



Ukraine NOW <sup>ua</sup>

# ANNUAL REPORT

NATIONAL AGENCY OF UKRAINE  
ON CIVIL SERVICE

# 2018



#NewCivilService

[nads.gov.ua](http://nads.gov.ua)

[career.gov.ua](http://career.gov.ua)

[facebook.com/nads.gov.ua/](https://facebook.com/nads.gov.ua/)

[twitter.com/nacs\\_ua](https://twitter.com/nacs_ua)



National Agency of Ukraine  
on Civil Service



Center for Adaptation of the Civil Service  
to the Standards of the European Union  
European Benchmarks in the Civil Service Development



All-Ukrainian Center  
of Advanced Training of Civil Servants  
and Local Self-Government Officials



Ukraine NOW <sup>ua</sup>



NATIONAL AGENCY OF UKRAINE  
ON CIVIL SERVICE

# ANNUAL REPORT

# 2018

#NewCivilService

[nads.gov.ua](http://nads.gov.ua)

[career.gov.ua](http://career.gov.ua)

[facebook.com/nads.gov.ua/](https://facebook.com/nads.gov.ua/)

[twitter.com/nacs\\_ua](https://twitter.com/nacs_ua)









# CONTENT

Page **9**  
Senior Civil Service

Page **13**  
Council for human resources management under the NAUCS

Page **17**  
Advanced training of civil servants and local self-government officials

Page **22**  
Protection of rights of civil servants

Page **26**  
Interregional departments of the NAUCS

Page **40**  
Collaboration and interaction with international technical assistance projects and international organizations

Page **45**  
Promotion of the concept "New Civil Service"

Page **10**  
Reform staff

Page **14**  
All-Ukrainian competition "Best Personnel Management Practices"

Page **18**  
Competition "Best civil servant"

Page **23**  
Providing methodological and advisory support

Page **36**  
RESOURCE PROVISION OF CIVIL SERVICE REFORM REALIZATION

Page **42**  
COMMUNICATIVE SUPPORT OF CIVIL SERVICE REFORM

Page **46**  
ACCOUNTABILITY, TRANSPARENCY AND CORRUPTION PREVENTION

Page **5**  
Introduction

Page **7**  
HUMAN RESOURCES MANAGEMENT IN THE CIVIL SERVICE

Page **11**  
Performance appraisal of civil servants

Page **15**  
PROFESSIONAL DEVELOPMENT OF CIVIL SERVANTS AND LOCAL SELF-GOVERNMENT OFFICIALS

Page **19**  
LEGAL BASIS OF PROFESSIONAL CIVIL SERVICE

Page **24**  
INSTITUTIONAL SUPPORT OF CIVIL SERVICE MANAGEMENT

Page **38**  
INTERNATIONAL COOPERATION

Page **43**  
100-th anniversary of the civil service of Ukraine

Page **47**  
Access to public information and activity of consulting and advisory bodies

Page **6**  
Achievements 2018

Page **8**  
Quantitative composition of civil servants

Page **12**  
CAPACITY DEVELOPMENT OF PERSONNEL MANAGEMENT SERVICES

Page **16**  
Professional training of civil servants and local self-government officials

Page **21**  
PROTECTION OF RIGHTS FOR THE CIVIL SERVICE

Page **25**  
Structure of the NAUCS

Page **39**  
Implementation of institutional building instruments

Page **44**  
Interaction with the civil society and mass media

Page **48**  
Corruption prevention and internal control

# NATIONAL AGENCY OF UKRAINE ON CIVIL SERVICE



I am pleased to present you the regular public report on the performance results of the National Agency of Ukraine on Civil Service.

Year 2018 was a special one. Dealing with current issues and thinking about the future successes, we must not discard the experience of past generations. Celebrating the 100th anniversary of the Ukrainian civil service we pay tribute to the traditions and values, as well as the titanic work of the founders of our statehood. No nation was able to gain and maintain independence as well as build its own state without an appropriate system of government, public administration and civil service. The century-long process of formation and development of the civil service was not easy, but the heritage, which we received, is a strong foundation for new achievements.

Over the past year, the NAUCS focused on the development of modern professional and efficient civil service. Year 2018 brought positive transformations and strategic changes. The performance appraisal of civil servants was conducted for the first time. The capacity building of the personnel management services of government bodies is going on, selection of candidates for reform staff positions is underway, e-services and information management systems are being developed and gradually implemented in the civil service, the mechanism of competitive selection of candidates for vacant civil service positions is upgraded, and the culture of the civil service in general is gradually transforming.

According to the results of the baseline measurement of Ukraine carried out by SIGMA programme, Ukraine has got even higher scores in the area of civil service and human resources management than the average individual countries which are recognized by the European Union as candidates or potential candidates for membership. At the same time, such a high score requires determination and dedicated implementation of the civil service reform, especially in the areas with the biggest challenges and most sensitive for citizens.

I am deeply grateful to the team of the NAUCS for professional work, to the Ukrainian and international partners, representatives of the civil society, experts for support and assistance within the framework of development of a professional, sustainable and efficient civil service.

Kostiantyn Vashchenko

# Achievements 2018

01

## FULL CYCLE OF PERFORMANCE APPRAISAL OF CIVIL SERVANTS,

who hold civil service positions of categories "A", "B", "C" was conducted on the basis of defined tasks and key performance indicators (KPIs)

02

## CAPACITY OF THE PERSONNEL MANAGEMENT SERVICES OF THE GOVERNMENT AUTHORITIES WAS STRENGTHENED

and provided with methodology support, Council for Human Resources Management in the Civil Service under the NAUCS was established, first All-Ukrainian competition "The Best Personnel Management Practices" was held

03

## PROPER CONDITIONS FOR THE PROFESSIONAL DEVELOPMENT OF CIVIL SERVANTS AND LOCAL SELF-GOVERNMENT OFFICIALS WERE PROVIDED,

in particular, action plan for implementation of the Concept of reforming professional training system and methodology for developing an individual programme for raising the level of professional competence of a civil servant were approved, Knowledge Management Portal for effective communication between customers and providers of professional education services was established

04

## NEW ENGLISH LANGUAGE TRAINING PROGRAMME FOR CIVIL SERVANTS

"English for Specific Purposes: Public Administration" was introduced

05

## TESTING OF THE LEVEL OF ENGLISH OR FRENCH LANGUAGE PROFICIENCY BEGAN FOR CANDIDATES TO CATEGORY A CIVIL SERVICE POSITIONS

06

## THE STATE OF AFFAIRS IN PUBLIC ADMINISTRATION SYSTEM IN UKRAINE WAS ASSESSED ON THE BASIS OF SIGMA PRINCIPLES.

Ukraine was highly appreciated by SIGMA experts in particular in the area of civil service and human resources management

07

## INSTITUTIONAL CAPACITY OF NAUCS WAS STRENGTHENED.

In particular, Department General for Personnel Management in Civil Service and Department General of Professional Development of Civil Servants and Local Self-Government Officials were established



# **HUMAN RESOURCES MANAGEMENT IN THE CIVIL SERVICE**

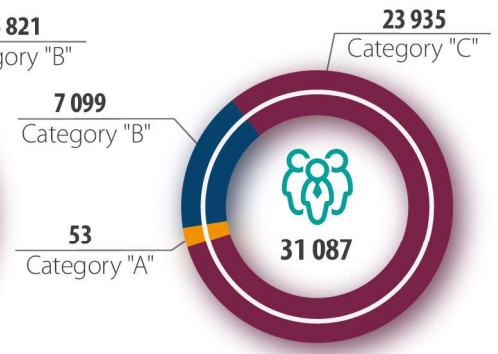
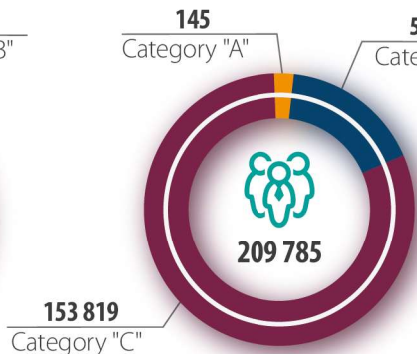
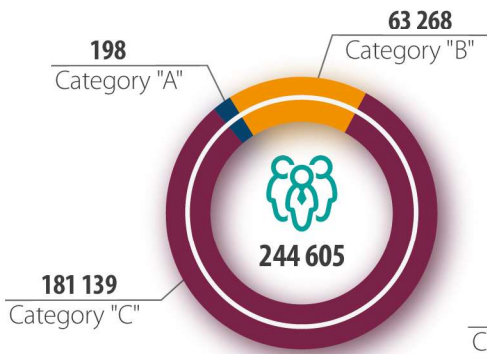
NUMBER OF CIVIL SERVANTS

GOVERNMENT AUTHORITIES	STRUCTURE			APPOINTED	DISMISSED
	Number of positions according to the staff profile	Vacant positions	Actual number of employees		
Government bodies that ensure exercise of powers by the President of Ukraine, the Verkhovna Rada of Ukraine and the Cabinet of Ministers of Ukraine	2 363	308	2 022	177	118
Ministries	29 554	3 100	25 844	5 440	4 263
Central executive authorities (including their territorial bodies)	118 722	15 610	101 411	24 394	15 236
Central executive authorities with the special status (including their territorial bodies)	4 337	1 212	3 151	970	375
Collegiate bodies	1 509	251	1 185	146	139
Judicial and public prosecution authorities	5 479	1 193	4 205	757	798
Other government authorities (including their territorial bodies)	2 454	401	1 999	186	245
Coordinating, scientific, consultative and advisory bodies (including their territorial bodies)	181	40	141	31	40
Oblast (regional) administrations, Kyiv City State Administration (including Rayon (district) state administrations)	61 998	6 619	54 357	9 008	7 523
Courts of special subordination (appellate, district, administrative, economic)	7 077	1 626	5 390	3 040	2 774
City, district, combined (city and district) courts	10 931	727	10 080	1 202	992
<b>IN TOTAL</b>	<b>244 605</b>	<b>31 087</b>	<b>209 785</b>	<b>45 351</b>	<b>32 503</b>

Number of civil service positions according to the staff profile

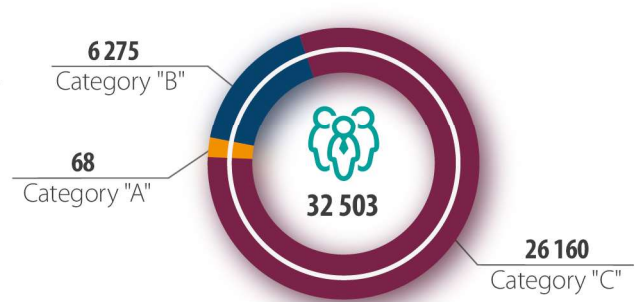
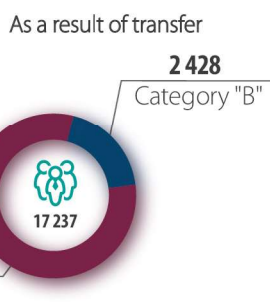
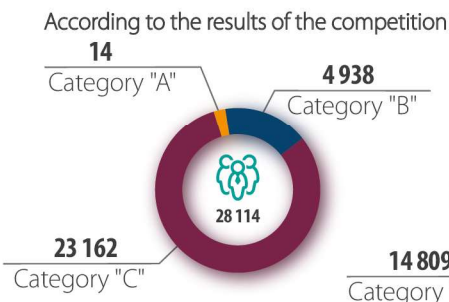
Actual number of employed civil servants

Number of vacant positions



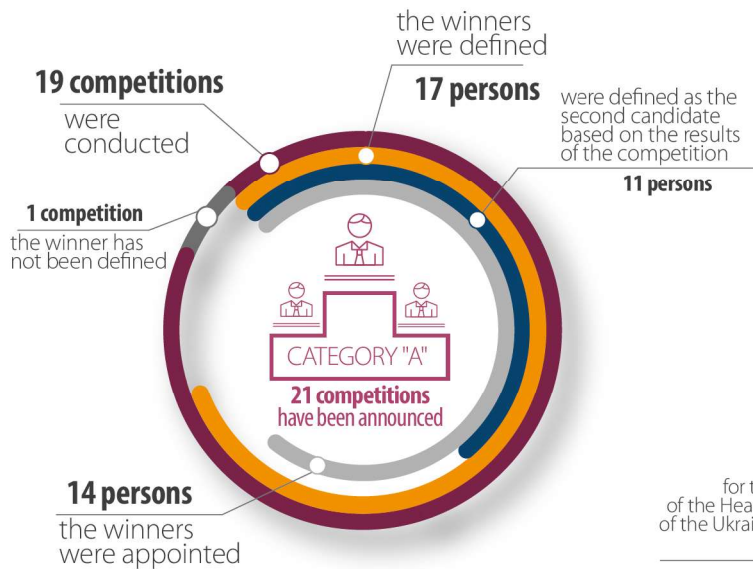
Number of appointed civil servants

Number of dismissed civil servants



SENIOR CORPS OF CIVIL SERVICE

Organization of competitions

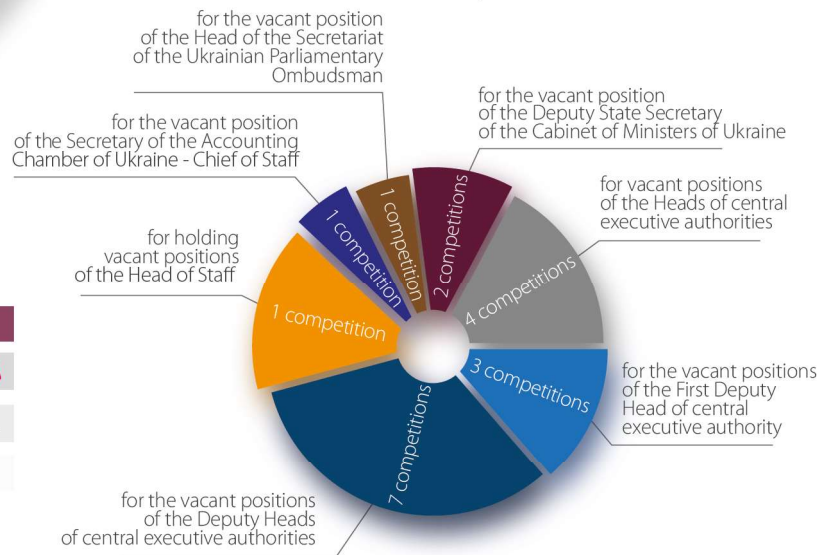


Number of people who submitted the documents for participation in the competition



