

MIA'S Re-Documentation Concept Note

The Ministry of Internal Affairs leads the Government of Liberia decentralization implementation program in addition to coordinating the affairs of local government administration in the political sub-divisions of the country. Our successes in these undertakings require qualitative research, adequate planning and an orderly execution of defined programs.

The Liberia Decentralization support program (LDSP) is a five years Government of Liberia program to support the implementation of the National Policy on Decentralization and Local Governance. The program is one of the priority areas in the agenda for transformation.

A National Decentralization secretariat (NDS) has been set up within the Ministry of Internal Affairs (MIA) to manage the LDSP, support sector decentralization activities and coordinate donor support to decentralization reforms. The NDS will support capacity building, change management, and monitoring and evaluation of the Liberia Decentralization Implementation plan (LDIP).

In an effort to determine the strength of the work force in the 15 counties with the view to rationalizing various counties payrolls, the Ministry has commenced re-documenting or re-profiling all of its personnel. The exercise will enable administration make informed decisions relative to employees' welfare and also design robust socio-economic development programs and quality capacity building plans aimed at enhancing the skills, knowledge and abilities of the staff to be able to respond to challenges that are associated with decentralized governance structures.

Already, the Ministry has concluded the re-profiling of employees of Central office in Monrovia, Bomi, Gbarpolu, Grand Cape Mount, Montserrado, Margibi, Bong, Grand Bassa and Rivercess, counties. The result of this exercise was a resounding success, as several irregular employees were identified and deleted from these county payrolls.

MIA is determined to continue the exercise in (3) three additional counties. The counties include: Sinoe, Grand Kru and River Gee Counties.

Objectives:

1. To rationalize the payrolls
2. Distinguish between employees and non-employed staff
3. Determine number of employees that have reached the pensionable age in accordance with the Civil Service regulations;
4. Plan quality capacity development programs for the personnel
5. Plan and execute socio-economic development projects across Liberia in support of decentralization program.