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EUPAN e-news

Austria

In view of the COVID-19 restrictions and the ongoing digitization in the civil service, a new design of online tests for assessing candidates during recruitment processes was implemented. Candidates should no longer necessarily have to appear in person and take tests on site. As a first stage applicants' complete tests unsupervised at home. In order to provide a valid, diagnostic basis of comparison, all candidates who are considered in the further selection process complete an in-house supervised retest to verify their online test result.



EUPAN e-news

Belgium

DG Recruitment and Development of the FPS BOSA - the HR partner of the federal government - organises online selection interviews. In doing so, DG R&O is responding to new developments on the labour market and to the expectations of clients. On 4 August 2020, the new regulations were published in the Belgian Official Journal and since then more than 2,500 online selection interviews have been conducted. About 600 selection consultants have been trained and manuals are available for consultants and candidates. The first results of a global survey indicate a high level of satisfaction among both candidates and selectors. More information: <https://www.selor.be/fr/>



EUPAN e-news

Cyprus

The Public Administration and Personnel Department, under the Ministry of Finance, is in the process to introduce a new performance appraisal system to be used for development and promotion purposes in order to make the performance appraisal procedure and the promotion mechanism more transparent, fair, skill-based and effective. At the same time, some modifications are being promoted to introduce new tools, such as the Assessment Centres, for the evaluation of candidates to fill the civil service promotion posts.



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Czech Republic

Training and development system of Czech civil servants is currently being improved. An e-learning for cross-sectional topics is prepared, as well as introduction of standard for compulsory training linked to the key administrative tasks. Also a common central database of completed training of all civil servants is created in order to prevent possible repetition of training activities in case of civil servant's assignment to another service posts in another service authority.



EUPAN e-news

Strengthening in-house central governmental analytical capabilities:

Denmark

The Danish government has decided to expand existing analytical capacity in order to supply central governmental agencies with high quality analyses that otherwise typically would have been outsourced to private consulting bureaus to conduct. Examples of such would be budget and spending reviews, surveys of all sorts, project management, strategic counseling, business intelligence to mention a few. The initiative ultimately aims to secure sound and efficient public governance.



EUPAN e-news

EIPA

EIPA hosts since its inception in the year 2000, the European CAF resource center. EIPA is fully committed to contribute to the implementation of the new CAF 2020 in the national organisations, notably in the context of the EU 'RECOVER' and 'REFORM' agenda. A [new manager](#) is since February this year in charge of coordinating the Center. Do not hesitate to contact us for any assistance and to submit your CV to be part of our network. [Call for experts: European CAF Resource Centre - EIPA.](#)



EUPAN e-news

European Commission

Greening the European Commission

This summer, the European Commission will be launching its policy to implement the objectives of the Green Deal as a public administration and become climate-neutral by 2030. The biggest gains will be achieved via reducing office space, relocating to energy-efficient and low-carbon buildings, and reducing business trips and physical attendance at meetings and events.



EUPAN e-news

Estonia

In 2020 Estonian Ministry of Finance launched an initiative to increase civil service attractiveness through strategic set of employer branding activities. The project covered media and social media communication to build general public awareness, handbook on employer branding with best practices from public sector, and a set of visual materials (infographics, icons and illustrations, job advertisement templates etc) to support targeted communication.



EUPAN e-news

Strategy for Public Governance Renewal 2020-2030

The strategy includes the shared goals of public governance, which direct government renewal and joint action in the coming decade. Seven policy areas are a tool for public governance leadership, management, developers and staff to guide and prioritize activities.

Open Government Strategy 2030

The strategy includes a long-term vision and key priorities for open government. The vision and priorities provide guidelines for the preparation and implementation of open government action plans.

Finland



EUPAN e-news

France

As the French public service must constantly adapt for attracting the best profiles, improving recruitment and attractiveness has been defined as political priority. Concrete actions are being implemented such as:

- Dedicated measures for attracting young talents[1];
- A dedicated website[2];
- The promotion of best practices on recruitment[3] and onboarding[4];
- The development of a state employer brand;

In 2021 we will focus on the attractiveness of the territorial level.



