



National Agency of Ukraine
on Civil Service



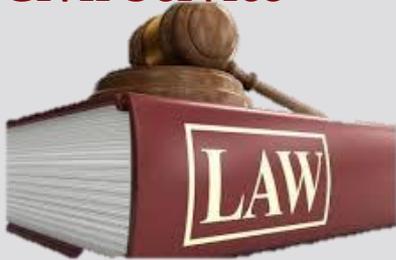
Public Administration and Civil Service Reform in Ukraine

Volodymyr KUPRII
First Deputy Head of the
National Agency of Ukraine
on Civil Service

25 September, 2018



The main innovations of the Law of Ukraine “On Civil Service”



- Differentiation of political and administrative positions
- Establishing an exclusively competitive procedure for appointment to all civil service positions



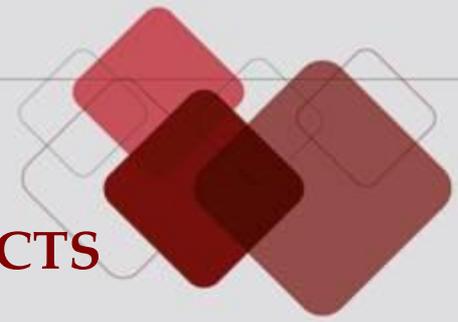
- Introduction of mechanisms for objective selection of personnel and their promotion on civil service
- Departing of public service, that is prohibition on membership in political parties



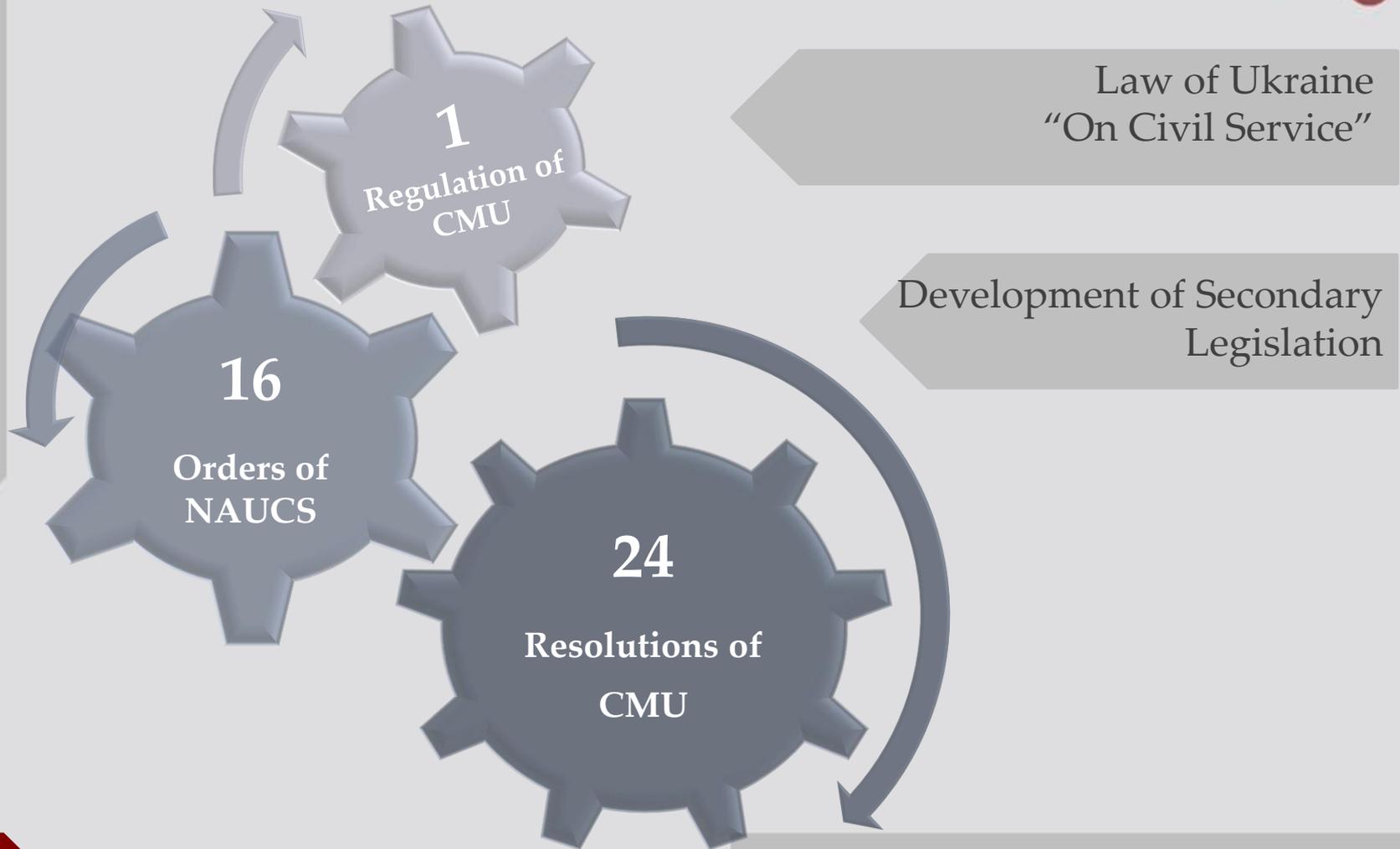
- Establishment of a transparent model of remuneration for civil servants and local self-government officials
- Improvement of motivation, level of social and material protection of employees