Number of people allowed to participate in the competition

19 competitions were held, in particular



Appointed on competition basis

	2016		2017		2018	
	28	8	80	20	10	4
<b>IN TOTAL</b>	<b>36</b>		<b>100</b>		<b>14</b>	

Testing of foreign language proficiency in one of the official languages of the Council of Europe for candidates to category A vacant positions in the civil service



24	9
----	---



14	9	1	-
----	---	---	---

IN TOTAL

33	23	1
----	----	---

In 2018 the following meetings were conducted



Senior Civil Service Commission



Committee on Selection of Candidates for category A vacant positions in the Civil Service



Committee on Disciplinary Proceedings

REFORM STAFF

4 DIRECTORATES and 3 general departments



Secretariat of the Cabinet of Ministers of Ukraine  
4 directorates\*



National Agency of Ukraine on Civil Service  
2 departments general\*



State Agency for E-Governance of Ukraine  
1 department general\*



total number of reform staff positions 1325



competitions have been conducted 763



43 directors general of directorates general and departments general have been appointed



Ministry of Education and Science of Ukraine  
7 directorates\*



have been appointed to reform staff positions 532



Ministry of Health of Ukraine  
4 directorates\*



average quantity of candidates per one vacant position 25



Ministry of Agrarian Policy and Food of Ukraine  
2 directorates\*



Ministry of Finance of Ukraine  
1 directorate\*



documents have been submitted to participate in the competition 31 710



36 DIRECTORATES



Ministry of Culture of Ukraine  
4 directorates\*



Ministry of Energy and Coal Industry of Ukraine  
3 directorates\*



Ministry of Social Policy of Ukraine  
6 directorates\*



Number of reform specialists who passed performance appraisal of their official activity



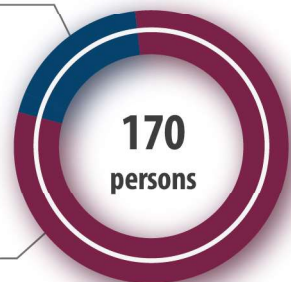
Ministry of Infrastructure of Ukraine  
2 directorates\*



45 rating positive



Ministry of Justice of Ukraine  
3 directorates\*



125 rating excellent



Ministry of Regional Development, Construction, Housing and Communal Services of Ukraine  
4 directorates\*



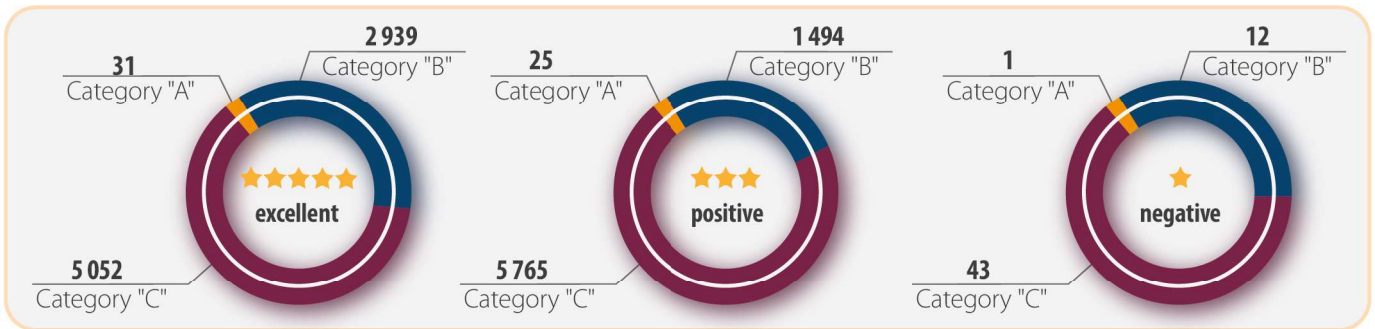
\* actual number of directorates and general departments



PERFORMANCE APPRAISAL OF CIVIL SERVANTS

	Number of civil servants whose work performance was evaluated	Number of civil servants whose performance appraisals were approved
<b>Territory of Ukraine</b>	15 911	15 384
Territory of one or <b>several regions</b> , the cities of Kyiv or Sevastopol	76 770	75 558
Territory of one or <b>several districts</b> , cities of oblast significance	50 117	49 762
<b>IN TOTAL</b>	<b>142 798</b>	<b>140 734</b>

Number of civil servants who were evaluated  
(territory of Ukraine)



Number of civil servants who were evaluated  
(territory of one or several regions)

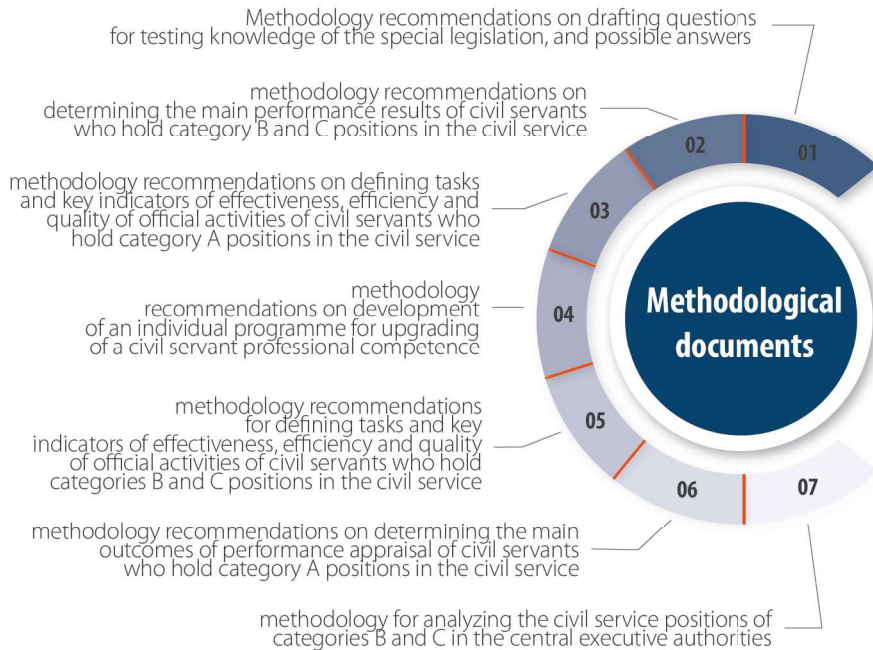


Number of civil servants who were assessed  
(territory of one or several districts)



# **CAPACITY DEVELOPMENT OF PERSONNEL MANAGEMENT SERVICES**

METHODOLOGY SUPPORT OF PERSONNEL MANAGEMENT SERVICES



support to the pilot project of the **National internship programme in the central executive government authorities**

- 401 application forms have been submitted
- 45 trainees have been selected
- 41 trainees have completed internship
- 17 passed the competition for holding civil service positions

COUNCIL FOR HUMAN RESOURCES MANAGEMENT OF THE CIVIL SERVICE UNDER THE NAUCS

OBJECTIVE



providing support to civil service reform, improving the personnel management system in government authorities

COMPOSITION OF THE COUNCIL



Heads of personnel management services of central executive government authorities

MEETINGS OF THE COUNCIL



3 meetings of the Council took place



more than **40** training seminars / trainings for representatives of personnel management services were conducted

ONLINE SUPPORT FOR PERSONNEL MANAGEMENT SERVICES

on the web-platform



on the web-platform






ALL-UKRAINIAN COMPETITION "BEST PERSONNEL MANAGEMENT PRACTICES"

GOAL OF THE COMPETITION

implementation of the best practices in the area of personnel management in the civil service, popularization of modern instruments and technologies on human resources management in government authorities

WINNERS IN THE FOLLOWING NOMINATIONS

Best Practice in a public authority corporate culture formation

		Personnel and Organizational Development Department of the Ministry of Finance of Ukraine
Personnel Department of the Main Territorial Administration in Luhansk Region		Personnel Management Department of the Sixth Appellate Administrative Court Directorate of Personnel Management and Documentary Support of the Directorate General of Statistics in Zaporizhia Oblast
Department for Staff Relations and Organizational Development of the State Audit Service of Ukraine		Personnel Management Service of the Ostroh District State Administration

Best practice in public servants professional development in a public authority

Personnel and Organizational Development Department of the State Audit Service of Ukraine		Personnel and Organizational Development Department of the Ministry of Finance of Ukraine
Personnel Division of Rivne Oblast State Administration		Personnel Directorate of the Sumy Oblast State Administration Staff Division of Personnel and Coordination of Activities of Educational Establishments of the Analytical, Planning, Economic and Personnel Work Directorate of the Department of Education and Science of Zaporizhia Oblast State Administration
Personnel Division of the Baryshivka Rayon State Administration Staff		Personnel Division of the Orikhiv Rayon State Administration Staff

Best practice of newly appointed civil servants adaptation

Personnel Management Department of the Presidential Administration of Ukraine		Department of Personnel Management of the National Health Service of Ukraine Department of Personnel Management and Organizational Support of the State Statistics Service of Ukraine
Personnel Directorate of Zakarpattia Customs Office of the SFS		Unit of Staff Work of the Seventh Appellate Administrative Court Personnel Department of the Main Territorial Department of Justice in Mykolaiv Oblast
Personnel Division of the Vynohradiv Rayon State Administration		Human Resources Management Division of Sumy Rayon State Administration Staff



# PROFESSIONAL DEVELOPMENT OF CIVIL SERVANTS AND LOCAL SELF-GOVERNMENT OFFICIALS

PROFESSIONAL EDUCATION OF CIVIL SERVANTS AND LOCAL SELF-GOVERNMENT OFFICIALS

Implementation of the reform of professional training system

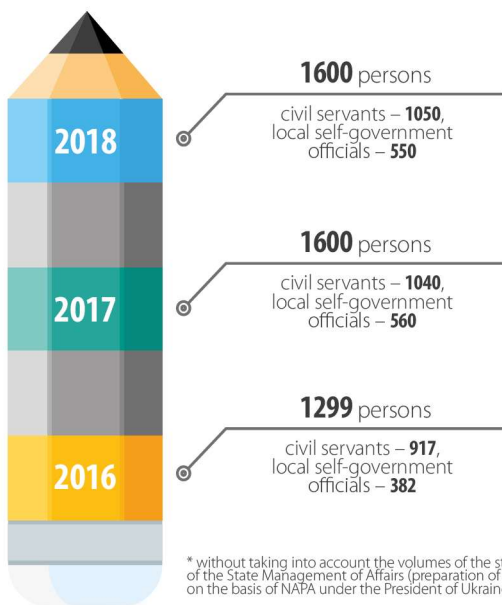
The Government approved the Action Plan for Implementation of the Concept on Reforming Professional Training System for Civil Servants, Local State Administration Heads, Their First Deputies and Deputies, Local Self-Government Officials, Local Councillors (Regulation of the Cabinet of Ministers of Ukraine as of 10 May, 2018 No 342-r)

The Knowledge Management Portal was created

The Coordination Council on Professional Training System for Civil Servants, Local State Administration Heads, their First Deputies and Deputies, Local Self-Government Officials, Local Councillors was set up under the NAUCS

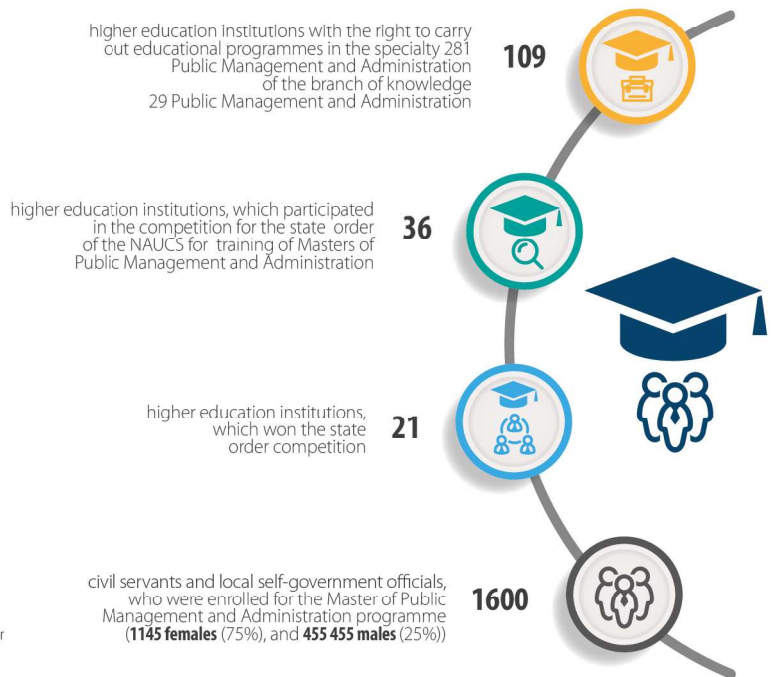
International Conference "Professional Training and Development in the Civil Service: Experience of Other Countries for Ukraine" (3 December, 2018 Kyiv)

Training of civil servants and local self-government officials in the specialty "Public Management and Administration" under the state order of the NAUCS\*



\* without taking into account the volumes of the state order of the State Management of Affairs (preparation of masters on the basis of NAPA under the President of Ukraine)

Results of the competition for placement of the state order



253 civil servants and local self-government officials were trained within the framework of the state order and were awarded the educational qualification level of the **Master of Public Management and Administration**

