team.

Once pay sheets have been produced and printed, States upload their data to

a secure website so that GoSS can monitor how the funds it transfers are being used. At GoSS level, where there is greater IT infrastructure, line ministries have for everyone to “synchronise” their databases and then seek the approval of the ministry of labour establishment team for any changes they have made over the previous month.

“The new systems also make it easier to manage payment of staff through banks - avoiding the logistical challenges of cash payments”, the leader of the Booz & Company, said.

Similarly the Under Secretary of the Ministry Rebecca Joshua Okwaci, has over the previous months led a team from the Ministries of Labour and Public Service that of Finance across the country to witness the implementation, winning over the reluctant civil servants, and publicis-

ing the programme so that officials and citizens know their rights and responsibilities.

She says “it is important we recognise the achievement, there is a lot to be done, but a lot has been achieved, and we are very proud of that”. Rebecca added that so far the South Sudan Electronic Payroll System has greatly minimized ghost workers as they opted not to appear for money which is not theirs.

“Since ghost doesn’t have an ID cards and can’t go to the bank to catch salary, then they fly away and keep our payroll clean,” said the Under Secretary Madam Rebecca.

In the same vein, Hakim Michael, one of the Establishment’s team that scrutinizes payroll at central level concluded that, “delivering effective services to the people - that’s what it’s all about”.

WES: Minister seeks to deliver better service

By our correspondent

The Minister for Labour Public Service and Human resource development in Western Equatoria State, Hon Jackcilia Salathiel Eberé is looking forward to deliver better services including formulating a credible pension system and establishing and implementing rules and regulations of the public service in the state.

Speaking to the Public Service Journal in Juba recently, Jackcilia stated that her ministry is working hard to see to it that a credible pension scheme is established in the state. She added that government structures in the state are limited to recruit new employees, but the State



Downsizing of civil servants in the state has saved the government some funds for developmental projects

Recruitment Board is working hard to recruit qualified staff.

The minister urged the Government of South Sudan to decentralize so as to empower the people at the state level who in this case are the implementing agents.

She said 300 ghost names had been discovered in the

state ministry of education. The minister added that the money that will be recovered as a result of the stamping of the ghost names shall be used for constructing schools and other education facilities.

Jackcilia pointed out that downsizing of civil servants in the state has also saved the

government some funds for developmental projects.

In another development senior staff in the Ministry of Labour and Public Service in GoSS briefed Jackcilia on issues pertaining to pensions system, employee rights and Public Service Rules and Regulations.

Poem

South Sudan Is Born

When dust settles and clouds melt away
When the sun shows its golden teeth and the
moon disturbs a quiet night
And God of Heavens bless all the steps
Call it a sign; our flag of freedom is raised
Fly high Blessed Flag, South Sudan is Born
When brutally weaned babies, motherless children
The disabled and the disheartened
March in self esteem and display red roses
waving with smiles
Call it a sign; our flag of freedom is raised
Fly high Blessed Flag, South Sudan is Born
When women stop to cry and wipe away their
bitter tears,
Widows and widowers discard mourning black
attires,
When the raped and the disgraced trample on
inflicted shame
Call it a sign, our flag of freedom is raised
Fly high Blessed Flag, South Sudan is Born
When schools multiply and youth embrace
education
When girls shout for joy and boys choose to
scout,

And the blue sky is colored with rainbow
uniform
Call it a sign; our flag of freedom is raised
Fly high Blessed Flag, South Sudan is Born
When bayonets reshaped to tools, and soldiers
till the land,
When rivers and streams flow with hope,
Farms are carpet green and calves jump with joy
Call it a sign, our flag of freedom is raised
Fly high Blessed Flag, South Sudan is Born
When graves are calm and silent in awe,
And the bare bones of martyred,
Men and Women stare at the golden bright star
Call it a sign, our flag of freedom is raised
Fly high Blessed Flag, South Sudan is Born
When all of us from East and West, Black and
White,
South and North and the entire world at large,
Assemble here to sing and dance and gladly give
salute,
Call it a sign; our flag of freedom is raised
Fly high Blessed Flag, South Sudan is Born

By: Madam/ Rebecca Joshua Okwaci

Establishing Grades and Salary Structure

The old administrative structure of the Sudan Public Service included four grade categories:

