

A photograph of three business professionals in a meeting. A man in a white shirt and glasses is pointing at a laptop screen. A woman in a dark blazer is looking at the screen. Another man in a white shirt is standing and looking towards the laptop. The background is a bright, modern office with large windows.

PUBLIC ADMINISTRATION REFORM IN Ukraine NOW



Overview

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www.rdo.in.ua



REFORMS DELIVERY OFFICE
CABINET OF MINISTERS OF UKRAINE

September 2018

Ukraine

ua

NOW

Area:

603,500 square kilometers
The largest country
within Europe



Location:

Borders Poland, Romania, Slovakia, Hungary and Moldova in the west, Belarus and Russia to north and east, Bulgaria, Georgia and Turkey to the south over the Black Sea,

Economy:

Market economy
Major industries: world player
in agriculture industry, energy, metallurgy,
chemicals, manufacturing, massive
high-tech industrial base, fast developing IT
and high-tech sector

Political System:

Parliamentary-Presidential Republic

Diaspora Worldwide:

20 million strong network



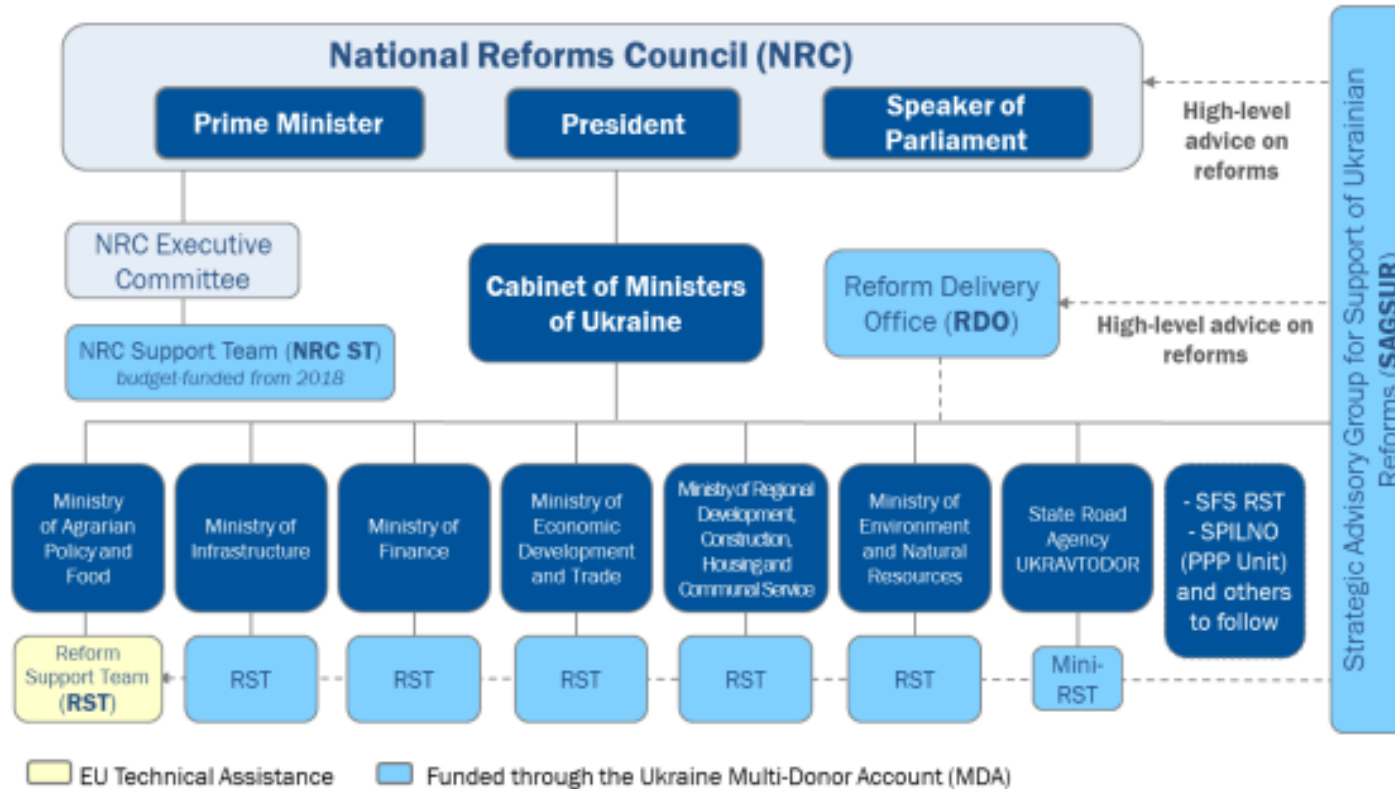
A **holistic approach to reforms** – an aligned, coherent and comprehensive framework, which **increases the capacity within the Ukrainian public administration** to more efficiently carry out reforms, engaging all stakeholders across the board of Ukrainian leadership