ADVANCED TRAINING OF CIVIL SERVANTS AND LOCAL SELF-GOVERNMENT OFFICIALS

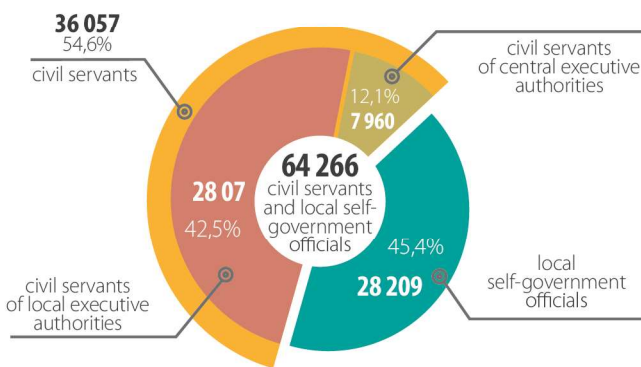
Advanced training of civil servants and local self-government officials in certain fields (ordered by the NAUCS)

THE ADVANCED TRAINING PROGRAMMES FOR:	Number of persons
civil servants holding civil service positions of category A	168
civil servants of the central executive authorities of the 1-5 paygrades	4 185
civil servants of the central executive authorities of the 6-9 paygrades	3 322
reform staff	312
heads of personnel management services	697
members of the competition committees, who carry out selection of candidates for the reforms staff positions	23
authorized persons on corruption prevention issues	185
civil servants from justice bodies, legal services of ministries and other central executive authorities	1 500
civil servants from education departments of the executive authorities	239
civil servants of the administrative bodies of the Ministry of Social Policy	900
civil servants of the State Fiscal Service	2 697
e-governance experts	300
civil servants dealing with prevention and counteraction to the legalization (laundering) of assets derived from criminal activities, financing of terrorism and proliferation of weapons of mass destruction	600
civil servants and local self-government officials dealing with environmental management issues	340
civil servants dealing with financial management issues	1 000
civil servants dealing with corruption prevention	11 950
civil servants of the central executive authorities (improvement knowledge of foreign languages knowledge)	115
civil servants in the Ukrainian language proficiency	1 776
civil servants in the framework of the annual All-Ukrainian Competition "Best Civil Servant"	82
<b>INTOTAL</b>	<b>30 391</b>

The executors of the state order of the NAUCS identified 29 higher education institutions and 3 institutions of postgraduate education



Advanced training of civil servants and local self-government officials in 18 Centers for Retraining and Advanced Training as well as Regional Institutes of Public Administration of the NAPA



Language training

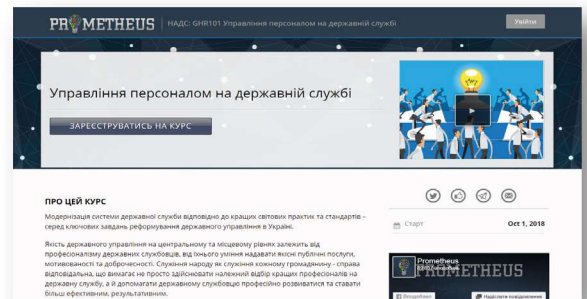
**115** according to the special course "English for Civil Servants"

**1776** according to the programmes of the All-Ukrainian Center for Professional Development of Civil Servants and Local Self-Government Officials

The course "English for Specific Purposes: Public Administration" was introduced on the basis of the All-Ukrainian Center of Advanced Training of Civil Servants and Local Self-Government Officials

Key achievements of the All-Ukrainian Center of for Professional Development of Civil Servants and Local Self-Government Officials

- 46** new professional and short-term advanced training programmes in different spheres have been developed/ updated and implemented
- SMART Laboratory**, which is equipped with modern interactive learning tools, was created
- 2 blended learning specialized training courses** "Human Resources Management in the Civil Service" and "Procedure for the Competitive Selection for the Reforms Staff Positions" were introduced in cooperation with the PROMETHEUS civic on-line courses platform

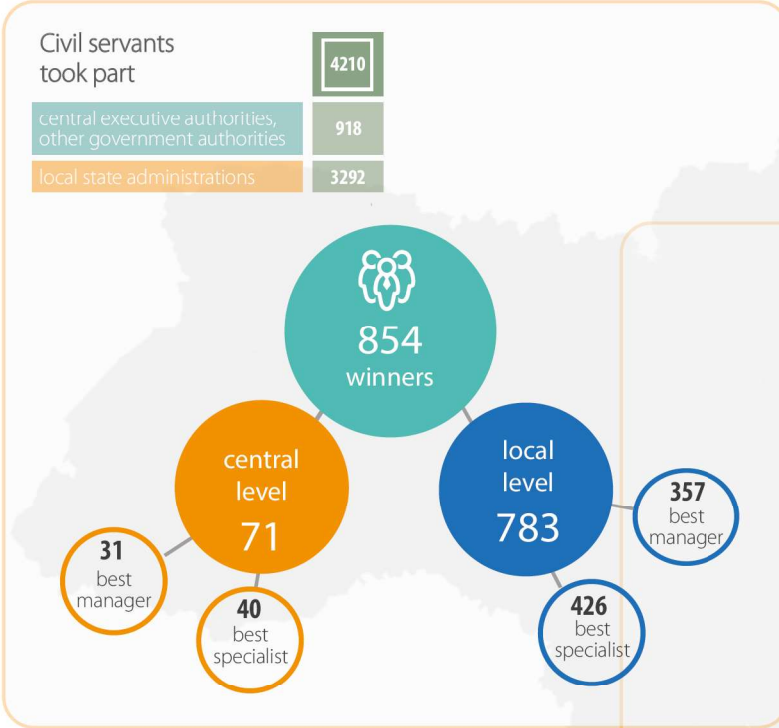


**73** heads of Rayon State Administrations from **23 oblasts of Ukraine** upgraded their qualification under the training programme "Organization of Activities of Heads of Rayon State Administrations under Reform Conditions" which was introduced in the All-Ukrainian Center for professional Development of Civil Servants and Local Self-Government Officials in cooperation with the Administration of the President of Ukraine and the NAUCS

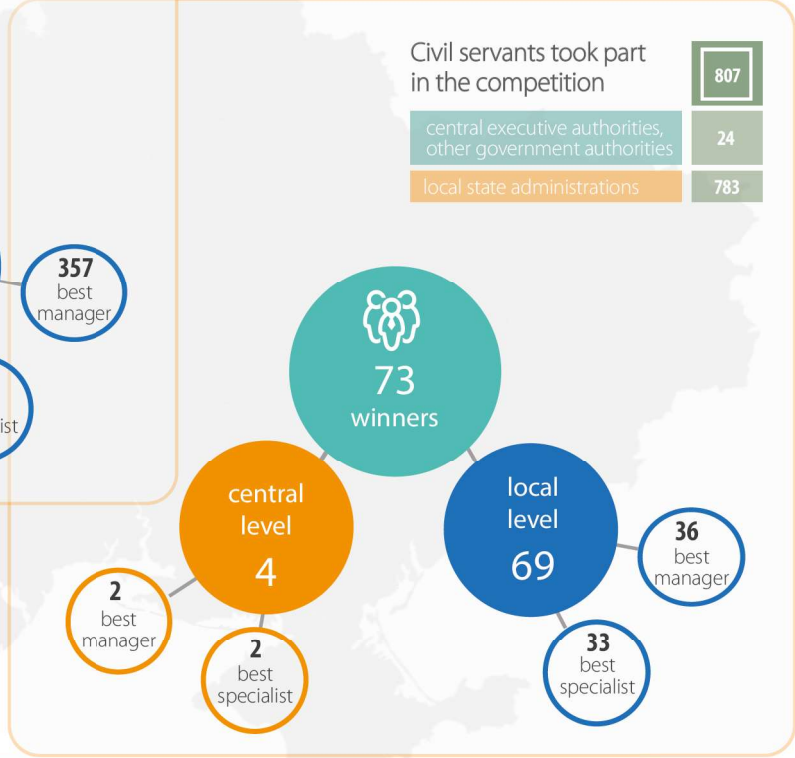


COMPETITION  
"BEST CIVIL SERVANT"

FIRST TOUR



SECOND TOUR



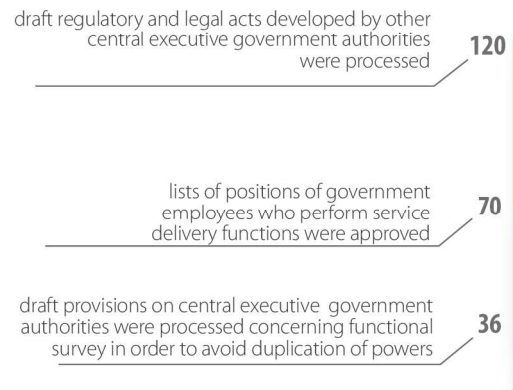
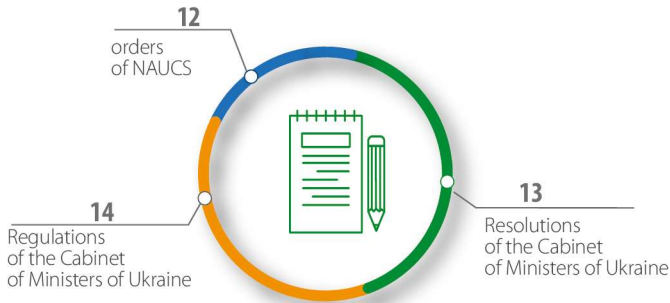
THIRD TOUR





# LEGAL BASIS OF PROFESSIONAL CIVIL SERVICE

Regulatory and legal acts in the sphere of civil service and service in local self-government authorities (adopted)



Direct telephone line "Civil service"



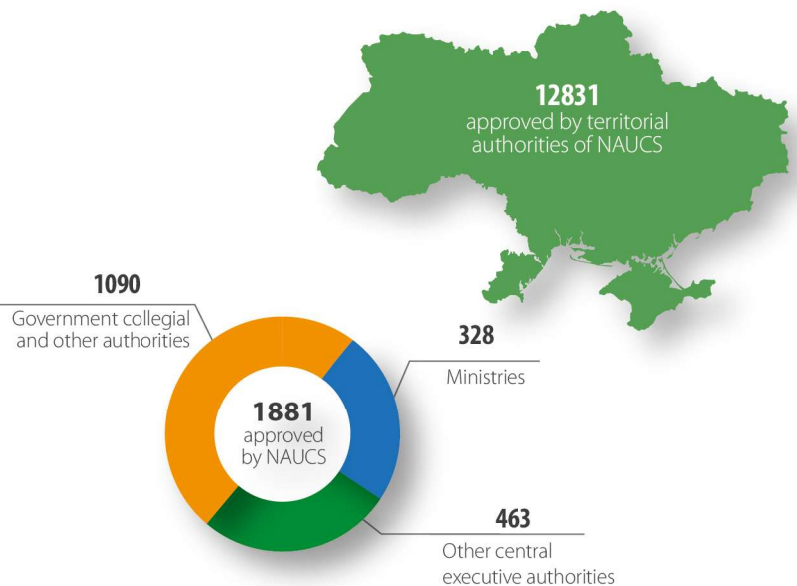
Explanation on civil service and service in local self-government authorities



Personal reception of citizens

	<input checked="" type="checkbox"/>
Head of NAUCS	8
First Deputy Head of NAUCS	2
Deputy Head of NAUCS	5
Regulatory Work and Legal Support Department	23
<b>In total</b>	<b>38</b>

Number of positions in government authorities which carry out service delivery functions in accordance with approved lists of NAUCS



# PROTECTION OF RIGHTS FOR THE CIVIL SERVICE



MONITORING ACTIVITIES

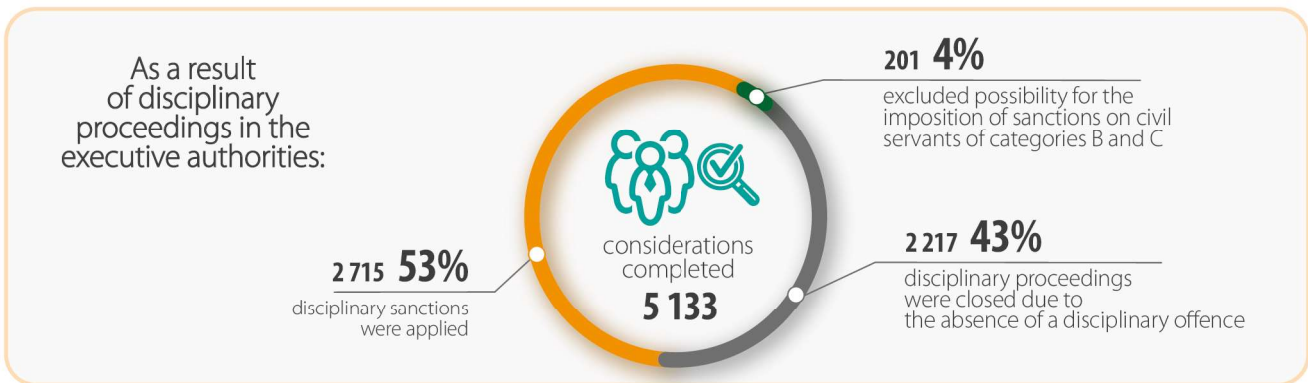


inspections **607**  
 conducted by NAUCS **56**  
 conducted by interregional directorates **551**



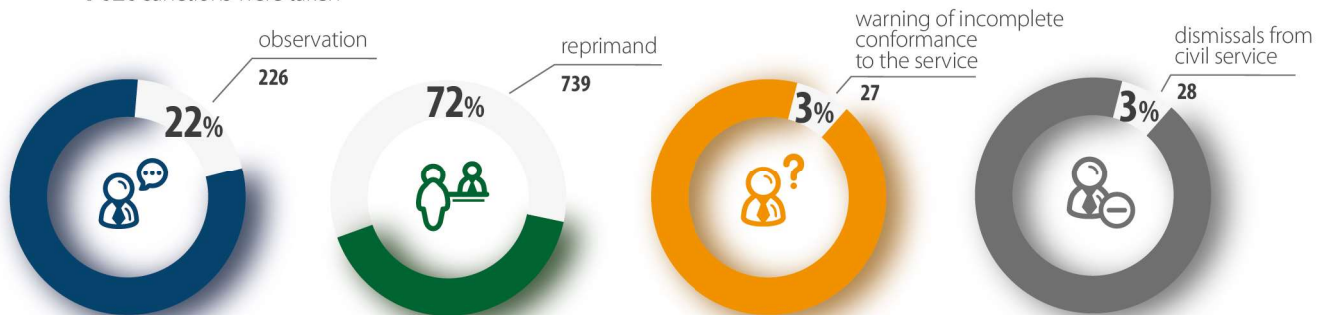
internal investigations **19**  
 conducted by NAUCS **11**  
 conducted by interregional directorates **8**

