



**State Chancellery of the Republic of Moldova**

# **Modernization of civil service in the Republic of Moldova**

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**Odessa, Ukraine**

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# General legislation

- Law on the public office and status of civil servant (no. 158/2008)
- Government decision on the enforcement of Law no. 158/2008 (no.201/2009)
- Law on the civil servant's code of conduct (no. 25/2008)
- Law on the approval of the single classification of civil service positions (no. 155/2011)
- Law on the pay system in civil service (no.48 /2012)
- Civil Service Training Program for 2016-2020 (GD no.970/2016)
- Law on declaration of property and personal interests (no.133/2016)

# Responsible body for civil service

State Chancellery



Central Public Administration Reform Division



# Public Administration Reform Strategy 2016-2020

## Principles

Efficiency,  
effectiveness

Transparency

Partnership

Professionalism

Integrity

Focus on  
people

legality

Descent  
ralizati  
on

Vision

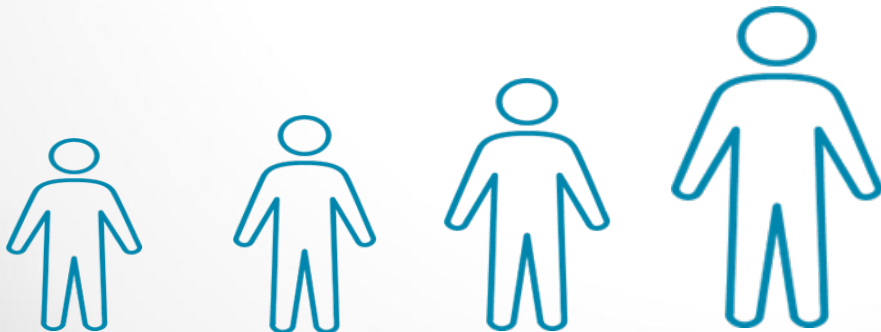
# Public Administration Reform

## Strategy 2016-2020

### Civil service and HR management

**General objective:**

*„ Adjustment of human resources management system to the objectives and the requirements of a modern administration”*



# Public Administration Reform

## Strategy 2016-2020

### Civil service and HR management

#### Specific objectives:

- *Domain of public service is clearly defined and applied in practice, so there is a regulatory and institutional framework to ensure a professional civil service*
- *Professionalism of public service is enhanced by high standards of management and human resource management practices*

# Public Administration Reform

## Strategy 2016-2020

### Main tasks:

- ✓ Adjustment of the normative framework in terms of the implementation of EU administration principles
- ✓ Improve the procedure of recruitment and selection
- ✓ Develop the training system
- ✓ Improve the financial and non-financial motivation system
- ✓ Increase the objectivity of the professional performance evaluation
- ✓ Promote and ensure the integrity of public servants
- ✓ Strengthen the body of top management civil servants

# Civil Service Training Program 2016-2020

*(developed under the Twinning project)*

**The propose is:**

- ✓ **to establish the priority objectives for the training of civil servants and civil servants priority groups;**
- ✓ **to set the system of the institutions involved in the training of civil servants;**
- ✓ **to ensure the quality of training for civil servants;**
- ✓ **to ensure rational use of financial resources allocated to training of civil servants.**



# EU Twinning Project *“Support to the civil service modernization in the Republic of Moldova in line with the best EU practices”*



# *EU Twinning Project “Support to the civil service modernization in the Republic of Moldova in line with the best EU practices”*

- **Component 1: Legal framework of Civil Service Modernization adapted and institutional capacity building strengthened in line with EU best practices;**
- **Component 2: Civil Service Training Program at national level (for both central and local public authorities) is effectively planned, coordinated and implemented as well as review mechanisms developed;**
- **Component 3: Human Resources experts network developed and capabilities upgraded  
Expected results;**
- **Component 4: Top level management (State Secretaries) capabilities upgraded.**



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