URA – key objectives

- Enhance the capacity of the administration and the reforms infrastructure in the country
- Increase ownership of reform implementation across these stakeholders
- Facilitate improved coordination and effective delivery across the administration Improve communication and coordination between the government and donors
- Create the blueprint and launch PAR

#MakingReformsHappen

Ukraine Reforms Architecture: 150 people

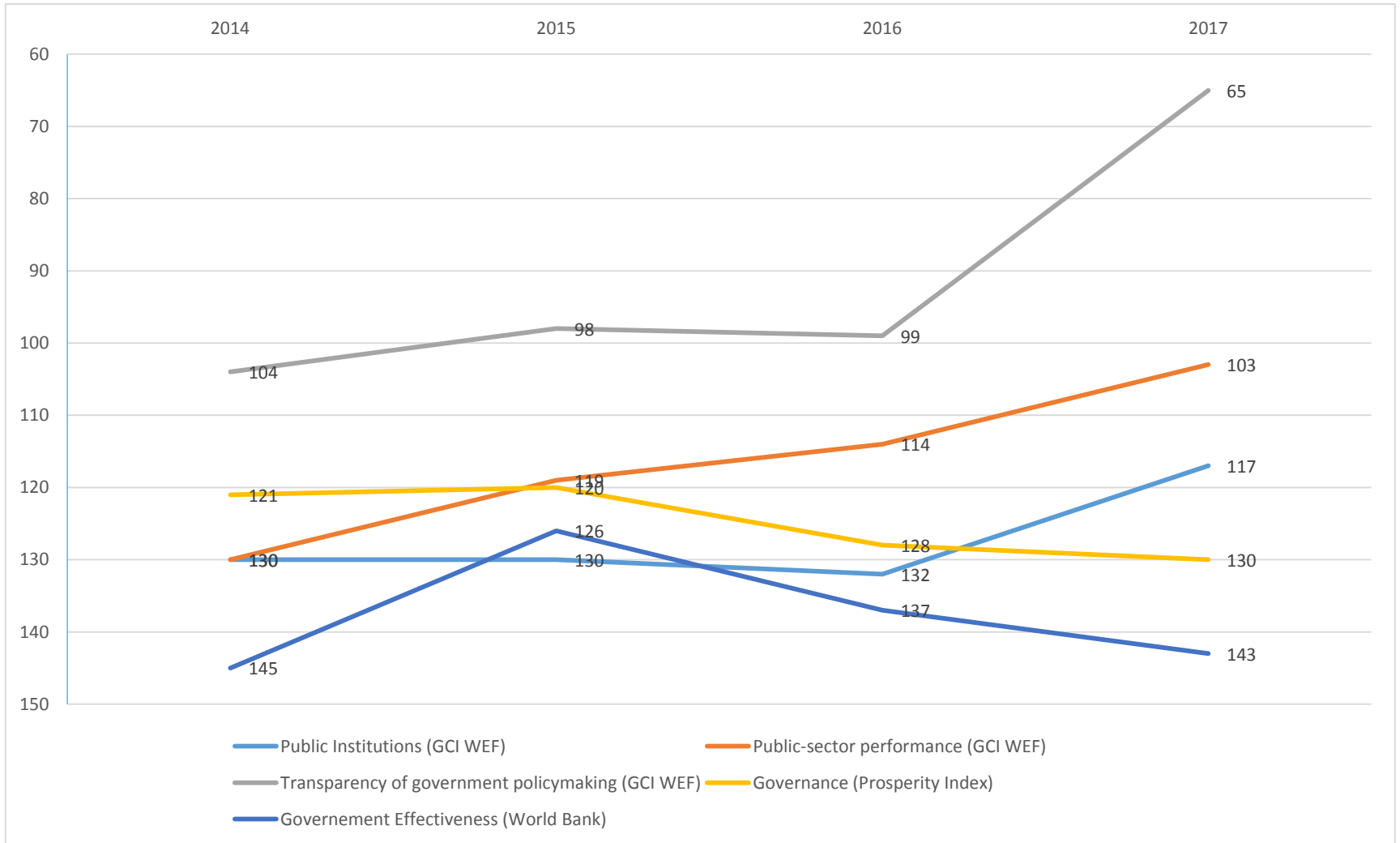


Strategic Advisory Group for Support of Ukrainian Reforms (SAGSUR) - 10 international & local experts, providing high-level advice to the President, PMU and Ministers

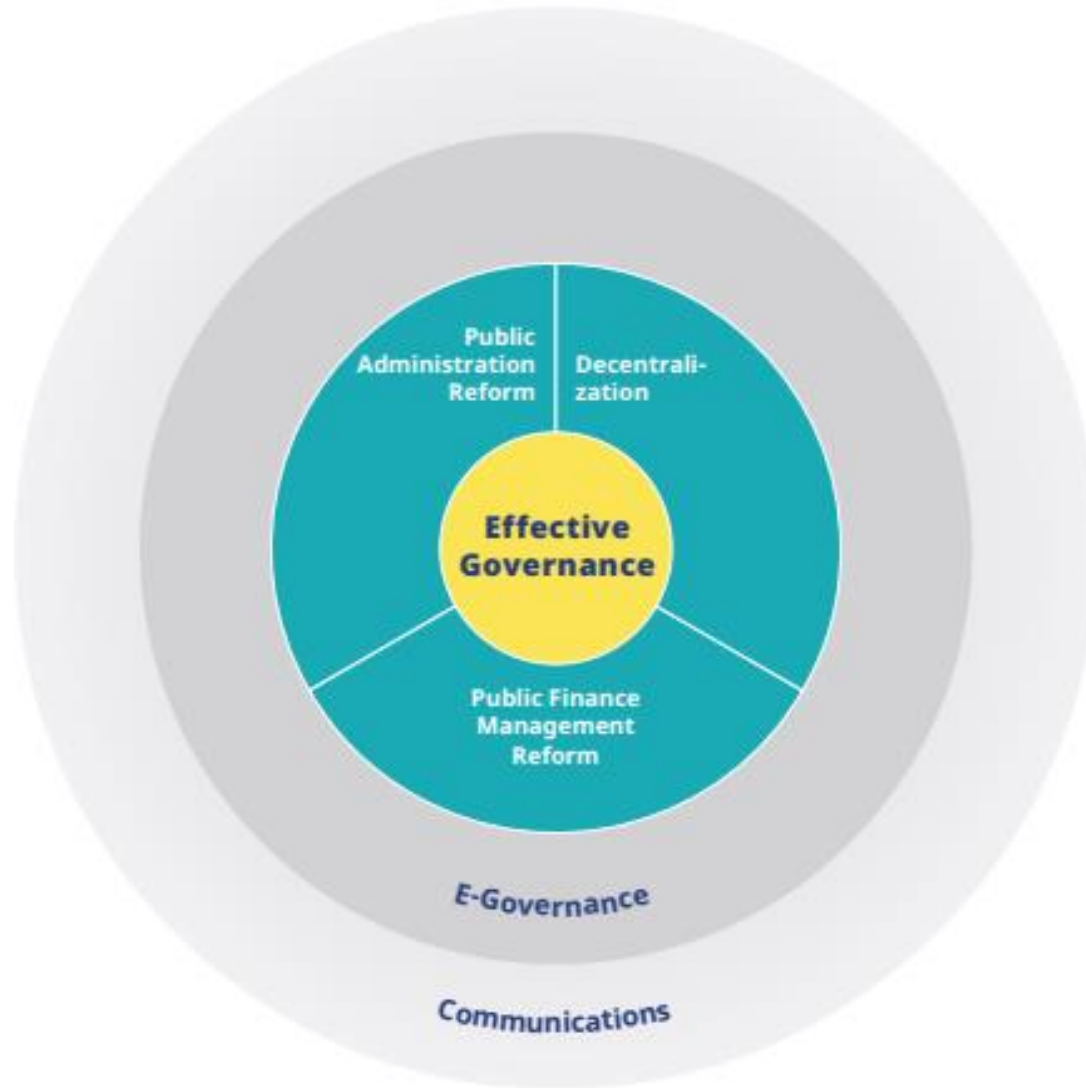
Reforms Delivery Office (RDO) - 20 people, providing overall coordination at Cabinet of Ministers level

