



# Micronesia, Federated States of: State-Level Public Administration Review (Phase 1)

Project Name	State-Level Public Administration Review (Phase 1)		
Project Number	48482-001		
Country / Economy	Micronesia, Federated States of		
Project Status	Closed		
Project Type / Modality of Assistance	Technical Assistance		
Source of Funding / Amount	TA 9038-FSM: State Level Public Administration Review (Phase 1)		
	Technical Assistance Special Fund		US\$ 500,000.00
Strategic Agendas	Inclusive economic growth		
Drivers of Change	Governance and capacity development Knowledge solutions		
Sector / Subsector	Public sector management / Public administration		
Gender	No gender elements		
Description	The TA will help public administration reforms at the state level by supporting the preparation of a medium term public sector reform plan and facilitating implementation of key elements. The core areas which may be considered in the development of the medium-term public sector reform plan include (but may not be limited to): (i) reorganization of government structure, based on functional review of government units, to better reflect key functions and responsibilities; (ii) support for corporate planning processes, including identification of core activities and resource requirements; (iii) redevelopment of job descriptions and consideration of realignment of positions to promote flexibility across functional areas; (iv) rationalization and simplification of the job grading and pay structure; (v) unification of jobs under the SSCs and exempt positions into the PSS; (vi) reinvigoration of the system for strengthening merit based human resource management; and (vii) consideration of capacity development and training requirements.		
Project Rationale and Linkage to Country/Regional Strategy			
Impact	The impact will be an efficient public service provisions at the state level and a contribution to the long-term fiscal consolidation.		
Project Outcome			
Description of Outcome	The Office of Governor endorses the medium-term public sector reform plan for submission to State Congress in each participating State		
Progress Toward Outcome	The government (Pohnpei state) has been preparing draft bills based on the consultants recommendation.		
Implementation Progress			
Description of Project Outputs	1. Reorganization of government structure based on functional review of government units 2. Development of corporate planning method linking core activities and resource requirements 3. Rationalization and simplification of the job grading and pay structure 4. Unification of jobs under SSCs and exempt positions into the PSS 5. Reinvigoration of the system for strengthening merit based human resource management. 1. Reorganization of state government structures based on a functional review of government units 2. Development of a corporate planning method linking core activities and resource requirements 3. Rationalization and simplification of the job grading and pay structures 4. Integration of SSC and exempt positions into the PSS 5. Reinvigoration of the system for strengthening merit based human resource management		
Status of Implementation Progress (Outputs, Activities, and Issues)	The TA has been progressing well. The final report of the consultants for the first phase and the national workshop in Pohnpei were submitted and finished in 2017. After the successful completion of this Pohnpei component, the TA focuses on Yap state. The inception meeting was held in Yap on 22 March 2018 and discussed project details with stakeholders.		
Geographical Location	Nation-wide, Micronesia		
Summary of Environmental and Social Aspects			
Environmental Aspects			
Involuntary Resettlement			
Indigenous Peoples			
Stakeholder Communication, Participation, and Consultation			
During Project Design			
During Project Implementation			
Business Opportunities			

Consulting Services	<p>The TA will be implemented in two states, selected on the basis of their commitment to public administration reform. The national Ministry of Finance and Administration will be the executing agency and the office of the governor in each participating state will act as an implementing agency. The offices of the governor will provide quality assurance and coordination with other departments, state agencies, and stakeholders. The TA will be implemented from January 2016 to November 2017.</p> <p>International consultants (14 persons-months, intermittent) will be recruited using individual consultant selection in accordance with ADB's Guidelines on the Use of Consultants (2013, as amended from time to time). The consulting services under the TA will be engaged under an output-based (lump sum) contract wherever possible. The consultants will report to ADB and the offices of the governors on the substance and timing of deliverables. Key recommendations of the TA will be discussed in final workshops in the target states, and a national workshop on public administration reform will be organized to share reform options with the national government and other states. Resource persons from the Philippines and Bhutan who have long experience of establishing corporate planning systems will be invited to the national forum to share their experience in civil service reforms and corporate planning activities. The engagement of the resource persons will comply with ADB rules. The terms of reference for the consulting services are in Appendix 3. All disbursements under the TA will be in accordance with ADB's Technical Assistance Disbursement Handbook (2010, as amended from time to time).</p>
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Responsible ADB Officer	Usui, Norio
Responsible ADB Department	Pacific Department
Responsible ADB Division	Urban, Social Development & Public Management Division, PARD
Executing Agencies	Department of Finance and Administration PS2, Palikhir Pohnpei State Federated States of Micronesia

Timetable	
Concept Clearance	16 Nov 2015
Fact Finding	10 Nov 2015 to 13 Nov 2015
MRM	-
Approval	14 Dec 2015
Last Review Mission	-
Last PDS Update	27 Mar 2018

## TA 9038-FSM

Milestones					
Approval	Signing Date	Effectivity Date	Closing		
			Original	Revised	Actual
14 Dec 2015	05 Jan 2016	05 Jan 2016	30 Nov 2017	30 Nov 2018	03 Aug 2018

Financing Plan/TA Utilization						Cumulative Disbursements		
ADB	Cofinancing	Counterpart				Total	Date	Amount
		Gov	Beneficiaries	Project Sponsor	Others			
500,000.00	0.00	0.00	0.00	0.00	0.00	500,000.00	17 Jun 2022	453,601.09

Project Page	<a href="https://www.adb.org/projects/48482-001/main">https://www.adb.org/projects/48482-001/main</a>
Request for Information	<a href="http://www.adb.org/forms/request-information-form?subject=48482-001">http://www.adb.org/forms/request-information-form?subject=48482-001</a>
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