



## NEW CIVIL SERVICE

### a new model of public service



## PRINCIPLES OF CIVIL SERVICE

- 1 RULE OF LAW**  
ensuring the priority of human and civil rights and freedoms according to the Constitution of Ukraine that determine the subject matter and direction of the activity of the civil servant during performance of the tasks and functions of the state
- 2 LEGALITY**  
obligation of the civil servant to act solely on the basis of, within the authorities and in the manner provided for by the Constitution and the laws of Ukraine
- 3 PROFESSIONALISM**  
high level of knowledge of the basics of the profession of the civil servant, competent, objective and impartial performance of official duties, ongoing improvement of professional competency by the civil servant, fluent command of the state language and, if necessary, a regional language or national minority language defined according to the law
- 4 PATRIOTISM**  
loyalty and faithful service to the Ukrainian people
- 5 INTEGRITY**  
the civil servants' commitment to protect the public interests and his/her rejection of prevalence of private interest while realization of powers granted to him/her
- 6 EFFICIENCY**  
reasonable and effective use of resources for achieving state policy objectives
- 7 ENSURING EQUAL ACCESS TO CIVIL SERVICE**  
prohibition of all forms and manifestations of discrimination, absence of unreasonable restrictions or granting unjustified advantage to certain categories of citizens when they apply for civil service positions and perform civil service
- 8 POLITICAL IMPARTIALITY**  
preventing the impact of political views on the actions and decisions of the civil servant, as well as refraining from demonstration of own attitude to political parties and own political views while performing official duties
- 9 TRANSPARENCY**  
free access to information about the activity of the civil servant, except in cases defined by the Constitution and laws of Ukraine
- 10 STABILITY**  
appointment of civil servants for non-fixed terms, except in cases defined by the law, non-dependence of the civil service staff composition upon changes in political leadership of the state and government agencies

This Law defines principles, legal and organizational framework for ensuring public, professional, politically neutral, efficient, citizen-focused civil service that functions in the interests of the state and the society, and procedure for Ukrainian citizens to exercise their right to equal access to civil service based on their merits and personal qualities

### SIGMA PROGRAM EXPERTS

November 2015  
comments to the draft law

“ The document generally meets EU standards and compared with the current legislation is a significant progress toward legal regulation the scope of civil service

### PETRO POROSHENKO

President of Ukraine  
December 31, 2015  
signing the Law

“ This reform must ensure a new quality of civil service in accordance with the best European practice, to establish the legal and organizational principles of service as a professional, politically impartial for the benefit of state and society. Thus citizens of Ukraine guarantees the right to equal access to civil service

### VOLODYMYR GROISMAN

Prime Minister of Ukraine  
April 25, 2015  
video message to Ukrainian the day before the entry into force of the Law

“ May 1 launch into force a new law on the civil service. I really wish that civil service would be professional. And we have a lot to do...

### COSTIANTYN VASHCHENKO

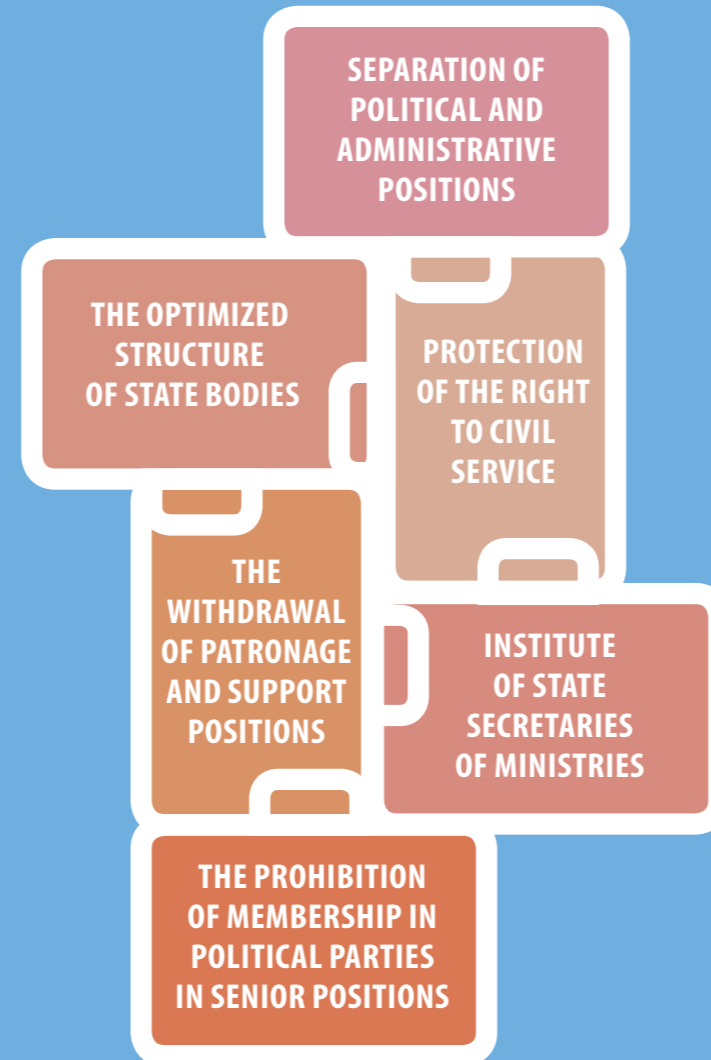
Head of the National Agency of Ukraine on Civil Service  
December 13, 2015  
interview on the adoption of the Law by the Verkhovna Rada of Ukraine