1. Administrative/ professional,
2. Technical/sub-Professional,
3. Clerical

4. Unclassified (manual labourers, messengers, etc).

This structure is similar to other countries, and there is no reason to significantly modify it, except for to add the 'Super Grade' category

consisting of small group of senior managers. Subject to review, the grade structure adopted for the new Public Service will be made up of 17 grades:

| Grade | Grade Category | Title or Position |
|-------|----------------------------------|--|
| 1 | Super Grade | Secretary General |
| | | Under Secretary |
| 2 | | Director General |
| 3 | | Director |
| 4 | | Deputy Director |
| 5 | | Chief Technical Officer/Expert |
| 6 | | Assistant Chief Technical Officer |
| 7 | Administrative and Professional | Senior Inspector/ Officer |
| 8 | | Inspector/Technical Officer |
| 9 | | Assistant Inspector/Officer and Graduate Entry |
| 10 | Sub-Professional & Technical | Head Staff Clerk/Accountant, Primary Teacher etc |
| 12 | | Senior Clerk/Book Keeper, Medical Assistant |
| 14 | | Clerk/Book Keeper, Secretary etc |
| 11 | | Unclassified Skilled |
| 13 | Head Mechanic, Senior Driver etc | |
| 15 | | Fitter, Mechanic, Driver |
| 16 | Unclassified Unskilled | Messenger, Unclassified Labourers etc |
| 17 | | Cleaner, Daily Paid Labourers etc |

Building a sustainable wages structure

Three general principles govern compensation of government employees:

1. Affordability and sustainability and equal pay for equal work
2. Competitiveness and capacity to retain staff
3. Minimised monetary and in-kind allowances

The first principle calls for a pay structure that is prudent in that it is developed within an affordable and sustainable financial resources envelope that maintains an appropriate balance between the public service wages bill and other expenditures. Personnel in similar job positions and with similar responsibilities

throughout the public service and at all levels of government will be remunerated in a similar manner and at an equal level.

The second principle is comparability with competitive private market salaries. Compensation levels in the public service must be adequate to attract, retain and motivate qualified professional, managerial and technical staff. Experience in other African countries has shown that a poorly compensated civil service is linked to dramatic falls in productivity and rising corruption.

The third principle is to minimise non-monetary forms of compensa-

tion and the payment of non salary monetary allowances. Government employees' compensation and benefits should consist of transparent monetary compensation, keeping used of special allowances to a minimum. However, some forms of in-kind compensation may be inevitable in the immediate post-conflict context (especially in local government), but should be phased out and replaced with monetary compensation as soon as practicable.

The above principles, all of which are in line with good practice in other developing countries, would produce a wage structure that provides ad-

equate incentives to employees while being fiscally sustainable. All these criteria have been applied to produce the grade structure and wage levels for the new public service of South Sudan.

Government employees' compensation and benefits should consist of transparent monetary compensation (Policy Framework)



Women Vocational Training Centre opens in Lakes State

(By Alnour Ango)

The Aluakluak Women Vocational Training Centre (AWVTC) officially opened in Yirol West County, Lakes State on 28 April 2011. The centre aims at enhancing women's capacity as well as to empower them to meet the demands of the labour market.

H.E. Agnes Lasuba, the Minister for Gender, Child and Social Welfare, Government of Southern Sudan (GOSS), on behalf of the President of the Government of Southern Sudan, called on the state authority and the local peo-

ple to take full responsibility of the vocational training centre. She told the crowd that President Salva Kiir Mayardit has donated a bus to the centre, and that she is donating SDG 5000 to its students.

H.E. Awut Deng Acuil, the Minister for Labour and Public Service in the Government of Southern Sudan, explained that the project construction cost \$2.5 million. The funds were provided by the Government of Southern Sudan and the Multi-Donor Trust Fund (MDTF) to Norwegian People's Aid, who used them to establish and equip the centre. Construc-



tion faced some delays due to the poor road network and high cost of materials from outside Southern Sudan.

However, now it is ready, women across the 10 states of South Sudan will benefit from the new centre. It offers courses such as carpentry, automobile mechanics, computer studies, agriculture, catering and tailoring. The facility has the capacity to admit 200 students.

Citizens of Aluakluak expressed great joy – dancing and applauding the step taken by the GOSS in “bringing towns to the people” through the project. The opening ceremony

was attended by ministers, members of the Southern Sudan Legislative Assembly (SSLA), top GOSS and Lakes State officials and UN representatives. The Governor of Lakes State, Eng. Chol Tong, expressed readiness to protect and sustain the vocational training centre.

Meanwhile, the Minister for Health in the Government of South Sudan, Dr. Luka Monoja, thanked the people of Aluakluak for generously providing the land to GOSS so that this Centre could be created. Dr Monoja urged all Southern Sudanese communities to do the same.

Upon casting her vote for the independence Republic of South Sudan in January, the Minister of Labour and Public Service in the Government of Southern Sudan Hon Awut Deng Acuil stated that there is need to re-organize the government.

