SIX MONTH PROGRESS REPORT OF THE JOINT TECHNICAL WORKING GROUPS
For the Period: December 2005 - May 2006

*This questionnaire on progress made by each Joint Technical Working Group is requested by the Secretariat of the Government-Donor Coordination Committee (GDCC). It should be completed and submitted to the Secretariat of the GDCC before **29 May 2006**. It will be used to prepare a summary progress report for the seventh GDCC Meeting scheduled to be held on 14 June 2006. Please return the completed questionnaire to H.E. Mr. Chhieng Yanara at CDC/CRDB in both soft and hard copies.*

TWG: PUBLIC ADMINISTRATION REFORM

A. PROGRESS IN IMPLEMENTING TWG'S ACTION PLANS

1. Please list below activities in the Action Plans that were scheduled to be implemented during the last six months (December 2005 to May 2006) and provide an update on implementation status of these activities.

Scheduled Activities	Implementation Status			
	On Schedule	Behind Schedule	If behind schedule, reasons for delay/notes for CDC information	TWG Recommendations for GDCC Consideration, if any
1. Disseminate new strategy on phasing out salary supplementation	X			
2. Complete information gathering on salary supplementation		X	Some donor responses were delayed. Now CAR will prepare a report on the responses and write to TWGs on action planning stage.	
3. Remuneration study		X	Timing was for completion in July, but study now is to be finished in August	
4. Employment Study		X	Timing was for completion in July, but study now is to be finished in August	
5. HRM Policy Outline	X			
6. HRM Guide	X			
6. One Window Office Legal Status	X			
7. HRD Policy Outline	X			
8. HRD Master Plan	X			

2. Are there any other issues affecting the implementation of TWG Action Plan that it would like to submit for GDCC's consideration.

No. The PAR TWG members recognize that the work required under the Joint Action Plan for 2006 is demanding and that there needs to be further discussion on the capacity and resources needed to meet all the priorities in the remaining time available. The PAR TWG members will work together to ensure there is a realistic plan for addressing these issues.

There is an ongoing systemic problem in resourcing PAR in an adequate, timely and predictable way. The TWG has yet to develop a solution.

B. Progress on Joint Monitoring Indicators

3. If there are any Joint Monitoring Indicator(s) agreed at the 8th CG Meeting held in March 2006 that fall within the mandate of *this* TWG, please list the JMIs below and indicate progress that has been made toward achieving the JMI targets.
4.

Joint Monitoring Indicator	What is the current implementation status? What are the constraints that you are experiencing, if any? What recommendations do you have, for GDCC consideration to resolve the identified constraints?
1. Implement the approved "Joint Government-Donor Strategy for Phasing Out Salary Supplementation Practices in Cambodia" by: (a) implementing approved sectoral action plans; and (b) establishing Priority Mission Groups (PMGs), and PMG/Merit Based Pay Initiatives (PMG/MBPIs) in MEF, MOH, and at least one other ministry/agency.	Responses to information questionnaire have been received from some but not all donors, despite follow up. Danida has recently agreed to resource data entry in relation to the response that have been made. The slow response rate has delayed action planning, which is now underway in Education, Health and PAR sectors but needs to proceed more generally. MBPI proposal for Health has been developed but has yet to be submitted to CAR. Other possible MBPI proposals are at early stages in consideration in five other Ministries
2. Improve pay and employment conditions in the civil service by developing and implementing: (a) a medium term strategy and action plan to enhance remuneration; and (b) a redeployment policy and action plan.	Two studies on remuneration and employment issues are to be conducted over the next two months before the policy development work is undertaken.
3. Design and implement an HRM policy and action plan to improve merit and performance management by introducing an HRM Guide and further developing the Human Resource Management Information System (HRMIS) for the Civil Service.	The draft HRM Policy Outline and HRM Guide have been developed. Resources are being negotiated for further policy development work through AusAID. However, implementation of these new arrangements, planned for later in the year, has yet to be resourced
4. Enhance service delivery though developing a One Window Offices (OWOs) policy, legal framework and implementation plan, including establishment of at least 5 OWOs across Cambodia	A draft Anukret on One Window Offices has been prepared and extensively consulted on within Government. Implementation of planned One Window Offices later this year has yet to be fully resourced.

C. Implementation Status of the Action Plan on Harmonization, Alignment and Results

5. What actions have you taken to implement the updated Harmonization, Alignment, and Results Action Plan? What are the constraints that you are experiencing, if any? What recommendations do you have, for GDCC consideration to resolve the identified constraints?

Action Taken	Update
i.Within the framework of NSDP, sector ministries and agencies develop sector plans and prioritized results based programs, and a sector MTEF.	National Public Administration Reform Plan in place. Governance Action Plan No 2 recently agreed by Government. CAR Work Plan also in place.
ii All sector plans and development programs/projects include an assessment of the existing capacity gaps and a capacity development plan to fill the gaps to achieve targeted development results.	CAR Capacity Plan developed and being implemented, with support from CIDA.

vi Concerned TWGs develop an implement an action plan to strengthen the technical and policy capacity of relevant institutions to carry out environmental analysis and to enforce legislation.	This is part of the CAR Capacity Plan.

D. RESOURCE MOBILIZATION

6. Has the TWG been able to mobilize the resources to implement its Action Plan for 2006?

☐ Yes ☑ No (See comment under 2 above)

REPORT ENDORSED BY:

TWG CHAIR(S): Ngo Houghy | Name | Signature | 13/06/06 Date

LEAD DONOR COORDINATOR(S): KATE ELLIOTT | Name | Signature | 12/06/06 Date

Name | Signature | Date

R. Talercio | Name | Signature | 6/12/06 Date