



ANNUAL REPORT OF THE
**HEAD OF
THE NAUCS**

2022

NAUCS

Central executive authority, which ensures the formation and implementation of state policy in the field of civil service, and the functional management of civil service in government authorities.

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Swiss-Ukrainian Project “Decentralization for Improved
Democratic Education (DECIDE)”



Center for Adaptation of the Civil Service
to the Standards of the European Union
European Benchmarks in Civil Service Development



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on Civil Service for 2022 - Kyiv: NAUCS, 2023. - 40 p.

Nataliia ALIUSHYNA

Head of the NAUCS



A full-scale war increased citizens' demand for efficiency and integrity of government. This is an ambitious challenge. But, to be honest, the national system of public administration has shown stability and responsibility in extremely difficult conditions.

In the most difficult days of the war, public servants ensured the defense of their communities, humanitarian logistics and social protection.

War ruthlessly discards everything superfluous. This is the reason why we refuse excessive bureaucracy. We review the functions to achieve a higher result. For this, the NAUCS developed and applied the functional audit methodology. This is the key to the optimization and re-start of the state apparatus.

Ukraine was granted the candidate status for EU membership last year. This is an incentive for the active implementation of European values in the public service. Responsibility, integrity, professionalism, teamwork and effectiveness as values are among them.

We have launched online English language learning, created the High School of Public Governance, promote digital innovation, and ensure barrier-free and gender culture. I am grateful to international partners for their sincere support of our projects.

Together we create the outlines of the European model of public service in Ukraine – socially and service oriented, with high quality of services. It will be this way, because we have finally chosen our European path.

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About NAUCS

FULL-TIME STAFF

ACTUAL NUMBER OF THE STAFF

(as of January 01, 2023)

Apparatus of the NAUCS **172**
Territorial bodies **90**

Apparatus of the NAUCS **134**
Territorial bodies **65**

FINANCIAL INDICATORS

The approved amount of financing under the budget programmes of the NAUCS amounted to **186 936,2** UAH in 2022, in particular:

- Typical programme classification of expenditures and crediting of the local budget 6121010 "Management and functional management in the civil service" **94 678,7** UAH
- Typical programme classification of expenditures and crediting of the local budget 6126020 "Professional training of civil servants and local self-government officials" **74 971,5** UAH
- Typical programme classification of expenditures and crediting of the local budget 6121060 "Adaptation of the civil service human resource management system to the standards of the European Union" **17 286,0** UAH

TOP Achievements of the NAUCS in 2022



The draft laws of Ukraine, which provide for norms and regulations aimed at changes in public service, in particular in the context of European integration, have been developed. In particular, the draft Law of Ukraine “On Amendments to the Law of Ukraine “On Civil Service” **concerning the introduction of uniform approaches to the remuneration of civil servants based on the positions classification**” (No. 8222).



110 government authorities have been connected to the Human Resource Management Information System (HRMIS), and information on almost **24,000 employees** has been added.



Since the beginning of the full-scale invasion, rapid response to the requests of government authorities and local self-government bodies has been ensured, **the "Support Line"** to pass the service and to keep documents on personnel issues in the conditions of martial law has been created.



Automated competitive selection of state order executors for professional training of public servants on the Knowledge Management Portal has been introduced. This is a step toward the realization of the principles of fair competition, openness and transparency, objective and unbiased evaluation of competitive proposals, efficient use of budget funds.



Coordination of the formation of **more than 1,100 classification committees in government authorities has been ensured.** **The online course "Classification of civil service positions"** has been developed. A tentative classification was made in **197 government authorities for 189,000 civil service positions.** The results are laid down in the calculations of the estimated cost of the reform, submitted for consideration by the Minister of the CMU.



A methodology was developed and functional audit coordination was carried out in **65 executive authorities and State Judicial Administration.** Proposals for improving the efficiency of public administration and civil service based on the results of a functional audit have been prepared and submitted for consideration by the Government.

