



PRESS RELEASE



Timor-Leste

STRENGTHENING CIVIL SERVICE A PRIORITY FOR GOVERNMENT AND DEVELOPMENT PARTNERS

*Signing ceremony for the Government contribution to the Personnel Management Information
System (PMIS) implementation*

Dili, 28 October, 2005

Civil Service is the backbone of the Public Administration. Motivated, disciplined and capable civil servants are essential to ensure effective and transparent delivery of public services to the population. The Ministry of State Administration (MOSA) has today announced the allocation of US\$300,000 from its national budget to the establishment of an automated Personnel Management Information System (PMIS) within the Government to further strengthen Civil Service Management in Timor-Leste. MOSA will today sign a Letter of Agreement with United Nations Development Programme (UNDP) to conduct a joint tender for PMIS.

The proposed PMIS will be installed in the National Directorate of Public Service (NDPS) under the MOSA. It will be interfaced with the Payroll system in Ministry of Planning and Finance, and possibly with other state institutions. The PMIS will contain personnel records of over 11,000 civil servants in the country for its HRM operations. It will contribute to timely and transparent recruitment, effective performance appraisal, promotion, placement and payment of Civil Servants, and thus to sustainable improvements in the Public Administration.

The establishment of PMIS will be implemented with support from United Nations Development Programme (UNDP) under a project called 'Capacity Development for Human Resource Management in the Civil Service'. This project has been implemented in partnership with the Government through the MOSA, the National Institution of Public Administration (INAP) and the Office of Prime Minister (Capacity Development Coordination Unit (CDCU)).

During the implementation of PMIS, senior administrators across ministries will receive training in Human Resource Management and in the effective use of the PMIS, including the standardized reporting systems in HRM. 70 Human Resource Focal Points from line-ministries will also be trained in the use of PMIS.

The signing of a Letter of Agreement between MOSA and UNDP to conduct a joint tender for the PMIS will take place in the office of the Minister of State Administration, Ms. Anna Pessoa on 28

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October, 2005. UNDP will be represented by SRSG/Resident Representative for Timor-Leste, Mr. Sukehiro Hasegawa. Ireland which contributed 500,000 Euros (US\$610,000 approx) to the implementation of PMIS will be represented at the ceremony by Ms. Carol Hannon, representative of Development Cooperation Ireland (DCI).

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