

UNDP AFGHANISTAN

SPM

Duration:

07/2015 to 12/2017

Budget:

US\$883,561,564

Implemented By:

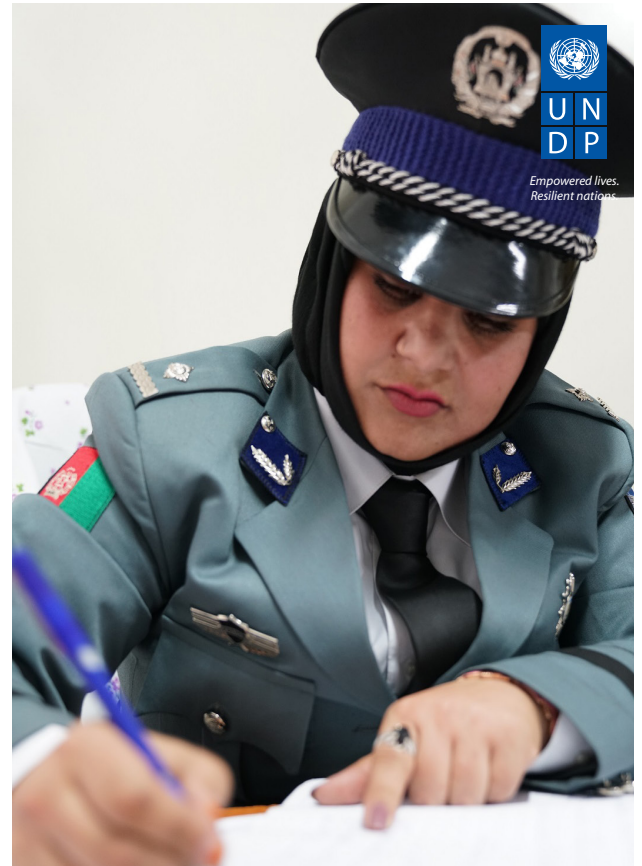
Ministry of Interior Affairs

Other Key Partners:

RS, CSTC-A, GIZ, MOF

Donors:

Australia, Canada, Czech Republic, Denmark, Estonia, the EU, Finland, Germany, Hungary, Italy, Japan, the Netherlands, New Zealand, Norway, Poland, the Republic of Korea, Switzerland, the United Kingdom and the United States



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THE ISSUE

NATIONAL CAPACITY

UNDP works to transfer police payroll functions to MOIA, but:

- 1 Standard payroll systems need to be built and maintained
- 2 Capacity at relevant department to be developed
- 3 Policies and procedures need review and reform
- 4 HR and finance databases need to be cleansed and integrated

UNDP IN ACTION

Building sustainable national institutions



Leadership

Developing capacity and providing resources for the ministry to manage and lead payroll functions effectively and efficiently



Knowledge and training

Strengthening capacity and providing training for the payroll staff to be able to operate the Web-based Electronic Payroll System (WEPS) independently
Training MOIA staff on new management modules



Institutional arrangements

Reviewing and revising policies and procedures within the directorates of finance and human resources to make them more responsive and accountable
Set up electronic payroll systems and integrated HR and finance databases



Accountability

improving the ministry's internal control systems and compliant mechanisms

Supporting independent monitoring services to prevent any misuse of funds and fraudulent payment vouchers

The difference we will make



Photo: UNDP / S. Omer Sadaat / 2018

Full capacity

for MOIA to lead and manage payroll functions and integrate various records in to one system

Clear policies

and guidelines in place to ensure international audit standards for payroll and human resources

Long-term approach

to build systems and enhance the capacity of MOIA staff to lead and manage police payroll functions independently

MOIA

continue capacity building and provide technical support for the ministry to be able to manage payroll functions

UNDP experience in Afghanistan

SPM builds on 15 years of experience building police institutions and managing payroll functions of the Ministry of Interior:

Electronic Payment System

Processed 100% of police pay through electronic system. 91% of police paid through electronic transfer (89% bank transfer, 2% mobile money), only 9% cash payment

Capacity

Trained over 1,000 HR and Finance departments' staff on the new systems and modules

System Integration and data cleansing

81% of police data cleansed and ID cards matched

All payroll stations connected to MOIA Intranet, all 34 provinces connected to WEPS