EUPAN e-news

Germany

For its civil servants on the federal level, Germany recently introduced long-term working time accounts – a relatively minor step designed to enhance the attractiveness of work in the public sector without incurring new costs. Civil servants may save hours of overtime in a long-term account on a voluntary basis. The time credit does not expire within the year but can be used for sabbaticals (up to three months) or to reduce regular working hours later on – be it to perform care duties or for one’s personal development. The new accounts afford civil servants flexibility over a longer period of time and across different stages in life.



EUPAN e-news

Legislation on teleworking in the Greek Public Sector

Greece

The Covid-19 pandemic set the grounds for the Ministry of the Interior to regulate teleworking in the Greek public administration. A draft law proposal has been already prepared and shall be submitted for public consultation. The new legal framework, which shall also be implemented during non-urgent times, constitutes innovation, and renders the public sector more modern and adaptive to a constantly changing environment.



EUPAN e-news

Hungary

To save enterprises affected by the pandemic wage subsidy was introduced in the tourism sector and for leisure services. Due to further restrictions until the 22nd of March, this program is also extended. Subsidies are paid in advance, and by this time 39,7 billion Forints (108,9 million Euros) out of the applied 41,5 billion Forints (113,5 million Euros) were successfully transferred. As of today, almost 16 thousand employers have applied for the wage subsidies covering more than 105 thousand employees.



EUPAN e-news

Ireland

HR Operating Model (HROM) project:

The HROM project is a key action under the first Irish People Strategy for the Civil Service (2017-2020). It aims to enable organisations to:

- Be an employer of choice;
- Build the workforce of the future;
- Build, support and value managers as people developers.

Phase 1 of the project involved its review in 2019, and phase 2 starting in May 2021 with three pilot organisations will design, test and implement the recommendations from the phase 1.



EUPAN e-news

Italy

The initiative “Competenze digitali per la PA”(Digital skills for Public Administration) aims at promoting digital skills’ self-assessment and mapping in the public sector on the basis of a Syllabus describing the minimum set of basic digital skills and abilities common to all civil servants who are not ICT specialists. The goal is to foster propensity to change and innovation in public administration. As a result of the web-based skills assessment, public employees can access targeted training to address the weaknesses identified.



EUPAN e-news

Latvia

AIM: Improve the assistant service for children with disabilities

WHO: The Ministry of Welfare and the State Chancellery's Innovation Laboratory held the innovation laboratory sprint.

PROCESS:

- Design thinking method was used to find a solution
- Parents, caregivers, assistants, NGO, service providers, representatives of the Ministry participated

OUTCOME: 4 possible prototypes that have the potential to improve the efficiency of service provision. Next stage – testing in the target audiences.



EUPAN e-news

Lithuania

On 11 December 2020, the Seimas of the Republic of Lithuania approved the [programme of the eighteenth Government of the Republic of Lithuania](#) presented by the Prime Minister of the Republic of Lithuania Ingrida Šimonytė.

Rapid technological development, the growing need for modern and accessible public services for citizens and businesses, the need to address the increasingly complex challenges and crises in a professional manner, and the inert functioning of the public sector call for fundamental reassessment and overhaul of the public sector ecosystem – services, institutions, processes, and people.



EUPAN e-news

Luxembourg

The Ministry for Digitalisation and the Government IT Center of Luxembourg have launched a GovTech Lab in order to accelerate innovation in public services. The first initiative, a call for solutions called “Bye Bye Robots” is presently being run. Five teams have been selected and given a clear mission: develop a functional prototype of their solution. Besides the call for solutions targeting the private sector, the GovTech Lab also aims to create a culture of innovation within the public sector.



EUPAN e-news

Malta

Maltese Public Service values people who ultimately are a unique resource. It is in this spirit that the Public Service has embarked on another initiative focusing on its people and their wellbeing. Through the People360 project, a group of centrally managed People Managers are responsible to outreach and support public officers and address their wellbeing holistically. People360 is in harmony with the People Strategy of the Maltese Public Service which aims to nurture employee wellbeing and sustain talent retention, whilst empowering people to deliver a service of excellence.