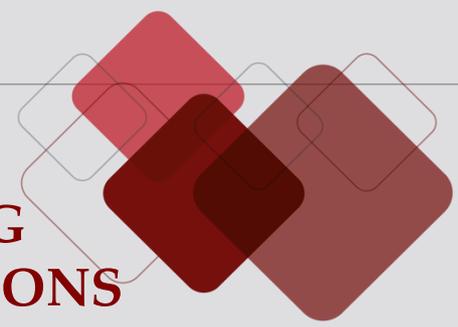


- Harmonization of regulation of civil service and service in local self-government authorities
- Personnel provision of the process of decentralization of power



SUBLEGISLATIVE NORMATIVE AND LEGAL ACTS





PASSING OF COMPETITIONS FOR HOLDING “A” CATEGORY CIVIL SERVICE VACANT POSITIONS



223 competitions

70 meetings

148 winners



APPOINTMENT TO THE REFORM STAFF POSITIONS

All vacancies	Candidates (docs submitted)	Candidates approved for competition	Closed vacancies	Candidates (docs submitted)	Candidates approved for competition	Average candidates per post	Appointed candidates	Open vacancies
1010	23 859	21 215	708	16 974	14 872	21	380	302



STATE OF MINISTRIES REORGANIZATION

Number of Directorates	Envisaged number of reform staff positions (2018)	All announced competitions	Competitions with determined winners	To be appointed	Appointed to positions
62	456	933	471	94	380