7 pilot **Reform Support Teams (RSTs)** - 10-30 people each, tasked with implementation of the sectorial reforms & public administration reform

Ukraine is struggling in governance effectiveness

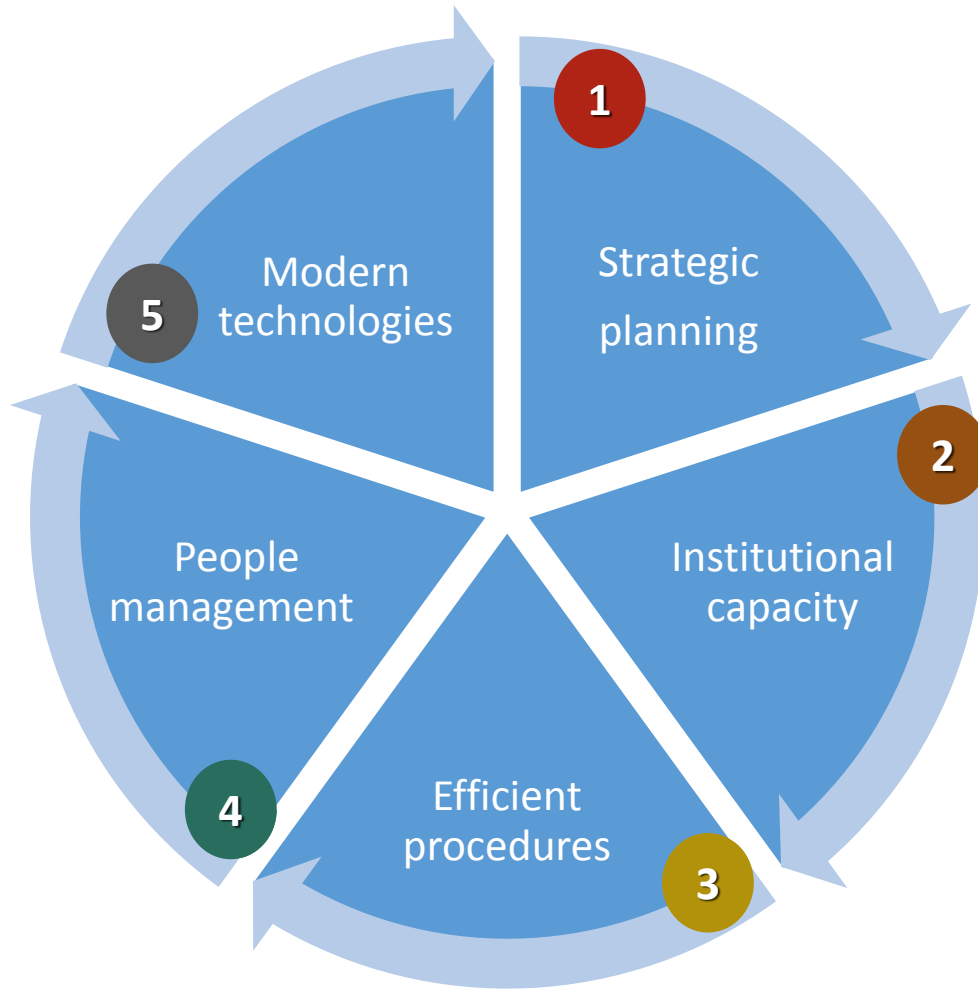


Effective Governance is the priority for UA



UA PAR 2016-2020

PAR in Ukraine



Key strategic documents

2015:

- New Law on Civil Service

2016:

- PAR Strategy and Action plan for 2016-2020
- Reforms Staff Positions (RSP) concept
- Financing agreement with EU on supporting to PAR in Ukraine (104 mln Euro for 5 years)

2017:

- PFM Strategy
- CEB optimization concept

Implementation of Government priorities calls for capable ministries

Role of the government

- Defines strategic priorities
- Public policy coordination
- Monitoring and evaluation

