



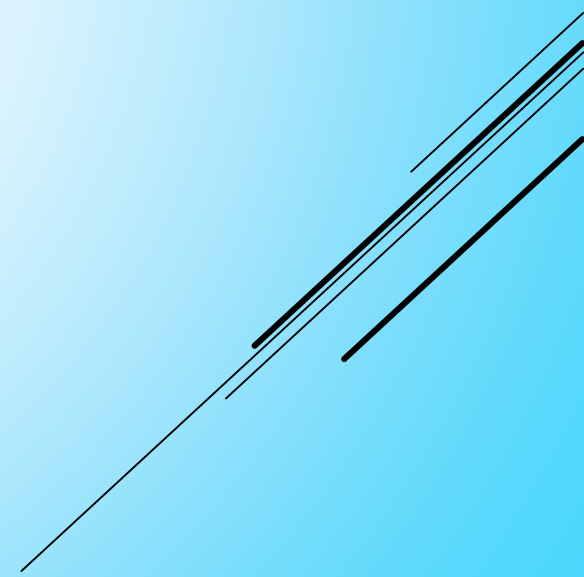
**REPUBLICA DEMOCRÁTICA DE TIMOR-LESTE**  
**MINISTERIO DAS FINANÇAS**



**TECHNICAL ASSISTANCE COORDINATION OFFICE**  
**(TACO)**

**Quarterly Development Partners Meeting**  
**(QDPM)**

**Wednesday 17 May 2017**  
**Ministry of Finance Tower**



# INTRODUCTION

- ▶ The Government of Timor-Leste is increasing its focus on the development of its Civil Servants to achieve the goals set out in the National Strategic Development Plan.
- ▶ The Government introduced the Decree Law n. 06/2015, 11th March, which provides the legal basis to Technical Assistance Coordination Office (TACO) to coordinate all the National and International Technical Assistance (TAs) in all Government Entities.
- ▶ TACO is responsible for the coordination of all capacity building actions by TAs, ensuring that it is appropriate to the needs of the Government and directly contributing to the increase of professional and technical skills of Civil Servants and the strengthening of the relevant systems and procedures to support their work.



# TACO ATTRIBUTES

It has the following attributes:

- **Establish Technical Assistance Coordination Units (TACU)**, develop and promote the implementation of policies, standards, strategies and procedures for effective and efficient use of the national and international TA
- **Establish and maintain an up-to-date TA Database** to enable the analysis of the links between the competency gaps and the TA investment and Government priorities
- **Analyse TA knowledge transfer initiatives** that contribute to the competency development of the Public Service staff
- **Develop reports and advice to the Government and Development Partners** on emerging issues related to the needs of capacity building
- **Monitor and evaluate the overall performance** results of TA in capacity building initiatives



# TACU ATTRIBUTES

The Government Decree also required all Government Entities to establish their own Technical Assistance Coordination Unit (TACU) and TACO will coordinate its implementation.

TACU tasks include:

- **Develop and socialise all SOPs** that relate to TACU functions
- **Develop and coordinate the processes and systems** that monitor and report the procurement and impact of TA
- **Analyse and assess the applications** from work units seeking TA
- **Analyse and evaluate** TA reports for quality and impact
- **Establish and maintain TA database** Government Entity wide
- **Report to TACO** to facilitate government wide impact



# OBJECTIVE

Is to identify the needs, select, promote and provide a TA that is aligned with improving practices and systems and organizational effectiveness to address the Government's challenging needs and focus on how to:

- **Develop a robust performance assessment** tool to assess, while taking into account the capacity needs of counterparts
- **Improve coordination and integration:** Ensure TA becomes better coordinated and aligned with Government programs
- **Pooling TA services:** Pool the services of TA to improve coordination between Directorates – building on the 'one to many' principle
- **Identify Shorter or Longer interventions:** Identified needs to ensure TAs can be recruited for targeted and justified long-term or short-term assistance
- **Purpose shifting towards capacity building:** TAs to be assessed to ensure they capacity build their counterparts



# INITIATIVES

Each TACU at each Government Entity will use the systematic approach principle when identifying the need for and providing a TA. Establishing a systematic approach ensures that all beneficiary work units get equal treatment and increases the likelihood of high-quality TA provision and, in turn, measurable outcomes from that TA provision.

The 4 phases in a systematic approach to TA are:

## 1. Request and justification

- ✓ Request Form
- ✓ TOR
- ✓ Classifying jobs rather than people should also be considered (Pay according to the level of complexity)

## 2. Analyse

## 3. Approve to proceed and Implementation

## 4. Evaluate

- ✓ Measuring skills and attributes
- ✓ TA Performance Monitoring



# QUESTIONS?