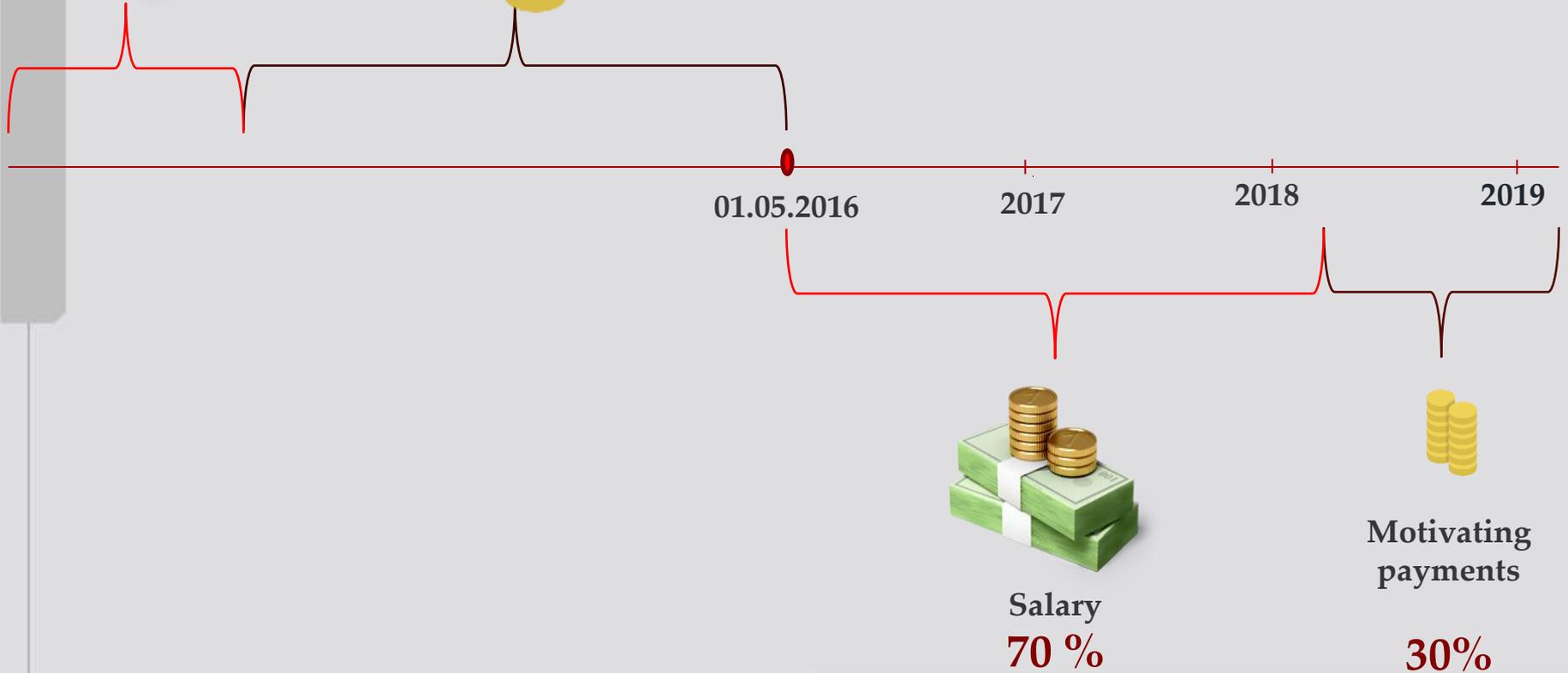
Salary
30 %

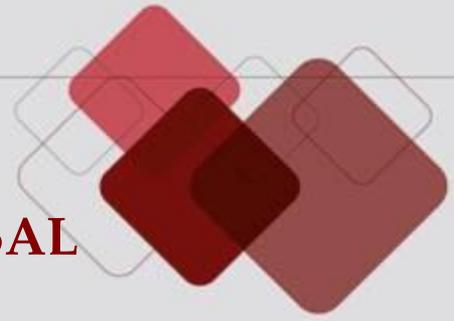


Motivating
payments
70%

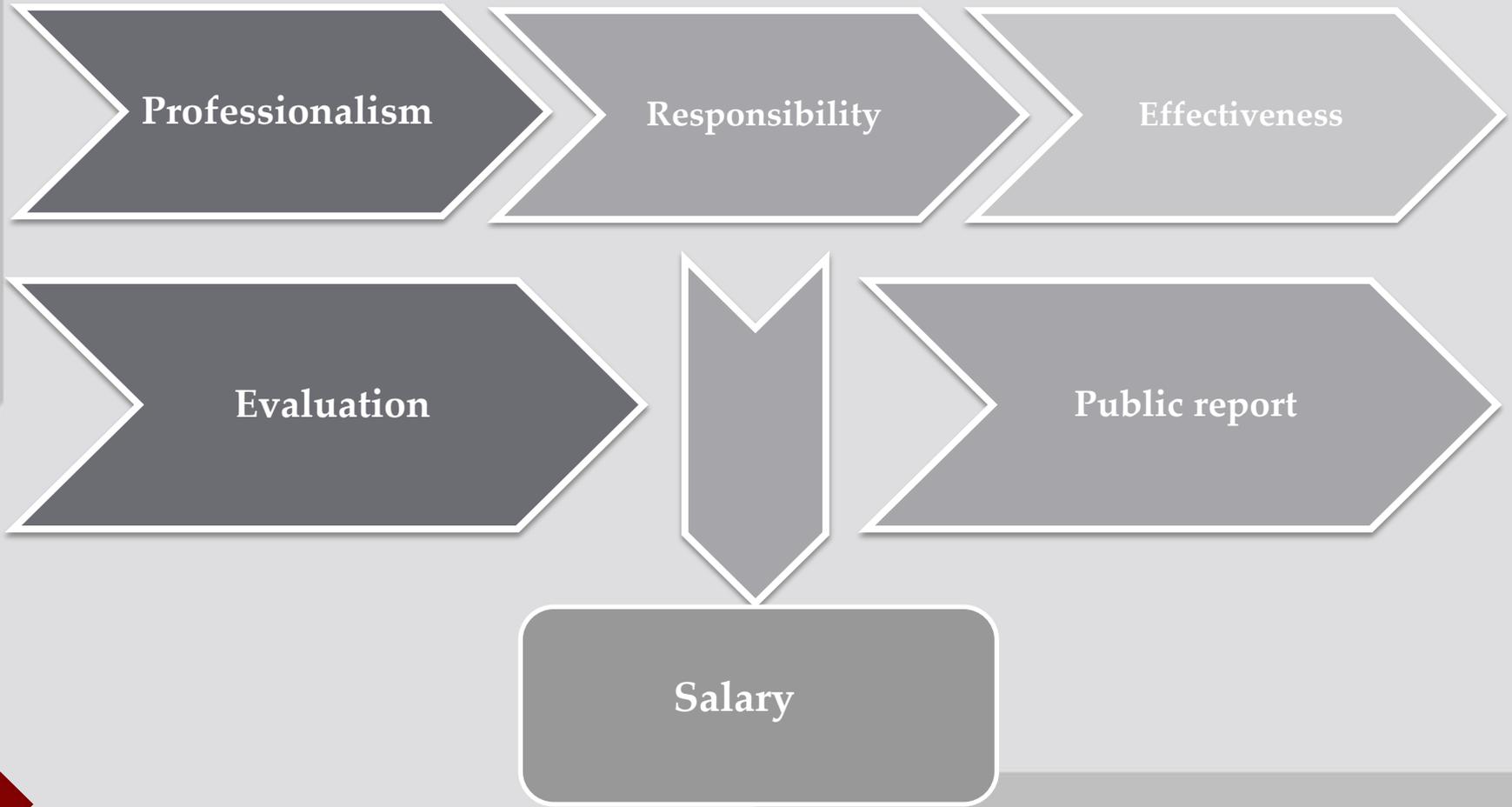


SALARY OF CIVIL SERVANTS





NEW MODEL OF PERFORMANCE APPRAISAL OF CIVIL SERVANTS





OBJECTIVES OF DEVELOPMENT AND IMPLEMENTATION OF HRMIS

Goal, principles and terms of implementation of the Concept



Monitoring of the Civil Service