2020 Mid-Term Plan of the Government

Government's Action Plan for 2017

Indicative Agenda of Cabinet of Ministers meetings for 2017

Ministries

- Setting priorities for the sector
- Policy making and stakeholder consultations
- Regulations, standards, resource planning
- Policy evaluation

Ministries' Action Plans

Policy documents

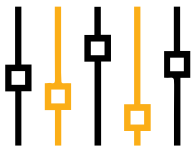
Draft legislation

Mission

Objectives, indicators

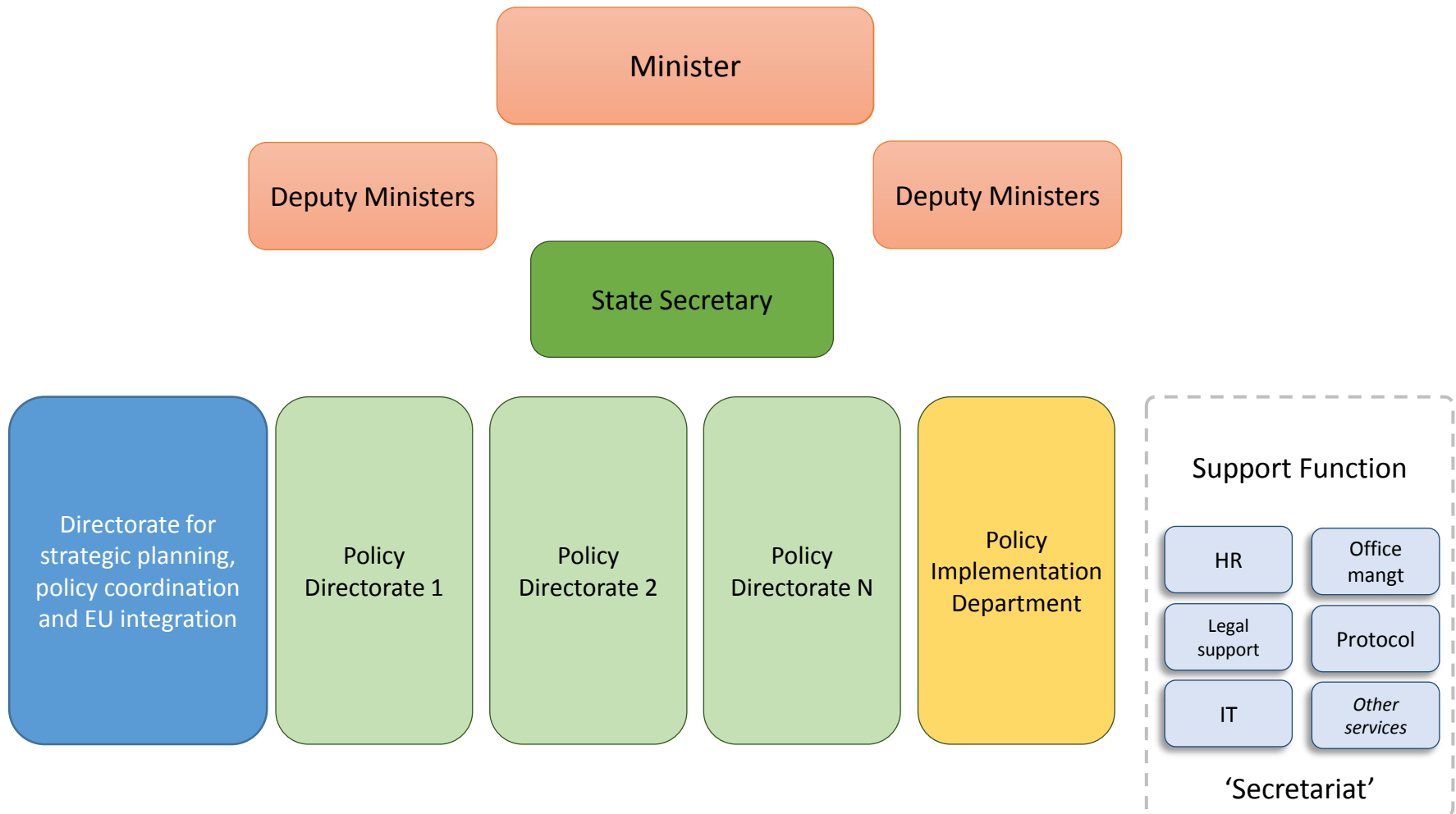
Resource planning

Policy function should be strengthened



- Ministerial structures to be streamlined, overlaps eliminated
- Evidence based decisions and policy analysis to be introduced
- Competencies of civil servants to be strengthened