According to her the three ingredients of peace, freedom and stability are necessary for development. The second thing, she said, is a country must have good development policy and a strong civil society that to ensure good governance.

She further said that during the five decades of unity the people of Southern Sudan travelled a painful journey of struggle which can only be terminated by independence.

The minister pointed out throughout the period of unity the people of the south were not granted freedom, justice and dignity, adding that it is only through a successful referendum, which ostensibly posted 98% for separation, can the worth of our people be assured.

A vote for independence, she explained, would be a statement that the loss of over 2 million people and the displacement of 4 million others was not in vain.

Hon Awut added that morning of the 9th January 2011 marked the total end of civil wars, oppression, under development and the label of a second class citizen in own country.

The minister was impressed that an overwhelming number of the voters within the country and in Diaspora cast their votes in favour of independence an indication that they aspire to have quality education, hospitals, roads, security, clean water, a vibrant agriculture, infrastructure among other development programs.

During the voting exercise Public Service Mirror Magazine journalist had a chance to travel from Juba to Tonj East County in Warrap State to observe the situation on the ground. The writer found out that in some places people share water with their



A woman waited to see new nation that would provide basic service for the betterment of others in the Country

South Sudan Referendum and Development

By Justin Jada Joseph

livestock thereby exposing themselves to water borne diseases.

He also found out that the area is not served with adequate health facilities, and majority of the voters expressed that the government of the emerging country should prioritize on health so as to keep the nation healthy.

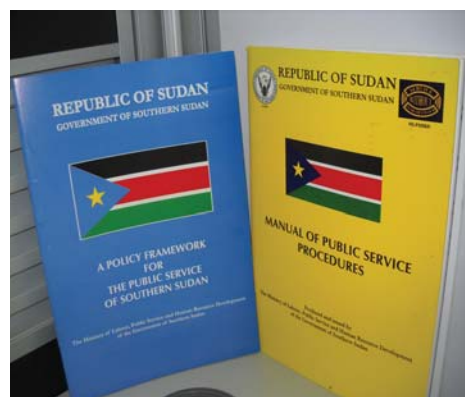
The voters also said that though they are impressed by the current momentum of roads construction, a lot need to be done to improve

on connectivity in order to minimize spending money on the same roads all the time. With a good road network, they said, rapid development would be realised within short period.

When we talk about education, they added, there are newly constructed schools across Southern Sudan. However, they continued, there still are a lot of classrooms under trees and qualified teachers remain a thorny issue.

Recruitment and Promotion Criteria and Procedures

Selection and appointment of the personnel into the Public Service of the Government of Southern Sudan (Super Grades and non Super Grades), shall be through free and fair competition, dependent on merit and in accordance with the approved criteria.



The criteria below, which have been laid out in descending order of importance, must be applied in all selection processes.

* Years of experience in the post (or equivalent) to be filled or service in the SPLA

* Satisfactory references or other assessment of past performance (e.g. service in the SPLM/SPLA)

* Relevant Education (as appropriate to the post to be filled)

a- University Degree

b- Vocational Training

c- Secondary School Certificate

d- Primary

e- Informal training

* Functional literacy in English

* Gender balance

* Geographic balance

* Computer literacy

The post must be vacant in the approved budget of the unit. It is prohibited to appoint or promote staff against non-existent vacant posts. Once it is ascertained that the post is vacant the first preference is to fill this internally through promotion. The Head of the relevant unit will form a Departmental Board of Promotion to select a suitable candidate from the departmental short list presented by the Head of the Unit. Members of the Promotion Board must hold posts of a higher grade than that being filled.

Upon receipt of the internal short list, the Departmental Promotion Board will study personnel reports on each candidate and also conduct interviews of the candidates. The Board will then present its recommendations to the Head of Unit. The recommendations of the Board will be forwarded to the Undersecretary and/

or Head of Unit, who will, after approval of the concerned Minister, send the request to the Ministry of Labour and Public Service for issuance of appointment or promotion letter/s.

Selection and Appointment of Undersecretaries and Above

Promotions and appointment of the Undersecretary General, Under Secretary and other special category positions will be subject to special requirement of qualifications, experience, and suitability for a variety of assignments.

These positions will be appointed by the President of the Government of South Sudan (GoSS) after recommendation/s for the Ministerial Sub Committee for the Appointment and Promotion of the Super Grades posts of the GoSS under the Chairmanship of the Ministry of Labour and Public Service. While the President of the GoSS is not bound to follow the recommendations of the of the Ministerial Sub Committee, it is generally accepted that he will seek advice from the Ministerial Sub Committee before appointing an Undersecretary or any other equivalent senior public service staff.