As a result **213 requirements** and **2317 proposals** were made on elimination of detected violations



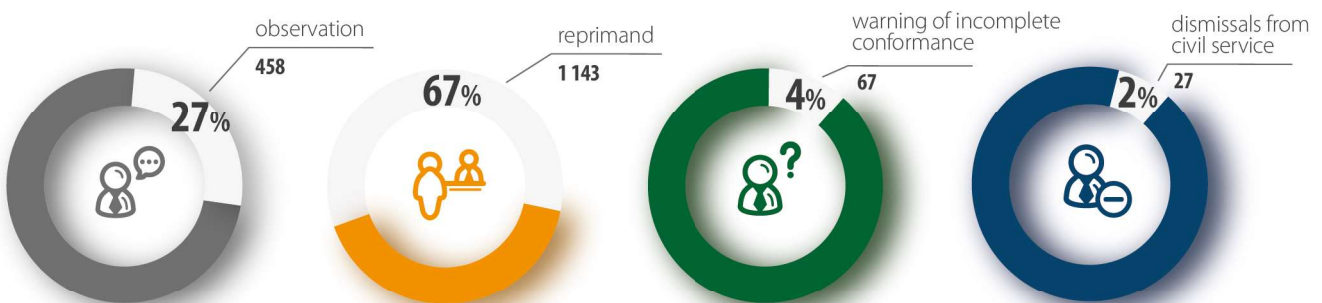
DISCIPLINARY SANCTIONS (category B)

**1 020** sanctions were taken



DISCIPLINARY SANCTIONS (category C)

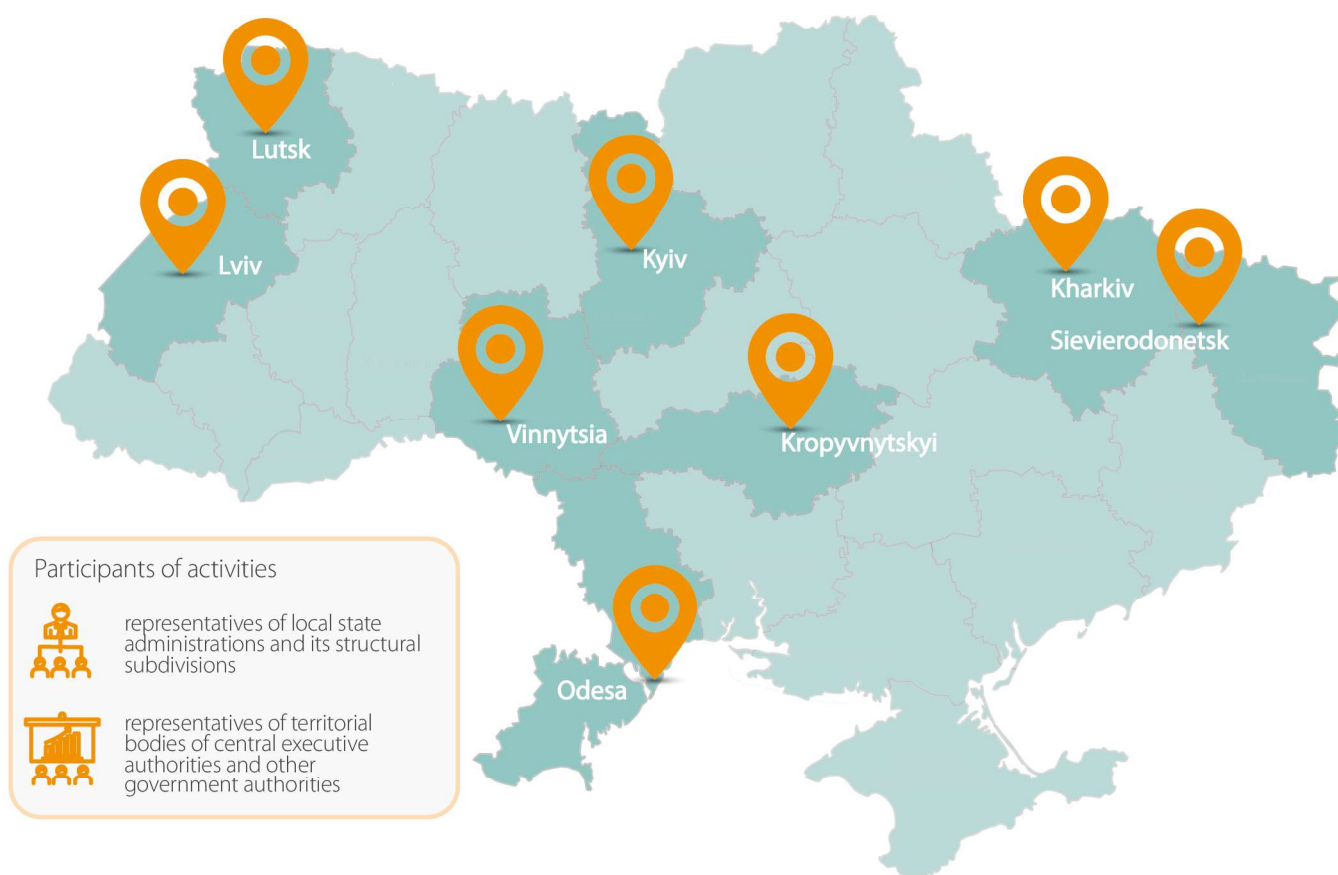
**1 695** sanctions were taken



SPECIAL CHECKS

**192 special checks** were carried out with regard to persons applying for responsible or especially responsible positions, and positions with the highest level of corruption risks in the civil service

## METHODOLOGY AND ADVISORY ASSISTANCE

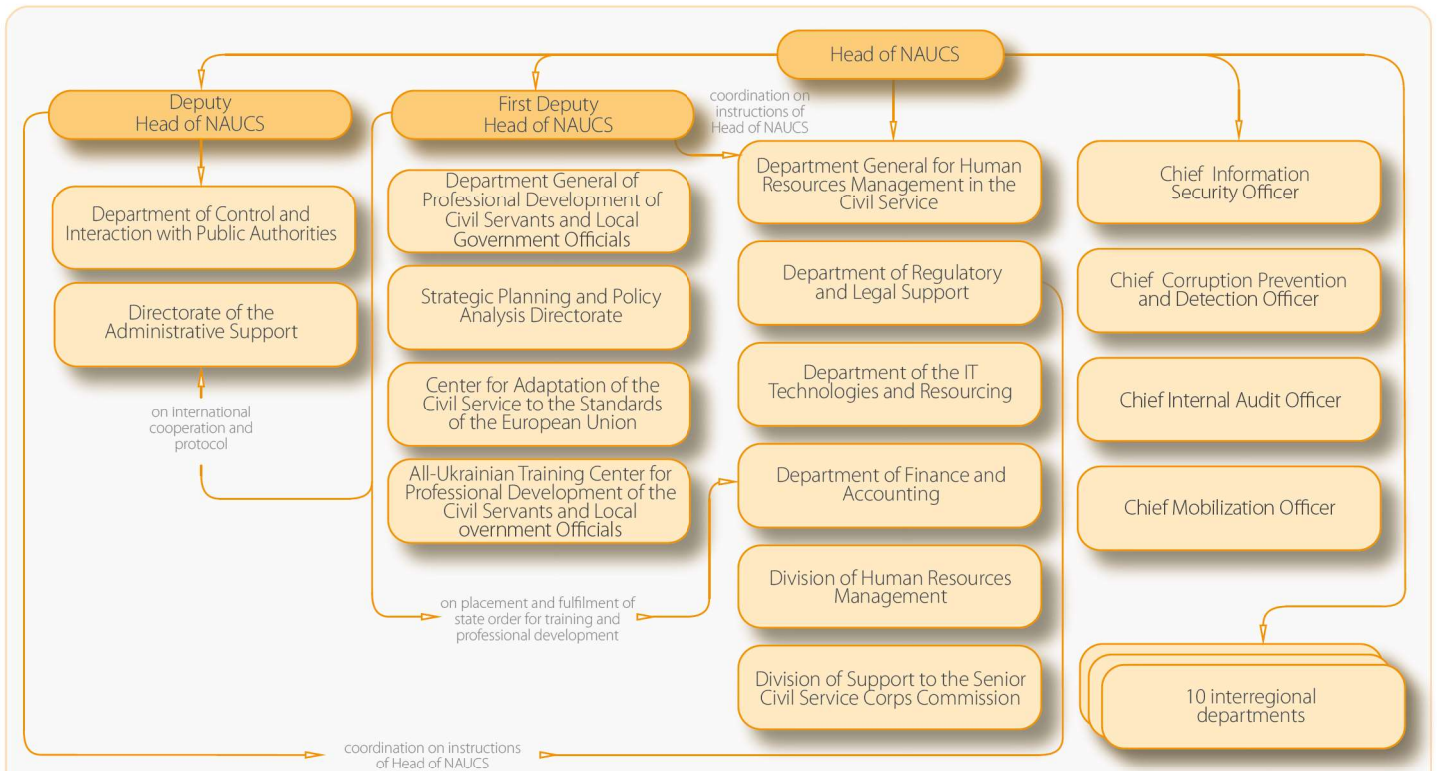


Organizers	Venue	Date	Number of conducted activities	Number of participants
Interregional Directorate of the NAUCS in Volyn and Rivne oblasts	Lutsk	15, 16 May, 2018	2	189
Interregional Directorate of the NAUCS in Lviv and Zakarpattia oblasts	Lviv	25 July, 2018	2	95
Interregional Directorate of the NAUCS in Kharkiv and Sumy oblasts	Kharkiv	15 August, 2018	2	125
Interregional Directorate of the NAUCS in Poltava and Kirovohrad oblasts	Kropyvnytskyi	28 August, 2018	2	115
Interregional Directorate of the NAUCS in Odesa, Mykolaiv and Kherson oblasts, Autonomous Republic of Crimea and city of Sevastopol	Odesa	19 September, 2018	2	128
Interregional Directorate of the NAUCS in Donetsk and Luhansk oblasts	Sievierodonetsk	17 October, 2018	1	210
Interregional Directorate of the NAUCS in Vinnytsia, Zhytomyr and Khmelnytskyi oblasts	Vinnytsia	30 October, 2018	1	135
Interregional Directorate of the NAUCS in Kyiv city, Kyiv, Chernihiv and Cherkasy oblasts	Kyiv	November, 2018	3	135
<b>In total</b>			<b>15</b>	<b>1132</b>

# **INSTITUTIONAL SUPPORT OF CIVIL SERVICE MANAGEMENT**



STRUCTURE OF NAUCS



TOTAL NUMBER



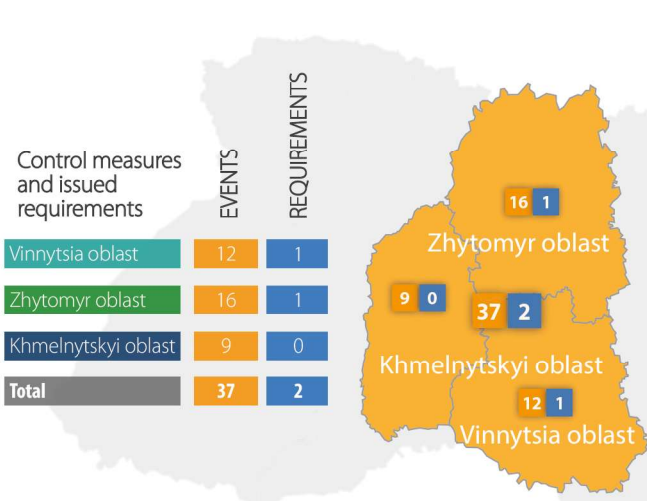
Competitive recruitment to civil service vacancies



Professional Development of NAUCS staff personnel



INTERREGIONAL DIRECTORATE OF NAUCS  
in Vinnytsia, Zhytomyr and Khmelnytskyi oblasts



Proposals upon results of control measures

	Vinnytsi oblast	Zhytomyr oblast	Khmelnytskyi oblast	Total
<b>Total number of submitted proposals</b>	<b>44</b>	<b>65</b>	<b>69</b>	<b>178</b>
Regarding elimination of revealed shortcomings and irregularities	19	49	45	<b>113</b>
Regarding measures to improve functioning of the inspected facility	17	5	-	<b>22</b>
Regarding taking disciplinary measures	7	1	5	<b>13</b>
Regarding other actions, aimed at taking certain measures	1	10	19	<b>30</b>

Effectiveness and type of irregularities detected in the course of inspections

	Vinnytsia oblast	Zhytomyr oblast	Khmelnytskyi oblast	Total
Violation of the competition procedure	16	13	3	<b>32</b>
Decisions which contradict the right for civil service	1	-	1	<b>2</b>
Violations of civil servants' rights	-	1	-	<b>1</b>
Other violations of legislation in the sphere of civil service	32	41	54	<b>127</b>
<b>Total violations detected</b>	<b>49</b>	<b>55</b>	<b>58</b>	<b>162</b>

Advisory assistance



Communicative events to prevent violations

Thematic meetings, seminars



Vinnytsia oblast	72
Zhytomyr oblast	201
Khmelnytskyi oblast	80
<b>Total</b>	<b>353</b>

Educational events



Vinnytsia oblast	24
Zhytomyr oblast	40
Khmelnytskyi oblast	-
<b>Total</b>	<b>64</b>

Events in mass-media



Vinnytsia oblast	171
Zhytomyr oblast	47
Khmelnytskyi oblast	-
<b>Total</b>	<b>218</b>

INTERREGIONAL DIRECTORATE OF NAUCS  
in Volyn and Rivne oblasts



Control measures and issued requirements	EVENTS		REQUIREMENTS	
	Volyn oblast	Rivne oblast	Total	
	11	11	22	
	30	60	90	
<b>Total</b>	<b>11</b>	<b>11</b>	<b>22</b>	<b>90</b>