Building capable ministries through reorganization and unification



UA PAR 2016-2020

Stage 1: 10 ministries, 2 Agencies and SCMU

Priority Areas	Ministry
Pension reform	Ministry of Social Policy
Healthcare reform	Ministry of Healthcare
Land reform	Ministry of Agrarian Policy
Education reform	Ministry of Education
Public finance management	Ministry of Finance
Justice sector reform	Ministry of Justice
Decentralization	Ministry of Regional Development
Energy reform	Ministry of Energy
Infrastructure reform	Ministry of Infrastructure
Development of culture	Ministry of Culture
Policy coordination	Secretariat of CMU

Stage 2: all other ministries

Common approach to manage change*

Functional review of the Ministries

- Unified methodology
- Classification of policy functions of Government
- Creating policy directorates (DGs) in 10 Ministries
- Unified units for strategic planning, policy coordination and European integration in all Ministries
- Identify non-essential functions of ministries
- Update statutes of ministries

Competitive RSP recruitment

Recruitment and selection:

- Establish new job profiles
- Update the recruitment procedure
- Include external HR experts

Salary

- Establish adequate salary level

Training

- Intensive induction training
- Train on modern methods of policy analysis and policy development

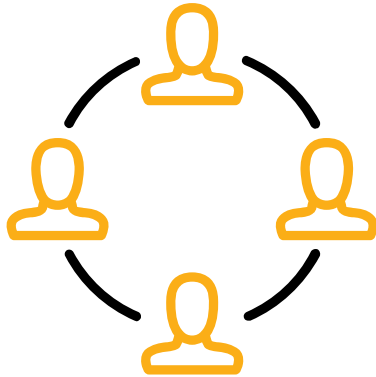
Improved policy making

- Introduce new types of documents into Cabinet proceedings (policy vs regulations vs analytics)
- Strengthen policy cycle
- Improve strategic planning and budgeting
- Open data and e-gov
- Mechanisms of horizontal coordination (DGs)

Communications*

- Increase trust to civil service
- Improve image of the civil service
- Attract best candidates
- Promote success stories

* With the support of the EU (technical assistance projects)



1000 posts in 10 Ministries

Requirements

- Establish new job profiles:
 - Professional knowledge
 - Communication skills (soft skills)
 - Leadership
 - Motivation
- Develop new methods to evaluate competencies

Selection

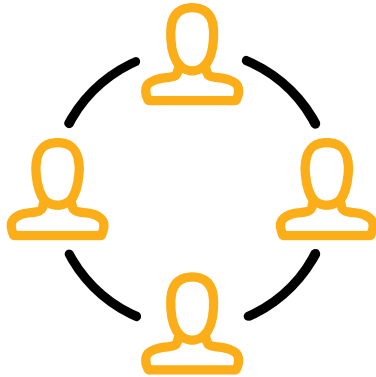
- Update the Competition Procedure for civil service positions
- Include external HR experts in selection commissions, with EU support
- Establish competitive salary level
- Modern web portal

Communication

- Implement a communication strategy to:
 - Increase trust to civil service
 - Create a brand for civil service
 - Attract best candidates
 - Promote success stories

Training


- Design a common training program for RSP
- Train on modern methods of policy analysis and policy development
- Build a strong professional network based on shared values



- **Total vacancy announced – 820**
- **Candidates apply online – 20 000**
- **Vacancies closed – 690**

- **Average candidates per vacancy – 29**
- **Maximum candidates per vacancy – 81 (SCMU)**

Про реформу - Про конкурси - Новини Зворотній зв'язок



ПОРТАЛ ВАКАНСІЙ

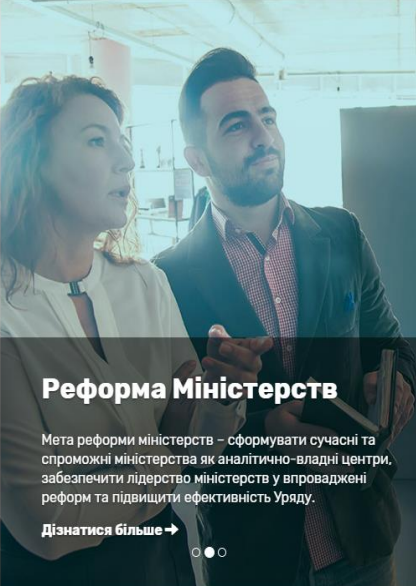
Нова державна служба. Ставай лідером змін!

