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A joint initiative of the OECD and the EU,
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МАЙБУТНЄ РОБОТИ ПОРУЧ

Професійний розвиток державних службовців





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МАЙБУТНЯ РОБОЧА СИЛА В ДЕРЖАВНОМУ УПРАВЛІННІ



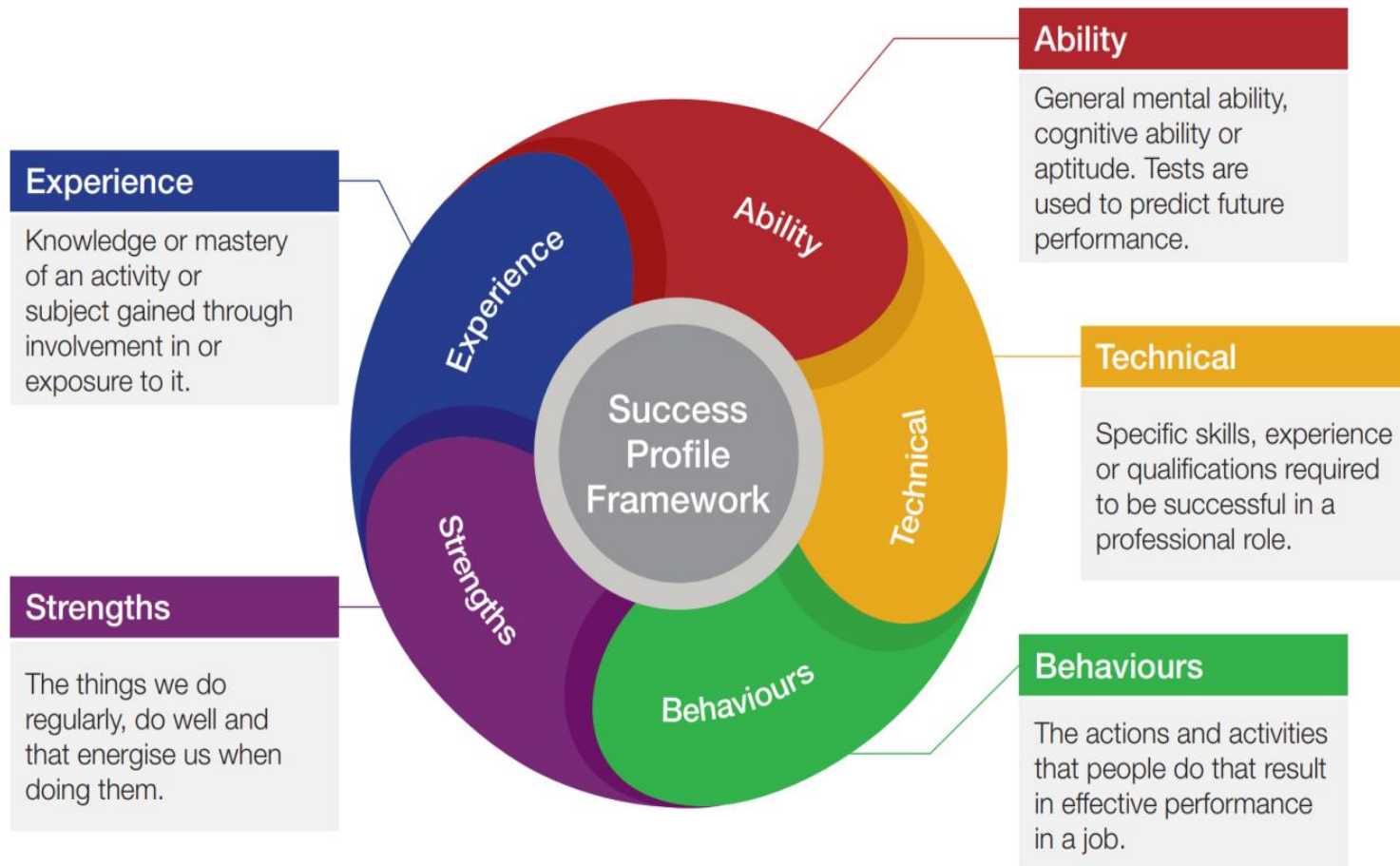
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ЩО НЕОБХІДНО ДЛЯ ВИСОКОЇ ПРОДУКТИВНОСТІ



