Implementing the Seychelles Performance Monitoring & Evaluation Framework

22 August 2018
WHY PERFORMANCE M&E?
Before PM&E
Monitoring and Evaluation in Seychelles: From Traditional M&E to Performance M&E

**Traditional M&E**
- Focus on specific sectors, sometimes donor-driven,
- Focusing on outputs.
- Mainly financial to MFTIEP, AG and National Assembly; for compliance
- Stand-alone function;
- Previous NDS lacked effective results framework.

**Performance M&E**
- National approach (all sectors); with broad ownership; led by DPA and MFTIEP;
- Projects, programs, policies outcomes, with emphasis on use;
- Financial and non-financial for own purposes and reporting purposes;
- Integrated with strategic planning, PPBB, and PMS;
- New SNDS with integrated framework of objectives, targets and indicators.
Importance of Using PM&E to Drive Public Sector Performance

- Promotes greater public sector performance
  - Evidenced-based policies and implementation

- Increases public sector efficiency – doing things right
  - Fiscal savings and value for money – maximizing resources
  - Smart working

- Increases public sector effectiveness – doing the right things
  - Innovative ways of service delivery – pursuing the right goals
  - Identifies opportunities and challenges

- Strengthens transparency
  - Open government – instills public confidence and support
  - Showcases work of staff

- Strengthens accountability
  - Better service delivery to citizens
The Power of PM&E

• “If you Don’t Measure Results, You Can’t Tell Success from Failure;
• If You Can’t See Success, You Can’t Reward It;
• If You Can’t Reward Success, You are Probably Rewarding Failure;
• If You Can’t See Success, You Can’t Learn From It;
• If You Can’t Recognize Failure, You Can’t Correct It;
• If You Can Demonstrate Results, You Can Win Public Support.”

(Kusek & Rist, 2004)
HOW?
The PM&E Journey
PM&E – The Unifying RBM Pillar

PM&E System: the unifying pillar to be fully integrated with ongoing Reforms - providing performance information for all the RBM pillars

Towards Transparency, Accountability and Good Governance
Seychelles PM&E Progress and Roadmap

- Measuring and tracking key national and sector core goals to help enhance service-delivery;
- Performance focus to deliver on strategic objectives (country and sector level) – making things happen!

2013
- RBM Policy

2016
- PM&E Readiness Assessment

2017
- PM&E Policy
- Institutional architecture (DPA & sectors)
- Roll-out in 2 pilot sectors
- PM&E Capacity building
- Design new PM&E tools

2018 & beyond
- Pilot roll-out in remaining sectors
- PM&E Capacity-strengthening
- Design of M&E tools
- Use of PM&E template
- National and sector databases
- PM&E Dashboards
- Evaluations

Supported by: World Bank Group
IMPLEMENTING PM&E
Key PM&E Partners

**Centre of Government**
- **Office of President & Cabinet** – Drives PM&E reforms for evidence based policy & decision making
- **MoFTIEP – PPBB** budget preparation & national planning
- **DICT** – Databases & PM&E dashboards
- **NBS** – Data collection for PM&E
- **DPA** – National PM&E/PMS implementer & coordinator

**Sectors**
- **Ministries** – monitor & evaluate sector policies/programs/projects
- **RBM Committees** - National RBM Committee & Sector Internal RBM Committee
- **Tertiary Education** – institutional capacity strengthening in PM&E

**Internal and External Oversight**
- **National Assembly** – uses PM&E for parliamentary and budget debates
- **Auditor General** – uses PM&E for budget monitoring & audits
- **Civil Society** – participatory monitoring on service delivery
Institutionalising PM&E

Policy, Planning, Research & M&E

Policy, Planning & Research

Monitoring & Evaluation

Systems Unit

Statistics Unit

**Mandate:** Establish the Results-based Management (RBM) Framework for evidence based policy and decision making, by operationalizing and providing oversight on the planning, policy, research and M&E functions, creating an enabling environment for those functions and developing standards and capacity in consultation with stakeholders.
**National RBM Steering Committee:** Oversees implementation of the RBM policy framework across government – monthly meetings

- **Chair:** Secretary of State MFTIEP
- **Vice-Chair:** Chief Secretary DPA
- **Reps:** PM&E, PMS, PPBB, DICT, NBS, SBS

**MDAs Internal RBM Committee:** Ensures integrated and coordinated approach to RBM implementation within the MDA – monthly meetings

- **Chair:** Principal Secretary 1
- **Vice-Chair:** Principal Secretary 2
- **Committee's Secretary:** RBM Coordinator
- **Policy & Planning Officer (s):** PPBB Officer
- **PM&E Officer (s):** PM&E Officer
- **HR Officer:**
- **CEOs (Agencies):**