



National School
of Government
International

Peer to peer learning and partnerships in civil service reform – The Government Partnerships International Approach

Nicola Smith, Head of NSGI

Jessica Wallis, International Advisor, NSGI

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Who are GPI and what do we do?

Who we are

- Cross government unit within the Stabilisation Unit, is accountable to the National Security Council, and DfID
- Small, flexible and responsive - staffed with civil servants seconded from different HMG departments with experts on: decentralisation, human resources, rule of law, public service ethics and constitutional reform, and change management.

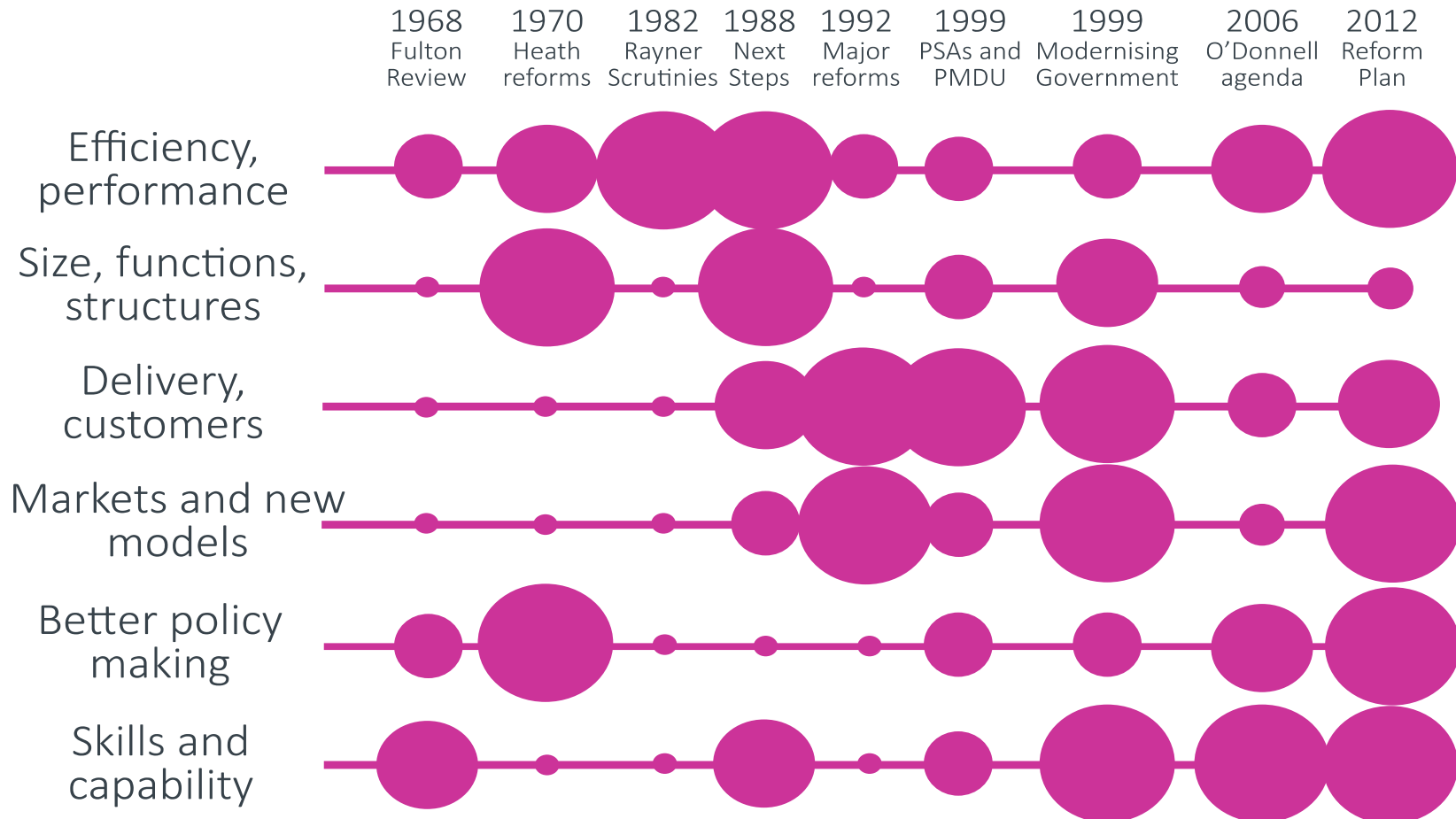
What we do

- Expert practitioner advice to countries of priority to the UK Government on civil service and centre of government reform
- Support is practical and iterative. Short and long term interventions & programmes
- Civil service practitioners offer current advice and explore how best – or indeed whether – the principles, methods and practice of UK and other countries' reforms can be adapted to fit the local priorities and context.

What we've learned

UK experience at reform has been chaotic, non linear and driven by politics. The stories, principles, lessons and models from a wide range of UK reforms provide a rich source of stimulus, encouragement and warning for reformers everywhere.