Proposals upon results of control measures

	Volyn oblast	Rivne oblast	Total
<b>Total number of submitted proposals</b>	<b>58</b>	<b>122</b>	<b>180</b>
Regarding elimination of revealed shortcomings and irregularities	35	61	<b>96</b>
Regarding measures to improve functioning of the inspected facility	23	57	<b>80</b>
Regarding taking disciplinary measures	-	4	<b>4</b>
Regarding other actions, aimed at taking certain measures	-	-	-

Effectiveness and type of irregularities detected in the course of inspections

	Volyn oblast	Rivne oblast	Total
Violation of the competition procedure	-	5	<b>5</b>
Decisions which contradict the right for civil service	-	-	-
Violations of civil servants' rights	22	50	<b>72</b>
Other violations of legislation in the sphere of civil service	30	63	<b>93</b>
<b>Total violations detected</b>	<b>52</b>	<b>118</b>	<b>170</b>

Advisory assistance



369

Volyn oblast



318

Rivne oblast

**Total 687**

Communicative events to prevent violations

Thematic meetings, seminars



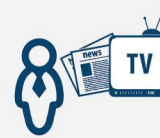
Volyn oblast	42
Rivne oblast	25
<b>Total</b>	<b>67</b>

Educational events



Volyn oblast	-
Rivne oblast	-
<b>Total</b>	<b>-</b>





Events in mass-media



Volyn oblast	17
Rivne oblast	23
<b>Total</b>	<b>40</b>







INTERREGIONAL DIRECTORATE OF NAUCS  
in Dnipropetrovsk and Zaporizhia oblasts

Proposals on results of control events	Dnipropetrovsk oblast	Zaporizhia oblast	Total
<b>Total number of submitted proposals</b>	<b>43</b>	<b>39</b>	<b>82</b>
 Regarding elimination of revealed shortcomings and irregularities	10	13	<b>23</b>
 Regarding measures to improve functioning of the inspected facility	14	10	<b>24</b>
 Regarding taking disciplinary measures	2	1	<b>3</b>
 Regarding other actions, aimed at taking certain measures	17	15	<b>32</b>

Control measures and issued requirements	EVENTS	REQUIREMENTS
Dnipropetrovsk oblast	13	12
Zaporizhia oblast	12	10
<b>Total</b>	<b>25</b>	<b>22</b>



Effectiveness and type of irregularities detected in the course of inspections

	Dnipropetrovsk oblast	Zaporizhia oblast	Total
 Violation of the competition procedure	31	15	<b>46</b>
 Decisions which contradict the right for civil service	6	4	<b>10</b>
 Violations of civil servants' rights	5	4	<b>9</b>
 Other violations of legislation in the sphere of civil service	13	41	<b>54</b>
<b>Total violations detected</b>	<b>55</b>	<b>64</b>	<b>119</b>

Advisory assistance



Communicative events to prevent violations

Thematic meetings, seminars



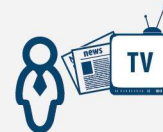
Dnipropetrovsk oblast	22
Zaporizhia oblast	27
<b>Total</b>	<b>49</b>

Educational events



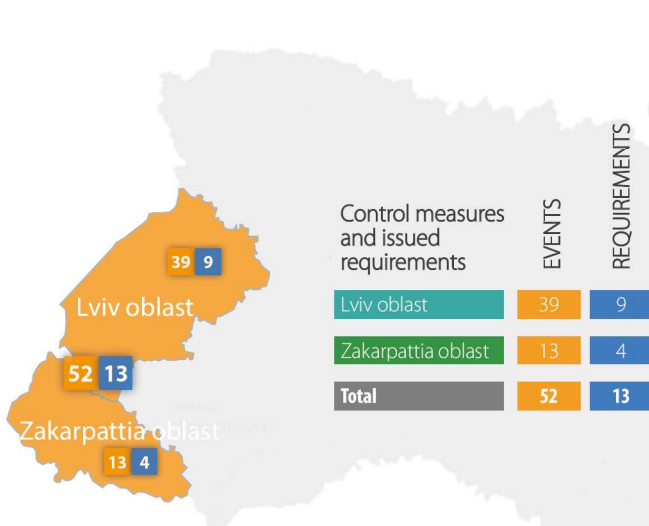
Dnipropetrovsk oblast	2
Zaporizhia oblast	-
<b>Total</b>	<b>2</b>

Events in mass-media



Dnipropetrovsk oblast	85
Zaporizhia oblast	117
<b>Total</b>	<b>202</b>

INTERREGIONAL DIRECTORATE OF NAUCS in Lviv and Zakarpattia oblasts



Proposals upon results of control measures

	Lviv oblast	Zakarpattia oblast	Total
<b>Total number of submitted proposals</b>	<b>61</b>	<b>96</b>	<b>157</b>
Regarding elimination of revealed shortcomings and irregularities	31	68	99
Regarding measures to improve functioning of the inspected facility	24	25	49
Regarding taking disciplinary measures	5	3	8
Regarding other actions, aimed at taking certain measures	1	-	1

Effectiveness and type of irregularities detected in the course of inspections

	Lviv oblast	Zakarpattia oblast	Total
Violation of the competition procedure	5	8	13
Decisions which contradict the right for civil service	-	-	-
Violations of civil servants' rights	37	11	48
Other violations of legislation in the sphere of civil service	15	49	64
<b>Total violations detected</b>	<b>57</b>	<b>68</b>	<b>125</b>

Advisory assistance



Communicative events to prevent violations

Thematic meetings, seminars



Lviv oblast	36
Zakarpattia oblast	77
<b>Total</b>	<b>113</b>

Educational events



Lviv oblast	10
Zakarpattia oblast	9
<b>Total</b>	<b>19</b>

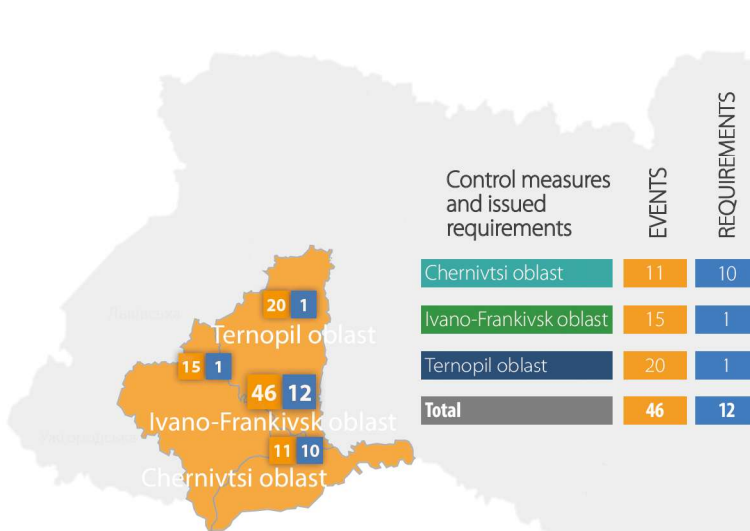
Events in mass-media



Lviv oblast	-
Zakarpattia oblast	3
<b>Total</b>	<b>3</b>

INTERREGIONAL DIRECTORATE OF NAUCS

in Chernivtsi, Ivano-Frankivsk and Ternopil oblasts



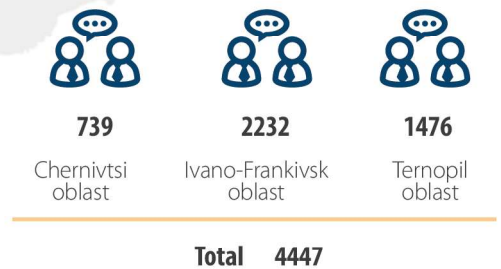
Proposals upon results of control measures

	Chernivtsi oblast	Ivano-Frankivsk oblast	Ternopil oblast	Total
<b>Total number of submitted proposals</b>	<b>35</b>	<b>36</b>	<b>80</b>	<b>151</b>
Regarding elimination of revealed shortcomings and irregularities	1	24	47	<b>72</b>
Regarding measures to improve functioning of the inspected facility	17	11	17	<b>45</b>
Regarding taking disciplinary measures	-	-	-	-
Regarding other actions, aimed at taking certain measures	17	1	16	<b>34</b>

Effectiveness and type of irregularities detected in the course of inspections

	Chernivtsi oblast	Ivano-Frankivsk oblast	Ternopil oblast	Total
Violation of the competition procedure	2	4	9	<b>15</b>
Decisions which contradict the right for civil service	-	5	-	<b>5</b>
Violations of civil servants' rights	-	6	-	<b>6</b>
Other violations of legislation in the sphere of civil service	33	10	35	<b>78</b>
<b>Total violations detected</b>	<b>35</b>	<b>25</b>	<b>44</b>	<b>104</b>

Advisory assistance



Communicative events to prevent violations

Thematic meetings, seminars



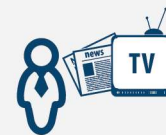
Chernivtsi oblast	53
Ivano-Frankivsk oblast	67
Ternopil oblast	43
<b>Total</b>	<b>163</b>

Educational events



Chernivtsi oblast	7
Ivano-Frankivsk oblast	44
Ternopil oblast	12
<b>Total</b>	<b>63</b>

Events in mass-media

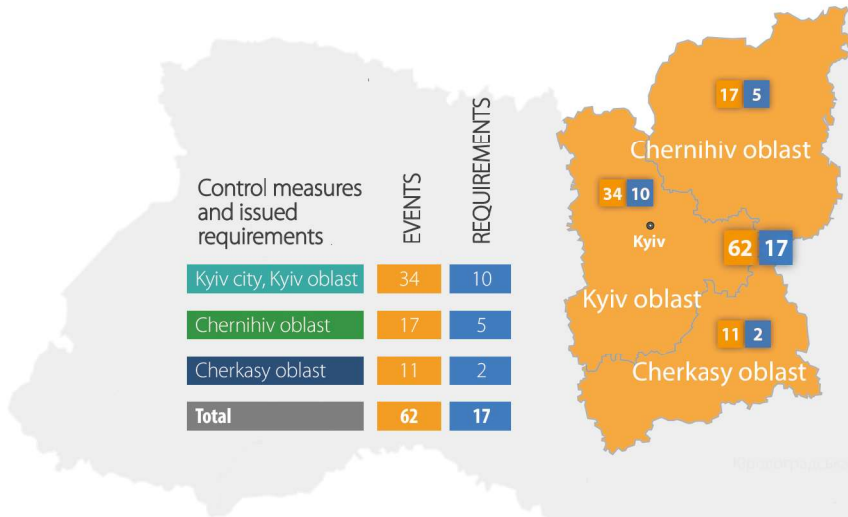


Chernivtsi oblast	4
Ivano-Frankivsk oblast	28
Ternopil oblast	-
<b>Total</b>	<b>32</b>



INTERREGIONAL DIRECTORATE OF NAUCS

in Kyiv city, Kyiv, Chernihiv and Cherkasy oblasts



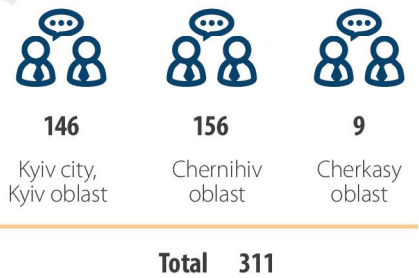
Proposals upon results of control measures

	Kyiv city, Kyiv oblast	Chernihiv oblast	Cherkasy oblast	Total
<b>Total number of submitted proposals</b>	<b>110</b>	<b>86</b>	<b>40</b>	<b>236</b>
Regarding elimination of revealed shortcomings and irregularities	63	73	25	<b>161</b>
Regarding measures to improve functioning of the inspected facility	18	9	14	<b>41</b>
Regarding taking disciplinary measures	8	3	-	<b>11</b>
Regarding other actions, aimed at taking certain measures	21	1	1	<b>23</b>

Effectiveness and type of irregularities detected in the course of inspections

	Kyiv city, Kyiv oblast	Chernihiv oblast	Cherkasy oblast	Total
Violation of the competition procedure	18	28	13	<b>59</b>
Decisions which contradict the right for civil service	13	-	-	<b>13</b>
Violations of civil servants' rights	41	12	-	<b>53</b>
Other violations of legislation in the sphere of civil service	42	33	20	<b>95</b>
<b>Total violations detected</b>	<b>114</b>	<b>73</b>	<b>33</b>	<b>220</b>

Advisory assistance



Communicative events to prevent violations

Thematic meetings, seminars



Kyiv city, Kyiv oblast	11
Chernihiv oblast	17
Cherkasy oblast	24
<b>Total</b>	<b>52</b>

Educational events







Kyiv city, Kyiv oblast	9
Chernihiv oblast	9
Cherkasy oblast	9
<b>Total</b>	<b>27</b>

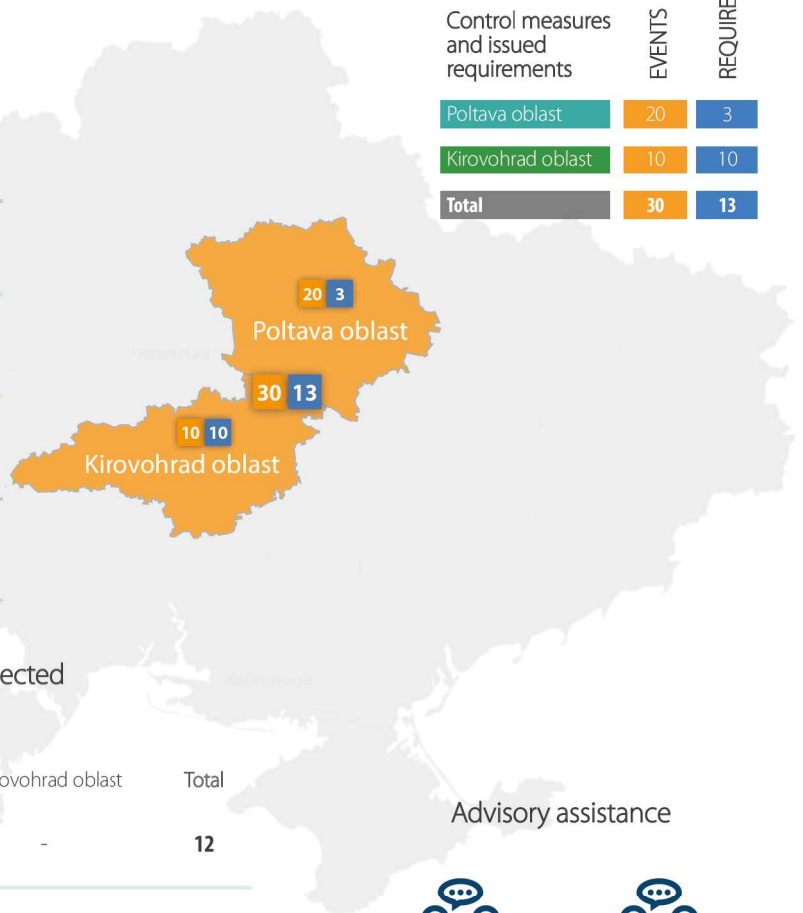
Events in mass-media







Kyiv city, Kyiv oblast	74
Chernihiv oblast	64
Cherkasy oblast	80
<b>Total</b>	<b>218</b>

