



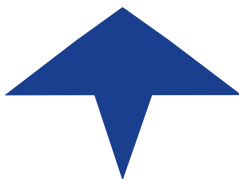
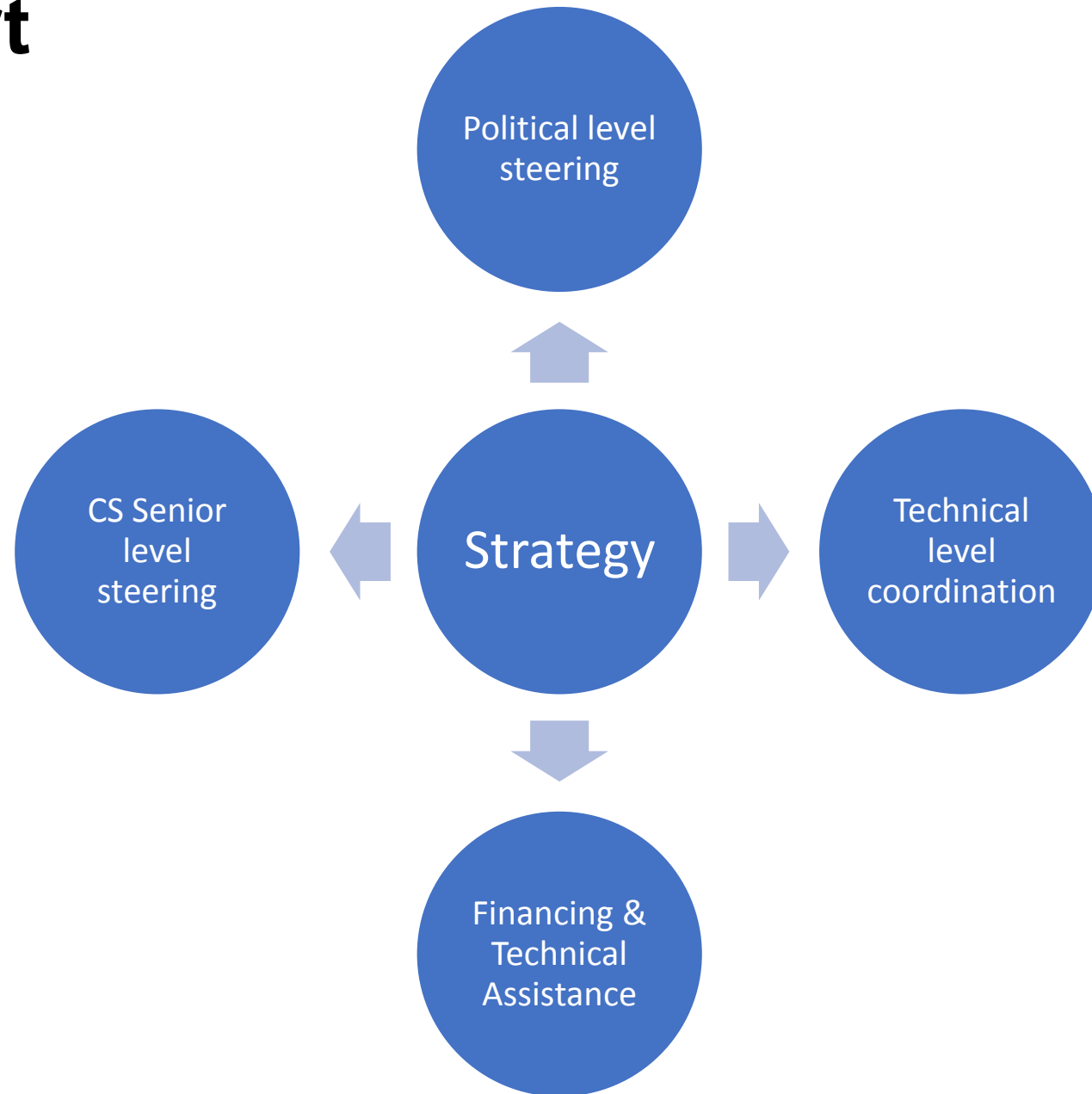
Public Administration Reform Implementation in Ukraine: Priority Tasks, Main Achievements and Challenges, view from “outside-in”

EU4PAR project

Kiev
07.06.2018



A good start

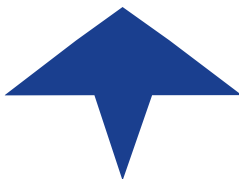


STATE OF PLAY IN REFORM AREAS –



1. STRATEGIC FRAMEWORK OF PAR

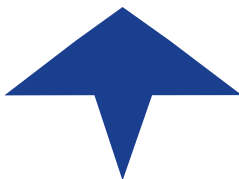
- ▶ Strategy and AP enacted in June 2016
- ▶ Leadership established
- ▶ Responsibilities defined (with further clarifications required)
- ▶ Coordination established (capacity building needed)
- ▶ Monitoring and reporting mechanism established (with improvements needed)
- ▶ Costing of AP missing, however, financing available



2. STRATEGIC PLANNING AND POLICY COORDINATION



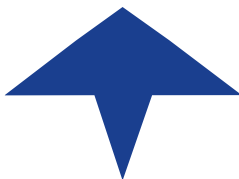
- ▶ SCMU capacity in SP/PC strengthened by creating SP DG
- ▶ However, broader SCMU restructuring and streamlining of CoG functions pending
- ▶ SP/EI units and policy DGs being set up in 10 pilot ministries
- ▶ Still lack clear organizational positioning and mandates
- ▶ RoP of Government amended but more fundamental revision is needed
- ▶ Law on SP pending in VR
- ▶ PAR and PFM strategy vision on SP need alignment
- ▶ The new DGs are expecting more systematic guidance