EUPAN e-news

POLAND – network of ethics advisors in the civil service

Poland

Inspired by the OECD Recommendation on Public Integrity, in 2017 the Head of Civil Service established a network of ethics and integrity advisors serving in key government offices. The aim was to strengthen the culture of integrity by providing a forum for advisors to consult and share best practices, thereby supporting them in strengthening their competence and knowledge. After more than 3 years of active collaboration, the network has fully achieved its objectives, continuously contributing to strengthening the integrity culture.



EUPAN e-news

Portugal

PE On - Online Public Employment

The goal of this project, to be implemented in the second half of 2021, is to provide a digital platform for managing public job offers and dematerialised common competition procedure in Public Administration.

This platform will allow citizens to consult and apply to public job offers, digitally, and organisations to manage offers, including applications and recruitment reserves, candidate's notification, and information reuse.

It will also allow dashboards and reports creation, in real time, of the progress and holding of competitions, contributing to the process's effectiveness, efficiency and transparency.



EUPAN e-news

Romania

The National Agency of Civil Servants (Romania) implemented between 2017 and 2020 the project "ETHICS - Efficiency, Transparency and Interest in Administrative Conduct". The main activities:

- public consultations
- training sessions
- proposals to improve legislation
- a communication strategy in the field of ethics

In addition, NACS published an analysis of the evolution of the legal framework related to ethics in public administration which also analyses the results obtained following public consultations carried out through the project. (<https://tinyurl.com/cqomjuzi>).



EUPAN e-news

Slovakia

The Government office of the Slovak republic is preparing the reform in the remuneration and leadership in the civil service. The aims of the reform are:

- Build a modern and effective remuneration system
- Link remuneration to career growth and development
- Open a discussion on the importance of motivation and non-financial benefits
- Support the concept of leadership and potential leadership
- Build a system for finding and supporting talents
- Strengthen the education of leaders and talents.



EUPAN e-news

Tackling the HR challenges in the public administration

Slovenia

Ageing and talent management in public administration will be the leading topic of the Slovenian Presidency of the EU Council 2021 in the field of public employment management.

For this purpose, together with OECD, Slovenia has prepared a questionnaire to examine which tools in the field of managing older employees and talents are used by Member States. Upon the outcomes, we are going to prepare trends, promising practices and recommendations for effective ageing and talent management for all state members.



EUPAN e-news

The Directorate General for Public Governance is active in promoting quality and fostering innovation

Spain

The 14th call for the Public Management Quality and Innovation Awards is open. The novelty is that the Innovation and Citizenship Awards include in the evaluation criteria the initiatives carried out in the context of the pandemic by COVID.

The innovation working group of the Inter-administrative Network has been reactivated, working on outlining a Public Innovation Strategy and on launching an Observatory of Good Innovative Practices.



EUPAN e-news

Sweden

Four Swedish central government agencies provide local services through 117 local service offices managed by The National Government Service Centre. These four agencies are responsible for taxes, administration of social insurance, pensions and public employment services, respectively. A recent public inquiry suggested that 28 more local service offices should be created. The inquiry also suggested that four more agencies should be part of the local service offices. These four agencies provide service related to student funding, debts and transports.



EUPAN e-news

Switzerland

In designing various flexible forms of work, the Swiss Federal Council pursues an integral approach that supports an optimal combination of the three dimensions: people, technology and infrastructure. One of the objectives followed by the Federal Council is to revise various articles in the Federal Ordinances on the Personnel of the Swiss Confederation applying to forms of work, working hours, health protection and the reimbursement of expenses. This revision is currently under way and should be finished by this summer.



EUPAN e-news

New Institution Quality Index Assessment Methodology

The Republic of North Macedonia

The Government of the Republic of North Macedonia adopted the new Institution Quality Index Assessment Methodology anticipated under the Government Work Programme 2021 – 2022 and the Public Administration Reform Strategy 2018 – 2020. Notably, the institution quality assessment process covers data collection, analyses and reporting with a view to collect information on objectives and reforms implementation progress, as well as potential issues in operation. It includes measuring the institution's manner of managing resources, its operations, service delivery processes, and operation outcomes.