



# NATIONAL STRATEGY FOR PUBLIC SERVICE REFORMS (NSPSR): OVERVIEW AND ISSUES

*PRESENTED AT THE OFFICE OF THE SECRETARY TO THE  
GOVERNMENT OF THE FEDERATION STAKEHOLDERS TECHNICAL  
MEETING ON PILLAR 1 OF THE NSPSR*

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## Purpose of Reforms

The primary purpose of all public service reforms must be tangible improvements in the public services experienced by citizens.

# Why a Strategy for Reforms?



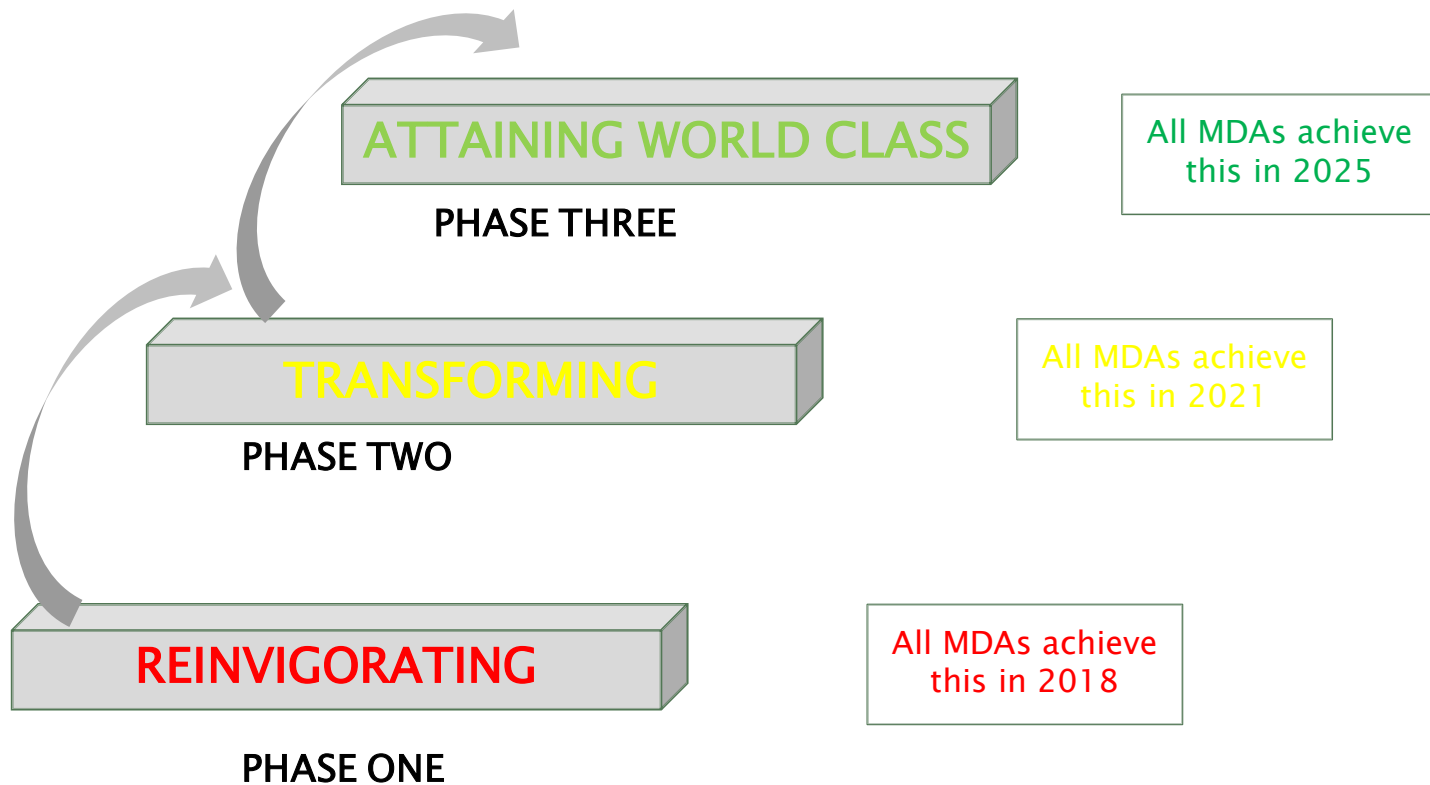
- ▶ Many reforms are ongoing across the public service, but not all of them are known outside the lead Ministries, Departments, and Agencies (MDAs)
- ▶ The NSPSR brings all the separate strands of public service reform together: to make better linkages, to ensure these are communicated, and to introduce effective monitoring, reporting, and evaluation of reforms.

