

Order No. 156 /CAB/PM DU 04 NOV 2025  
 relating the creation, organisation and functioning of the Improving  
 Performance, Accountability and Transparency Program.

**THE PRIME MINISTER, HEAD OF GOVERNMENT**

- Mindful** of the Constitution ;
- Mindful** of law No. 2018/011 of 11 July 2018 to lay down the Cameroon Code of Transparency and Good Governance in public finance management;
- Mindful** of law No. 2018/012 of 11 July 2018 relating to fiscal regime of the State and other public entities;
- Mindful** of decree No. 92/089 of 4 May 1992 specifying the responsibilities of the Prime Minister, amended and supplemented by decree No. 95/145-bis of 4 August 1995 ;
- Mindful** of decree No. 2011/408 of 9 December 2011 to organize the Government, as amended and supplemented by decree No.2018/190 of 2 March 2018 ;
- Mindful** of decree No. 2019/001 of 4 January 2019 appointing a Prime Minister, Head of Government;
- Mindful** of decree No. 2021/7341/PM of 13 October 2021 establishing the rules governing the creation, organisation, and functioning of development programmes and projects;
- Mindful** of order No. 025/CAB/PM of 5 February 2019, setting the amount of session allowances paid during the meetings of interministerial and ministerial committees and working groups;
- Mindful** of decree No. 10/CAB/PM of 6 October 2023 establishing the categorisation, the remuneration modalities, and the granting of benefits to the staff of Program and Development Project Management Units;
- Mindful** of the Financing Agreement between the Republic of Cameroon and the International Development Association (IDA) of the World Bank concluded on 15 June 2025,

**ORDERS :**

**CHAPTER I**

**GENERAL PROVISIONS**

SERVICES DU PREMIER MINISTRE  
 SECRETARIAT GENERAL  
 DIRECTION DES AFFAIRES ADMINISTRATIVES  
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**ARTICLE 1.-** This Order establishes the creation, organization, and functioning of the Improving Performance, Accountability and Transparency Program, hereinafter referred to as 'IMPACT' or the 'Program'.

**ARTICLE 2.- (1)** The Program supports a set of measures from the Government's reform plan aimed at improving domestic revenue mobilization, budget preparation and fiscal risk management, budget execution, and public financial management, including in certain sectors.

**(2)** IMPACT comprises the following two components:

- the Results-Based Program component or 'Program For Results', abbreviated as 'PfoR',
- the Investment project financing, abbreviated as 'IPF'.

**ARTICLE 3.-** The Improving Performance, Accountability, and Transparency Program is administered by the following two bodies:

- the Steering Committee of the Improving Performance, Accountability, and Transparency Program hereinafter referred to as the "Committee";
- the Coordination Unit of the Improving Performance, Accountability and Transparency Program.

## **CHAPTER II**

### **OF THE STEERING COMMITTEE OF THE IMPROVING PERFORMANCE, ACCOUNTABILITY, AND TRANSPARENCY PROGRAM.**

#### **SECTION I : THE MISSIONS OF THE COMMITTEE**

**ARTICLE 4.- (1)** The Steering Committee of the Improving Performance, Accountability, and Transparency Program hereinafter referred to as the "Committee," is the body responsible for guiding and generally evaluating the implementation of the improving Performance, Accountability, and Transparency Program.

**(2)** In this capacity, it is responsible for the following tasks:

- to support and facilitate dialogue between the Government and the World Bank regarding the objectives of the Program;
- to approve the program's logical framework and action plans;
- to evaluate the sectoral reforms supported under the program;
- to assess the implementation of the program from technical, institutional, commercial, fiduciary, social, and environmental perspectives;
- to identify areas for capacity building of the institutional stakeholders involved in the implementation of the program;
- to carry out any other task that may be assigned to it by the Government.

#### **SECTION II OF THE ORGANISATION AND FUNCTIONING**

**ARTICLE 5.- (1)** The Committee is composed of a Chairperson and eleven (11) members, designated as follows:

**Chairperson** : The Minister of Finance or his representative;

**Members** :

- one (01) representative of the Prime Minister's Office;
- two (02) representatives from the Ministry of Economy, Planning, and Regional Development (General Secretariat, Directorate General of the Economy and Public Investment Programming);
- one(01) representative of the Ministry of Public Contracts;
- one (01) representative from the Ministry of Public Health ;
- one (01) representative of the Cameroon Water Utilities Corporation (CAMWATER);
- one (01) representative of the Public Contracts Regulatory Agency;

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- three (03) representatives from the Ministry of Finance (Directorate General of Budget, Directorate General of Taxes, Directorate General of the Treasury, Financial and Monetary Cooperation);
- one (01) representative of the National Investment Company (SNI) ;

(2) The Coordinator of the Coordination Unit of the Improving Performance, Accountability, and Transparency Program participates in Committee meetings as a full member without voting rights, and serves as the secretary.

(3) Representatives of the World Bank take part in Committee meetings in an advisory capacity.

(4) Depending on the matters on the agenda, the Chairperson of the Committee may invite any person, based on their skills or expertise, to participate in the proceedings in an advisory capacity.

**ARTICLE 6.- (1)** The representatives of the entities referred to in Article 5 above are designated by their respective parent administrations.

(2) The composition of the Committee is established by Decision of the Minister of Finance.

**ARTICLE 7.- (1)** The Committee meets once (01) every six months and, as needed, upon the invitation of its Chairperson.

(2) The agenda, invitations, and working documents must be sent to the members of the Committee no later than seven (07) days before the date of the meeting.