INTERREGIONAL DIRECTORATE OF NAUCS  
in Poltava and Kirovohrad oblasts

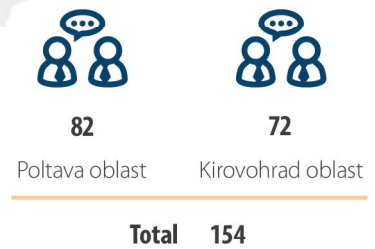
Proposals upon results of control measures	Poltava oblast	Kirovohrad oblast	Total
<b>Total number of submitted proposals</b>	<b>52</b>	<b>58</b>	<b>110</b>
 Regarding elimination of revealed shortcomings and irregularities	50	50	<b>100</b>
 Regarding measures to improve functioning of the inspected facility	-	4	<b>4</b>
 Regarding taking disciplinary measures	2	2	<b>4</b>
 Regarding other actions, aimed at taking certain measures	-	2	<b>2</b>



Effectiveness and type of irregularities detected in the course of inspections

	Poltava oblast	Kirovohrad oblast	Total
 Violation of the competition procedure	12	-	<b>12</b>
 Decisions which contradict the right for civil service	2	-	<b>2</b>
 Violations of civil servants' rights	3	-	<b>3</b>
 Other violations of legislation in the sphere of civil service	46	54	<b>100</b>
<b>Total violations detected</b>	<b>63</b>	<b>54</b>	<b>117</b>

Advisory assistance



Communicative events to prevent violations







INTERREGIONAL DIRECTORATE OF NAUCS

in Donetsk and Luhansk oblasts





Control measures and issued requirements	EVENTS	REQUIREMENTS
Donetsk oblast	17	1
Luhansk oblast	10	0
<b>Total</b>	<b>27</b>	<b>1</b>

Proposals upon results of control measures

	Donetsk oblast	Luhansk oblast	Total
<b>Total number of submitted proposals</b>	<b>54</b>	<b>42</b>	<b>96</b>
 Regarding elimination of revealed shortcomings and irregularities	31	15	46
 Regarding measures to improve functioning of the inspected facility	19	25	44
 Regarding taking disciplinary measures	1	2	3
 Regarding other actions, aimed at taking certain measures	3	-	3



Effectiveness and type of irregularities detected in the course of inspections

	Donetsk oblast	Luhansk oblast	Total
 Violation of the competition procedure	5	1	6
 Decisions which contradict the right for civil service	-	-	-
 Violations of civil servants' rights	-	-	-
 Other violations of legislation in the sphere of civil service	34	18	52
<b>Total violations detected</b>	<b>39</b>	<b>19</b>	<b>58</b>

Advisory assistance



Communicative events to prevent violations

**Thematic meetings, seminars**

Donetsk oblast	8
Luhansk oblast	11
<b>Total</b>	<b>19</b>

**Educational events**

Donetsk oblast	1
Luhansk oblast	2
<b>Total</b>	<b>3</b>

**Events in mass-media**

Donetsk oblast	-
Luhansk oblast	-
<b>Total</b>	<b>-</b>



INTERREGIONAL DIRECTORATE OF NAUCS

Odesa, Mykolaiv and Kherson oblasts, Autonomous Republic of Crimea and Sevastopol city

Control measures and issued requirements	EVENTS	REQUIREMENTS
Odesa oblast	21	9
Mykolaiv oblast	13	1
Kherson oblast	19	2
<b>Total</b>	<b>53</b>	<b>12</b>



Effectiveness and type of irregularities detected in the course of inspections

	Odesa oblast	Mykolaiv oblast	Kherson oblast	Total
Violation of the competition procedure	8	-	22	30
Decisions which contradict the right for civil service	3	1	2	6
Violations of civil servants' rights	9	-	12	21
Other violations of legislation in the sphere of civil service	62	69	64	195
<b>Total violations detected</b>	<b>82</b>	<b>70</b>	<b>100</b>	<b>252</b>

Proposals upon results of control measures

	Odesa oblast	Mykolaiv oblast	Kherson oblast	Total
<b>Total number of submitted proposals</b>	<b>87</b>	<b>40</b>	<b>103</b>	<b>230</b>
Regarding elimination of revealed shortcomings and irregularities	40	14	43	97
Regarding measures to improve functioning of the inspected facility	29	24	33	86
Regarding taking disciplinary measures	5	2	6	13
Regarding other actions, aimed at taking certain measures	13	-	21	34

Advisory assistance



Communicative events to prevent violations

Thematic meetings, seminars



Odesa oblast	59
Mykolaiv oblast	14
Kherson oblast	55
<b>Total</b>	<b>128</b>

Educational events







Odesa oblast	13
Mykolaiv oblast	15
Kherson oblast	34
<b>Total</b>	<b>62</b>

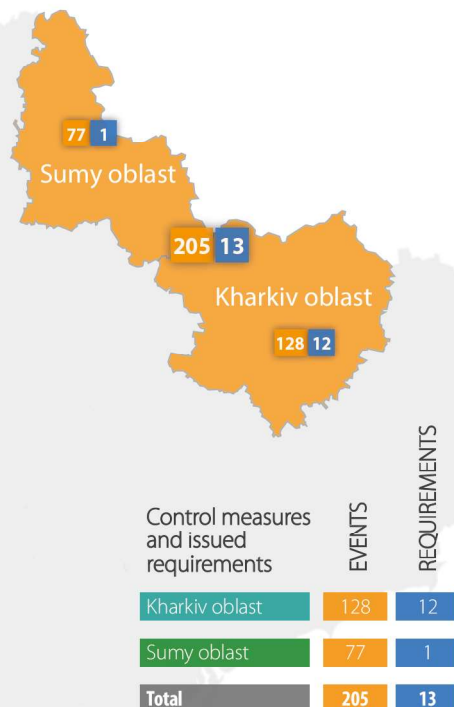
Events in mass media







Odesa oblast	5
Mykolaiv oblast	1
Kherson oblast	-
<b>Total</b>	<b>6</b>

INTERREGIONAL DIRECTORATE OF NAUCS  
in Kharkiv and Sumy oblasts

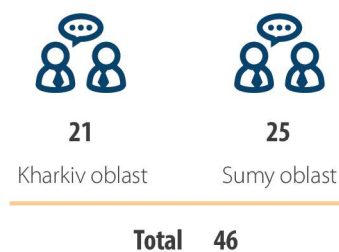
	Kharkiv oblast	Sumy oblast	Total
<b>Proposals upon results of control measures</b>			
<b>Total number of submitted proposals</b>	<b>460</b>	<b>297</b>	<b>757</b>
 Regarding elimination of revealed shortcomings and irregularities	99	297	<b>396</b>
 Regarding measures to improve functioning of the inspected facility	-	-	-
 Regarding taking disciplinary measures	-	-	-
 Regarding other actions, aimed at taking certain measures	361	-	<b>361</b>



Effectiveness and type of irregularities detected in the course of inspections

	Kharkiv oblast	Sumy oblast	Total
 Violation of the competition procedure	1	-	<b>1</b>
 Decisions which contradict the right for civil service	2	6	<b>8</b>
 Violations of civil servants' rights	3	4	<b>7</b>
 Other violations of legislation in the sphere of civil service	97	88	<b>185</b>
<b>Total violations detected</b>	<b>103</b>	<b>98</b>	<b>201</b>

Advisory assistance



Communicative events to prevent violations

Thematic meetings, seminars



Kharkiv oblast	44
Sumy oblast	19
<b>Total</b>	<b>63</b>

Educational events



Kharkiv oblast	7
Sumy oblast	11
<b>Total</b>	<b>18</b>

Events in mass-media



Kharkiv oblast	89
Sumy oblast	38
<b>Total</b>	<b>127</b>

# RESOURCE PROVISION OF CIVIL SERVICE REFORM REALIZATION

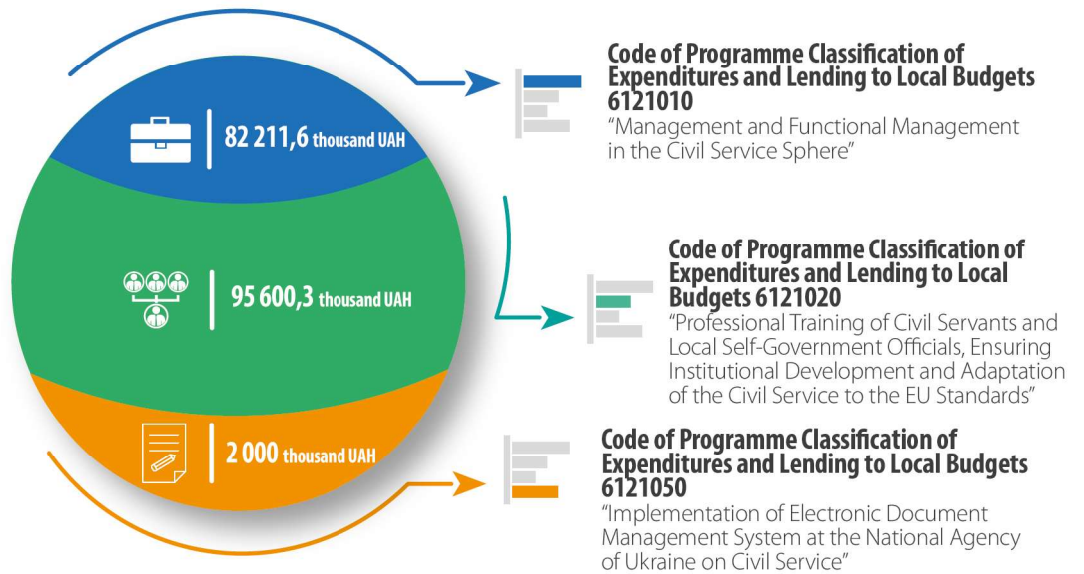


## RESOURCE PROVISION OF CIVIL SERVICE REFORM REALIZATION

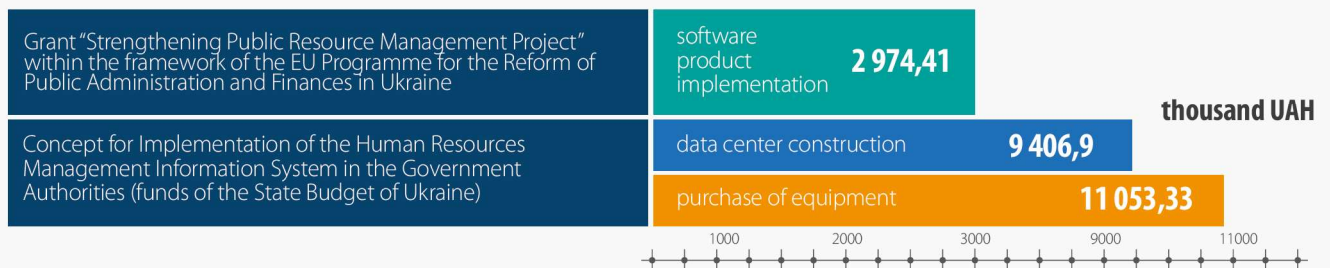
### NAUCS EXPENDITURES



Law of Ukraine "On the State Budget of Ukraine for 2018" provides the expenditures for the NAUCS in the amount of **177 811,9 thousand UAH**



### IMPLEMENTATION OF THE HUMAN RESOURCES MANAGEMENT INFORMATION SYSTEM IN THE GOVERNMENT AUTHORITIES



The NAUCS is responsible for the realization of the Concept for Implementation of the Human Resources Management Information System in the Government Authorities according to the Regulation of the Cabinet of Ministers of Ukraine as of 1 December, 2017 No 844-r

### ESTABLISHMENT OF THE CENTER FOR EVALUATION OF CANDIDATES TO CIVIL SERVICE POSITIONS



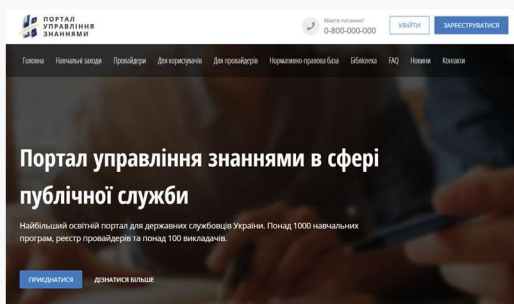
equipment for the center was procured on total amount of **4 608,8 thousand UAH** was provided



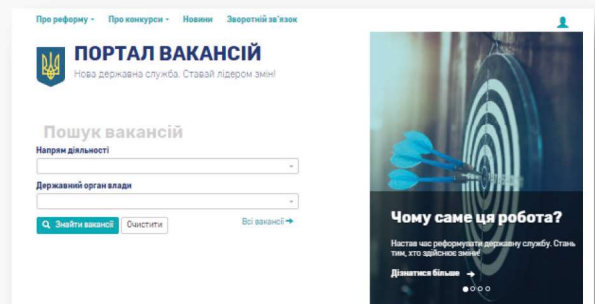
capitalized repair on total amount of **3 489,3 thousand UAH** was carried out

