



The Institute for State Effectiveness



Tackling Public Finance Reform: A View From the Field

Annual Performance Progress on the Fiscal performance Improvement plan
USIP

Washington D.C.
3 February 2017



TEAMS NOT THEMES

- 1. Strong Teams Deliver the Best Results**
- 2. Every Team and Every Team Member Matters**
- 3. Measuring, Rating and Ranking Performance Helps Teams Work Better and Deliver Better Results**
- 4. We Must Recognize Efforts of Hard Working Teams and Help Those Teams Who Need It The Most**



Fiscal Performance Improvement in Afghanistan

Annual Performance Report

2016

The 2016 – 17 Performance Management Cycle





League Tables and Performance Scoring: Credibility Matters

Teams graded on timeliness, quality and effectiveness

Grading Rules Used:

A: Delivered above and beyond expectations

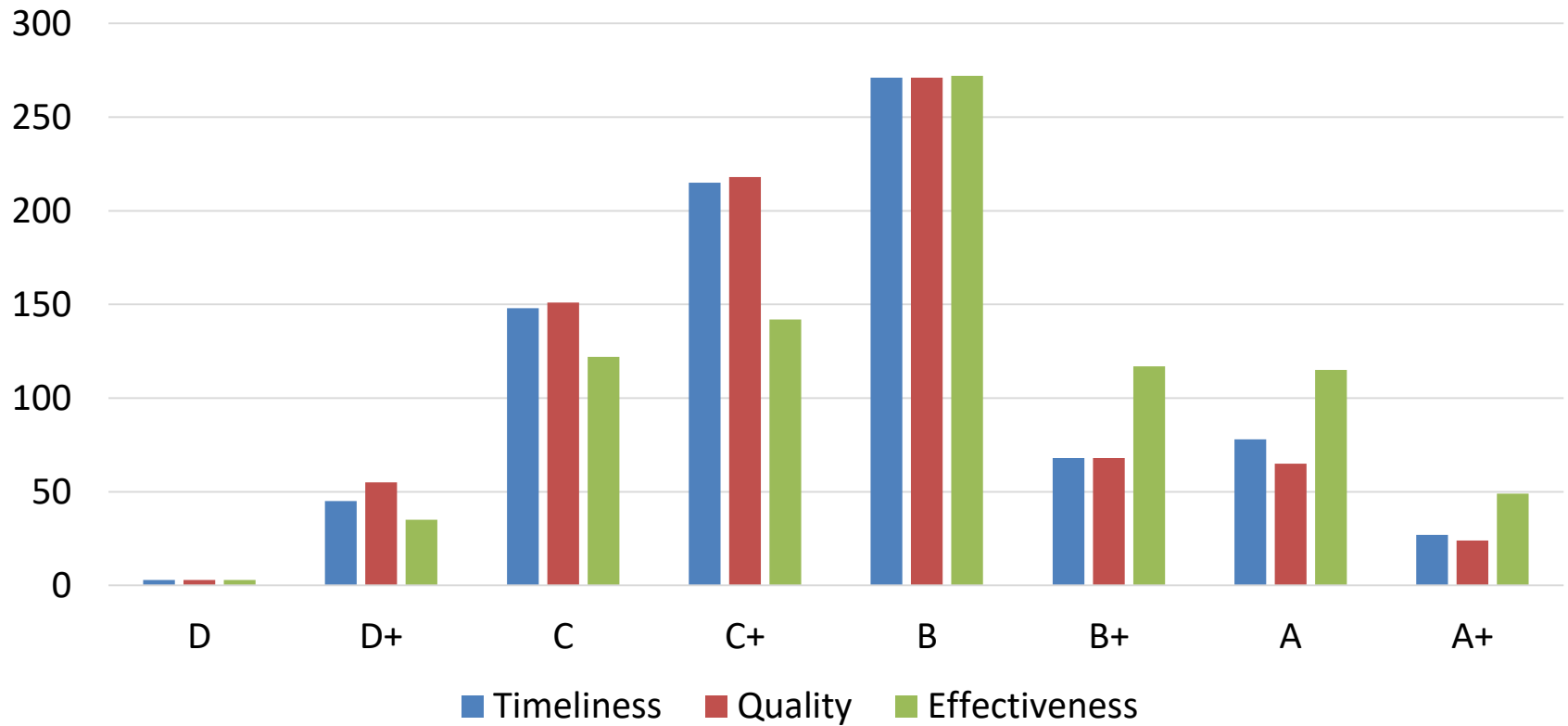