Civil Service in the War Period

Number of civil service positions
on staff schedule **207 140**

Number of vacant positions **34 891**

Actual number of civil servants **165 422**

In regular
mode work – **106 628** female – **36 629** male

7 378 female – **2 184** male – in remote mode

On maternity leave **12 001** civil servants

In the
Armed
Forces
of Ukraine
serve **3 637**

civil servants, of which

494 female



SINCE THE BEGGINING OF 2022

dismissed **30 440** civil servants

assigned **26 766** civil servants

DURING THE PERIOD OF MARTIAL LAW

dismissed **25 602** civil servants

assigned **20 297** civil servants

FROM FEBRUARY 24, 2022

left abroad **4 355** civil servants

of which **3 992** female

***On the territory of Ukraine,
occupied by the aggressor,
within the fighting or blocked areas***

there are **4 713** civil servants

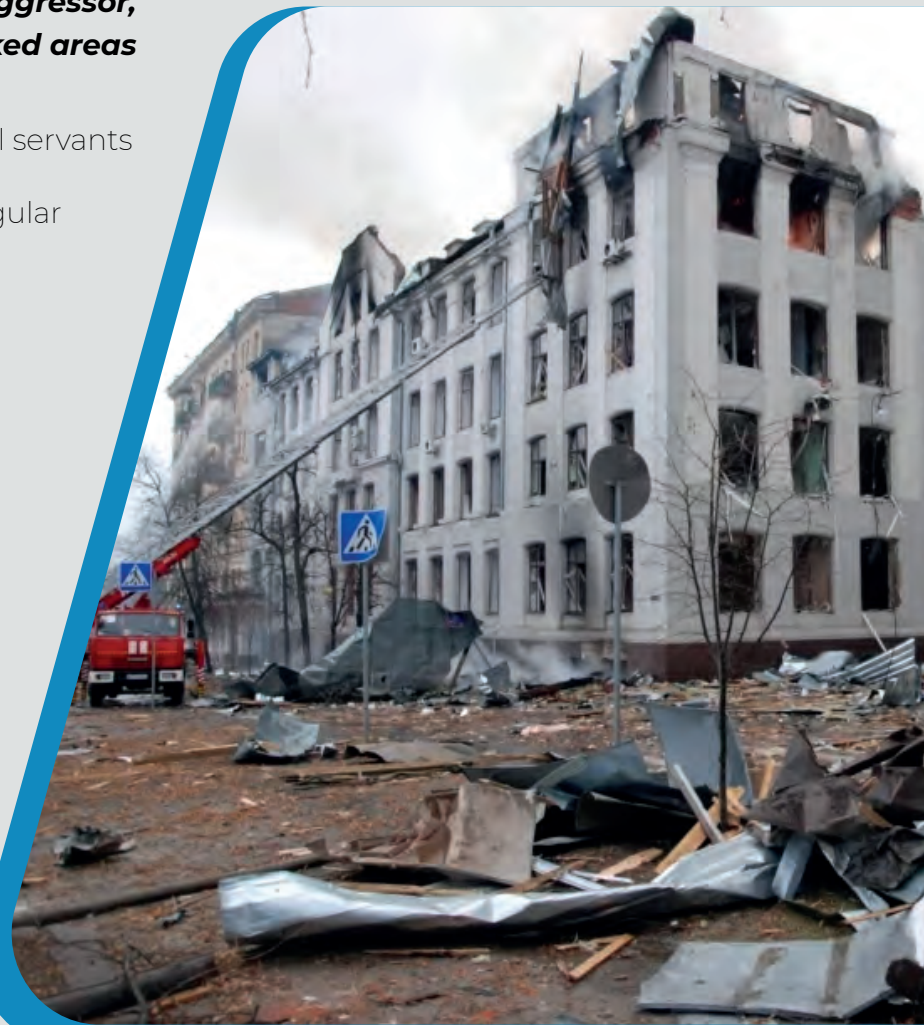
of which **1 581** work in regular mode

KILLED 108

WOUNDED 80

MISSING 205

civil servants



CIVIL SERVICE IN THE WAR PERIOD:
USEFUL INFORMATION



SERVICE IN LOCAL SELF-GOVERNMENT
BODIES IN THE WAR PERIOD:
USEFUL INFORMATION

 НАДС



Human Resource Management in the Civil Service



SUPPORT IN THE COMMITTEES AND AT THE PLENARY MEETINGS OF THE VRU OF THE DRAFT LAW OF UKRAINE "ON AMENDMENTS TO THE LAW OF UKRAINE "ON CIVIL SERVICE" CONCERNING THE IMPROVEMENT OF THE PROCEDURE FOR ENTERING, COMPLETING, AND TERMINATING CIVIL SERVICE"

(REGISTERED IN THE VRU AS OF DECEMBER 31, 2021 No. 6496)

The Committee of the Verkhovna Rada of Ukraine on the Organization of State Power, Local Self-Government, Regional Development and Urban Planning recommended in the first reading to adopt the document as a basis (committee conclusion as of April 11, 2022). Consideration in the Parliament is expected.