Within the framework of the Strategy of Public Administration Reform in Ukraine for 2016–2020

portal of knowledge management in the public service sphere for the amount of **1 350 thousand UAH** was created



Carrer.gov.ua web-portal was completed at **1 540 thousand UAH**



# INTERNATIONAL COOPERATION

## INTERNATIONAL COOPERATION

### SIGMA PROGRAMME



coordination of assessing process of the state of affairs in the system of public administration in accordance with the Principles of Public Administration developed by the SIGMA Programme



organization of working meetings and consultations with representatives of ministries, other government authorities in order to establish and specify the necessary information for conducting an assessment of the state of affairs in the system of public administration



implementation of SIGMA Work Programme for Ukraine for the period from July 2018 to June 2019



conference on the presentation of main results of the assessment of the state of affairs in the public administration system "Public Administration in Ukraine: SIGMA Programme Report and Vision for Future Changes"

### EU INITIATIVE "EASTERN PARTNERSHIP"



organization of seminars "Ensuring Gender Equality in the Public Service" (22.11.2018) and "Costing Strategies as an Integral Part of the Strategic Planning Process" (6.12.2018)



participation in 2 meetings of the Panel on Governance and Public Administration of the Platform 1 "Strengthening Institutions and Good Governance"



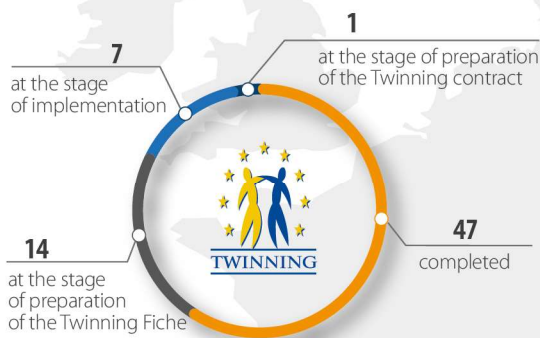
preparation of the book "Gender Policy in Public Administration System of Ukraine"



NAUCS is the coordinator of implementation of PADOS (Participatory Democracy, Open Governance Efficient eGovernment Services) project in Ukraine

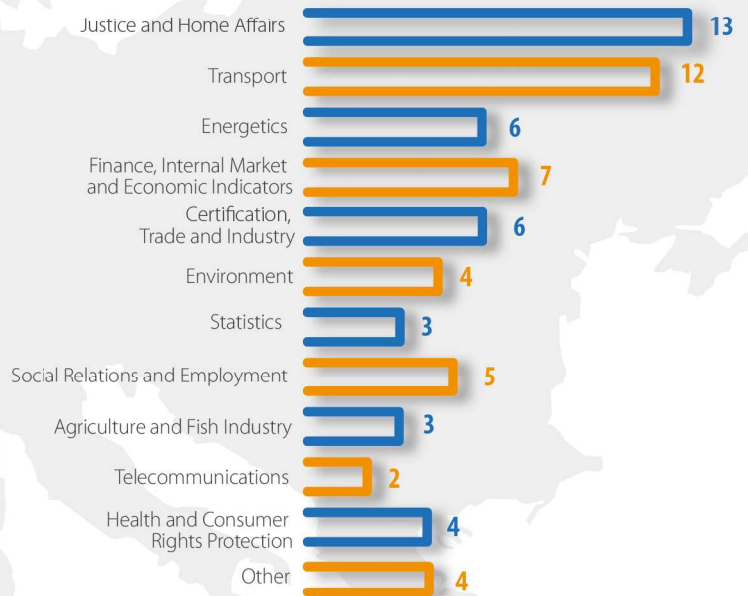
### IMPLEMENTATION OF TWINNING INSTRUMENT

#### Dynamics of Twinning projects



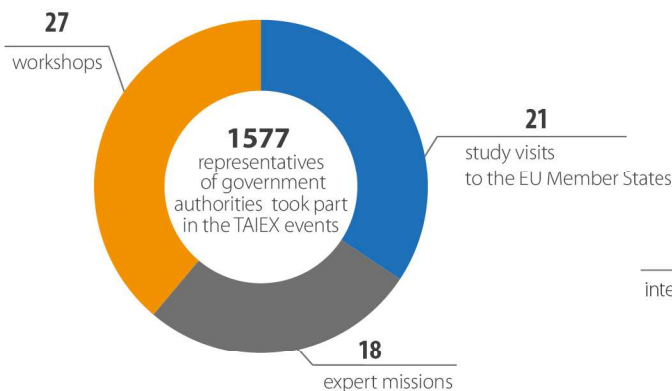
Resolution of the Cabinet of Ministers of Ukraine "On Amendments to the Procedure for the initiation, preparation and implementation of Twinning projects" as of August 22, 2018 No 663 was developed and approved in order to put in line the Procedure for the initiation, preparation and implementation of Twinning projects to the Twinning Manual.

#### Areas of Twinning instrument implementation

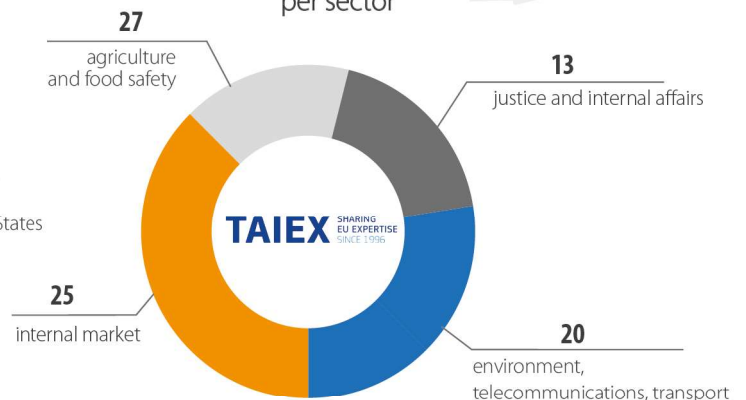


### IMPLEMENTATION OF TAIEX INSTRUMENT

#### TAIEX activities per type of events



#### TAIEX activities per sector





COOPERATION AND INTERACTION  
WITH INTERNATIONAL TECHNICAL ASSISTANCE  
PROJECTS AND INTERNATIONAL ORGANIZATIONS



EU4PAR

SUPPORT TO COMPREHENSIVE REFORM OF PUBLIC ADMINISTRATION IN UKRAINE

- expert support in drafting amendments to the Law of Ukraine "On Civil Service";
- professional development of reform staff, representatives of human resource management, legal services;
- 2 conferences

ASSOCIATION 4U

- advanced training of civil servants of category "A", reform staff, representatives of personnel management services



Association4U  
Асоціація 4U Україна і 4U мережа



WORLD BANK

STRENGTHENING THE STATE RESOURCES MANAGEMENT  
(PROJECT FINANCED BY THE EUROPEAN UNION)

- preparation of technical requirements and holding a tender for the development of the Human Resources Management information System (HRMIS)

PROFESSIONAL DEVELOPMENT TRAINING PROGRAMMES

- in 2014-2018, 461 representatives of public sector and civil society took part in 47 study visits to US and EU member-states institutions and organizations operating in the spheres of cybersecurity, health care, education, public finance and government procurement



USAID  
FROM THE AMERICAN PEOPLE



DOCCU  
Розвиток громадянських компетентностей в Україні  
Development of Citizenship Competencies in Ukraine

DEVELOPMENT OF CITIZENSHIP COMPETENCES IN UKRAINE

- in 2017-2018, 26874 civil servants and local self-government officials upgraded their qualification through the professional Programme on "Development of Citizenship Competences";
- manuals "Education for Democratic Citizenship and Human Rights Education in the Professional Training of Civil Servants and Local Self-Government Officials" and "Portfolio for Civil Servants and Local Self-Government Officials for the Development of Citizenship Competences" were published;

REDUCING THE CORRUPTION RISKS IN THE HUMAN RESOURCES MANAGEMENT SYSTEM  
IN THE MINISTRY OF DEFENCE OF UKRAINE

- analysis of positions was carried out and the methodology for conducting the analysis of civil service positions of category "B" and "C" in the central executive authorities was developed



CIDS



UNDP

TRANSPARENCY AND INTEGRITY IN THE PUBLIC SECTOR OF UKRAINE

- new version of the official website of the NAUCS was developed

SUPPORT TO CIVIL SERVICE REFORM BY STRENGTHENING COOPERATION  
BETWEEN CIVIL SOCIETY ORGANIZATIONS AND THE GOVERNMENT OF UKRAINE

- new version of the Methodology Guidelines for Evaluation of Executive Authorities' Activities on Interaction with Public was published and presented at the conference of the European Evaluation Society (Thessaloniki, Greece)

STRENGTHENING THE POTENTIAL OF THE SECRETARIAT OF THE UKRAINIAN  
PARLIAMENTARY OMBUDSMAN

- survey of civil servants on perception and understanding of human rights issues was conducted





GOOD GOVERNANCE AND INTEGRITY IN THE PUBLIC SECTOR IN UKRAINE

- advanced training of 12 civil servants in the framework of integrity building trainers training started;
- 17 reform staff upgraded their qualifications through the training programme "Good Governance and Public Sector Integrity in Ukraine"

MATRA RULE OF LAW TRAINING PROGRAMME

- 7 trainings in the sphere of public procurement, public finance, administration of justice, protection of human rights, integrity in the civil service, freedom of mass media and decentralization were held in which 32 civil servants took part

SUPPORT TO THE MERIT-BASED RECRUITMENT AND SELECTION PROCESS IN CIVIL SERVICE

- 82 civil servants upgraded their qualifications through the training programme "Preparation of questions and possible answers to test knowledge of special legislation";
- expert support for the development of professional standards for civil service positions was provided

DECENTRALIZATION AND LOCAL SELF-GOVERNMENT REFORM IN UKRAINE

- expert support to NAUCS in drafting Guidelines on the system of professional training of civil servants and local self-government officials;
- needs of local self-government officials in professional training were studied;
- training programme for staff of personnel management service of the local self-government authorities was developed



U-LEAD WITH EUROPE

- technical assistance in studying and adapting the best practices of professional training for civil servants in Germany;
- training of trainers on personnel management issues in local self-government authorities

EUROPEAN UNION ADVISORY MISSION FOR CIVILIAN SECURITY SECTOR REFORM

- training programme "Leadership in Change Management" aimed at training of local trainers from the and Ministry of Internal Affairs, who will conduct training of representatives of public sector in Ukraine was introduced



OFFICE OF THE OSCE HIGH COMMISSIONER ON NATIONAL MINORITIES

- expert assistance in introducing the certification of persons applying for admission to the civil service on the language proficiency using the experience of Latvia, Finland, Estonia

UN WOMEN

- providing technical assistance in carrying out the analysis of the needs and potential for integration of the gender mainstreaming in public administration reform and the practice of the civil service



HANS SEIDEL FOUNDATION OFFICE IN UKRAINE

- 5 communicative events on civil service reform, professionalization of civil servants and local self-government officials, European integration were held;
- manual "Organization of a Civil Servant's Activities was prepared

MEMORANDUMS AND COOPERATION AGREEMENTS WERE CONCLUDED



National School of Administration in France

United Nations Development Programme in Ukraine

Agriteam Canada Consulting Ltd. in framework the Expert Deployment for Governance and Economic Growth Project

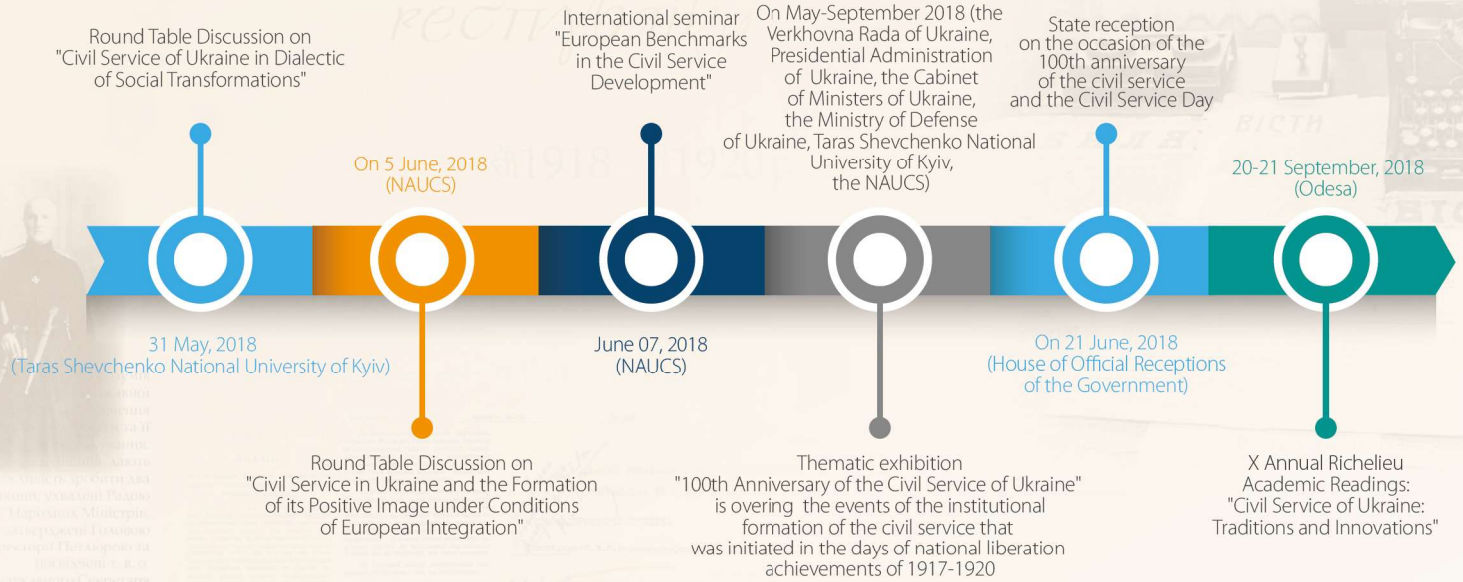
European Union Advisory Mission for Civilian Security Sector Reform and Ministry of Internal Affairs

