

Annex A: **IMPLEMENTATION PLAN OF IGSS ACTIVITIES (JULY 9, 2015 – JULY 8, 2018)**

Objective 1	To carry on all the normal functions of government following the principles of transparency, the rule of law, and equal protection under the law							
Key Deliverables	<ul style="list-style-type: none"> • A Safe and secure environment • Increased Efficiency and transparency in government operations, • IG plans and development partner programmes are well targeted • Citizens have better access to services • Restored economic fundamentals • Increased revenue mobilization • The restoration of economic infrastructure • Increased private sector investment 							
Activities		09/7/2015 – 08/7/2016				Y2	Y3	Lead Person (Position and Agency)
		Q1	Q2	Q3	Q4			
1.1	Conduct a needs assessment for Law, governance, social, economy and infrastructure, ⁷ and develop <i>5-Year Development Plans</i> , leveraging existing plans and models already developed by the ministries							
1.2	Needs assessment to immediately support key justice system activities therefore affirming the IGSS commitment to the rule of law as the foundation of equitable relations between the state and the people.							
1.3	Stabilize the economy: improve public finance (strengthen government revenue base and rationalize government spending), stabilize the exchange rate and inflation; support to emergency social needs; support to the security sectors.							
1.4	Ensure effective management of priority sectors: oil sector, agriculture and food security, supply of energy, supply of essential goods, financial services;							
1.5	Promoting a culture of lawfulness and accountability (from the villages to the Ministries, and across all three branches of government)							
1.6	IGSS Strategy/plan to rationalize international assistance towards key challenges, such as							

⁷ The Rule of Law, Good Governance, Sustainable Economy, Social Well-Being, and Sound Infrastructure

	building civil service administrative capacities; state frameworks and institutions for collection of revenue							
1.7	E-government policies: information and communication technology (ICT) to increase public sector efficiency and improve internal administration and management capabilities							
	Put in place coordination mechanism between the interim government and implementing groups (Ministries, State governments, the UN, NGOs, etc.) during planning, budgeting, implementation and monitoring							

Objective 2	To finalize the constitutional review process and adoption of the permanent constitution for South Sudan by January 9, 2018							
Key Deliverables	<ul style="list-style-type: none"> • A fully functioning Secretariat • Comprehensive Work Plan with well sequenced activities and outputs • Communications and information Strategy being implemented • Recommendations for reform published • The Constitution is adopted 							
Activities		09/7/2015 – 08/7/2016				Y2	Y3	Lead Person (Position and Agency)
		Q1	Q2	Q3	Q4			
1.1	Set up the secretariat: office premises, human and technical resources to effectively backstop the Constitutional Review Process (CRP).	X						Chairman of the Constitutional Review Commission
1.2	Prepare secretariat Terms of Reference (Finance, budget, communications and PR) and Recruit/appoint secretariat manager and communications officer to maintain public relations, information dissemination, follow-up on media reportage and feed-back	X						
1.3	Technical review of Terms of Reference for the Review Commission	X						
1.4	Logical framework analysis to identify and sequence critical inputs, activities and budget	X						
1.5	Secure financial commitment for the complete implementation of the multi-annual		X					

	project							
1.6	Civic Education Campaign and training: Design a communication and media strategy and plan to adequately reach and inform the public			X	X	X	X	
1.7	Public consultations. The Constitution Review Commission leads consultations with targeted stakeholders to elicit views on constitution reform.				X	X	X	
1.8	Collect all institutional proposals for Constitutional amendments.				X			
1.9	Prepare Report on the review of the constitution with recommendations for reform					X		
1.10	Draft the constitution					X		
1.11	Organize and Conduct training on Constitution Review and its amendments					X		

Objective 3	To facilitate registration of all the political parties and ensure their adherence to the basic principles of multiparty democracy							
Key Deliverables	<ul style="list-style-type: none"> Political parties 							
Activities		09/7/2015 - 08/7/2016				Y2	Y3	Lead Person (Position and Agency)
		Q1	Q2	Q3	Q4			
1.1	Review the political parties act to reflect multiparty democracy spirit, which should also address issues of internal party democratization	X	X					Chairman of Political Parties Commission
1.2	Register the political parties		X	X				
1.3	Reactivate the Political Parties Leadership Forum to promote inter-party dialogue		X	X	X	X	X	
1.4	Review the Electoral Law to ensure that it confirms to the spirit of multiparty democracy			X	X			
1.5	Invite the parties to unveil their elections manifestos					X		
1.6	Formulate elections campaign protocols				X			
Objective 4	To ensure the active participation of the people, as citizens, in politics and civic life through freedom of expression, independent judiciary and media							