(3) The Committee's decisions take the form of resolutions. They are adopted by a simple majority vote. In the event of a tie, the Chairperson has the casting vote.

**ARTICLE 8.-** In carrying out their duties within the Committee, the Chairperson, the members of the Committee, as well as individuals invited in an advisory capacity, shall receive session allowances, the rates of which are set by the applicable regulations

**ARTICLE 9.-** To fulfill its mandate, the Committee is supported by a Program Coordination Unit.

### **CHAPTER III** **OF THE PROGRAM COORDINATION UNIT**

#### **SECTION I** **OF THE ORGANISATION AND FUNCTIONING**

**ARTICLE 10.-** The Coordination Unit of the Improving Performance, Accountability and Transparency program abbreviated as "UCP/IMPACT" and hereinafter referred to as the "UCP," is attached to the Ministry of Finance.

**ARTICLE 11.- (1)** Under the authority of the Committee, the UCP is responsible for the administrative and financial management as well as the technical monitoring of the Program.

(2) In this regard, it is responsible for:

- ensuring the secretariat of the sessions of the Committee in charge of steering Improving Performance, Accountability, and Transparency Program and executing its directives;

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- preparing the annual budgeted work plan (AWP) of the Program for submission to the Committee for validation;
- coordinating the implementation of the projects, actions, activities, and tasks of the Program;
- carrying out procurement processes in accordance with the procedures set out in the financing agreement, and in line with applicable national procedures for counterpart funds, where applicable;
- preparing technical, administrative, financial, and accounting activity reports of the Program on a semi-annual and annual basis for submission to the Committee for approval;
- ensuring mutual compliance with the commitments of the Government and the World Bank in implementing the Program, in coherence with actions planned by other partners in the Public Finance sector;
- performing any other task that may be assigned by the Committee or the Minister of Finance in connection with the implementation of the Government's Strategic Plan for Public Finance Management Reforms;

**(3)** In carrying out the above-mentioned tasks, the UCP works in close collaboration with the World Bank's dedicated teams.

## **SECTION II** **OF THE STAFF**

**ARTICLE 12.- (1)** May be part of the UCP staff:

- directly recruited personnel
- civil servants and State agents governed by the Labor Code;
- occasional, seasonal, and temporary staff.

**(2)** The UCP staff are fully dedicated to the Program, in accordance with the applicable regulations.

**ARTICLE 13.- (1)** The UCP staff is composed of senior staff (key personnel), operational assistants, and support staff.

**(2)** The senior staff includes:

- one (01) Coordinator ;
- one (01) Deputy Coordinator in charge of Monitoring and Evaluation;
- one (01) Administrative and Financial Management Officer;
- one (01) Procurement Specialist;
- one (01) Environmental and Social Specialist;
- one (01) Accountant.

**(3)** The senior staff listed in paragraph 2 above is complemented by operational assistants or Program support officers, as follows

- four (04) operational assistants to the Coordinator, specifically responsible for taxation, public accounting, budget management, and information systems;
- one (01) operational assistant to the Procurement Specialist.

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- (4) The UCP support staff is composed of:
- one (01) secretary;
  - one (01) driver;
  - one (01) liaison and reprography officer.

**ARTICLE 14.- (1)** The Coordinator and Deputy Coordinator are appointed by order of the Minister of Finance.

(2) In addition to the Coordinator and Deputy Coordinator, the UCP staff referred to in Article 13 above are recruited under fixed-term employment contracts by the Minister of Finance, following a public call for applications published in a legal notice journal.

(3) The candidates referred to in paragraph 2 above are selected by an ad hoc committee established by the Minister of Finance.

**ARTICLE 15.-** In addition to the Coordinator and Deputy Coordinator, who are public agents, the UCP staff referred to in Article 13 above may be either public or private agents, recruited through a competitive selection process.

**ARTICLE 16.-** UCP personnel receive remuneration and benefits based on their category and in accordance with the provisions set by applicable regulations

### **SECTION III** **FINANCIAL TERMS**

**ARTICLE 17.- (1)** The operating expenses of the Committee are covered by the budget of the Ministry of Finance.

(2) The expenses related to the operation of the Program Coordination Unit, including the remuneration of the personnel specified in Article 14, are funded by IDA resources under the budget of the Investment Project Financing component of the Operation

**ARTICLE 18.- (1)** A delegation of signature is granted to the Coordinator of the Program Coordination Unit to commit, verify, and authorize expenditures under the Improving Performance, Accountability, and Transparency Program, as well as to sign transfer requests, certificates, and any other documents required by the Ministry of Finance under Financing Agreement No. 7720-CM between the Republic of Cameroon and the International Development Association (IDA) of the World Bank, signed on June 15, 2025.

(2) Under this delegation of signature, the Coordinator of the Program Coordination Unit shall, at their own discretion, determine which matters should be reserved for the signature of the Minister of Finance.

### **CHAPTER IV** **FINAL PROVISIONS**

**ARTICLE 19 :** The Committee and the Program Coordination Unit shall be maintained for the entire duration of the implementation of the Improving Performance, Accountability, and Transparency Program, in accordance with the provisions of Financing Agreement No. 7720-CM between the Republic of Cameroon and the International Development Association (IDA) of the World Bank, signed on June 15, 2025.

**ARTICLE 20 :** This order, which takes effect from the date of its signature, shall be registered and published under the emergency procedure, and then inserted in the Official Gazette in both French and English /-

Yaounde, 04 NOV 2025



**JOSEPH DION NGUTE**  
**THE PRIME MINISTER, HEAD OF GOVERNMENT**

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