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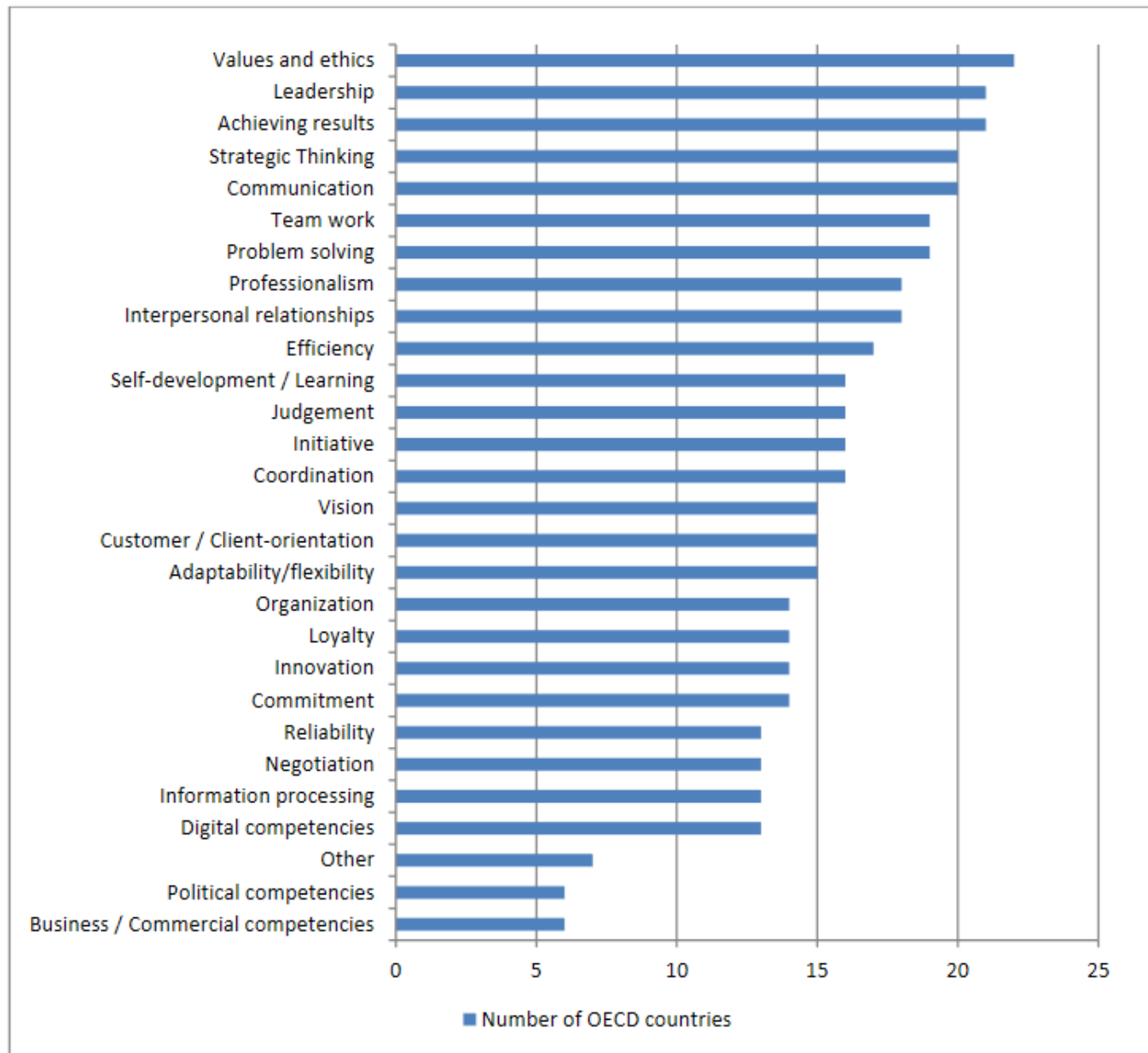




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Figure 2.5. Competencies highlighted in competency profiles (OECD 35, 2016)



Source: OECD (2016a), Survey on Strategic Human Resources Management in Central/Federal Governments of OECD Countries, OECD, Paris.





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НАВЧАННЯ ДЕРЖАВНИХ СЛУЖБІВ — ІНСТИТУЦІЙНА СТРУКТУРА

- Централізована (21 країна ОЕСР у 2016 році) проти децентралізованої
- Внутрішнє проти зовнішнього
- Централізований бюджет проти платежів
- Тренери: державні службовці проти сторонніх осіб