The patterns of UK Government reform





A selection of GPI activity

Malawi: support to DFID diagnostic and partnership working with World Bank to strengthen institutions for more efficient and effective service delivery. DFID Partnerships

Zambia (Cabinet Office): programmatic support to support Cabinet Secretary to implement Human Resource Management reforms. DFID Zambia

Dominica: To help implement its post-disaster recovery plan. DFID Partnerships

Georgia (NATO Professional Development Programme): initial work with PDP team supporting them with success indicators, capacity building and operating model. MOD

Ukraine (NATO Professional Development Programme): continued support to the PDP team with policy implementation. Functional review undertaken. MOD

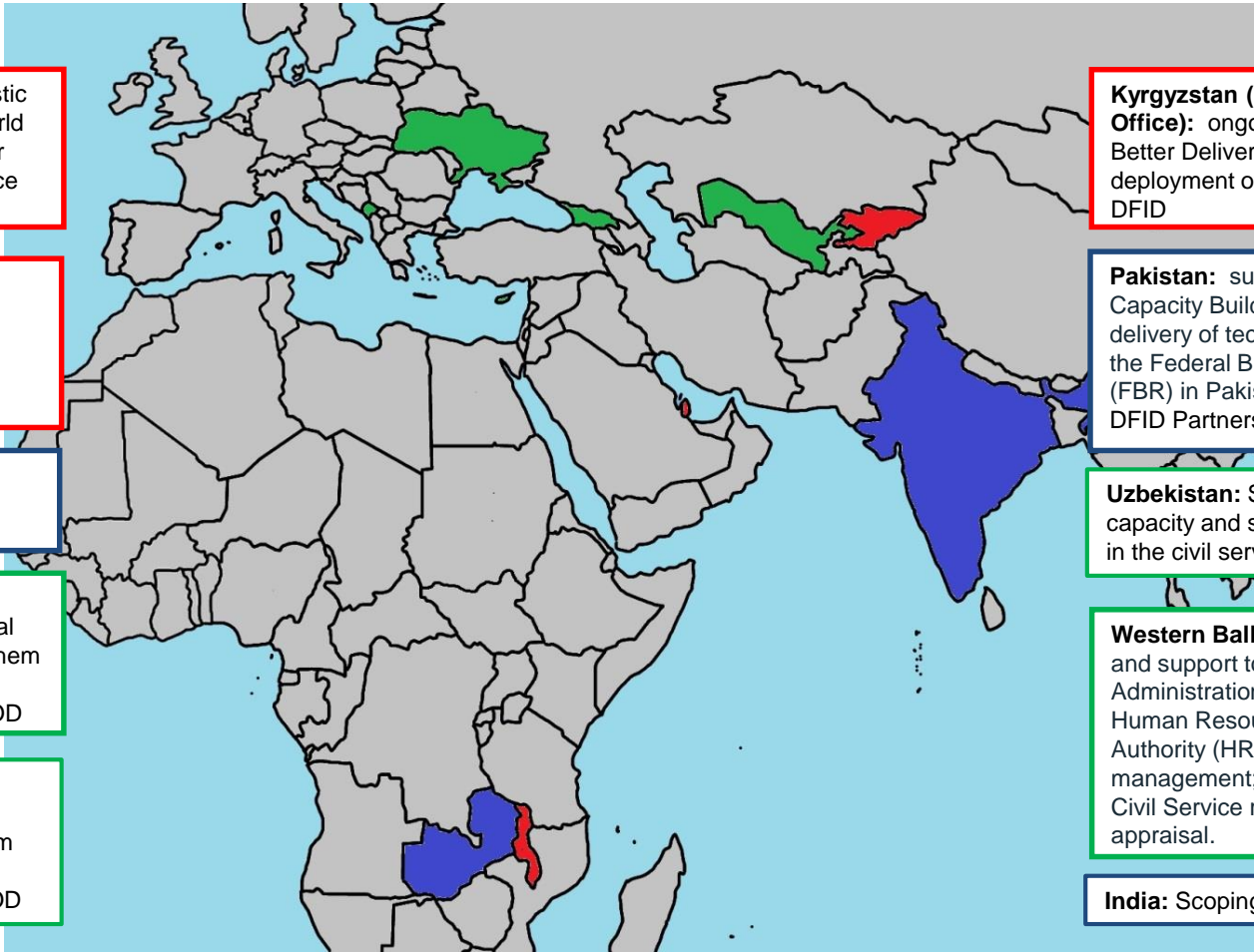
Kyrgyzstan (Prime Minister's Office): ongoing delivery of the Better Delivery Programme and deployment of Resident Adviser. DFID

Pakistan: support to HMRC's Capacity Building Unit in their delivery of technical assistance to the Federal Bureau of Revenue (FBR) in Pakistan. DFID Partnerships

Uzbekistan: Scoping mission to build capacity and support culture change in the civil service. FCO

Western Balkans: provide advice and support to the Ministry for Public Administration (MPA) and the Human Resources Management Authority (HRMA) on aspects of HR management; specifically Senior Civil Service recruitment and appraisal.