AMENDMENTS TO THE PROCEDURE FOR EVALUATING THE RESULTS OF CIVIL SERVANTS' OFFICIAL ACTIVITIES WERE MADE

The load on the participants of the procedure, in particular, on the human resource management service has been reduced by optimizing and digitalizing its individual stages.

FOUR DRAFT REGULATIONS OF THE CMU CONCERNING THE EVALUATION OF THE RESULTS OF CIVIL SERVANTS' OFFICIAL ACTIVITIES WHO HOLD CIVIL SERVICE POSITIONS OF CATEGORY "A", THE APPOINTMENT AND DISMISSAL OF WHICH IS CARRIED OUT BY THE CMU HAVE BEEN PREPARED

Based on the results of summarizing the assessment materials sent by government authorities, the NAUCS has prepared a regulation on approval of conclusions, which includes the results of the evaluation of the official activities of 138 civil servants.

"REGULATION ON THE SINGLE PORTAL OF CIVIL SERVICE POSITIONS" HAVE BEEN DEVELOPED

The regulation defines the purpose, structure, functional and information capabilities of the Portal, as well as the procedure for adding information

THE MODEL REGULATION ON THE HUMAN RESOURCE MANAGEMENT SERVICE OF THE GOVERNMENT AUTHORITY IS SET OUT IN A NEW EDITION

The list of functions of the human resource management services of the government authorities has been clarified and expanded, and brought into the line with the Law of Ukraine "On Civil Service"

THE PROCEDURE FOR THE DEVELOPMENT OF OFFICIAL INSTRUCTIONS FOR CIVIL SERVANTS OF CATEGORY "B" AND "C" WAS SET OUT IN A NEW EDITION

The procedure of development and approval of the official instruction is simplified, in particular, clear terms and conditions are defined, the possibility of registration and storage of the instruction in electronic form is provided if the government authority has a human resource management information system.

AMENDMENTS TO THE REGULATION ON THE ALL-UKRAINIAN COMPETITION "BEST PRACTICES IN HUMAN RESOURCE MANAGEMENT" WERE MADE

The application submission procedure has been simplified, and the process of their summarizing and studying has been optimized.

METHODOLOGICAL RECOMMENDATIONS ON CONFLICT MANAGEMENT IN GOVERNMENT AUTHORITIES WERE DEVELOPED (NAUCS ORDER AS OF JUNE 20, 2022 No. 46-22)

The document was developed to provide methodological assistance to heads of the civil service and structural divisions, human resource management services, civil servants, and other employees of government authorities regarding actions in the case of interpersonal conflicts during the performance of official duties.



INFORMATIONAL AND EXPLANATORY MEASURES HAVE BEEN REALIZED:

- *Actual issues of completion of civil service in wartime conditions;*
- *Actual issues of appointment to civil service positions under martial law;*
- *Determining the results of the assessment of the official performance of civil servants;*
- *The main principles of defining tasks and key indicators.*



STRENGTHENING OF THE HR CAPACITY

- *Employees of personnel management services were interviewed regarding the need for methodical assistance in the field of human resources management. 825 respondents were interviewed, of which 573 were employees of government authorities, 252 were employees of local self-government bodies.*
- *he training programme "Systematic approach in personnel management in the public service" (HR workshop) has been implemented. 35 people were chosen to participate (139 applications were submitted). A website has been created (www.hrmaisternia.online).*



Визначення завдань і
ключових показників

ВИЗНАЧЕННЯ РЕЗУЛЬТАТІВ
ОЦІНЮВАННЯ СЛУЖБОВОЇ
ДІЯЛЬНОСТІ ДЕРЖАВНИХ
СЛУЖБОВЦІВ

HR
МАЙСТЕРНЯ

РОБОТА
З КОНФЛІКТАМИ
В ОРГАНАХ ПУБЛІЧНОЇ ВЛАДИ

АДАПТАЦІЯ
НОВОПРИЗНАЧЕНИХ
ДЕРЖАВНИХ
СЛУЖБОВЦІВ

INFORMATIONAL AND EXPLANATORY MEASURES HAVE BEEN REALIZED:

- *Defining the tasks and key indicators;*
- *Determining the results of the assessment of the official performance of civil servants: the algorithm of actions;*
- *HR workshop;*
- *Work with conflicts in public authorities;*
- *Adaptation of newly appointed civil servants;*
- *Culture of public service;*
- *Actual about the civil service and personnel management.*

Культура
публічної
служби

РАДА УПРАВЛІННЯ
ЛЮДСЬКИМИ
РЕСУРСАМИ
ДЕРЖАВНОЇ
СЛУЖБИ ПРИ НАДС

A MEETING OF THE HUMAN RESOURCES MANAGEMENT COUNCIL AT THE NAUCS WAS ORGANIZED

The composition of the Council was updated, which included 114 representatives of personnel management services and 15 people involved in the Council's work. Two meetings were held.