“ It is necessary to say the main thing for civil servants of the country: they no longer have to pack their bags from the arrival of the next minister, giving his place for his godfather, brother or matchmaker. Institute of state secretaries guarantees this. Moreover, the sole criterion of civil servants performance appraisal will be professionalism, and the only way of promotion – the competition

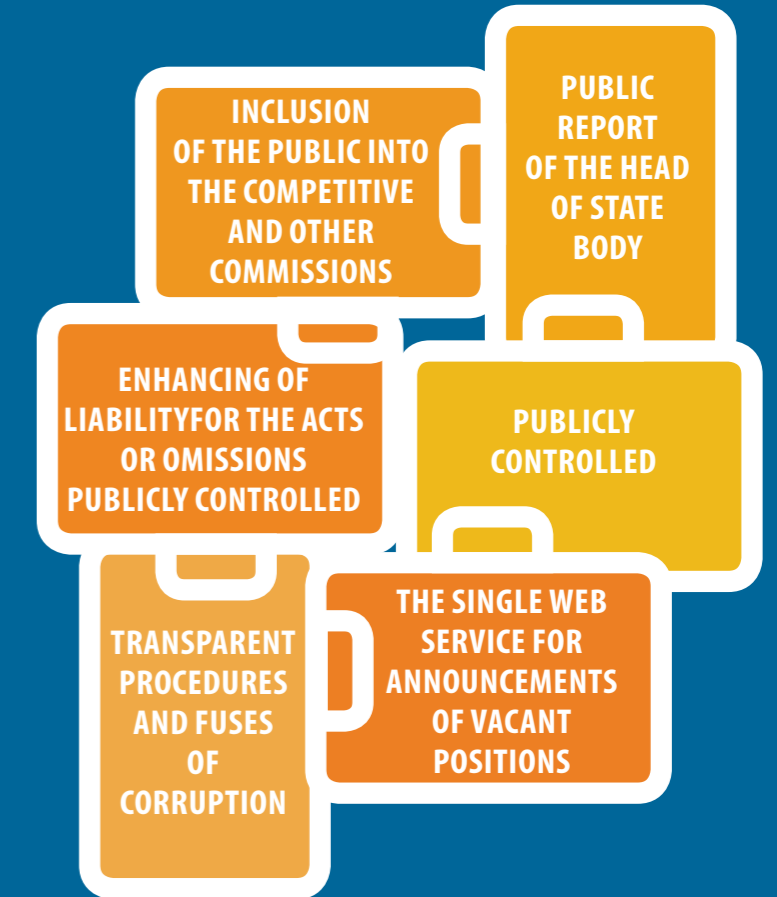
## PROFESSIONALISM AND ORIENTATION ON CITIZENS



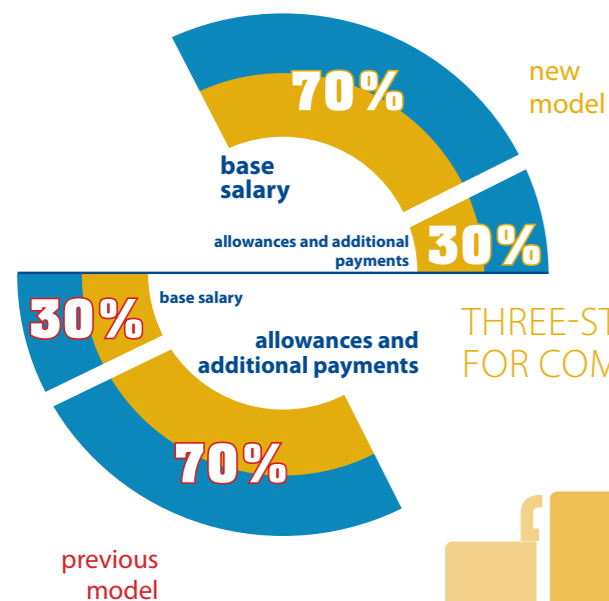
## IMPARTIALITY AND STABILITY



## TRANSPARENCY AND ACCOUNTABILITY



### THE STRUCTURE OF SALARY



### THREE-STEP PROCEDURE FOR COMPETITIVE SELECTION



### CATEGORIES OF CIVIL SERVICE POSITIONS

- «A»** 1, 2 and 3 ranks  
 an overall length of service for at least 7 years, degree of higher education no lower than Master, speak the state language and one of the official languages of the Council of Europe (from May 1, 2018)
- «B»** 3, 4, 5 and 6 ranks  
 work experience in positions of category «B» or «C» or experience in senior positions for at least 2 years, degree of higher education no lower than Master, speak the state language
- «C»** 6, 7, 8 and 9 ranks  
 work experience in positions of category «B» or «C» or experience in senior positions for at least 2 years, degree of higher education no lower than Master, speak the state language

### STRUCTURE OF STATE BODIES



### PUBLIC CONTROL



### PARTICIPATION OF PUBLIC REPRESENTATIVES AS MEMBERS IN

- committees of the Commission on Senior Civil Service on selection of candidates to the appropriate position and disciplinary proceedings
- competitive commissions on occupation of vacant civil service positions of categories «B» and «C»
- disciplinary commission
- one representative from each of the following: joint representative body of representative all-Ukrainian associations of trade unions at the national level, and joint representative body on behalf of employers at the national level
- four representatives of civil associations, research institutions, education institutions, experts with relevant qualifications