Quality of human resources management

Control of state budget expenditures

Providing free access for citizens



TARGET GROUPS OF HRMIS

ADVANTAGES OF IMPLEMENTATION OF THE INFORMATION SYSTEM

- Improving of the decision-making process
- Consolidation and exchange of information on human resources



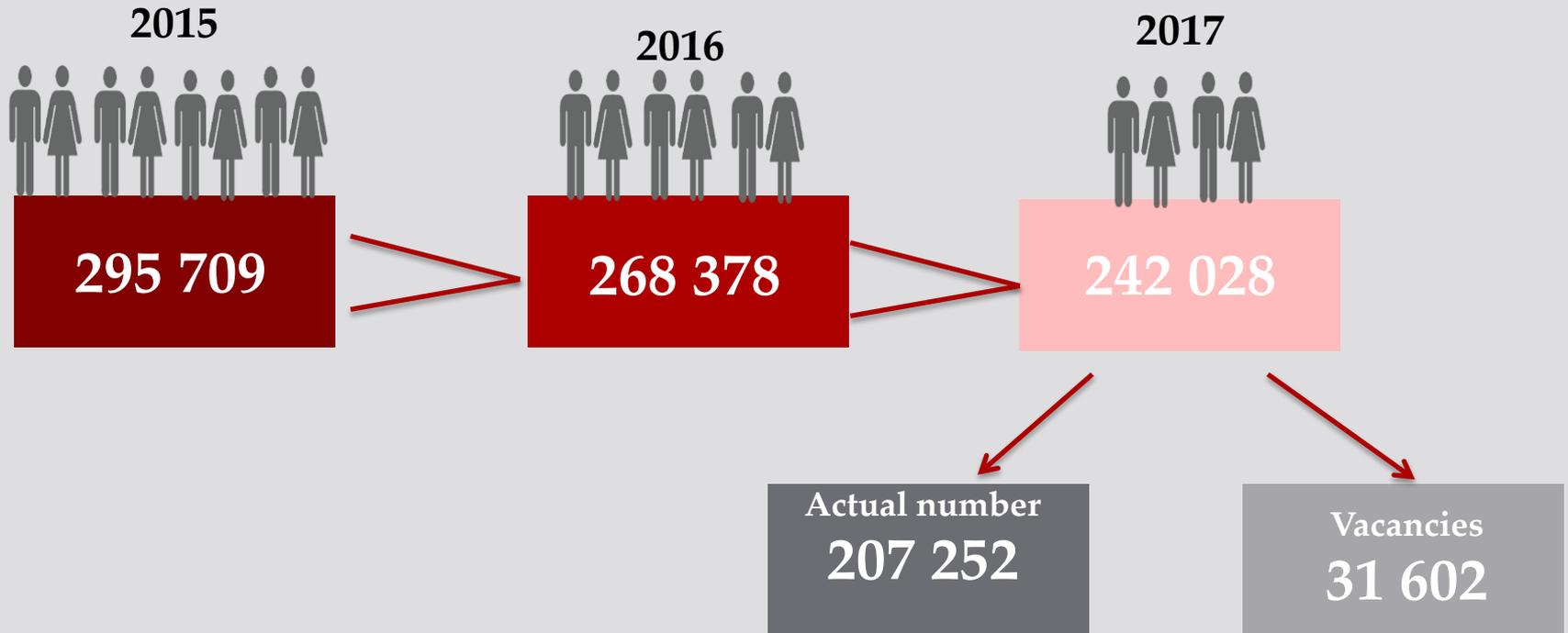
- Improving of productivity
- More analytical and strategic work