THE POSITION OF ADVISER TO THE HEAD OF THE NAUCS ON YOUTH POLICY ISSUES WAS INTRODUCED, A CORRESPONDING COMPETITION WAS ORGANIZED, NAUCS AMBASSADORS FROM AMONG ACTIVE YOUTH WERE INVOLVED IN THE WORK.

A ROUND TABLE "TRANSFORMATION OF PUBLIC SERVICE CULTURE: 4" WAS ORGANIZED. IT WAS ABOUT:

- *Responsible leadership;*
- *Anti-crisis communications;*
- *The system of psychological support of employees.*



AN INFORMATION CAMPAIGN WAS ORGANIZED TO INCREASE THE PRESTIGE OF THE CIVIL SERVICE

- *A strategic online session "Public service: a modern view" was organized as part of the "Promo-day at public service" campaign. 30 representatives of educational institutions and youth councils took part.*

THE ALL-UKRAINIAN COMPETITION "BEST PRACTICES OF PERSONNEL MANAGEMENT" WAS ORGANIZED

- *A website has been created (www.hrpractice.online). 18 HR services received awards.*



Service in Local Self-government Bodies

ACCOMPANYING IN THE COMMITTEES AND PLENARY MEETINGS OF THE VRU OF THE DRAFT LAW OF UKRAINE ON SERVICE IN LOCAL SELF-GOVERNMENT BODIES THAT WAS REGISTERED IN THE VRU UNDER No. 6504 AS OF JANUARY 05, 2022.

The draft law is being prepared for the second reading.

ACCOMPANYING IN THE COMMITTEES AND PLENARY SESSIONS OF THE VRU OF THE DRAFT LAW OF UKRAINE ON AMENDMENTS TO ARTICLE 368 OF THE CCU AND ARTICLE 216 OF THE CRIMINAL PROCEDURE LADE OF UKRAINE ON DETERMINING THE CIRCLE OF OFFICIALS OF LOCAL SELF-GOVERNMENT THAT WAS REGISTERED IN THE VRU UNDER No. 6505 AS OF JANUARY 05, 2022.

The draft Law is being worked on in the VRU Committee on Law Enforcement.

A NUMBER OF METHODOLOGICAL RECOMMENDATIONS HAVE BEEN DEVELOPED. IN PARTICULAR, REGARDING:

- *work with conflicts in local self-government bodies (NAUCS Order No. 47-22 as of June 20, 2022);*
- *adaptation procedures of newly appointed local self-government officials;*
- *working with job instructions of local self-government officials (NAUCS Order No. 58-22 as of July 18, 2022)*



A WEBINAR WAS ORGANIZED: "ACTUAL ISSUES OF APPOINTMENT TO POSITIONS IN LOCAL SELF-GOVERNMENT BODIES UNDER MARTIAL LAW".

THE FOLLOWING HAS BEEN PREPARED FOR METHODOLOGICAL SUPPORT OF LOCAL SELF-GOVERNMENT EMPLOYEES:

- *answers to questions regarding the provisions of the Law of Ukraine as of March 15, 2022 No. 2136 "On the organization of labor relations under martial law" for local self-government officials (before and after July 19, 2022) (<http://bit.ly/3I5avyt>).*
- *questions and answers regarding the service of local self-government officials in accordance with the Law of Ukraine "On Amendments to Certain Laws of Ukraine Regarding the Functioning of the Civil Service and Local Self-Government during the Period of Martial Law" (<http://bit.ly/3YstZSL>).*



Functional Audit and Remuneration System Reform

THE DRAFT LAW OF UKRAINE “ON AMENDMENTS TO THE LAW OF UKRAINE” ON CIVIL SERVICE” ON THE IMPLEMENTATION OF UNIFIED APPROACHES TO REMUNERATION OF CIVIL SERVANTS BASED ON POSITION CLASSIFICATION” HAS BEEN DEVELOPED

It was approved by the CMU on November 22, 2022 and registered in the VRU on November 23, 2022 under No. 8222.

THE ONLINE COURSE “CONDUCTING THE CLASSIFICATION OF CIVIL SERVICE POSITIONS” HAS BEEN DEVELOPED FOR MEMBERS OF CLASSIFICATION COMMITTEES

More than 23,000 civil servants studied on its basis.

