



UKRAINIAN
SOCIAL
INVESTMENT
FUND

USIF STRATEGIC SESSION FINDINGS

Kyiv
12-13 March, 2018



USIF'S MISSION

Strengthening territorial communities's capacities, improvement conditions for providing basic social services, promotion development of the social sphere and infrastructure of Ukraine

USIF'S VISION

Reliable and predictable partner in the effective use of international assistance funds intended for social needs with a focus on social infrastructure objects development



STRATEGIC DEVELOPMENT AREAS AND RECOMMENDED ACTIONS

ENHANCEMENT OF THE STAFF POTENTIAL

- setting high requirements for professional skills and integrity of employees
- introduction of probation periods of potential employees and evaluation of the existing staff performance
- regular conduction of training activities for the staff
- gradual increase of salaries and remunerations on the basis of evaluation of the staff performance
- use of diverse material and moral incentives for employees

**STRATEGIC DEVELOPMENT AREAS
AND RECOMMENDED ACTIONS**

**INTRODUCTION AND ENSURANCE
COMPLIANCE WITH INTEGRITY
PRINCIPLES**

- incorporation of a separate chapter on integrity, setting forth relevant principles and policies, into USIF's Operational Manual
- development, approval and regular updation of UFIS's Integrity and Anticorruption Program
- ensurance of strict compliance with the provisions of these documents by employees of USIF, including through implementation of the defined internal monitoring and evaluation measures

STRATEGIC DEVELOPMENT AREAS AND RECOMMENDED ACTIONS

PROVISION TRANSPARENCY OF USIF' ACTIVITIES

- wide coverage of USIF's activities on its website, facebook page, in print and electronic media on central and local levels, on TV and radio
- dissemination of information on USIF's activities among communities, local and central authorities
- use of the redesigned web-site opportunities to allow external audience to track the main stages of subprojects preparation and implementation

STRATEGIC DEVELOPMENT AREAS AND RECOMMENDED ACTIONS

PROVISION OF USIF'S FAVOURABLE VISIBILITY

- significant improvement of the quality of construction works and the effectiveness of communities development activities
- wide use of USIF's new logo on construction sites, at representational, fund-raising and training events, on souvenir and stationery products
- wide coverage of positive results of USIF's activities in reporting materials for donors and authorities, dissemination of the corresponding information through printed and electronic media on central and local levels, TV and radio

STRATEGIC DEVELOPMENT AREAS AND RECOMMENDED ACTIONS

STRENGTHENING INTERACTION WITH COMMUNITIES, LOCAL AUTHORITIES AND MEDIA

- creation of joint working groups with local authorities representatives for the prompt and effective resolution of issues, related to subprojects implementation
- ensurance of thorough planning of work with communities, local authorities and media
- regular evaluation of the achieved results on the basis of identified indicators
- elaboration of new forms and methods of work at the local level in the course of trainings and exchanges of experience, their widespread implementation
- organization of regular meetings and other fora with communities, authorities and media to promote USIF's positive image at the local level

STRATEGIC DEVELOPMENT AREAS AND RECOMMENDED ACTIONS

IMPROVEMENT OF SUBPROJECTS IMPLEMENTATION

- adherence to high standards of construction and quality of materials, ensurance of proper planning and documenting through increased interaction with contractors and organization of USIF's constant rigorous control over construction works
- due consideration of actual in Ukraine construction standards, rules and procedures for assessing the environmental and social impacts of subprojects implementation, ensurance of operational and environmental safety of facilities, their compliance with energy efficiency and fire safety requirements at design development and construction stages

STRATEGIC DEVELOPMENT AREAS AND RECOMMENDED ACTIONS

PROCUREMENT PROCEDURES IMPROVEMENT

- ensurance of transparency and integrity in at procurement organization
- strict adherence to procurement rules and procedures identified of the World Bank and/or other donors
- due consideration of the relevant provisions of Ukrainian legislation (Law of Ukraine "On Public Procurement") and organization, with the consent of donors, biddings through ProZorro electronic trading system