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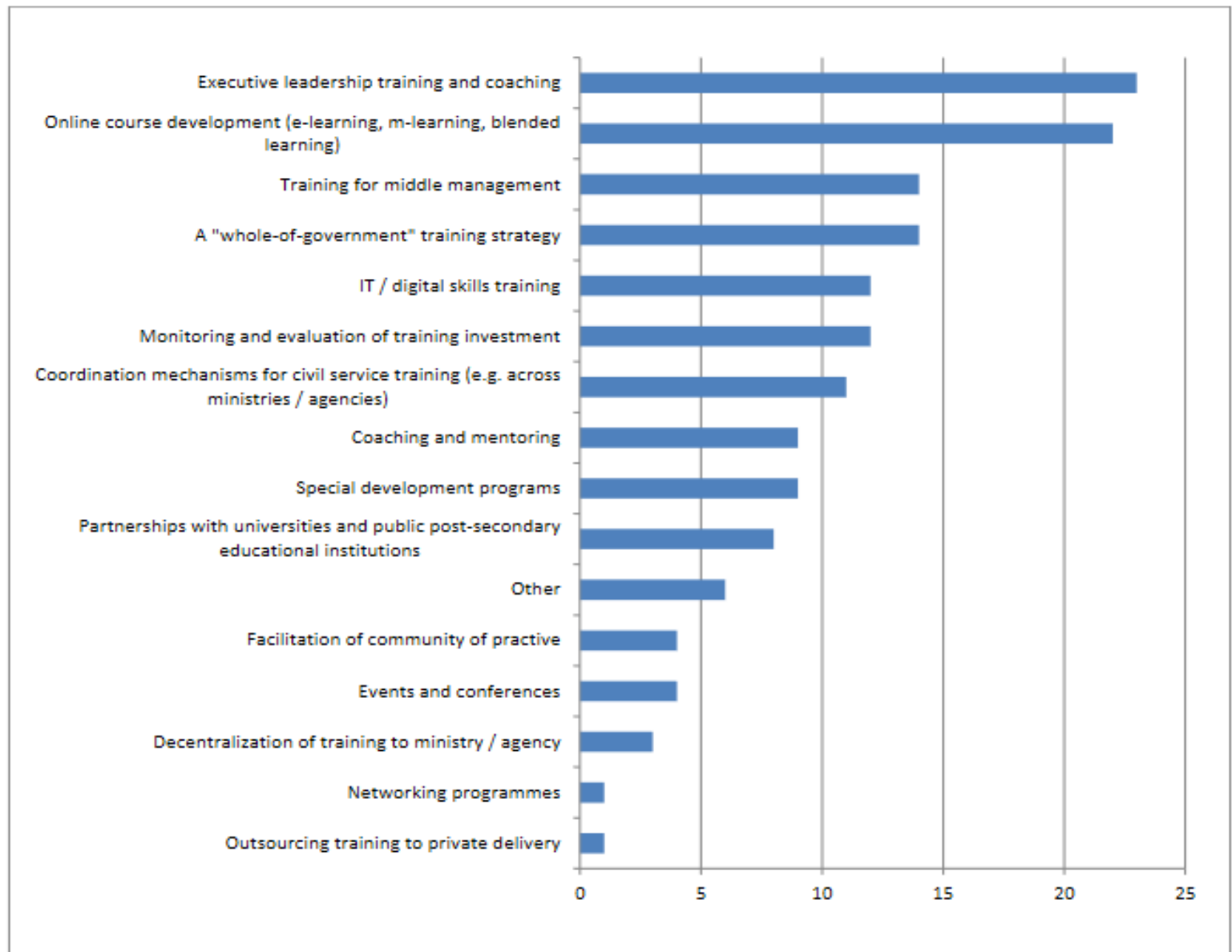


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Figure 2.15. Training priorities (OECD 35, 2016)