- Facilitating the information exchange
- Self-reporting and status checking
- Increasing of motivation
- Convenient system

- Transparency and accessibility
- Monitoring and control of the effectiveness of civil servants activities



OPTIMISATION OF CIVIL SERVANTS





DEVELOPMENT OF A NEW SYSTEM OF PROFESSIONAL TRAINING

Modern effective system of professional training of public servants

GOAL

WAYS

PRINCIPLES

Establishing the appropriate conditions for professional development

Definition of needs of professional training

Ensuring continuity, compulsory, planning of professional training

Development of the educational services market

Involvement of All-Ukrainian associations of local self-government authorities

Introduction of a mechanism of cooperation between subjects of the system of professional training



Innovation and practical orientation

Individualization and differentiation of training

Openness

Guarantee of financing



ENSURING PROFESSIONAL DEVELOPMENT PROVIDES:

Establishment and implementation of sectoral qualifications framework taking into account

- ✓ national qualifications framework;
- ✓ professional standards;
- ✓ standards of higher education in specialty "Public Administration and Management"

Separation and introduction of new types of advanced training:

- ✓ training in general and special professional programmes;
- ✓ introduction of advanced training in accredited programmes of entities providing educational services, licensed for related activities

Identifying by the customers of educational services for the improvement of professional skills of officials, deputies of local councils of associating of local self-government authorities and political parties, receiving public funding



IMPLEMENTATION OF THE SYSTEM FOR DEFINITION OF NEEDS IN PROFESSIONAL TRAINNING



- Definition of needs will be carried out by NAUCS, Ministry of regional development of Ukraine, associations of local self-government authorities, with the participation of relevant research organizations and institutions on a competitive basis.



- Formation of a state order for conducting sectoral, thematic scientific and applied researches on the study of the needs for professional training



- Strengthening the capacity of human resources management services of state authorities and local self-government authorities regarding:
 - identification of individual and general needs in professional training;
 - carrying out of the evaluation of the results of the personnel activity;
 - planning and evaluating the effectiveness of individual programmes for raising the level of professional competence of officials



STRATEGIC OBJECTIVES OF NAUCS

Strengthening of the institutional capacity of the personnel management services of government authorities

- Increasing the level of protection of citizens' right to access the civil service, legal rights and interests of civil servants

Strengthening institutional capacity, openness and transparency of NAUCS in the sphere of reforming the civil service

- Formation of a unified effective system of professional training for civil servants and local self-government officials

Adaptation of the civil service to the EU standards



Contact information!

National Agency of Ukraine on Civil Service

E-mail: zagal@nads.gov.ua

254-06-00 (reception)

279-05-29 (fax)

www.nads.gov.ua



Thank you for your attention!