Key Deliverables	<ul style="list-style-type: none"> Government institutions are visible and accessible Functioning independent judiciary No journalists arrested during the interim period of 36 months 							
Activities		09/7/2015 - 08/7/2016				Y2	Y3	Lead Person (Position and Agency)
		Q1	Q2	Q3	Q4			
1.1	Draft a Public Participation Act, to protect expression on matters of public interest	X						
1.2	Provide the public with timely, accurate, clear, objective and complete information about its policies, programs, services and initiatives.			X				
1.3	Consult the public, and take account of people's interests and concerns when establishing priorities, developing policies, and planning programs and services.			X	X			All government ministries and institutions
1.4	Encourage social organizations that collect proposals, aggregate information, and communicate them to the political and governmental institutions and express themselves on matters of public interest		X					
1.5								
1.6								
Objective 5	To conduct the constitutionally mandated census, register voters, and organize free and fair elections for a new permanent government within (3) years							
Key Deliverables	<ul style="list-style-type: none"> First Population census of South Sudan conducted and results published Voter Registration completed, names computerized by constituency, county, and state First Elections of an independent South Sudan conducted and all results announced 							
Activities		09/7/2015 - 08/7/2016				Y2	Y3	Lead Person (Position and Agency)
		Q1	Q2	Q3	Q4			
1.1	Technical preparation to conduct the first population census	X	X	X	X			Chairman of NBS
1.2	Conduct the first population census					X		Chairman of NBS
1.3	Analysis and publication of the results of the first population census					X	X	Chairman of NBS
1.4	Start the process of voter registration					X	X	Chairman of NEC

1.5	Complete voter registration and determine number of geographical constituencies based on the first population census					X	X	Chairman of NEC
1.6	Conduct the first general elections of an independent SS & announce results within 7 days of the closing of voting						X	Chairman of NEC
Objective 6	To transform/reorganize the SPLA into a modern & professional national army that reflects, all the nationalities of South Sudan, in its composition, orientation and outlook							
Key Deliverables	<ul style="list-style-type: none"> • Reform laws and regulations fully developed. • Freeze military rank promotions or honourably demobilize officers at the level of general who have been in service for at least 15 years. • Redesign the DDR program and complete 50 percent of demobilization exercise. • Build intelligence infrastructure and human capital capacity for the institution. • Army fully streamlined at 150k service men and women. 							
Activities		09/7/2015 - 08/7/2016				Y2	Y3	Lead Person (Position and Agency)
		Q1	Q2	Q3	Q4			
1.1	Develop military induction and discharge guide, focusing on enlistment and cadet entry requirements,	X						Ministry of Defense
1.2	Develop specialty programs (i.e., piloting, engineering, accounting, public policy, research, entrepreneurship, etc.) and benefit packages provided to service men and women upon entry into and exit from armed services (i.e., free education, reasonable wages, family allowances, housing allowances, free health insurance).		X	X				Ministry of Defense
1.3	Reorganize or improve current military research and intelligence component to provide up-to-date/cutting edge knowledge and fundamental tools necessary for meeting the 21 st century's armed forces standards.	X	X	X				Ministry of Defense
1.4	Develop a law that regulates the size of the national army in the maximum of strong, professionally trained 150,000 service men and women, with 50,000 commissioned in national reserves category across the ten states, each with 5,000.	X	X	X	X	X	X	Ministry of Defense
1.5	Improve military communication systems and channels and conditionally peg it to public relations, promoting respect for and answering to civil authorities and populations by armed personnel.	X	X					Ministry of Defense
1.6	Allocate resources for a thoroughly reviewed DDR programme that makes demobilization more attractive, efficient, and effective.	X	X	X	X		X	Ministry of Defense DDR Commission, Veteran Affairs, and Ministry of Health