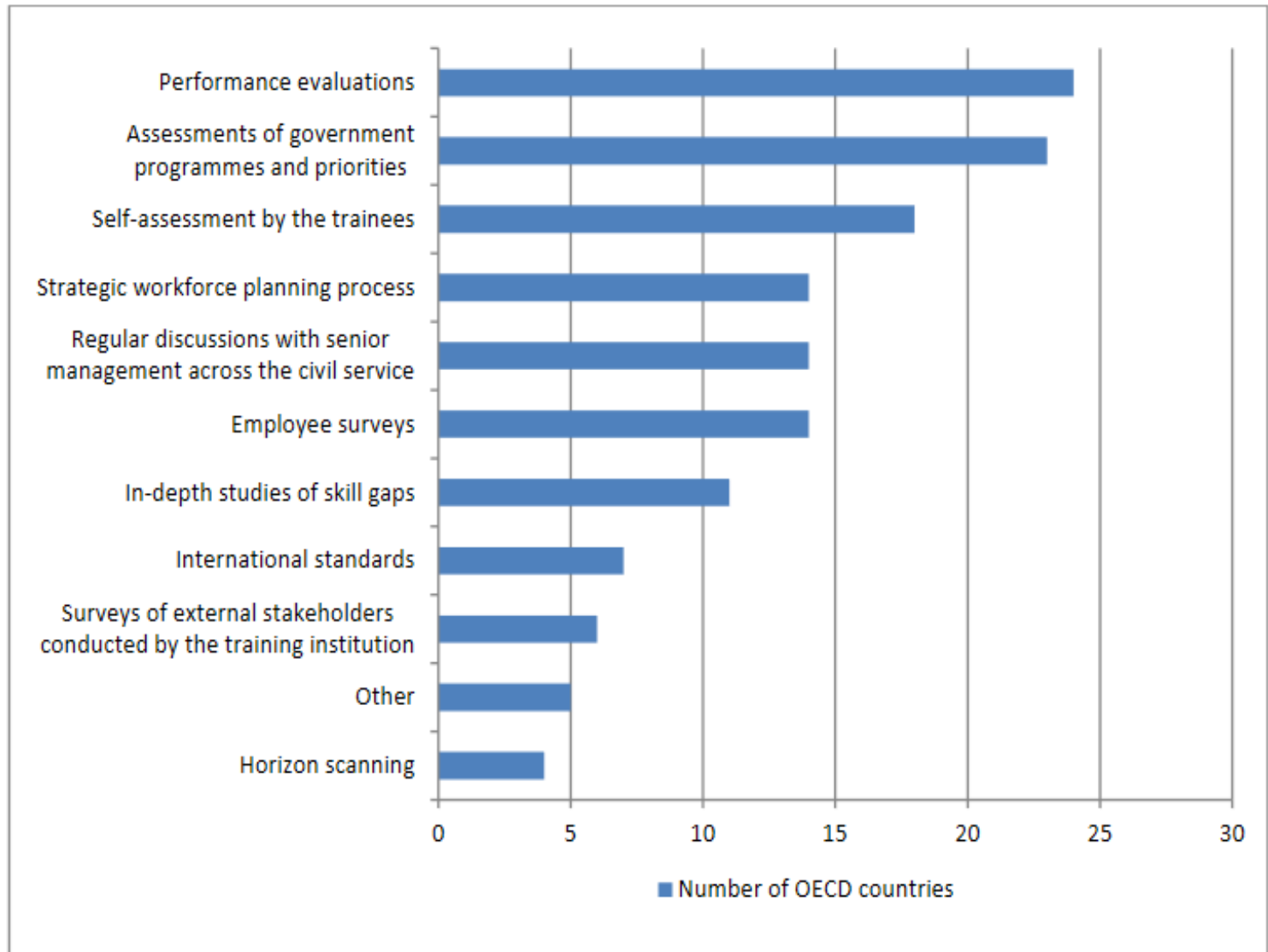
Source: OECD (2016a), Survey on Strategic Human Resources Management in Central/Federal Governments of OECD Countries, OECD, Paris.



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Figure 2.8. Methods to identify training needs of public employees (OECD 35, 2016)



Source: OECD (2016a), Survey on Strategic Human Resources Management in Central/Federal Governments of OECD Countries, OECD, Paris.

