



## PRESS RELEASE



### IRELAND GIVES SUPPORT TO STRENGTHEN THE CIVIL SERVICE

*23 June/Dili*

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 service to the population. Development Cooperation Ireland (DCI) has today announced a contribution of 500,000 euros (US\$610,000 approx) to further strengthen the Civil Service Management in Timor-Leste through the implementation of the Personnel Management Information System (PMIS).

The PMIS is an indispensable tool for effective Civil Service Management. It will contribute to timely and transparent recruitment, effective performance appraisal, promotion, placement and payment to Civil Servants, and thus to sustainable improvements in the Public Administration.

The establishment of Personnel Management Information System is a component of the UNDP-supported initiative for 'Capacity Development for Human Resource Management in the Civil Service' being implemented in partnership with the Government through the Ministry of State Administration under the National Directorate of Public Service (NDPS), the National Institution of Public Administration (INAP) and the Office of Prime Minister under the Capacity Development Coordination Unit (CDCU). The proposed PMIS will be installed in the NDPS under the Ministry of State Administration and will be integrated into the Payroll Office in Ministry of Planning and Finance (MOPF).

"Development Cooperation Ireland view the implementation of a personnel management information system as essential for the efficient and effective management of the Civil Service in Timor-Leste. We believe that the proposed PMIS will greatly benefit both Government and Civil Servants by facilitating longer-term human resource planning, appropriate staff development strategies, as well as the development of career structures and pay policies." explained Carol Hannon, the DCI Representative in Timor-Leste.

Dr. Sukehiro Hasegawa, the SRSG and UNDP Resident Representative welcomed the contribution. "I take this opportunity to thank the DCI for their contribution to this vital programme. The quality of the Civil Service Management and Human Resource development in this country will have a major positive impact on long-term nation-building efforts. Implementing a PMIS will help the government to create a transparent and effective Public Service." He said.

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The project component aims to have 12,000 civil servant personnel records from 15 different Ministries linked to the Payroll office, and possibly to CDCU and other ministries. Senior administrators across ministries will receive training in Human Resource Management and in the effective use of the PMIS, including the standardised reporting systems in HRM. 70 Human Resource Focal Points from line-ministries will also be trained in the use of PMIS.

The signing of Cost Sharing Agreement with Development Cooperation Ireland will take place at the office of the SRSG on Thursday 23 June, 2005. Mr. Fausto Liurai Tasi, Chief of Department of Human Resources in NDPS will attend as a representative of the Ministry of State Administration.

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