Швейцарсько-український проект  
DESPRO  
Підтримка децентралізації в Україні  
Swiss-Ukrainian project "Support for Decentralization in Ukraine" (DESPRO)

# COMMUNICATIVE SUPPORT OF CIVIL SERVICE REFORM

100TH ANNIVERSARY OF THE CIVIL SERVICE OF UKRAINE

On the occasion of celebration of the 100th anniversary of the civil service of Ukraine, the NAUCS held:



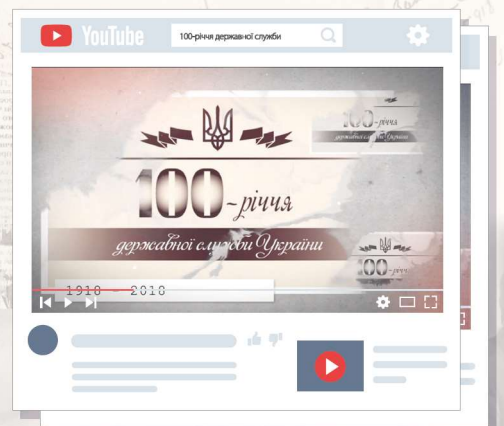
Implementation by the territorial bodies of the NAUCS of the Action Plan on Preparation and Celebration of the 100th Anniversary of the Civil Service

Territorial body of the NAUCS	100 <sup>th</sup> Anniversary of the Civil Service of Ukraine				Total number of events
	Publications in mass media	Organization and conducting of thematic exhibitions	Placing information on the websites of the Oblast State Administrations and Regional State Administrations	Conducting of the communicative events	
Interregional Directorate of NAUCS in Vinnytsia, Zhytomyr and Khmelnytskyi oblasts	3	2	57	40	102
Interregional Directorate of NAUCS in Volyn and Rivne oblasts	36	6	34	17	93
Interregional Directorate of NAUCS in Dnipropetrovsk and Zaporizhia oblasts	20	13	45	13	91
Interregional Directorate of NAUCS in Donetsk and Luhansk oblasts	0	0	15	12	27
Interregional Directorate of NAUCS in Lviv and Zakarpattia oblasts	15	2	3	17	37
Interregional Directorate of NAUCS in Chernivtsi, Ivano-Frankivsk and Ternopil oblasts	28	8	47	35	118
Interregional Directorate of NAUCS in Poltava and Kirovohrad oblasts	2	6	2	11	21
Interregional Directorate of NAUCS in Odesa, Mykolaiv, Kherson oblasts, in the Autonomous Republic of Crimea and Sevastopol	23	12	52	30	117
Interregional Directorate of NAUCS in Kharkiv and Sumy oblasts	5	4	64	21	94
Interregional Directorate of NAUCS in Kyiv city, Kyiv, Chernihiv and Cherkasy oblasts	30	40	68	83	221
<b>In total</b>	<b>162</b>	<b>93</b>	<b>387</b>	<b>279</b>	<b>921</b>

Stamp and thematic envelope "100th Anniversary of Civil Service"



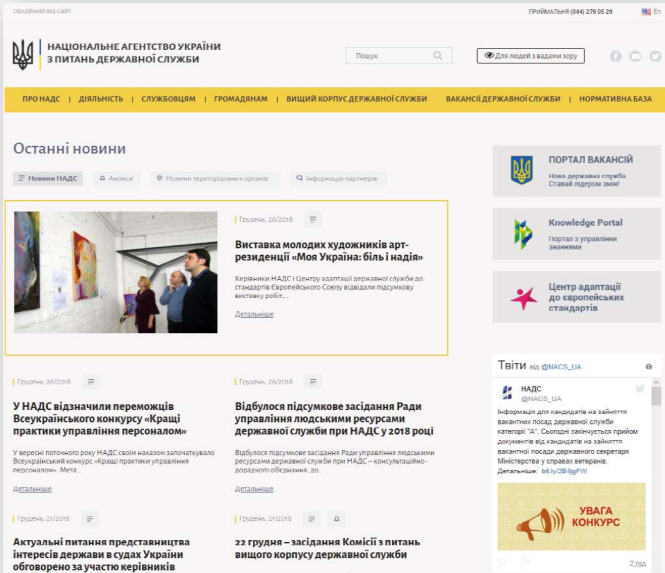
Presentation video "100th Anniversary of the Civil Service of Ukraine"





INTERACTION WITH THE CIVIL SOCIETY AND MASS MEDIA

New official web-site of the NAUCS  
www.nads.gov.ua



13 consultations with the civil society, among them:

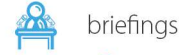
12 electronic



1 public



28 activities attended by the NAUCS leaders:



briefings



press conference



participation in TV and radio broadcasts, talk shows



information support was provided to about 250 events on implementation of the public policy in the sphere of civil service attended by the NAUCS leaders

Official web-page of the NAUCS on Facebook  
www.facebook.com/nads.gov.ua



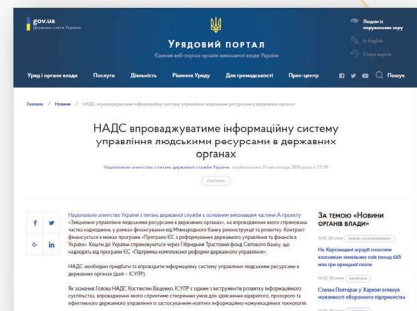
Official web-page of NAUCS on Twitter  
www.twitter.com/nacs\_ua



Publications



37 press releases on activities of the NAUCS were prepared and sent for publication on the Governmental Portal



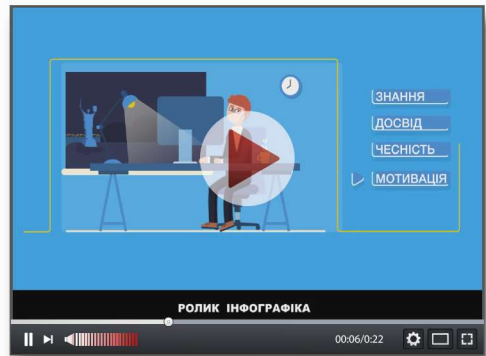
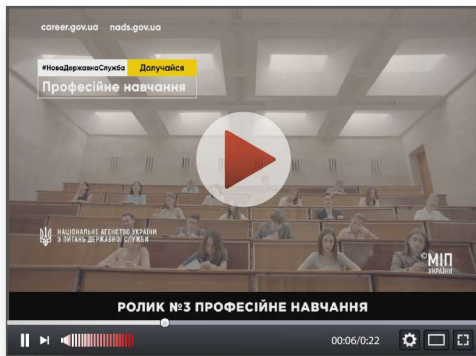
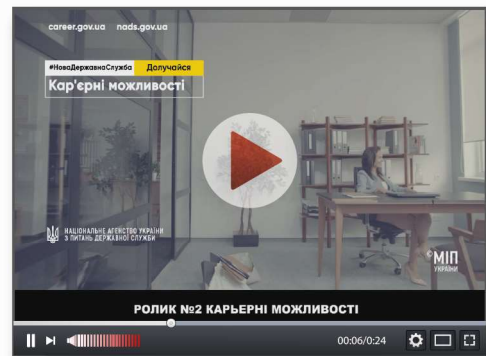
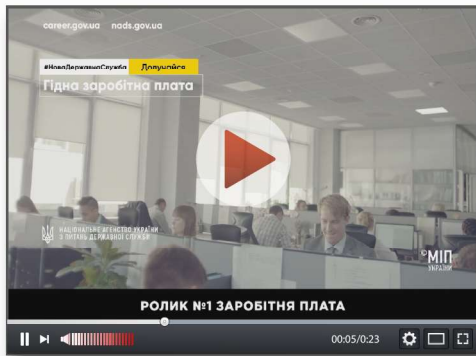


PROMOTION OF THE "NEW CIVIL SERVICE" CONCEPT

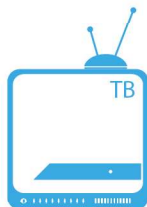
Outdoor advertising for promotion of the Concept



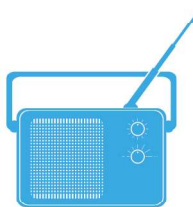
4 videos on promotion of the Concept



outdoor advertising  
**99** placements at **63 citylights** and **36 billboards**



television advertising  
**1 128** TV advertisements on **19 channels**



radio advertising  
**132** radio broadcasting on **14 radio stations**



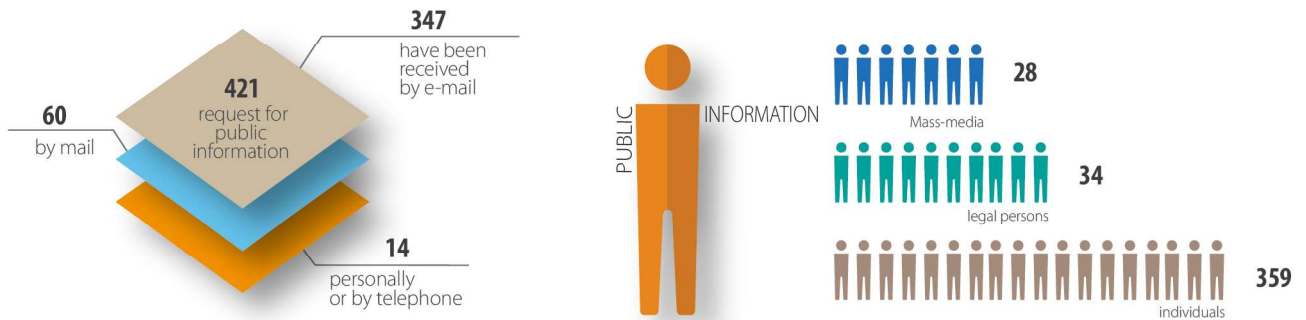
video boards advertising  
**34 560** video broadcasting on **32 video boards**

**IN TOTAL 35 919**

# ACCOUNTABILITY, TRANSPARENCY AND CORRUPTION PREVENTION

ENSURING ACCESS  
TO PUBLIC INFORMATION

Number of requests  
for public information

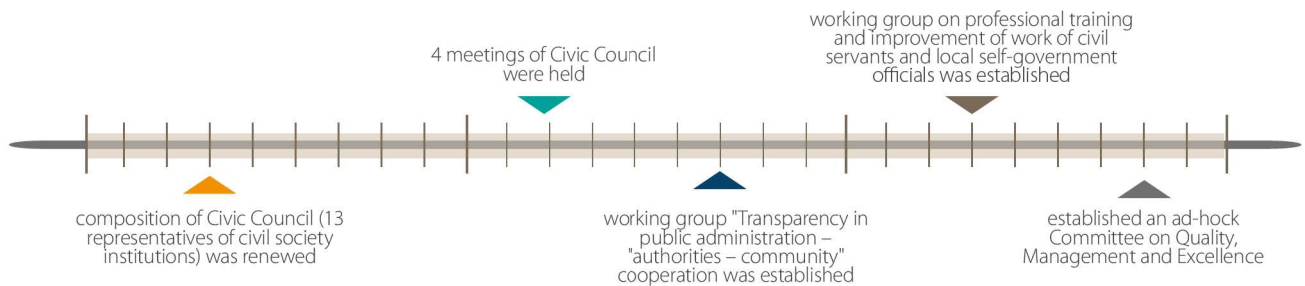


Considerations of appeals from citizens:

appeals from citizens	appeals from institutions and organizations	appeals and requests from people's deputies of Ukraine	lawyers' request	submissions on compositions of disciplinary commissions of the government authorities
25	33	6	3	9

ACTIVITIES OF CONSULTATIVE  
AND ADVISORY BODIES OF THE NAUCS

Civic Council of the NAUCS



Collegium of the NAUCS



PREVENTION AND DETECTION OF CORRUPTION



Anti-Corruption Programme of NAUCS for 2018 was approved (Decree of NAUCS as of 18 May, 2018 No 109)



Corruption risks for NAUCS were identified and described and an appropriate list was drafted and approved



Corruption risk factors and consequences of corruption offences or offences relating to corrupt acts were identified, and the measures for to eliminate them were adopted



7 training activities on ensuring compliance with the provisions of the anti-corruption legislation were organized for executive personnel of NAUCS, its territorial bodies and institutions under the NAUCS jurisdiction



70 NAUCS staff members passed an internal test on knowledge of anti-corruption legislation

INTERNAL CONTROL

list of risk areas for the NAUCS, its territorial bodies and institutions under the NAUCS jurisdiction staff activities was approved

Guidelines on internal control and risk-management in NAUCS, its territorial bodies and institutions under the NAUCS jurisdiction were approved

Application of 3 Operations charts was ensured

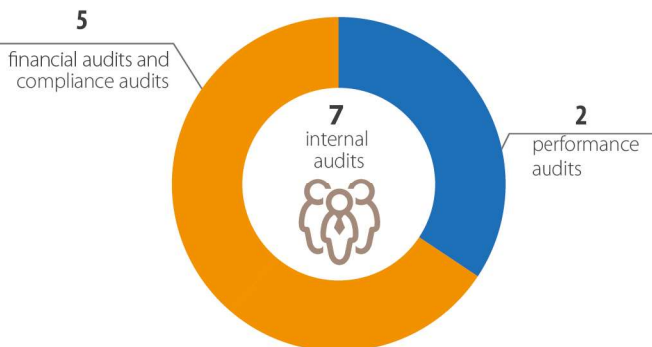


Plan of control measures and monitoring of their implementation for 2108-2019 was approved

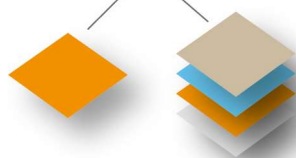
Methodology recommendations on drafting administrative regulations were approved

5 administrative regulations were approved

internal audits have been held



audit of compliance in the Center for Adaptation of the Civil Service to the Standards of the European Union



4 in interregional directorates of NAUCS

Based on audit findings

87 recommendations were made



64 recommendations were accepted and implemented





National Agency of Ukraine on Civil Service

15 Prorizna str., Kyiv, Ukraine  
zagal@nads.gov.ua  
+38 (044) 279 57 90  
www.nads.gov.ua

