

PROFESSIONAL DEVELOPMENT SYSTEM IN GEORGIA



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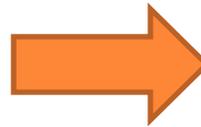
CIVIL SERVICE REFORM

- Solid Legal Basis for Developing a Civil Service System
- Modern Civil Service System According to Western Standards
- Politically Neutral Civil Service
- Development of a Career-based Civil Service System Categories of Civil Servants



10 CATEGORIES OF CIVIL SERVICE REFORM

1. Definition of Civil Service
2. Scope of Civil Service
3. Central System for Management
4. Entry into the Civil Service System
5. System of Classification
6. System of Remuneration
7. Management of Civil Servants
8. Rights and Duties of Civil Servants
9. **Training and professional Development**
10. Gender Equity in Civil Service



Objectives:

- The civil service model is based on the so-called “classical” approach i.e. career-based professional civil service
- A strong restructured and multifunctional CSB
- Civil servants trained through a unified training system based on the training needs assessment. The CSB sets the standards.



RESULTS OF THE CIVIL SERVICE REFORM

○ *Unified public service in Georgia*

- The same legal status and social guarantees for all civil servants
 - e.g. Safe and necessary working conditions, remuneration, annual leave/leave for professional development/maternity leave, etc.

○ *Career promotion Civil Servants*

e.g. Sending an officer on a business trip, evaluation of the civil servant, professional development to facilitate their professional development and ensure proper functioning of public institutions, mobility, etc.

- Professional development of the officials



THE MAIN CHALLENGES BY THE CSB

- The complexity and the sheer magnitude of the tasks associated with the training of civil servants;
- Establish a professional development system where career, skills, performance and training are intertwined;
- The decentralization policy promoted by the GoG and the lack of resources of the municipalities;
- Finalizing so called “umbrella decree” - “Training Needs Assessment, Standards and Rules for Professional Development of Civil Servants”



THE MAIN CHALLENGES BY THE CSB

- Several public institutions have a dedicated training institution, but there are important variations:
- Legal nature: some in-house training centers are LEPL(e.g. at The Ministry of Justice, or at the Ministry of Finance), others are mere division of HR departments(e.g.at the Parliament or at the Prosecution Service).
- Missions : some are totally dedicated to their institution(e.g. in the Ministry of Defense), other are seeking outside clients as well (e.g.at the Ministry of environment, or at the Parliament).
- Academic Institutions/Private Actors



DECREE OF THE GOVERNMENT OF GEORGIA

- **Standards and rule of professional development of servant**
- A standard of professional development of servant implies those mandatory training programs and the regularity of undertaking thereof, which ensure professional development of a person in accordance with his/her status of servant .
- The rule of professional development implies the procedure of undertaking training programs envisaged in the standard of professional development of civil servant.



CONTENT OF STANDARD OF PROFESSIONAL DEVELOPMENT OF CIVIL SERVANTS

- A mandatory standard of professional development of servant consists of basic and additional training programs
- A basic training program for professional development of servant shall be **Orientation Course of public Administration (3-4 rank)**
Managerial Skills (1-2 rank)



RULE OF PROFESSIONAL DEVELOPMENT

- *A mandatory basic training program* of professional development shall be undertaken by a person, who does not have a status of professional civil servant and is appointed on the basis of open competition conducted in compliance with the requirements stipulated in the Law of Georgia on Civil Service, within a year of his/her appointment.

- Mandatory basic training programs of professional development (basic and additional) may be undertaken through the following educational methods:
 - a) Online course which implies distance learning;
 - b) Class training which implies learning in the presence of a trainer;
 - c) Master class which implies sharing the experience of a relevant field professional;
 - d) Hands-on training which implies a practice-oriented training.

- A public entity shall ensure the conduct, while each civil servant shall undertake, one of mandatory extra training programs of professional development at least once in two years.

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Thank You For Your Attention!

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