NOVEMBER 2021 PARLIAMENTARY SESSION

MINFOPRA'S PERFORMANCE PROJET FOR THE 2022 FINANCIAL YEAR

ADDRESS BY THE MINISTER OF THE PUBLIC SERVICE AND ADMINISTRATIVE REFORM BEFORE THE NATIONAL ASSEMBLY

"At MINFOPRA, the User is King"
Madam Chairlady,
Honourable Members of the Finance and Budget Committee,
Ladies and Gentlemen,

It is an honour once more for me, in my capacity as Minister of the Public Service and Administrative Reform, to take the floor before your august committee.

Thank you for giving me the opportunity to present the balance sheet of activities carried out at MINFOPRA during the 2021 financial year and solicit the granting of new appropriations for the 2022 financial year.

According to the text organising it, the Ministry which I am in charge of has a double mission:

✓ Recruitment and management of the State's human resources, on the one hand; and
✓ Administrative Reform, on the other.

In addition, MINFOPRA exercises supervisory authority over the National School of Administration and Magistracy and the Advanced Institute of Public Management.

In order to contribute to the achievement of Cameroon's development objectives, especially with regard to the "Governance and Strategic Management of the State" component, our Ministry has carried out numerous activities in execution of its 3 programmes, 2 of which are operational, namely:

✓ Programme 040, entitled "Improving the management of State human resources";
✓ Programme 041, entitled Modernisation of the Public Service; and
✓ A support programme, Programme 042, entitled "Governance and Institutional Support".
We have worked on the effective implementation of these programmes with a view to improving the management of the State's human resources and modernising the Public Service. With particular emphasis on two major components in 2021. This, in compliance with the directives of the Prime Minister, Head of Government, as contained in the Assignment Letter addressed to us, at the beginning of the budgetary year.

These are:

✓ the proper implementation of the New SIGIPES project; and
✓ the acceleration of the digitisation process of administrative procedures;

A- PROPER IMPLEMENTATION OF THE NEW SIGIPES PROJECT

The development of this new software package, for which the contractualisation phase has been completed, aims at merging the SIGIPES I and ANTILOPE applications on the basis of 14 modules.

The companies selected, following a limited international invitation to tender, are:

1) The Société de l'Informatique, de Management et de la Communication (SIMAC), for Lot 1, devoted to the development and commissioning of the basic functionalities of the new SIGIPES;

2) The Software Company AFREETEC for Lot 2, dedicated to provide assistance to the project owner.

The first work deliverables are expected to be ready by the first quarter of 2022. The teams that will carry out these works are already installed and working in the Project premises here in Yaoundé.
B- ACCELERATING THE DIGITISATION PROCESS OF ADMINISTRATIVE PROCEDURES

The implementation of this action led us to carry out a nation-wide information and awareness-raising tour.

The main aim was to inform the general public in our 10 regions about the online recruitment procedure for candidates for government competitive examinations and the improvement of this system, as well as the major innovation consisting in the introduction of video-conferencing in the oral tests.

Thus, eligible candidates can take the orals in the regional delegations of the Public Service nearest to their place of residence, and even in some Multipurpose Youth Empowerment Centres located in the Head quarters of some Divisions, Sub-Divisions, and even in some villages.

Madam Chairlady,

Honourable Members of the Finance and Budget Committee,

Ladies and Gentlemen,

In addition to the visit of infrastructures, this tour focused on two major aspects, namely the presentation of modern service offers and lessons drawn from discussions.

Globally, we presented the means by which our fellow citizens could quickly access information on the processing of their files, both physically and electronically.
In short, I can state that out of a total of 16 services for which we are very often solicited by our users, 14 are already entirely computerised and simplified.

The user, whom we consider to be a KING, can now obtain these services in one of our 10 regional delegations, or even online, from his or her home, provided he or she has access to the Internet.

To this should be added the measure that I requested and obtained from MINAT to extend to Divisional Officers the signing of Attestations of presentation of the original certificate, previously the sole preserve of Governors and Senior Divisional Officers.

It should also be noted that special emphasis was laid on the issue of discipline, following the observation made by the President of the Republic on the chronic absenteeism of State personnel.

This was indeed an opportunity to raise awareness of the risks and sanctions incurred by public employees.

Lastly, a word on the processing of career files.

I would like to say that we have processed 62,153 files on various career-related matters: absorption, recruitment, reclassification, advancement, retirement, etc.

In this respect, I would like to point out that over the last four years, our performance has increased in a steady way: a little over 23,000 files processed in 2017; over 26,500 in 2018; 45,000 files processed in 2019; 55,000 in 2020 and 62,153 in 2021.
Madam Chairlady,
Honourable Members of the Finance and Budget Committee,
Ladies and Gentlemen,

In an effort to improve these already significant results, the prospects that we are planning for our administration for the 2022 financial year are numerous.

Given that they are listed exhaustively in the pamphlet in your possession, allow me to mention a few that seem fundamental for a Public Service that is constantly changing and for an effective, efficient and diligent service for the benefit of our King users:

- The acquisition and implementation of a collaborative digital platform with MINESEC, MINEDUB, MINESUP, MINESANTE, dedicated for the authentication of certificates produced by public employees, in order to reduce the processing time of files;

- The effective implementation of certain modules of the new SIGIPES;

- The completion of the enrolment process of public employees of the Cameroon Public Administration in the mapping of jobs positions application;

- The implementation of the staff redeployment strategy within the Cameroon Public Administration;

- Of course, there is also support to institutions under MINFOPRA’s supervision such as the National School of Administration and Magistracy and the Advanced Institute of Public Management.
Madam Chairlady,
Honourable Members of the Finance and Budget Committee,
Ladies and Gentlemen,

It is on the basis of the aforementioned that the draft performance budget submitted for your scrutiny is estimated at CFA Thirteen Billion Nine Hundred and Thirteen Million francs (13,913,000,000), distributed as follows:

- Recurrent expenditure: CFA 9,263,000,000 F;
- Investissement: CFA 4,650,000,000 F.

For that reason, I would like to implore you to approve these budgetary appropriations, in order to give my Ministry the possibility of implementing the programmes whose major guidelines I have just outlined.

Thank you for your kind attention and I am at your disposal for any clarifications. /-