# **Background and Context of National Strategy for Public Service Reforms**



- ▶ The National Strategy for Public Service Reform (NSPSR) provides a common vision and a long-term agenda to guide the rebuilding and transportation of the Federal Public Service.
- ▶ The NSPSR is comprehensive and long term, aligned with Nigeria's Vision 20:2020 with the goal of positioning the country in the 20 leading economies in the world by 2020 and the ERGP.
- ▶ The NSPSR is generic in approach and in its provisions and yet serves primarily as a coordinating mechanism.

# NSPSR: LONG-TERM PERSPECTIVE



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## Pillar Structure

The NSPSR rests on four (4) Pillars:

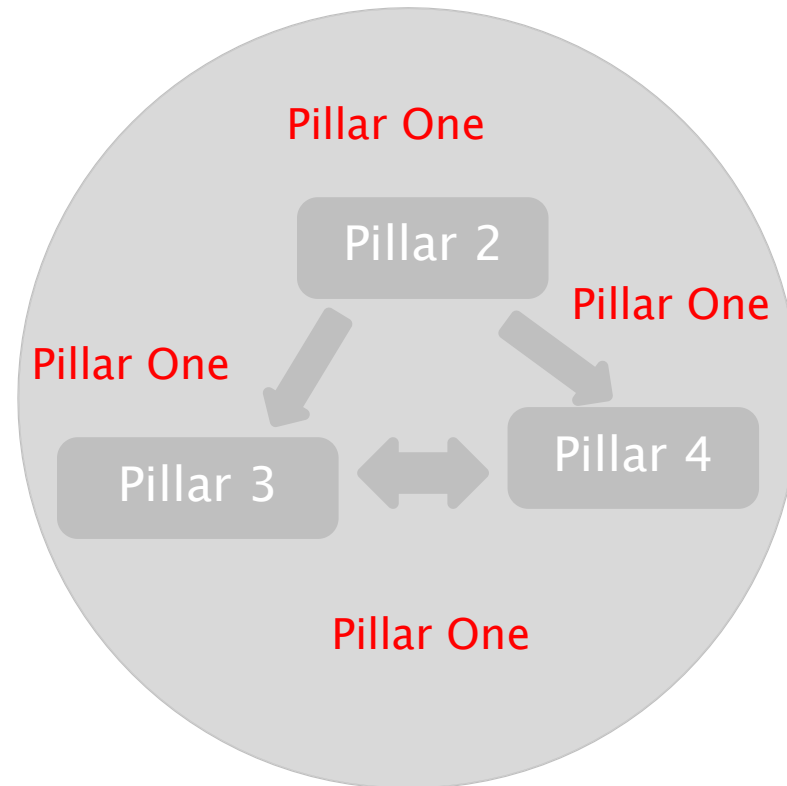
- ❑ An enabling institutional and governance environment;
  - ❑ An enabling socio-economic environment;
  - ❑ Public financial management reform; and
  - ❑ Civil service administration reform.
- 
- ❖ Significant linkages within and across these pillars
  - ❖ These pillars represent different aspects of the reform process
  - ❖ Reforms need to be taken forward in all four pillars, in a coordinated manner, if the overall vision of NSPSR is to be achieved.

# Pillar Structure: Relationship between the 4 Pillars



## PILLAR STRUCTURE: Relationship between the four Pillars

- **Pillar 1: wider enabling governance environment**
- **Pillar 2:** reflects the strategic thrust of the current administration, to achieve overall social and economic development of Nigeria
- **Pillars 3 and 4:** more internally focused on the workings of the public service



# Development Objectives of the Pillars



- ❑ **Pillar 1** – to create an institutional and governance environment that enables public service institutions to deliver accountability and in accordance with their mandates.
- ❑ **Pillar 2** – to create a socio-economic environment that enables accelerated and sustained economic growth and poverty reduction through institutional pluralism and inclusive participation of vulnerable groups (women, children, persons with disabilities, older persons and family units) in decision-making and in the delivery of public services.