3. CIVIL SERVICE AND HRM



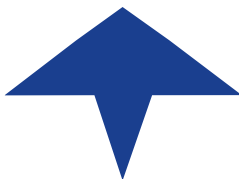
- ▶ Law on Civil Service in force since May 2016, deficiencies and needs for amendments identified
- ▶ Reform Staff Positions Concept adopted, implementation under way
- ▶ Selection procedures adjusted, but further changes are to require amending the Law
- ▶ Remuneration – changes in the structure of salaries (fixed – variable part) needed
- ▶ A comprehensive job classification needed
- ▶ Training System development concept and Action Plan in place, implementation ahead



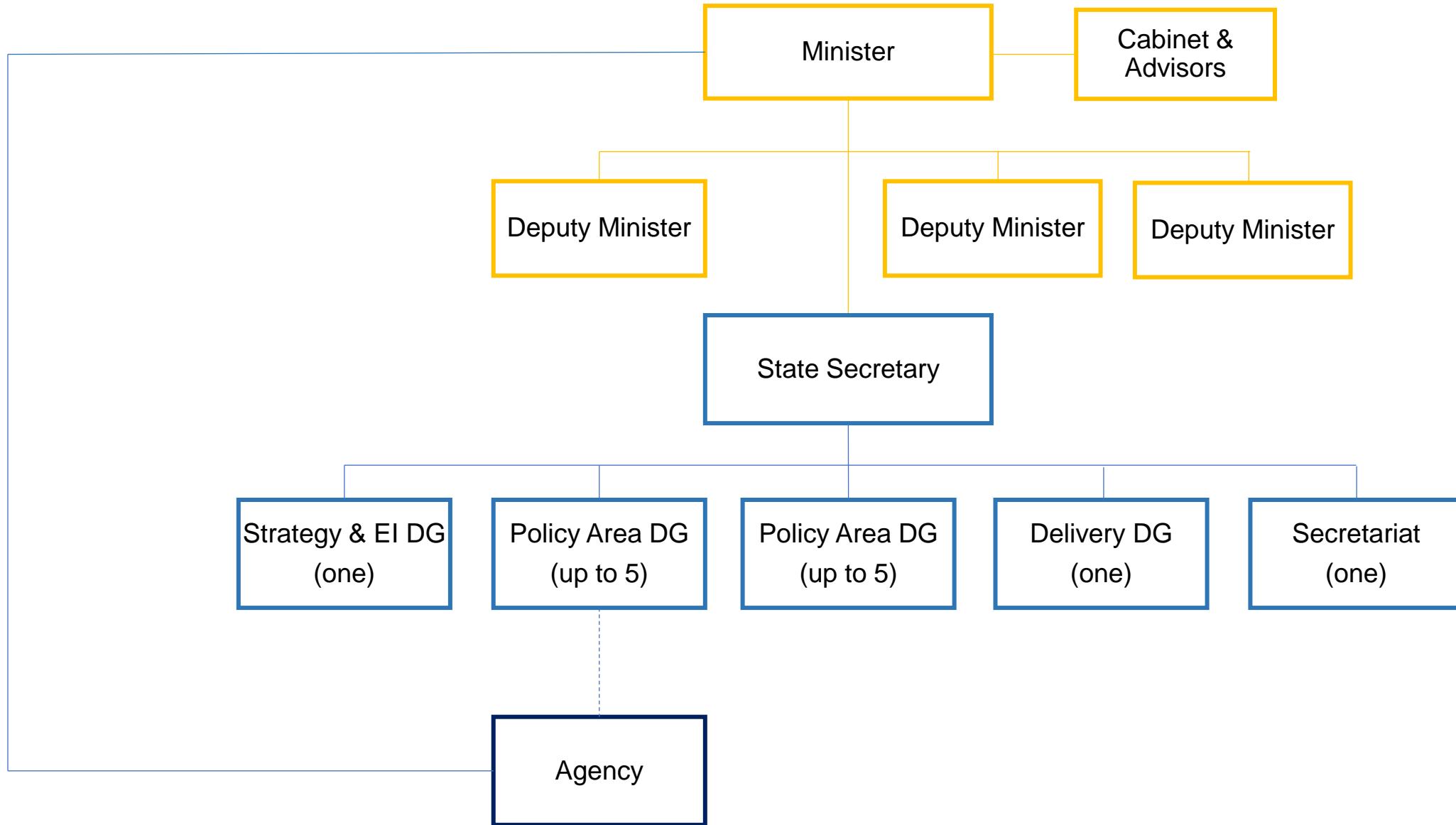
4. ACCOUNTABILITY



- ▶ Focus in this reform area on reorganization, connected to RSP concept
- ▶ Macro-level: no excessive agencification; changes needed in the accountability scheme ministry –agency and in repositioning agencies from CMU to ministries
- ▶ Ministries and agencies (even territorial branches thereof) should not have separate legal entity
- ▶ Restructuring of the Centre of Government needed



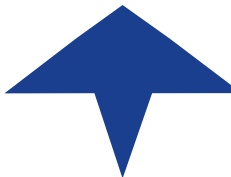
Model ministry



Political

Policy / civil service

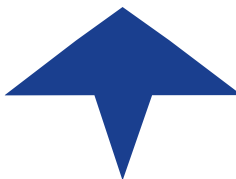
*Delivery /
civil service*



5. SERVICE DELIVERY



- ▶ Law on general Administrative Procedure needed
- ▶ Services and e-government - a „crowded area“ – institutions, donor-funded projects, initiatives
- ▶ Better coordination needed with focus on the needs of the Citizen (process redesign – simplification – reduction of administrative burden - registers and back office integration – eservices – SNAPs)





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