B: Delivered to a high standard

C: Delivered satisfactorily: *“doing the job on time and to standard”*

D: Failed to deliver on what was agreed in the plan

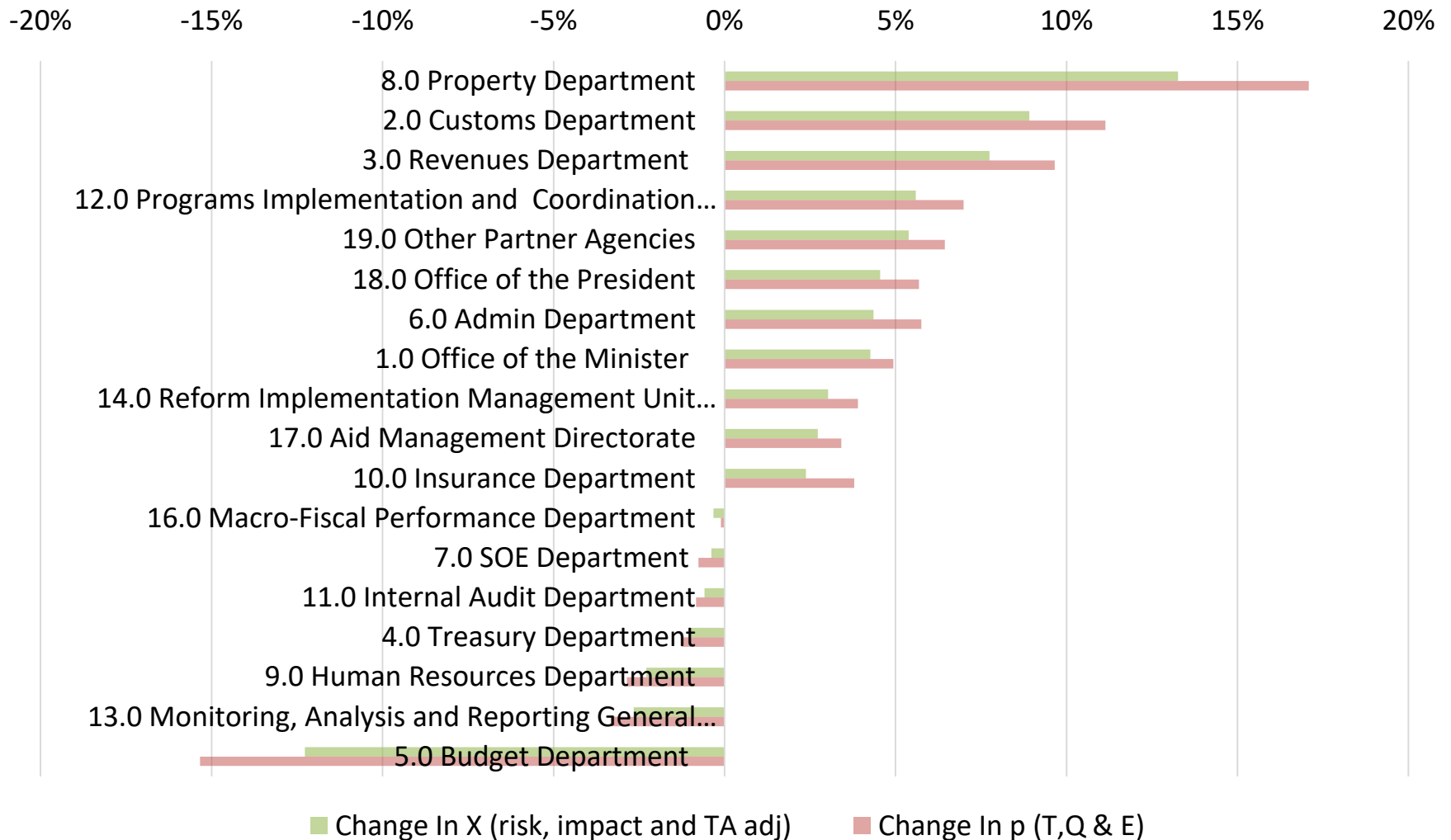
The plus sign (+) used to recognize better performance

Distribution of Raw Tracking Scores





Change in Performance from Mid-Year for Directorate Generals





Government's Next Steps

- ❖ **Validating** the annual assessment
- ❖ **Publishing** the annual report
- ❖ **Updating and rolling-over the 5-year plans** (Jan – Feb)
- ❖ **Publishing new 5-year plans** (Feb 2017)



Financing

- ❖ Still need a lot of help
- ❖ Government needs donors to support **all the teams** in the 5 year plans and the performance management system
- ❖ Discussions underway but.....



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Fiscal Performance Improvement in Afghanistan

Thank You