Objective 7	To undertake civil service reform to become an effective, efficient, and apolitical civil service of South Sudan, which includes establishment of strong structures of the rule of law							
Key Deliverables	<ul style="list-style-type: none"> • Reestablishment of Public Service Commission (PSC) • Conducting Second Nationwide Public Service Assessment (following the one done in 2006) • Cross-checking all Ghost names Against Real Persons • Automating /Creating Database of all Public Servants at the National and State Level • Certified Adherence to public service protocols in hiring, recruitments and promotions 							
Activities		09/7/2015 - 08/7/2016				Y2	Y3	Lead Person (Position and Agency)
		Q1	Q2	Q3	Q4			
1.1	Embark on technical preparations and conduct the Public Service Assessment and Assess and improve business processes, facilities, and equipment	X	X	X	X			Minister, MLPSHRD
1.2	Conduct "As-Is" assessment (determine total number of current employees; document their qualifications; determine who's doing what jobs; determine how much they are being paid)							
1.3	Determine "To-Be" structures (clarify each organization's mission and strategic goals; establish core values; craft org chart with required positions; develop position descriptions; cross-walk organization's needs to available staff; develop "Reboot Staffing Plan" (with timeline and generous termination policies); place qualified staff in redefined positions, release unqualified staff, hire new staff as required; and establish performance management lifecycle							
1.4	Design a robust programme for developing a skilled civil service and strong institutions that work across sectors.							
1.5	Establish performance management guidelines for: Hiring; Training & Education (with universities); Performance Appraisals, "Incentives" (rewards and consequences), and Retirement							
1.6	Design/Improve Civil Service Management Information System (with integrated payroll system)					X		
1.7	Computerizing and Sharing of the Public Service composition and Size					X	X	
1.8	Streamlining hiring and promotion procedures in the government and strict adherence to employment procedures as laid out by MLPSHRD and PSC					X	X	

Objective 8	To revitalize agriculture as the engine of growth of the economy and use oil revenues to fuel this engine							
Key Deliverables	<ul style="list-style-type: none"> Improved agriculture productivity and food security Rural development 							
Activities		09/7/2015 – 08/7/2016				Y2	Y3	Lead Person (Position and Agency)
		Q1	Q2	Q3	Q4			
1.1	Prepare the Interim Policy and Institutional framework for Transformation of Agriculture, Forestry, Animal Resources and Fisheries	X						Ministry of Agriculture, Food Security Council (FSC)
1.2	Organize the agriculture and livestock markets, including logistics and production networks							
1.3	Draft The South Sudan Food Reserve Agency (SS-FRA) Act		X					Ministry of Agriculture ⁸ & FSC
1.4	Prepare the SS-FRA implementation plan and setup the Agency under the auspices of the Food Security Council (FSC).	X						FSC
1.5	Implement a country wide agriculture outgrower programme to support farmers/cooperatives with farm inputs (seeds, fertilizer, machinery pest control) and information			X	X	X		National and State Ministries of Agriculture
1.6	Build slaughterhouses and grain milling factories in selected towns			X				Ministry of Agriculture & FSC
1.7	Put in place robust systems to collect (border) tax revenues and other resources;			X				Ministry of Finance Customs
1.8	Make available loans to finance agricultural value chain (production, processing and marketing of product) through the cooperative bank and other financial institutions.				X			Ministry of Finance Bank of South Sudan

⁸ Agriculture, Forestry, Tourism, Animal Resources and Fisheries

Objective 9	To restore international political capital South Sudan accumulated during the liberation struggle as demonstrated by a strong international support during the referendum as well as during the celebrations of independence on July 9, 2011								
Key Deliverables	<ul style="list-style-type: none"> • On time/real-time communications • Better coordinated information • Improved image of the people and the country • Increased confidence in the future of the country 								
Activities					09/7/2015 – 08/7/2016		Y2	Y3	Lead Person (Position and Agency)
					Q1	Q2	Q3		
1.1	Draft a Communications Policy of the government of south Sudan and Setup a South Sudan Information Office				X				
1.2	Design, build and maintain websites with integrated databases for interim government ministries and institutions (Census, constitutional review etc.)						X		
1.3	Identify communication needs: Build capacity of journalists (print, television, documentary) to report on the interims governments Master Narratives						X		
1.4	Provide information in multiple formats to accommodate diverse needs: Develop quality content for television, documentaries on political, economic, institutional and cultural perspectives to a global audience.						X		
1.5	Put in Place the capacity for rapid reaction to (negative) stories and helping bring home the power of social media					X	X		
1.6	Conduct High-Level Workshops: spokesperson training; making every press release count; making every Speech count					X			
Objective 10	To rehabilitate institutions of social capital as by way of restoring culture of tolerance, trust, cohesion, values, and norms of a peaceful and dignified society at peace and harmony with itself								
Key Deliverables	<ul style="list-style-type: none"> • Number of violent incidents between groups reduced • Improved perceptions of ‘others’ • Extent of trust increase 								
Activities					09/7/2015 – 08/7/2016		Y2	Y3	Lead Person (Position and Agency)

