



# Progresses and Challenges

**Direção Nacional de Recursos  
Humanos  
(created in 2011)**

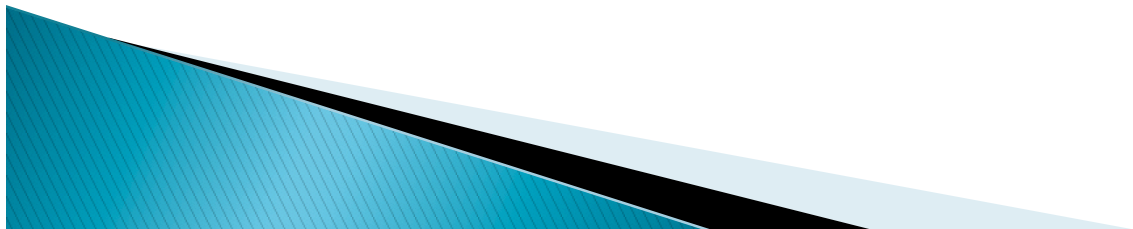


# Profile 2014

## (Data stored in PMIS/ME)

**Total: 12,859**

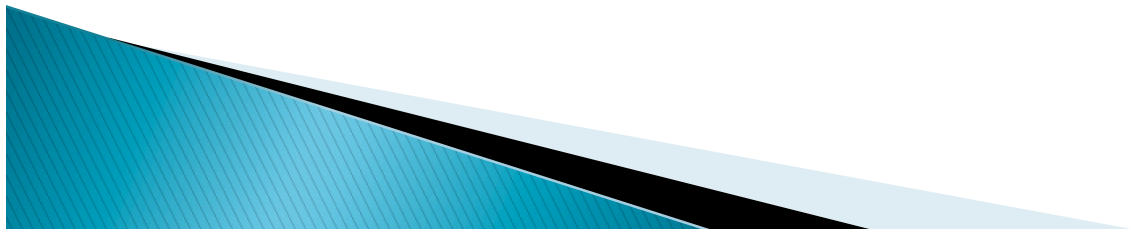
- **Regular Civil Servants (administrative): 1,115**
- **Senior and Middle Managers: 299**
- **Teachers (Special Career Regime): 9,211**
- **School managers: 2,234**





# Main Progresses as of Aug 2014

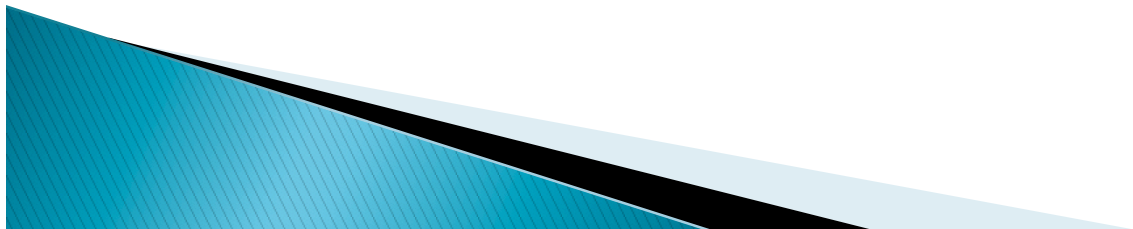
- PMIS (database to store personal info of civil servants);
- Of 9,211 teachers, 5,040 holds definitive status; 4,171 are in transition period (will be integrated into definitive status in 2015)
- 3,958 of 4,220 identified volunteer teachers are issued with one year temporary contracts;
- Ministerial Diploma for teachers' performance evaluation is in place for implementation before October 2014;
- Some HR SoPs are in place;
- Data verification/cleaning on PMIS (in progress)





# Main Plans (2014-2015) Cont...

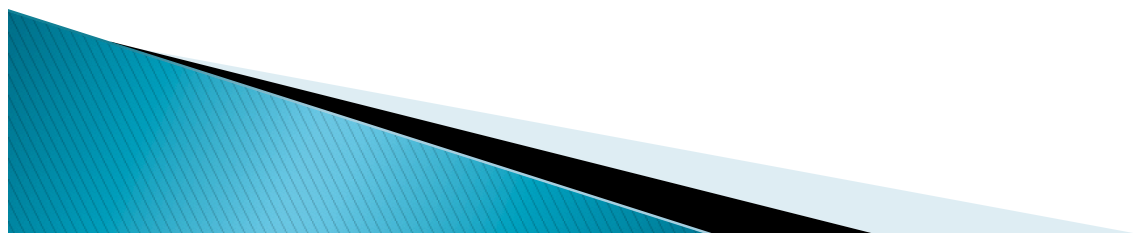
- Integration of volunteer teachers into SCR through merit-based recruitment process;
- Completion (extraordinary) of performance evaluation for teachers;
- Recruitment of new Senior Managers (DGs and Directors);
- Review of PMIS to assess its efficiency and to improve the functions of the system (easy tracking of errors, generation of reports, to include non-civil servants personnel data etc)





# Main Plans (2014-2015) Cont...

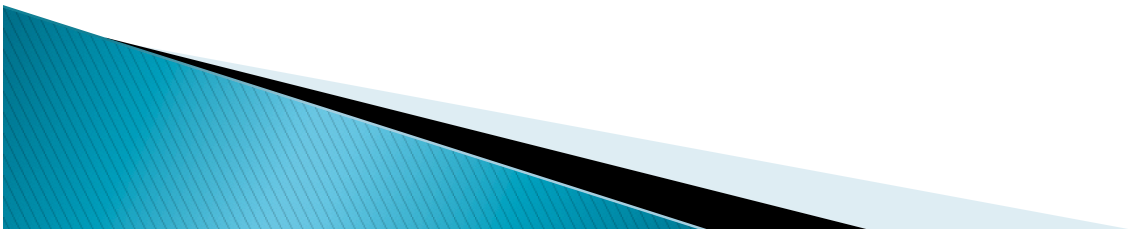
- ▶ Auditing of HRM Systems to identify roots of inefficiency (what to be retained, developed and eliminated);
- ▶ Comprehensive assessment on staff training needs (to develop an integrated and tailored staff development plans);
- ▶ Job Description for each position;
- ▶ Review of Personnel filing system;
- ▶ Standardization of salary scale, contracts, terms of conditions for technical personnel (Consultants/Advisers and/or other temporary contracted personnel).





# Challenges

- No adequate capacity to implement the plans;
- Ineffective implementation of systems/ procedures which delay HR processes (e.g. salary payments, contract extension, recruitments; constant update of personal data in PMIS);



Thank you