THE DRAFT RESOLUTION OF THE CMU “ON APPROVAL OF THE CATALOG OF TYPICAL CIVIL SERVICE POSITIONS AND THE CRITERIA FOR ASSIGNMENT TO SUCH POSITIONS HAS BEEN DEVELOPED”

ABOUT 1,100 CLASSIFICATION COMMITTEES HAVE BEEN CREATED IN GOVERNMENT AUTHORITIES

THE PROCESS OF PRELIMINARY CLASSIFICATION HAS BEEN INITIATED IN ORDER TO DETERMINE THE ESTIMATED COST OF THE WAGE SYSTEM REFORM

All government authorities where there are civil service positions took part. The approximate cost of implementing the model of remuneration of civil servants based on the classification of positions was determined, and the CMU was informed about it.

FUNCTIONAL AUDIT OF EXECUTIVE AUTHORITIES IS ENSURED.

ANALYTICAL PROCESSING OF THE RESULTS WAS CARRIED OUT. DEVELOPED BY:

- CMU order as of September 16, 2022 No. 824-r On conducting a functional audit of executive authorities;
- the methodology of the functional audit of executive authorities under martial law, approved by the order of the NAUCS on July 14, 2022 No. 57-22, registered in the Ministry of Justice of Ukraine on July 28, 2022 under No. 848/38184.

Підготовчий:

- ◆ визначення відповідності за проведення фу
- ◆ визначення строків
- ◆ інформування про строки та етапи пр

Практичний

- ◆ заповнення анк
- ◆ оцінку відповідн



A PRACTICAL MANUAL "HOW TO CONDUCT A FUNCTIONAL AUDIT IN EXECUTIVE AUTHORITIES" HAS BEEN DEVELOPED
<http://bit.ly/3jAkmCK>

METHODICAL MATERIALS AND ANSWERS TO QUESTIONS FROM GOVERNMENT AUTHORITIES WERE PREPARED, WHICH WERE PUBLISHED IN THE SPECIALIZED TELEGRAM CHANNEL "REFORM OF THE LABOR REMUNERATION SYSTEM"

WITH THE SUPPORT OF THE EU4PAR PROJECT, EDUCATIONAL VIDEOS AND INFOGRAPHICS WERE DEVELOPED, AS WELL AN ONLINE COURSE (7476 PEOPLE STUDIED), A WEBINAR WAS ORGANIZED (ABOUT 6 THOUSAND VIEWS)

THE FUNCTIONAL AUDIT TOOK PLACE IN 65 GOVERNMENT AUTHORITIES AND IN THE STATE JUDICIAL ADMINISTRATION

PROPOSALS ON IMPROVING THE EFFICIENCY OF PUBLIC ADMINISTRATION AND PUBLIC SERVICE HAVE BEEN PREPARED AND SENT TO THE GOVERNMENT FOR CONSIDERATION.

ЕФЕКТИВНІСТЬ

– результат функціонального аудиту передбачає підготовку пропозицій щодо мінімально необхідної кількості посад для реалізації критичних та актуальних функцій;

01

Digitalization of the Civil Service

THE II PHASE OF HRMIS IMPLEMENTATION IN MINISTRIES, CENTRAL EXECUTIVE AUTHORITIES AND OTHER GOVERNMENT AUTHORITIES HAS BEEN LAUNCHED

AS OF DECEMBER 31, 2022, 111 GOVERNMENT AUTHORITIES HAVE BEEN CONNECTED TO HRMIS, INFORMATION ABOUT 23,800 EMPLOYEES HAS BEEN ENTERED.

AMENDMENTS WERE MADE TO THE RESOLUTION OF THE CMU AS OF DECEMBER 28, 2020 No. 1343 "ON APPROVAL OF THE REGULATION ON THE HUMAN RESOURCES MANAGEMENT INFORMATION SYSTEM IN GOVERNMENT AUTHORITIES"

BY THEM, IN PARTICULAR:

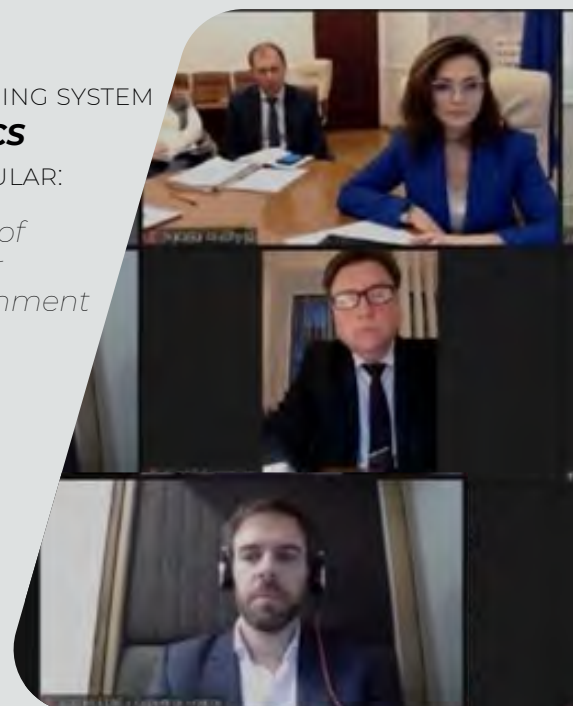
- the list of authorities subject to the Regulation on the Information System has been clarified;
- the procedure for using document templates with relevant details and fields of permanent and variable information is standardized;
- the procedure for providing the opportunity to determine additional (auxiliary) requirements by concluding contracts, which are implemented within the limits of budget allocations, is defined. The Resolution of the CMU "On Amendments to Resolution No. 1343" of the CMU as of December 28, 2020 was adopted by the Government on September 16, 2022 under No. 1047.

DURING THE PERIOD OF MARTIAL LAW, IN ORDER TO ENSURE THE FUNCTIONING OF THE INFORMATION, INFORMATION AND COMMUNICATION AND ELECTRONIC COMMUNICATION SYSTEMS OF THE NAUCS, BACKUP COPIES OF CRITICAL INFORMATION AND SOFTWARE RESOURCES WERE ORGANIZED IN THE CLOUD DATA STORAGE AND ON INSTANCES OF THE AMAZON WEB SERVICES DATABASES, A BACKUP CONNECTION OF THE NAUCS COMMUNICATION SYSTEM TO THE NETWORK WAS IMPLEMENTED INTERNET

Professional Development of Civil Servants

To ENSURE THE ORGANIZATIONAL AND LEGAL BASIS FOR THE FUNCTIONING AND DEVELOPMENT OF THE VOCATIONAL TRAINING SYSTEM **FIVE ACTS OF LEGISLATION AND 34 ORDERS OF THE NAUCS** HAVE BEEN DEVELOPED AND ADOPTED, BY WHICH IN PARTICULAR:

- *the Regulation on the system of professional training of civil servants, heads of local state administration, their first deputies and deputies, officials of local self-government and deputies of local councils has been updated (Resolutions of the CMU as of December 30, 2022 No. 1494 and July 29, 2022 No. 846);*
- *changes were made to the Procedure for admission to study under the educational and professional program of master's training in the specialty "Public management and administration" in the field of knowledge "Public management and administration" (Resolution of the CMU as of June 10, 2022 No. 679);*
- *the Procedure for organizing the professional development of civil servants, heads of local state administrations, their first deputies and deputies of local self-government officials has been updated (NAUCS Order No. 68-22 as of August 15, 2022, registered in the Ministry of Justice of Ukraine on September 01, 2022 under No. 997/38333);*
- *amendments were made to the Regulations on the knowledge management web portal in the field of professional training "Knowledge Management Portal" (NAUCS order as of May 27, 2022 No. 36-22, registered in the Ministry of Justice of Ukraine on June 09, 2022 under No. 624/37960);*



- *Requirements for the content and structure of training programmes for civil servants, heads of local state administrations, their first deputies and deputies, of local self-government officials and deputies of local councils have been approved (NAUCS order No. 107-22 as of November 02, 2022, registered in the Ministry of Justice of Ukraine as of November 18, 2022 under No. 1434/38770);*
- *Methodical recommendations on the organization of professional training of civil servants of local state administrations, heads of local state administrations, their first deputies and deputies have been developed (NAUCS Order No. 106-22 as of November 02, 2022).*

TYPICAL GENERAL TRAINING PROGRAMMES ON THE MOST PRESSING ISSUES OF PUBLIC ADMINISTRATION HAVE BEEN DEVELOPED AND OFFERED TO PROVIDERS

(NAUCS ORDERS AS OF DECEMBER 15, 2022 No. 133-22 (<http://surl.li/ekykk>),
AS OF OCTOBER 14, 2022 No. 96-22 (<http://surl.li/dlznp>))