# Development Objectives of the Pillars contd...



- ▶ **Pillar 3** – to achieve strategic, efficient, and effective mobilization, allocation and use of public resources, fiscal discipline, transparency, integrity, and accountability through timely reporting.
- ▶ **Pillar 4**– to reinvigorate and transform the civil service of the Federation into a strong, efficient, and effective institution with the capacity to deliver government policies and programmes.



## Defining Characteristics of Pillar 1

- ❖ An Enabling Governance and Institutional Environment:

### Development Objective:

- ❖ It is to create a governance and institutional environment that enables public service institutions to deliver public goods and service with integrity, transparency, and accountability and in accordance with their mandates.

### Driver of Pillar 1:

- ❖ Secretary to the Government of the Federation.

## Six Target Results Areas to objective of Pillar 1



- ▶ Clarity in governance architecture as it affects inter-governmental relations and public service administration
- ▶ Enhance accountability and citizen participation
- ▶ Transparency and zero-tolerance for corruption
- ▶ An efficient and predicable justice system
- ▶ Provision of safety and security and the prevention and management of conflict; and
- ▶ Effective coordination of governance reforms.

# The 19 Building Blocks of NSPSR Pillar 1



- ▶ Strengthen Inter-governmental relations for sustained national development and provision of social services:
- ▶ A more enabling institutional and governance framework for public service administration:
- ▶ Robust legal framework for public service management and professionalism.
- ▶ Improve the performance and accountability of parastatals to enhance service delivery
- ▶ Strengthen mechanisms for enforcing accountability of government to the citizens
- ▶ Strengthen the demand-side of accountability in respect of service delivery.

# The 19 Building Blocks of NSPSR Pillar 1 Contd.....



- ▶ Strengthen mechanism (a) to enable effective citizen participation in definition of service delivery (b) through which citizens seek redress on service delivery issues to include timeliness and responsiveness.
- ▶ Institutionalise sustainable remuneration system and benefits for public servants to reduce space for corrupt and unethical practices.
- ▶ Maintain efficient and effective institutions responsible for anti-corruption and transparency.
- ▶ Revised ethical standards for public servants understood and enforced.
- ▶ Provide anti-corruption education with emphasis on ethics and integrity.
- ▶ \*\*\*Strengthen preventive mechanisms in the fight against financial frauds rather than focusing mainly on curative and punitive measures

# The 19 Building Blocks of NSPSR Pillar 1 Contd.....



- ▶ Take steps to ensure full enforcement of National Anti-Corruption strategy.
- ▶ Open and accessible reform management system
- ▶ Strong and Reliable Justice System.
- ▶ Efficient and effective security agencies working together to ensure public safety and security.
- ▶ Citizens awareness and participation in public safety and security.
- ▶ Strong administrative framework for coordinating governance reforms.
- ▶ Establish policies and systems to guide progressive realization of recognised citizens' rights and improved public service delivery.
- ▶ Improve the performance and accountability to enhance service delivery.

# Key Institutions Responsible for Pillar 1



- ▶ Clarity in governance architecture as it affects IGR and public service administration. – (NASS, OSGF, FCSC, FCC, OHCSF and Min. of Justice)
- ▶ Efficient and predictable justice system. – (NASS, NJC, JSC, Min of Justice, Police Service)
- ▶ Safety and security of persons and property. – (OSGF, Min of Interior, Police Force, Immigration, Prisons Service, FRSC & Defence).

# Key Institutions Responsible for NSPSR

## Pillar 1



- ▶ Effective, prevention and management of conflict. – (OSGF, Min of Justice, Foreign Affairs, Labour, NIREC, Institute of Conflict Resolution)
- ▶ Transparency and zero-tolerance for corruption. –(NASS, Justice system, and key watching bodies– NEITI, ICPC, EFCC, CCB, OAuGF), BPP, OSGF, OHCSF, FME, BPSR).
- ▶ Effective coordination of governance reforms. –OSGF, OHCSF, BPSR).



# Key Institutions Responsible for Pillar 1



- ▶ Efficient and effective institutions responsible for anti-corruption and transparency. –(NASS, Justice System, and key watchdog bodies {NEITI, ICPC, EFCC, CCB, OAuGF}, BPP, OSGF, OHCSF, FME, BPSR).
- ▶ Anti-corruption education with emphasis on ethics and integrity NOA, ICPC, FME, Media and Faith-based Organisations (FBOs).