

# TOGETHER

Human Resources, Ethics and Gender for SAIs



## TOGETHER HRM

### Review & Planning Workshop

from 27 to 31 March 2023 in Istanbul, Türkiye –

In-depth peer to peer engagement for the pilot group of 11 SAIs from AFROSAI-E, ASOSAI and EUROSAI regions



Participants from the 11 SAIs taking part to the pilot round of the IDI TOGETHER Initiative

Following the 6 weeks eLearning Course on HRM Fundamentals for SAIs which they attended during last quarter of 2022, the 11 SAIs from the cross-regional pilot group of the **IDI TOGETHER** initiative, gathered in Istanbul from 27 to 31 March 2023. The goal was to finalise the different products that will assist them moving forward in enhancing their human resource governance practices, for an improved SAI professionalism and performance.

Country teams from the Royal Audit Authority of Bhutan, the Office of the Auditor General of Botswana, the Audit Office of the Republic of Cyprus, the BPK of Indonesia, the General Audit Commission of Liberia, The National Audit Office of the Gambia, the Audit General's Office of Maldives, the Office of the Auditor General of Namibia, the Court of Accounts of Moldova, The National Audit Office of Tanzania, and the Court of Accounts of Türkiye, were meeting face-to-face for the first time under the initiative. They used this opportunity, to review and improve their HRM integrated assessments initiated after the eLearning Course. This was done based on a based on a peer-to-peer approach.



SAIs of Cyprus and the Gambia peer reviewing each other



IDI and resource people facilitate peer exchange between SAI Türkiye and SAI Indonesia on the HRM Integrated Review



Throughout the workshop, the 11 SAIs were able to identify and discuss their key strengths and weaknesses in HRM, and on this basis, to discuss context-specific and tailored recommendations to be suggested to SAI leadership for improving their HRM processes and systems. Most prominent priorities identified by SAIs include, among others: pursuing greater HRM autonomy, in dialogue with relevant stakeholders (such as civil service agencies and ministry of finance); for SAIs that currently enjoy

greater administrative and organisational autonomy, modernizing their recruitment, selection, and onboarding processes; reviewing and updating their HRM strategy, in light of the SAI overall strategy; enhancing competency and skills of staff in charge of HR processes; establishing employee's individual development plans that are aligned to a SAI competency framework and SAI organisational professional development plans; enhancing systems for managing staff performance.



SAIs of Bhutan, Botswana and Liberia working on their HRM action plans



SAI Cyprus sharing their HRM priorities

During this intensive workshop, action plans were also developed by the different SAIs, for further implementing the prioritized HRM recommendations emerging from the integrated review. Based on available resources and SAI request, IDI will over the next months, explore opportunities

to support individual SAIs in implementing their HR Governance action plans. Drawing on the SAIs' action plans, SAI level support will seek to address improvement of overall HRM systems, as well SAIs' practices regarding ethics management, and mainstreaming inclusion and diversity in HR management.



Participants proud of their achievements throughout the workshop



Mr Eşref Edip ÇİÇEKLİ Head of SAI Türkiye International Department, was representing the host organisation



SAI Tanzania team focused on their deliverables

The IDI TOGETHER initiative supports SAIs in areas of Human Resource Governance, Gender, Inclusion, Diversity, and Ethics Management. It is based on an integration of existing approaches and tools from the INTOSAI community in the area of HRM. The initiative design and pilot implementation

benefit from the in-kind contribution and expertise from a team of resource people coming from the SAIs of Bhutan, Indonesia, Ghana, France, Ecuador, Brazil, Sweden and from PASAI Secretariat. Adaptation and roll-out in Francophone SAIs will start during the second half of 2023.