A STUDY WAS CARRIED OUT ON THE IMPLEMENTATION OF THE REFORM OF THE PROFESSIONAL TRAINING SYSTEM OF CIVIL SERVANTS, HEADS OF LOCAL STATE ADMINISTRATIONS, THEIR FIRST DEPUTIES AND DEPUTIES, LOCAL SELF-GOVERNMENT OFFICIALS (2018 – 2022)

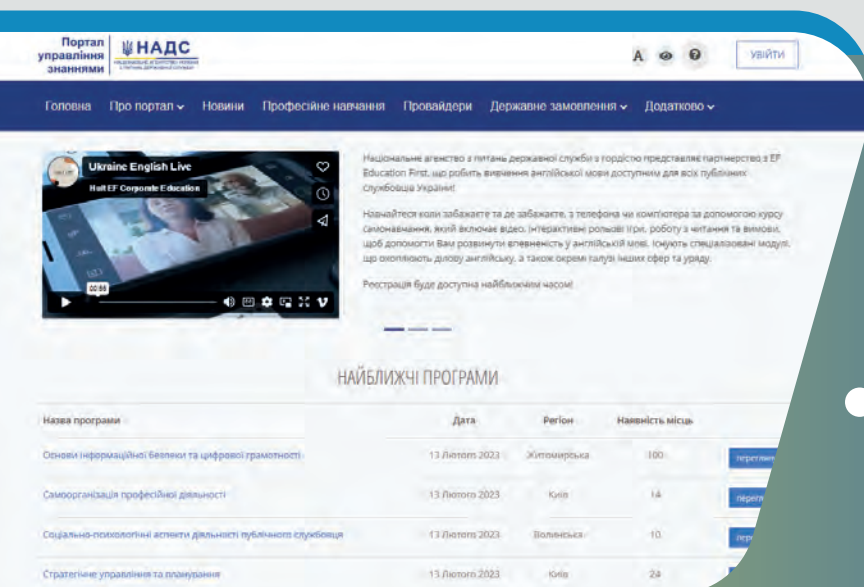
(<http://surl.li/dntcf>)

EIGHT ANALYTICAL REPORTS ON THE DEVELOPMENT OF THE PROFESSIONAL TRAINING SYSTEM FOR CIVIL SERVANTS AND LOCAL SELF-GOVERNMENT OFFICIALS HAVE BEEN PREPARED. IN PARTICULAR:

- *About the results of the survey regarding the implementation of the reform of the professional training system of civil servants, heads of local state administrations, their first deputies and deputies, local self-government officials (2018 – 2022)*
(<http://surl.li/ecptw>);

- On determining the needs for upgrading the qualifications of local self-government officials and deputies of local councils (<http://surl.li/dmtmo>);
- On the results of determining the general needs for professional training of civil servants, heads of local state administrations, their first deputies and deputies, local self-government officials for 2023-2025 (<http://surl.li/dmsjs>);
- On the results of the activities of post-graduate education institutions that carried out advanced training of civil servants, heads of local state administrations, their first deputies and deputies, local self-government officials and deputies of local councils in 2021 (<http://surl.li/cpkpb>);
- On the results of the survey regarding the study of the needs for professional training of local council deputies (<http://surl.li/ekygl>);
- On the results of the survey regarding the provision of services for improving the qualifications of civil servants and local self-government officials during the legal regime of martial law (<http://surl.li/cpkom>);
- On the generalization of individual needs in the professional training of civil servants for 2022 (<http://surl.li/cpkoc>);
- On the organization of professional training of civil servants in 2021 (the study was carried out according to the SIGMA methodology) (<http://surl.li/elaqy>);

THE KNOWLEDGE MANAGEMENT PORTAL HAS BEEN MODERNIZED



- almost 95 thousand registered users, 121 educational institutions, 16 projects/programmes of international technical assistance and other non-governmental organizations;
- 1,493 advanced training programmes, 72 educational programs for master's degrees are placed;
- The Regulations on the knowledge management web portal in the field of professional training "Knowledge Management Portal" have been updated (order of the NAUCS as of May 27, 2022 No. 36-22)
- the possibility of creating original electronic documents on professional development via the Knowledge Management Portal has been introduced;
- five communication activities were carried out on the use of the Portal as a tool for organizing and monitoring training (pdp.nacs.gov.ua)

THE COMPETITION "BEST PRACTICES FOR IMPLEMENTING EDUCATIONAL INNOVATIONS IN THE PROFESSIONAL TRAINING SYSTEM OF CIVIL SERVANTS, HEADS OF LOCAL STATE ADMINISTRATIONS, THEIR FIRST DEPUTIES AND DEPUTIES, LOCAL SELF-GOVERNMENT OFFICIALS AND DEPUTIES OF LOCAL COUNCILS" WAS ORGANIZED. (<http://surl.li/ekyhi>)



