

HR expertise to support the implementation of the organisational change plan for the MEF

Country:	Republic of Congo
Region:	Africa
Customer:	Foreign, Commonwealth & Development Office (FCDO)
Partner:	Ministry of Forest Economy (MEF)
Duration:	September 2022 – May 2023



Starting point

In line with the organisational diagnosis, the Change Support Program for the implementation of the FLEGT-APV (PACO) led by the Ministry of Forest Economy (MEF), aims to reorganize and strengthen the Departmental Directorates of Forest Economy (DDEF) to sustainably implement the Legality Verification System (LVS) in compliance with the requirements of the FLEGTAPV. In addition, the program aims to improve the efficiency, monitoring and transparency of DDEF controls to strengthen compliance with the LVS of operators in the sector.

Scope

The human resources management of the MEF is strengthened and modernized in order to meet the reorganisation objectives of the Minister of Forestry Economy and to allow exemplary MEF agents to evolve.

Activities

Carried out via the contractual partner European Forest institute (EFI), Joensuu, Finland

- Preparation of a personal report
 - Workforce analysis
 - Calculation of key HR indicators
- Comparative HR analysis (Benchmarking) and identification of best HR practices
- Definition of recommendations related to organisational development and HR
- Existing staff allocation strategy
- Skills assessment of senior and middle managers of the MEF
- Training plan
 - Evaluation of the existing
 - Update of the training plan based on gap analyses for executives
 - Development of a personal development plan (PDP) for management positions
- Development of technical specifications for the HR part with a view to developing an ERP application

Achievements

- The personnel database management procedures are pragmatic, adapted to the operation and resources of the MEF and documented
- The consolidated database is analysed and the results are presented
- An existing staff allocation strategy is developed
- A skills assessment is carried out
- The training plan is updated