**BUREAU OF PUBLIC SERVICE REFORMS (BPSR):**

**REPORT OF ACTIVITIES FROM SEPTEMBER, 2014 – DECEMBER, 2015**

**MADE IN COMPLIANCE WITH S.29 OF THE FREEDOM**

**OF INFORMATION ACT (FOIA).**

**Introduction**

The Bureau of Public Service Reforms (BPSR) was established as the lead agency and “engine room” for integrated reform implementation, coordination and harmonization in the Federal Public Service. Its mandate is to initiate, coordinate, monitor and ensure full implementation of government reform policies and programme.

**Highlights of Some BPSR Programme**

The highlights of some Bureau’s activities from September, 2014 to December, 2015 include the following:

**Publication of the Practical Guide on “How to Manage and Reform Agencies and Parastatals**

As part of efforts to aid the continuous improvement of federal agencies and parastatals in the conduct of government business, a ‘Guide’ captioned ***“How to Manage and Reform Agencies and Parstatals”***; was produced. The primary objective of the Guide is to provide practical guidance to chief executives of agencies and parastatals on how to run government agencies effectively. It covers issues such as leadership, strategic governance, procurement, service delivery, human resource management, and performance management. The ‘Guide’ is complemented by an organisational “Self-Assessment Tool” (SAT) through which agencies and parastatals can assess themselves against local and international good practices. The Tool has already been piloted at the Federal Road Safety Commission, and the Abuja Enterprise Agency, and BPSR has held introductory meeting with the Nigerian Communication Commission (NCC) to deploy the tool in that organization. Other organizations, like EFCC, have indicated their interest and willingness to pilot the Tool.

**Documentation of how Nigeria contained Ebola: Lessons for Institutional Reforms**

Nigeria’s successful response to containing the Ebola virus disease, provided an opportunity for the BPSR to document the lessons learned from the containment of Ebola virus disease in Nigeria, and published it in a book, titled: **“How Nigeria Contained Ebola: Lessons For Institutional Reforms”.** The lessons learned, are meant to serve three main purposes. Firstly, public health managers faced with similar challenges or outbreaks may use Nigeria’s successful response as a guide. Secondly, a reading of the book will reveal that although there were challenges, those challenges were successfully overcome and could provide lessons for the future. Finally, it provides lessons for institutional reform, particularly in the areas of leadership, teamwork, inter-governmental relations and cooperation.

**Production of the ‘Guiding Principles for Merging and Restructuring Ministries, Departments and Agencies.**

Recently the Federal Government reduced the number of Ministries to twenty-five (25). In order to guide the merger and restructuring of Ministries, BPSR produced a document captioned “Guiding Principles for Merging and Restructuring Ministries, Departments and Agencies.” The Guide set out the guiding principles and institutional framework for managing the merging and restructuring of MDAs. This is to ensure that the due diligence required in merging and restructuring Ministries is undertaken, thoughtfully, professionally and with regards to both the welfare of staff and the delivery of service to citizens. The Guide has been found very useful in managing the recent merging and restructuring of MDAs. The BPSR is part of the Presidential Committee operationalizing the mergers, and through it work with relevant stakeholders to map the mandates, review and delineate functions and propose new structures for MDAs.

**Pre-Retirement Training Programme for Retiree Staff in Parastatals.**

The BPSR organized a 1-week pre-retirement training programme for retiree staff in parastatals from 7th to 11th December, 2014 in the six geo-political zone of the country. The overall objective of this programme is to prepare civil servants drawn from the parastatals for post-retirement life. This is a 1-week entrepreneurial training and skills acquisition scheme where knowledge and skills are imparted to retiring staff in the parastatals. The subject areas include personal financial planning, budgeting and strategies for choosing post retirement occupation, establishing and marketing of small scale business, etc.