



**PROPOSAL MONTHLY PROGRESS UPDATE**  
As of 28 February 2015

<b>Recipient UN Organization(s):</b>	UNDP	<b>SOs</b> Strategic Objective(s)	<b>Ensure Essential Services</b>	
		<b>MCAs</b> Mission Critical Action(s)	<b>Cash Incentives for Workers</b>	
<b>Implementing Partner(s):</b>	<ul style="list-style-type: none"> <li>▪ UNDP</li> <li>▪ NERC</li> <li>▪ Ministry of Health &amp; Sanitation</li> <li>▪ Ministry of Gender, Children and Social Protection</li> </ul>			
<b>Project Number:</b>	00092905			
<b>Proposal Title:</b>	UNDP Programme for Payments for Ebola Response Workers (PPERW) – Sierra Leone			
<b>Total Approved Proposal Budget:</b>	1,261,625			
<b>Total Approved Project Budget:</b>	<b>MCA0n: Cash Incentives for Workers</b>	<b>Project</b> 00092905	<b>Budget Approved</b> US\$ 1,261,625	
			US\$	
			US\$	
			US\$	
		<b>MCA0n:</b>		US\$
		<b>Total</b>		<b>US\$</b>
<b>Geographical Focus Area</b>	<input type="checkbox"/> Guinea <input type="checkbox"/> Liberia <input checked="" type="checkbox"/> Sierra Leone <input type="checkbox"/> Common Services	<b>Geographical Local Area</b> (Counties-Districts-Prefectures)	<input checked="" type="checkbox"/> Urban <input checked="" type="checkbox"/> Rural <input type="checkbox"/> Border	
<b>Outbreak Hot Zones</b>	Please select one from the following <input checked="" type="checkbox"/> Yes (Y) <input type="checkbox"/> No (N)			
<b># Direct Beneficiaries</b> <i>(Ensure the information below indicates both the total number of beneficiaries ensure inclusive participation and non-discrimination of the vulnerable and at-risk groups)</i>	<b>Total Beneficiaries</b>	#23,542		
	Women:	# 12,583		
	Girls:	#		
	Men:	# 10,958		
	Boys:	#		
<b>Project Duration (months):</b>	4	<b>Starting Date:</b> Dec 1 <sup>st</sup> , 2014	<b>Completion Date:</b> March 31 <sup>st</sup> , 2015	
<b>Delay (months)</b>				
<b>Proposal Title:</b>				
<b>Funds Committed:</b>	US\$ 1,261,625	<b>% of Approved:</b>	%100	
<b>Funds Disbursed:</b>	US\$ 1,261,625	<b>% of Approved:</b>	%100	

PROPOSAL – MONTHLY PROGRESS UPDATE RESULT MATRIX

Strategic Objective to which the Proposal is contributing <sup>1</sup>					
MCA [ 7 ]	Cash incentives for workers				
Output Indicators	Geographic Focus Area	Target (as per Proposal Matrix)	Quantitative Results achieved at Month 3	Planned % Delivery Rate	Effective % Delivery Rate at Month 3
<b>Information Management</b>					
<i>% of Ebola Response Workers registered on the information management system (100%)</i>	Sierra Leone	100%	100%	100%	100%
<i>% paying organizations reporting to the information management system</i>	Sierra Leone	100%	%84 <sup>2</sup>	100%	84%
<b>Strengthen existing payment mechanisms</b>					
<i># of Ebola response workers reported by media as striking</i>	Sierra Leone	0	0	0	0
<i>Diagnostic study completed</i>	Sierra Leone	<i>Diagnostic Study being conducted regionally with support of UNCDF Headquarters and Regional Office as part of recovery programming.</i>			

<sup>1</sup> Proposal can only contribute to one Strategic Objective

<sup>2</sup> Assuming total of 3 paying partners for all 8 categories (UNDP – 6; UNFPA – 1; Smart Consortium – 1) as per Hazard Policy

<p><i>Recommendations made to Government and financial sector to bolster resilience</i></p>	<p>Sierra Leone</p>	<p><i>Recommendations will be made after finalization of diagnostic Study</i></p>
<p><i>Monitoring system fully functional and reporting incidents of potential failure with according UNDP activity to resolve</i></p>	<p>Sierra Leone</p>	<p><b>Call Centers and Communication System</b>  Activated call centers established by Africell and Airtel – for payment cash-out related questions; Short-code established by Africell and Airtel – for complaints of under-payments or non-payments to be consolidated and passed to NERC for verification and redressal.</p> <p>It is important to stress that there is a strong understanding of the need to implement a full-scale complaint handling mechanism. The Payments Team has set up a help-desk of 5 personnel (UNDP contracted interns/staff) handling up to 70 ERW cases daily at NERC since December 29, 2014, and 10 district interns have been deployed to do the following:</p> <ul style="list-style-type: none"> <li>• Decentralized Complaint Resolution: Support the overall process (including Grievance Resolution and re-registration of ERWs under new contracts / Policy) in co-operation with Superintendents, DMOs and DERCs. Coordinate with NERC in Freetown if complaints cannot be resolved at District-level.</li> <li>• Assist with communications on Hazard Pay in the district</li> <li>• ERW Random Verification: Undertake random verifications of ERWs in different facilities or locations in the district and ensure that the Hazard Pay Policy to ERWs is complied.</li> </ul>

**Qualitative achievements against outcomes and results:**

*Please, describe the achievements including documents, reports, evaluations. Please include pictures if possible*

*Section1: Results and Outcomes expected*

*Section2: Impact on Gender Results*

*Section 3: Environmental Impact Assessment in reference to the proposal*

*Section 4: Describe the conditions based on which the proposal might have change its destination (even partially)*

**Section: 1 - Expected Results**

**MCA [7 ]**

**Key results achieved;**

- 1. Hazard Payment until Jan 2015 completed and Feb payment is under way,**
- 2. Re-verification of all ERWs with photographs, biometric data and issuance of new contracts completed**
- 3. Re-categorization of all ERWs based on revised policy completed and registered.**
- 4. Strengthened Decentralized Grievance Redressal System with District Level Help Desks**

The Hazard Payments Management has improved significantly, a harmonized payroll system established, electronic payment system established as a reliable payment method applicable for regular payment system. It also improves on parameters such as user education on electric delivery of money, managing liquidity better at cash-out level, removing double count, and ghost workers.

UNDP has supported the government in undertaking the biometric re-verification of Ebola Response Workers and re-categorization of ERWs based on levels of Exposure to Hazard. The February Hazard Payment is being processed based on the; re-verified list and approved categories. The ERWs on the partners payroll were also re-verified and included in the Hazard Payment System. About 3,000 ERWs among the all verified ERWs were identified among the potential; double counted or ghost workers. The duplication being removed and all cases of fraud are reported for investigation.

The Hazard Payment Team is delivering its tasks as planned in the project document effectively. Supporting the government in undertaking the regular payment cycles to all government registered staff.

UNDP is also supporting the National Ebola Response Centre (NERC) in revising the current policy beyond the 31st March. Since there is high likelihood that the Ebola cases will continue but with lower rate. Hazard Payment Team is actively engaged supporting the NERC in developing strategy post March responsive to the current and upcoming three months possible scenario.

The payment team supported the government in decentralization of redressal mechanism through the establishment of district help desks in each district and run by trained youth interns. This has also greatly contributed in the complaint resolution and timely reach to the complaints of the ERWs as a result the threats of strikes of ERW reduced considerably.

**Section: 2 – N/A.**

**Section: 3 - Gender Impact**

NA

**Section: 4 - Environnemental Impact**

NA