Selection and Appointment of Super Grades below Undersecretary Position

Appointment to ordinary Super Grades posts shall be made by the approval of the Council of Ministers of the GoSS upon the recommendation of the Ministe-

rial Sub Committee for Appointment and Promotions to Super Grades posts working in consultation with the relevant Ministry.

Such appointments shall be initiated by the relevant Ministry and forwarded to Ministerial Sub Committee who is responsible for recommending them to the Council of Ministers for approval. To covered urgent necessities, appointments or promotions to super grades scale posts may be made directly by the President of GoSS, normally after seeking advisory opinion of the Ministerial Sub Committee.

Selection and Appointment of Administrative and Professional Staff

Appointments of these positions are responsibility of the concerned Ministry/ institution subject to endorsement by the Minister of Public Service. The endorsement will be confined to whether the concerned Ministry or institution followed procedures and criteria for selection. Before the appointment, and where the vacancy cannot be filled through internal promotion, a Ministry Appointment Board must be formed to undertake the selection process.

The Board shall be chaired by a senior staff member a grade above the post being filled. Selection will be confirmed by the concerned Ministry and the Undersecretary or Head of Department will forward the papers to Ministry of Labour and Public Service for final approval of the appointment.

Recruitment and Promotion Criteria and Procedures Continued

Selection and Appointment of Unclassified Staff

Appointment of unclassified staff is the responsibility of the Director of Administration and Finance in consultation with the Undersecretary of the Ministry or Head of Unit or an institution. All unclassified staff employment must be subject to budget provision. Unclassified staffs that have spent three months continuous service without a break are considered permanent staff. They can only be removed from service with post service benefits and gratuities as specified by law.

New Appointment

In case of recruitment and appointment of new employees, the Ministry or Departmental Recruitment Board will conduct interviews for short-listed candidates derived from evaluation of responses to advertisements, provided by the Labour Department, or a list provided in the context of demobilization of the SPLA.

The Departmental Recruitment Board is usually composed of three-five persons of whom at least one is a knowledgeable person from outside the recruiting institution. The finalization of appointment of new employees by the Ministry of Labour and Public Service will follow the same procedures as mentioned above.

The newly appointed employees may be required to undergo a medical check-up at a public health facility or hospital, either before or prior to completion of probation. The doctor conducting medical

examination or tests will send the medical report to the recruiting Unit and they will be kept confidential.

The cost of the medical examination/s or test/s will be borne by recruiting unit/department. Tests required usually include, chest x-ray, blood, urine, sputum and stool tests, eye tests and any other test required by the recruiting unit.

All the new employees must undergo an induction course or programme before taking over post/s.

All new employees must initially serve on probation for a period of three – twelve months depending on the levels of position filled in the Unit/institution. Where necessary, the probationary period may be extended for further period as directed by the respected supervisor in consultation with the Head of Unit or relevant institution.

The procedures outlined above may not necessarily be followed in the recruitment of unclassified casual workers particularly those randomly picked to perform low level jobs and for short periods of time. However, no casual workers should be allowed to work for a GoSS unit for more than three months on temporary terms of employment.

Appointments, promotions, and terms of service for all employees above unclassified staff levels will not be effective before the issuance of a letter/letters of clearance and appointment from the Ministry of Labour and Public Service of the Government of South Sudan.

Special Conditions

Former Civil Administration of New Sudan (CANS) and Sudan People Liberation Army (SPLA) personnel wishing to join the public service but lacking formal qualifications and job experience because they were engaged in the struggle should be given special consideration.

A policy catering for their particular circumstances will be developed so they are provided equal opportunities for employment. A special in-service programme to provide for their training needs and build their capacities will be designed and implemented without delay.

All classified staff appointments must be processed through the Ministry of Labour and Public Service.

Before issuing a formal letter of appointment, the Ministry of Labour and Public Service will verify whether the selection process has followed the approved selection criteria. The Ministry of Finance and Economic Planning will be served with a copy of the letter of appointment from the Ministry of Labour and Public Service so that the appointee's name is added to the payroll.

All letters of appointments will set out the post which individual has been appointed, scale, salary range and a brief description of the job itself as well as a summary of the responsibilities. All staff will be appointed at the bottom of appropriate salary scale except for those who have gained experience elsewhere and those with post graduate degrees.

Minister Awut compare note with state ministers

(By Justin Jada Joseph)

H.E. Awut Deng Acuil, the Minister for Labour and Public Service in the Government of South Sudan (GOSS) recently met the 10 State Ministers of Labour, Public Service and Human Resource Development and discussed issues pertaining to public service reform, the new electronic payroll system and capacity building.