India: Scoping mission. DFID/FCO



The GPI offer

- GPI work with HMG priority countries at the centre of government to build civil service capability, effectiveness and efficiency – using its core funding for scoping and initial delivery activity.
- GPI work to increase the impact of reform initiatives by providing partner governments with a ‘critical friend’ and practitioner to practitioner support.
- GPI support HMG offices and teams to improve the effectiveness of the design, delivery and monitoring of interventions.
- Recently, GPI have taken on the delivery of DfID’s Partnerships for Development programme
- GPI provides support rooted in its extensive lesson learning over time, captured in [our publications](#)

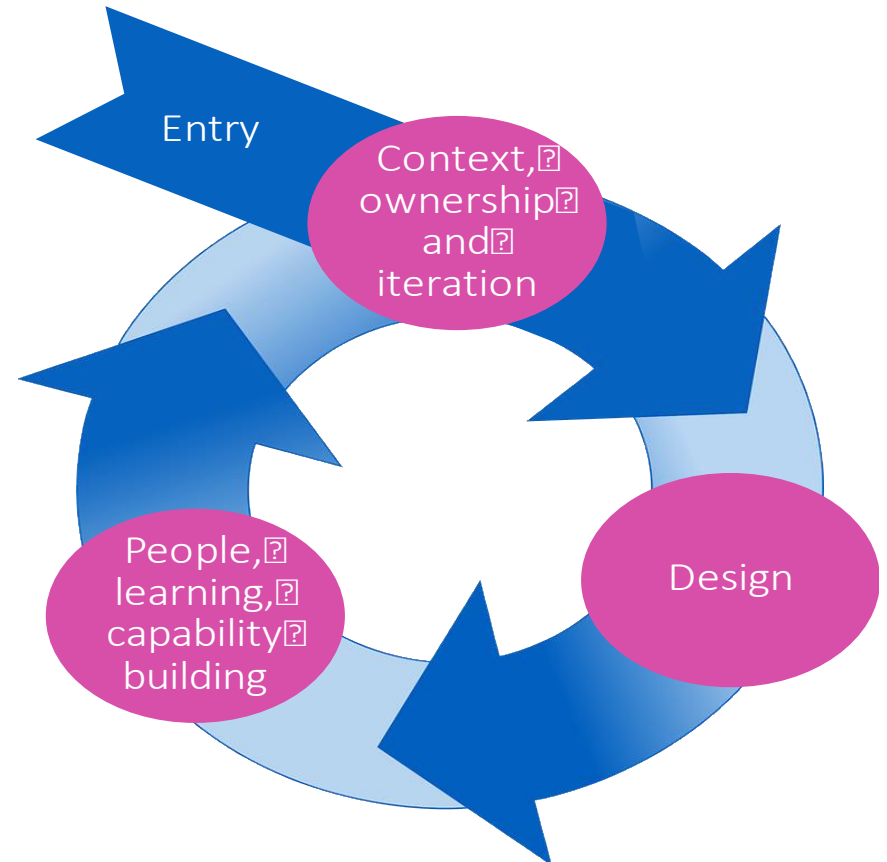
The GPI offer

NSGI can offer ad hoc support, using its core funding, drawing on experiences from a variety of countries and situations.

- Scoping and problem definition – helping posts to unpack why particular institutions don't work effectively;
- Programme design and development with whoever is to implement it;
- Programme reviews and quality assurance –supporting oversight and monitoring of programmes implemented by other actors;
- Capability development – in addition to supporting the capability development of partner institutions we can also support the development HMG staff on institutional reform through either virtual or at-post workshops.

Our methodology

- We know from experience, both in the UK and overseas that public/civil service reform is complex, messy, non-linear and most importantly political, we therefore take great care to work closely with colleagues and to build trust locally.
- As a result we will always give an honest and open assessment of whether we think a problem can be addressed, how and who may be place placed to do so – all in the specific country and political context.
- We aim to create a continuous learning loop throughout the lifetime of a project or programme



Recent developments

GPI have undergone a series of changes recently:

- We've had a name change! And, we're growing...in numbers and in remit – focus on being a 'centre of excellence' both in the UK and Internationally on peer to peer partnerships
- Closed a flagship programme in Zambia after 5+ years of partnership
- Started a new programme with the Ministry of Justice in Uzbekistan

Recent developments

- GPI have agreed to be the Partnership Platform for DfID's Partnerships for Development programme, with the following objectives:

- 1. To increase the number of HMG organisations delivering peer-to-peer partnerships**
- 2. To enhance the effectiveness of HMG organisations delivering partnerships**
- 3. To enhance co-ordination of peer-to-peer partnerships**
- 4. To advance peer-to-peer as an aid modality**

How are we doing this?

- 1) Expansion of our own **partnership working** in DfID priority countries
- 2) **Funding new and existing** partnership units across HMG
- 3) Supporting **learning collaborations** with HMG partnership providers, backed by 'seed funding'
- 4) Performing a **brokering** role at country or regional level to match supply and demand.
- 5) Establishing a **Community of Practice** in Peer-to-Peer Institutional Partnerships

Any questions?

www.communitypeertopeer.org

Jessica Wallis, International Advisor

j-wallis@dfid.gov.uk