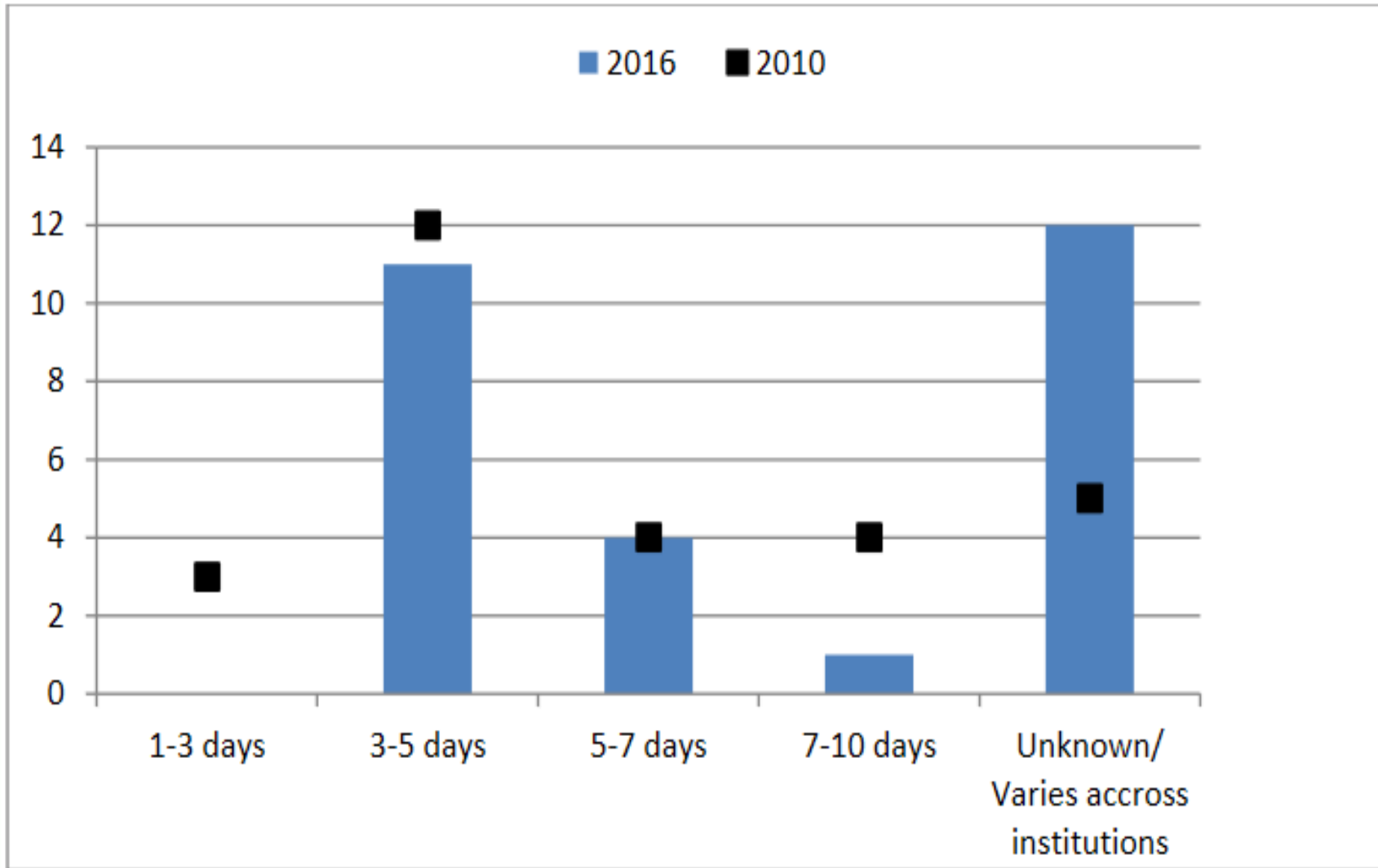




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Figure 2.14. Training days used (2010, OECD 35, 2016)



Source: OECD (2016a), Survey on Strategic Human Resources Management in Central/Federal Governments of OECD Countries, OECD, Paris.





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ПРИНЦИПИ ДЕРЖАВНОГО УПРАЛІННЯ (ЄС/ПРОГРАМА SIGMA)

ПРИНЦИП ДСУЛР 6: Забезпечується професійний розвиток державних службовців (навчання, атестація, мобільність, просування по службі)

Legal framework and organisation of professional development

| | | |
|---|---|---|
| 1. Recognition of training as a right and a duty of civil servants | 2 | + |
| 2. Co-ordination of the civil service training policy | 3 | + |
| 3. Development, implementation and monitoring of training plans | 3 | + |
| 4. Evaluation of training courses | 2 | + |
| 5. Professionalism of performance assessments | 4 | |
| 6. Linkage between performance appraisals and measures designed to enhance professional achievement | 4 | |
| 7. Clarity of criteria for and encouragement of mobility | 2 | |
| 8. Adequacy of legislative framework for merit-based vertical promotion | 2 | |
| 9. Absence of political interference in vertical promotions | 2 | |
| 10. Right of civil servants to appeal against performance appraisal decisions | 2 | |
| 11. Right of civil servants to appeal mobility decisions | 2 | |

Performance of professional development practices

| | | |
|---|---|---|
| 12. Training expenditures in proportion to the annual salary budget (%) | 4 | + |
| 13. Participation of civil servants in training (%) | 5 | + |
| 14. Perceived level of meritocracy in the public sector (%) | 5 | |

| | | | | | | |
|--------------|-----|------|-------|-------|-------|-------|
| Total points | 0-6 | 7-13 | 14-21 | 22-29 | 30-36 | 37-42 |
|--------------|-----|------|-------|-------|-------|-------|

| | | | | | | |
|-----------------------|---|---|---|---|---|---|
| Final indicator value | 0 | 1 | 2 | 3 | 4 | 5 |
|-----------------------|---|---|---|---|---|---|