Madam Awut called on the

state ministers to implement the labour laws and regulations so as to deliver effective and efficient services to the people. She pointed out that her ministry was keen to support capacity building in the 10 states.

She also explained to the minister that the GoSS/IGAD initiative to contract highly qualified civil servants from the IGAD countries of Kenya, Uganda and Ethiopia to provide mentoring and coaching to their Southern Sudanese counterparts is going to en-

hance the professionalism and capacities of civil servants at state level.

The state ministers expressed concerns on how to handle the labour issues related to Southern Sudanese working in the public and private sectors in Khartoum. They called on the GoSS to urgently address the matter.



Madam Awut called on the state ministers to implement the labour laws and regulations.

Pension a glimpse of hope despite challenges

By Our Correspondent

The Ministry of Labour and Public Service in the Government of South Sudan is working round the clock to see to it that every pensioner is paid his/her dues. This was disclosed by the Acting Director General of Pensions Thomas Tut when he met representatives of pensioners recently.

Mr. Tut advised pensioners to be tolerant because their payments had been delayed by the referendum process. The meeting was a follow up to one that was held towards the end of last year when the pension fund disclosed that some 604 files had been cleared for payment. However, 302 out of 604 will rest the responsibility of the GoSS.

The Acting Director for pensions sat new hope for the pensioners' that the Council of Ministers had passed a resolution to pay off the pensioners. However, Tut explained to Public Service Mirror Journalist that the process has progressed well and the beneficiaries are asked to open bank accounts for final transfer of their dues to their personal accounts.

Kenneth Loboka Director of National Pension Fund in Central Equatoria led the pensioner's team. During the meeting the beneficiaries informed Mr. Tut that some of their children had already gone to the streets and other beneficiaries had since died urging that let the process of transfer be done in quick possible time.

An old woman pensioner who did not want her name disclosed stated that being a mother left behind to care for young ones was very difficult, "things would be better if the Government could quickly pay off pensioners'."

She concluded that they had persevered for the last three to four years without getting their rights, but last year the Government of South Sudan assured them that they would receive their post benefit. Before going to press, reports indicate that more than 150 pensioners' accounts have been opened in Wau, Malakal and Juba.

Key role of the establishment directorate

By Jogo Joice Duku

The Directorate of Establishment and Budget is responsible for sending the payment of every public servant in the Government of Southern Sudan (GOSS) to the Ministry of Finance and Economic Planning.

It also oversees and monitors the payroll system, to prevent malpractices such as the inclusion of 'ghost workers.'

The Directorate is therefore a kind of clearing house for the public service, receiving and processing individual files from all parts of the Government. "Any new file that come from different GoSS institution whether been for appointment or promotion and adjustment is to be receive by our clerk, taken to the computer for recording and lastly it will be brought to establishment department for documentation," said Akim J. Michael, Establishment Officer in the Ministry of Labour and Public Service.

Akim explained that after receiving files, Establishment Officers will check the position of candidate whether it's vacant or fill by someone else defend from what kind of case was brought and finally submit files receive to the Undersecretary through the deputy director of establishment.

The final stage is to draft appointment letters and returned cases based on the feedback from the Director General or Director of Establishment. Establishment officers also approved changes made by the various users in the government of southern Sudan giving them back the approvals such that they can print the pay sheet for final check up and then send to finance, Akim J. Michael, concluded.

For various functions including receiving files from clerks, submission of files to the Undersecretary, drafting appointment letters and drafting returned cases.

Promotion and Adjustment of individual files remains another key function of the establishment officers.

Clerks play vital roles in various ministries

By Our Correspondent

The main function of the clerks is to keep the confidential documents in all the ministries and institutions as well as to record the services of every employee.

In the government of Southern Sudan clerical staffs occupy positions from grade 4 to 14. Most of the newly recruited clerks are now receiving extra training at the Multi-purpose Training Centre, MTC, the Acting Director General Mr Jovenale

Okya has said.

The system of employment for the general clerks is such that after every two to three years they are transferred from ministry to ministry, so that they do not abuse their areas of operation. The base level of recruiting clerks is Sudan School Certificate, explained Okya.

He added that at the present most clerical personnel are not properly trained and that is why they are not performing their duties to the expected standards.

Okya said this remains a challenge, but however, the government of Southern Sudan has taken a challenge of training clerks in various fields to improve their skills for better service delivery.



Vision:

The creation of Public Service that is able to provide impartial, quality and timely service to the government and citizens of South Sudan.

Mission:

To establish and implement an effective legislative and policy framework to create and manage a responsive and inclusive Public Service, and private sector labour market able to respond to the needs of a modern economy.