конкурси з вересня

Пошук вакансій

Конкурси на посади фахівців з питань реформ розпочнуться з вересня!
Пропонуємо Вам розпочати підготовку документів і вже восени приєднуватися до нової команди лідерів змін.

Введіть Ваш e-mail



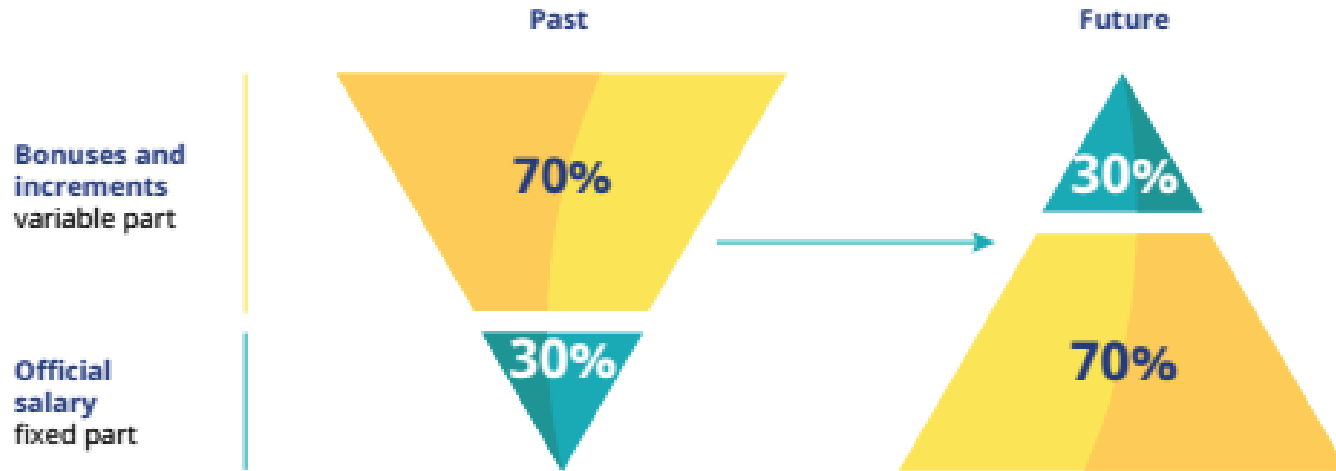
Реформа Міністерств

Мета реформи міністерств – сформувати сучасні та спроможні міністерства як аналітично-владні центри, забезпечити лідерство міністерств у впровадженні реформ та підвищити ефективність Уряду.

Дізнатися більше →

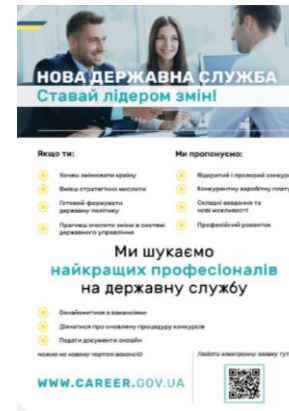
Portal data:

- Unique profiles – 6781 users
- Traffic, users:
 - monthly – 42 000
 - weekly – 13 000
 - daily – 2 500



	2015	2016	2017	Change 2016/2017
Number of civil servants <i>thousands employees</i>	295	268	242	- 9.7%

- Career.gov.ua
- Recruitment campaign “Be the Leader of Change”:
- Videos: real people and real stories
- PAR brand, logo and visual identity
- Infographs
- Social networks promotion
- Innovative events – “world cafe”
- Online courses:
 - How to apply on civil service
 - HRM on civil service



#СтавайЛідеромЗмін

Career.gov.ua

«Як стати фахівцем з питань реформ»

udl.despro.org.ua

«Нова державна служба: доступно про головне»

kmu.gov.ua

rdo.in.ua

Facebook: Реформа Державного Управління
Офіс реформ КМУ



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