

## Form 1

LOGICAL FRAMEWORK				
Program: Improvement of HRH managers at local level			Team:	
No	NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	MEANS OF VERIFICATION (MOV)	IMPORTANT ASSUMPTIONS/RISKS
	<b>Goal:</b> To improve HRH management capacity of managers at local level	- Percentage of HRH managers trained	Report & survey	- Public administrative reform ongoing - Commitment of the local authorities on HRH management
	<b>Purpose:</b> To provide knowledge and skill on HRH management for HRH managers at local level by 2010	- Percent increase in Pre and postcourse evaluation results	- Pre and postcourse evaluation	- Public administrative reform ongoing - Commitment of the local authorities on HRH management
	<b>Component Objectives:</b> - To improve HRH planning capacity for local HRH managers - To improve IT knowledge of HRH managers - To improve	- Percent of provinces with good HRH plan - % of the HRH managers using IT - % of provinces carrying out HRH monitoring and evaluation - % of provinces	Annual reports and survey	Ongoing decentralization

	<p>HRH monitoring and evaluation capacity of HRH managers</p> <ul style="list-style-type: none"> <li>- To improve HRH report skills</li> <li>- To provide training on HRH M for trainees at lower level</li> </ul>	<p>submitting HRH report with correct data</p>		
	<p><b>Development Objectives</b></p> <p>To develop inservice training on HRH M at local level</p>	<ul style="list-style-type: none"> <li>• % of provinces providing inservice training on HRM/ in the year</li> </ul>	<p>Report &amp; survey</p>	<p>Public administrative reform ongoing</p>
	<p><b>Immediate Objectives</b></p> <p>The managers - trainers will be able to provide training on HRH M for trainees</p>	<p>% of trainers able to provide training</p>	<p>Report &amp; survey</p>	<p>- Public administrative reform ongoing</p>
	<p><b>Outputs</b></p> <p>Trainers and trainees with HRH M skill</p>	<p>60% of HRH managers at provincial level will be trained</p> <ul style="list-style-type: none"> <li>• 30% of trainees will be trained</li> </ul>	<p>Report &amp; survey</p>	<p>Public administrative reform ongoing</p>

	<p><b>Activities</b></p> <p>1. Conducting 8 training of trainers on HRH for managers at provincial level in 8 regions</p> <ul style="list-style-type: none"> <li>- Develop training material</li> <li>- STC from AAAH/WHO</li> </ul> <p>2. Conducting 64 training on HRH management for HRH managers at provincial and district level</p> <ul style="list-style-type: none"> <li>- Trainers and material from above training</li> </ul> <p>3. Monitoring and evaluating the training</p>	<ul style="list-style-type: none"> <li>- 8 training of trainers on HRH for managers at provincial level in 8 regions conducted</li> <li>- 64 training on HRH M for trainees at provincial and district level conducted</li> <li>- Monitoring and evaluating activities carried out</li> </ul>	Report & survey	Public administrative reform ongoing