



International Organization for Migration (IOM)
The UN Migration Agency

OFFICE OF THE INSPECTOR GENERAL

Management Response and Actions IOM Country Office Mogadishu Audit File No. SO201701

The IOM Office of the Inspector General (OIG) conducted an internal audit of the IOM Mogadishu (the "Country Office") from 27 November to 7 December 2018. The audit assessed the risk exposure and risk management of the Country Office's activities, in order to ensure these are well understood and controlled by the country-level management and staff. The audit covered the activities of the Country Office from November 2015 to November 2017. The results of the audit are public and can be accessed through IOM's global website¹.

The OIG assessed the Office as largely ineffective, and raised 26 audit findings and recommendations, out of which 15 are very high and high priority.

As of October 2020, 6 recommendations remain open, 2 of which are very high and high priority.

The below report provides an explanation of the actions taken since the 2017 audit and the current state of the IOM Mogadishu office.

Management Response and Actions to the Internal Audit Report of SO201701 – IOM Mogadishu

Management and Administration

Finding No. 1: Relocation of support functions from Nairobi to Mogadishu

Finding Closed

The transition to Somalia is almost complete; support functions were relocated to Mogadishu headed by the following international staff:

- Sr. Resource Management Officer
- Two Resource Management Officers
- Two Procurement and Logistics Officers

The only pending action is the relocation of the Human Resource Officer and Programme Support Unit Coordinator which is expected to happen in the 2nd quarter of 2019, as well as the "comprehensive security budget".

Finding No. 2: Deficient Security Risk Management

Finding Closed

The final UN Department of Safety and Security assessment report of the IOM compound was shared/provided to the Internal Audit.

¹https://www.iom.int/sites/default/files/about-iom/audit/so201701-iom_mogadishu.pdf



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Finding No. 3: Outdated Delegation of Authority and lack of organigrams for the sub-offices

Finding Closed

The organizational chart was shared/provided to the Internal Audit.

Finding No. 4: Lack of training for staff

Finding Closed

Since the last update, the following trainings have been conducted in Somalia as part of staff capacity building.

- Four formal trainings for Resource Management Unit staff, particularly in the field of human resources management, general accounting, procurement, treasury, asset management and project financial monitoring conducted by Sr. Resource Management Officer.
- Two sessions on key principles in resource management and project financial monitoring conducted by the Chief of Mission to the Country Office's staff at different levels.
- Finance and Admin briefing to programme staff conducted by the Sr. Resource Management Officer.
- PRIMA training for Project Managers.

Personnel

Finding No. 10: Housing Allowances for International Staff

Implementation On-going

Mission's Response: Rates were established back in 2016, currently the country office is reviewing the rates and analyzing practices of other UN agencies present in Mogadishu. Reviewed the standard operating procedures will be coordinated with Accounting Division and human resource management as soon as it is ready.

Finding No. 11: Inadequate controls in the payroll processes

Finding Closed

The instruction on projectization was shared/provided to the Internal Audit.

Finance and Accounting

Finding No. 14: Outdated and insufficient bank signatory panels

Finding Closed

The updated bank signatory was shared/provided to the Internal Audit.

Finding No. 15: Deficient accounting procedures and documentations

Finding Closed

Trainings were provided to both support staff and programme staff. New protected templates (for example, purchase request form) were provided to ensure that some critical fields cannot be edited



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or pre-populated. All relevant SAP documents are now printed and signed, and SAP document number properly indicated to request for payments.

Finding No. 16: Issues with vendor transactions and old outstanding accounts

Finding Closed

Advance management for a third-party contractor have been corrected since the joining of the new Sr. Resource Management Officer. Vendor accounts were created for each third-party contractor staff and no advances are recorded anymore as a direct expense or under the name of someone else. A regular review of open commitments and vendor balances are also being done by the responsible unit.

Procurement and Logistics

Finding No. 19: Weak procurement processes

Finding Closed

A new procurement officer was hired by the Country Office to increase control and oversight. Trainings were provided to correct the wrong practices especially in the process of creating purchase orders, description, delivery and closing out of open items. The Sr. Resource Management Officer reviews all request for payments and no construction payment/installment is approved without all necessary supporting documents as outlined in the construction agreement.

Finding No. 20: Deficiency in fleet management and fuel consumption monitoring

Implementation On-going

There is no standard operating procedure on vehicle usage clearly defining the duties and responsibilities of the drivers and other staff using the vehicles, inspection and reporting of vehicles.

Mission's Response: The country office maintains log sheets for each vehicle, but there is no review of fuel consumption. The country office had requested assistance of IOM Afghanistan, which has an automated fuel consumption/tracking system.

Information Technology

Finding No. 22: Lack of IT backup procedures

Finding Closed

This was addressed in the previous response by the country office, the standard operating procedures is reattached.

Programme and Operations

Finding No. 23: Inadequate forecasting of programme spending and poor budget monitoring

Finding Closed

All Project Managers and senior programme support staff have been trained and given access to PRISM reports. Consumption reports were regularly shared by Resource Management Unit to Project



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Managers as additional reference and the Resource Management Unit focal person per project were identified for better project financial monitoring

Finding No. 24: Weaknesses in the programme management and implementation

Finding Closed

It was agreed with donor that funding will be used for Capacity Building Support (correspondence attached).

Finding No. 25: Deficient Donor Reporting

Finding Closed

The proposal to recruit staff based in Manila was not accepted by Manila Administrative Centre.

OIG/Internal Audit Comment:

OIG Internal Audit takes note of the effort of the Office to implement the recommendations, and strongly encourages the Office to move forward with the implementation of the remaining very high and high recommendations.