		Q1	Q2	Q3	Q4			
1.1	Rebuild destroyed churches, hospitals, schools and build new ones		X	X				
1.2	Build community centers, sports accommodations, cultural centers in every state			X				
1.3	Build primary health centers in every county				X			
1.4	Organize Intra; inter schools and state competitions in selected sports							
1.5	Design conditional transfer programme to strengthen social capital through family structures				X	X	X	
1.6	Mobilize and introduce Microfinance lending among women to harness and strengthen existing social capital among participants				X			

Objective 11	To expedite the repatriation, relief, rehabilitation, reconstruction and resettlement (5Rs) of conflict-affected areas, while healing the trauma from conflict							
Key Deliverables	<ul style="list-style-type: none"> • Perception of safety and security in quarterly results from NBS high-frequency survey • Number of newly displaced people per month from UN reports • Number of crimes committed from SSNPS quarterly crime statistics • Number of police posts, police staff, court houses and judicial staff • Number of markets rehabilitated • Number of county and payam administration buildings • Kilometers of feeder and last mile roads • Number of hafirs 							
Activities		09/7/2015 – 08/7/2016				Y2	Y3	Lead Person (Position and Agency)
		Q1	Q2	Q3	Q4			
1.1	Design a framework for durable interventions to manage internally displaced people (IDP)							
1.2	Foster local integration including productive activities and protecting relevant civil, social and economic rights related to land, employment, access to services, freedom of movement, identity documents, and access to the judicial system.							
1.3	Strengthen capacity of security and police forces to effectively mitigate inter-communal tensions, this includes staff, training, equipment and infrastructure							

1.4	Strengthen capacity of judicial institutions (formal and traditional) to resolve local disputes, this includes staff, training, equipment and infrastructure							
1.5	Rehabilitate and construct markets, county and payam administration buildings							
1.6	Rehabilitate and construct feeder and last mile roads							
1.7	Building sound infrastructure (electricity systems; communications systems – fiber optics especially internet; transportation systems; water and sewer systems; solid waste systems)							
1.8	Gradually integrate education, health, agriculture, livelihood - income generating activities, and water and other sector activities in the area development programme of the government - making better use of existing resources by linking up with development programmes;							

Objective 12	To invest in education as the foundation for sustainable development							
Key Deliverables	<ul style="list-style-type: none"> Transformation towards sustainable development Perception of service delivery in quarterly results from NBS high-frequency survey Socio-economic indicators for health, education and water from annual NBS household health survey Number of schools and education staff, health posts and health staff, water pumps and local infrastructure personnel Size of transfers to sub-national institutions Extent of use of standard-compliant public financial management (PFM) systems at sub-national level Results on PFM score cards for state ministries of finance and county administrations Results of payroll performance audits 							
Activities		09/7/2015 – 08/7/2016				Y2	Y3	Lead Person (Position and Agency)
		Q1	Q2	Q3	Q4			
1.1	From policies to systems: design and put in place a comprehensive delivery system for health, education, water and sanitation in which the different levels of government including the profit and not for profit organisations could participate in the different aspects of the system.							
1.2	Developed a robust educational model and curriculum that combines the goal of schooling to achieve standardized learning outcomes toward making a positive impact on the economic and social well-being of students and their communities.							
1.3	Increase block and conditional transfers to lower levels of government, in particular for							

	counties and payams to strengthen capacity for education, water, and infrastructure							
1.4	Begin laying the groundwork to ensure all South Sudanese get early education a secondary school education;							
1.5	Building capacities of community organizations, local government and community leaders to assume its responsibilities to take over spin-offs or some aspects of the services provision							
1.6	Develop and strengthen local government PFM systems that conform to standards set by IFMIS/FreeBalance used in central and state Ministries of Finance							
1.7	A community-based involvement of local groups in conducting needs and skills assessments, to ensure high levels of participation in education.							
1.8	Strengthen pay and payroll management using SSEPS2							
1.9	Develop and strengthen social accountability mechanisms at national and sub-national level							
1.10	Strengthen local government oversight, supervision and monitoring, including via performance and expenditure reports submitted to County Transfer Monitoring Committees							