

Public Administration Reform Sector Working Group

Tetyana KOVTUN

Deputy State Secretary of the Cabinet of Ministers of Ukraine

July 22, 2020

Strategy for Public Administration Reform up to 2021

4 priorities & 69 activities

Effective and accountable public administration realizes citizens' rights and meets their needs, ensures sustainable development of the country and improvement of quality of life for citizens, to whom it provides quality services

GOAL

STRATEGIC OBJECTIVES

OPERATIONAL OBJECTIVES

1. Government decisions are evidence-based and coordinated, ensure implementation of strategic objectives and stem from public interests

1.1. Procedures for drafting of public policy and strategic planning documents are improved (CMU Rules of Procedure and methodologies)

1.2. Strategic coordination within the development of e-governance is strengthened (IT HUB)

2. Civil service is professional, integral, politically neutral and client-oriented

2.1. HRM processes are automated based on modern ICT, ensuring effectiveness and transparency of civil service

2.2. Civil service recruitment is transparent, based on SIGMA principles and aligned with best practices, ensuring engagement of best professionals

2.3. Professional development system is holistic, agile, oriented on building competencies and meets the needs of civil service and each civil servant

2.4. Civil servants are provided with adequate work conditions, including competitive, transparent and understandable remuneration system

2.5. Organizational culture in civil service is based on such values as focus on results, teamwork, responsibility, innovation, open communication and the philosophy of serving

3. The system of executive bodies is understandable and accountable to the public, streamlined, with clear division of powers and responsibilities

3.1. Effective system of accountability and interaction of CEBs is created (powers, functions and responsibilities are clearly allocated, electronic documentation flow)

3.2. Areas of responsibility, functions and tasks of ministries and other CEBs are clearly distributed

3.3. Structures of CEB apparatus are streamlined and ensure effective performance of assigned functions

3.4. Users have free access to information about executive bodies and their activity presented in user-friendly way and understandable language

4. Individuals and legal entities receive **accessible administrative service of good quality** using convenient procedures

4.1. Rules of general administrative procedure are implemented, with basic safeguards for individuals and legal entities

4.2. Administrative services providers are consolidated and effectively interact with each other

4.3. Administrative services are continuously improved based on monitoring and evaluation

4.4. Convenient access to administrative services in electronic form is ensured for individuals and legal entities

Priorities of the Cabinet of Ministers of Ukraine

Effective governance

Action plan

- 1 Improving the process of government decisions making to ensure the effective implementation of laws and the policy development.
- 2 Strengthening the role and capacity of CEBs that ensure the quality of Government decision-making process.
- 3 Coordination of strategic and budget planning for a balanced budget and debt security.
- 4 Optimization of the organizational structure, key functions and internal procedures of CEBs
- 5 The development and implementation of legislation on administrative procedure in line with EU principles.

Expected results

- Improving the quality of Government decisions.
- Proper consultation with the public and stakeholders in state policy making.
- The capacity of CEBs to plan long-term policy objectives and their practical implementation.
- Unification of organizational structure and effective organization of internal work processes of CEB.
- The satisfaction of citizens with interaction with central executive bodies.

Priorities of the Cabinet of Ministers of Ukraine Professional Civil Service

Action plan

- 1 Update civil service legislation in line with SIGMA/OECD principles
- 2 Introduction of HRMIS for better transparency and accountability of civil service.
- 3 Introduction of a transparent job classification on civil service positions and salary system reform
- 4 Implementation of modern approaches and tools for merit-based recruitment on civil service
- 5 Update professional development and continuous training of civil servants, incl. categories A and B

Expected results

- Improving the level of public confidence in the civil service.
- Modernization of the civil service using up-to-date information technology (HRMIS).
- Ensuring transparency and accountability on the civil service.
- Developing civil service as a competitive employer, ensuring merit-based recruitment
- Ensuring capacity building through continuous professional development

Public Administration Reform in Ukraine

PAR Strategy update and development 2022-2025

Concept for discussion

Development of modern and effective public administration requires political consensus and comprehensive approach

PRINCIPLES

- **Evidence based decision making**
- **Global practice and PA principles**
- **Accountability & credible procedures**
- **Sustainability & continuity in policy**
- **Engagement of all stakeholders**
- **Ownership for implementation**

GOALS

- Ensure a coherent political vision for the development of PA
- Explain explicit results and impact for society
- Increase efficiency and effectiveness of PA
- Ensure convergence with EU standards and best global practices
- Improve the quality of policy planning with relevant resources
- Increase the level of trust for PA and reforms processes

PAR Strategy to be updated according full policy cycle to increase engagement and ownership



PAR streams based on SIGMA principles



Policy development and coordination

- Government decision making
- Strategic & budget planning
- Results & impact assessment



Professional civil service

- Merit based recruitment
- Modern HRM practices & digitalization
- Capacity building



Accountability

- Rational organization of PA
- Transparency
- Consultations



Service delivery

- Administrative procedure
- Affordability & accessibility
- Quality assurance



Strategic framework

- Coordination
- Costing
- Communication