



Civil Service Bureau

Legislation on civil service in Georgia: implementation, ongoing process and strategic challenges

Exchange of Georgian
Experience and Practice

In this Presentation

- ❖ Enactment of new law on civil service;
- ❖ New legal Approaches and Priorities;
- ❖ Secondary legislation: drafting and implementing;
- ❖ On-going process;
- ❖ Challenges we are facing;
- ❖ Tools to overcome obstacles.



Enactment of new law on civil service

- ❖ Comprehensive reform of Georgia's civil service starts from the adoption of the Civil Service Reform Concept on the 19 November 2014 which provided a solid basis for drafting of a new Law on Civil Service
- ❖ 27 October 2015 Enactment of new law on civil service
- ❖ 1st January 2017 new law enters into force
- ❖ Transitional provisions of the new law task the Government of Georgia with the adoption of relevant primary and secondary legislation



New Legal Approaches and Priorities (1)

- ❖ Solid and harmonized Legal Basis for Developing a Civil Service System
- ❖ Modern Civil Service System According to Western Standards
- ❖ Politically Neutral Civil Service
- ❖ Development of a Career-based Civil Service System
- ❖ Categories of Civil Servants



New Legal Approaches and Priorities (2)

- Institutional Strengthening of the Civil Service Bureau
- Recruitment Process
 - ❖ Certification
 - ❖ Open Competition
 - ❖ Closed Competition
- Career Development Tools
 - ❖ Transfer
 - ❖ Career Development
 - ❖ Mobility
 - ❖ Training
- Performance Appraisal System



New Legal Approaches and Priorities (3)

- Rights and Duties of Professional Civil Servants
- Classification System
- Remuneration System
- Disciplinary Procedure
- Dismissal



Primary and Secondary Legislation to be Adopted In 2016

- ❖ Law of Georgia on Remuneration in Civil Service
- ❖ Law of Georgia on Legal Entities of Public Law
- ❖ Decrees of the Government of Georgia proceeding from the laws



Legal Framework for Civil Service

- ❖ Working group
- ❖ Preparation of the drafts
- ❖ Discussion with the international and local experts
- ❖ Relevant updates
- ❖ Final comments and submission for adoption



Ongoing Process

- ❖ Drafts of 8 decree out of 12 were prepared;
- ❖ 2 laws are already drafted;
- ❖ Public discussion were held;
- ❖ The Draft legislation was presented to:
 - NGOs
 - HR and Legal Units of the Line Ministries
 - Representatives of the Local Self-government

Challenges

- ❖ Transferring process and necessity to protect rights of working civil servants;
- ❖ Not to create obstacles and to deliver all novelty on time to involved entities;
- ❖ Time.

Tools to overcome obstacles

Functional analysis

- ❖ To prepare the public institutions for the changes envisaged by the new Law on Civil Service it is essential to carry out the process of functional analysis which includes:
 - ❖ Detailed analysis of line ministry portfolios; in-depth examination of structures (vertical analysis)
 - ❖ Develop general principles for structuring local self-governments bodies and LEPLs

Trainings



Implementation of Civil Service Legislation in 2016

- ❖ Job descriptions
- ❖ Performance Evaluation
- ❖ Certification of Civil Servants
- ❖ Electronic Human Resources Management System (e-HRMS)
- ❖ Ethics and Protection of Whistleblowers Rights
- ❖ Asset Declaration Monitoring System



**Thank you for your
attention!**