THE ACTIVITY OF THE EXPERT ADVISORY COUNCIL ON THE APPROVAL OF TRAINING PROGRAMMES FOR CIVIL SERVANTS, HEADS OF LOCAL STATE ADMINISTRATIONS, THEIR FIRST DEPUTIES AND DEPUTIES, LOCAL SELF-GOVERNMENT OFFICIALS AND DEPUTIES OF LOCAL COUNCILS WAS ENSURED – 10 MEETINGS WERE HELD, 592 TRAINING PROGRAMMES WERE APPROVED

LISTS OF PRIORITY DIRECTIONS FOR IMPROVING THE QUALIFICATIONS OF CIVIL SERVANTS, HEADS OF LOCAL STATE (MILITARY) ADMINISTRATIONS, THEIR FIRST DEPUTIES AND DEPUTIES, LOCAL SELF-GOVERNMENT OFFICIALS, DEPUTIES OF LOCAL COUNCILS UNDER GENERAL PROFESSIONAL (CERTIFICATE) AND/OR SHORT-TERM PROGRAMMES IN 2023 HAVE BEEN APPROVED (NAUCS ORDER AS OF AUGUST 24, 2022 No.74-22)

THE FUNCTIONING OF THE COORDINATING COUNCIL ON PROFESSIONAL TRAINING OF CIVIL SERVANTS, HEADS OF LOCAL STATE ADMINISTRATIONS, THEIR FIRST DEPUTIES AND DEPUTIES, LOCAL SELF-GOVERNMENT OFFICIALS WAS ENSURED. 2 MEETINGS WERE HELD.

STATE ORDER IMPLEMENTATION

A FUNCTIONAL MODULE "STATE ORDER" WAS PUT INTO TRIAL OPERATION ON THE KNOWLEDGE MANAGEMENT WEB-PORTAL IN THE FIELD OF PROFESSIONAL TRAINING

FOR THE FIRST TIME, THE COMPETITIVE SELECTION OF STATE ORDER CONTRACTORS OF THE NAUCS ON PROFESSIONAL TRAINING OF PUBLIC SERVANTS WAS CONDUCTED AUTOMATED WITH USING FUNCTIONAL CAPABILITIES OF THE WEB PORTAL.

AS THE RESULTS OF THE SELECTION, THE STATE ORDER OF THE NAUCS WAS RECEIVED BY 36 EDUCATIONAL INSTITUTIONS.

Due to state order of the NAUCS, the advanced training was completed by **44 332** persons:

229 229 civil servants of category "A" (0,5% of the total number);

14 180 civil servants of category "B" (31,9% of the total number);

28 241 civil servants of category "C" (63,7% of the total number);

1 530 local self-government officials (3,4% of the total number);

1 52 heads of local state administrations, their first deputies and deputies (0,5% of the total number).

DIPLOMA OF HIGHER EDUCATION ON MASTER'S DEGREE IN SPECIALTY "PUBLIC MANAGEMENT AND ADMINISTRATION" IN FIELD OF KNOWLEDGE "PUBLIC MANAGEMENT AND ADMINISTRATION" WAS RECEIVED BY 425 CIVIL SERVANTS AND LOCAL SELF-GOVERNMENT OFFICIALS

Додаткова інформація

Залишилось 17 днів

- Тип програми - Освітньо-професійна програма
- Напрямок - Публічне управління та адміністрування
- Кількість місць державного замовлення - 495
- Граничні витрати на одного слухача етап I - 5640,00 грн
- Граничні витрати на одного слухача етап II - 16920,00 грн
- Строк подання конкурсних пропозицій - 18 Липня 2022
- Дата і час розгляду конкурсних пропозицій - 19 Липня 2022
- Місцезнаходження державного замовника - вул. Проріз

Project Eng4PublicService

Eng4PublicService is a joint project of the NAUCS and the largest in the world educational organisation EF Language Learning Solutions, aimed at strengthening capabilities of public servants in English language proficiency.



Start of a pilot project took place in the autumn 2022. **More than 200 representatives of government authorities became its participants.**

Learning English for free is available for all registered users of the Knowledge Management Portal.

Among the benefits of mastery of English on the EF platform – access from different devices, interactive interface, possibility of choosing your own pace learning and tracking progress..

Training modules are adapted to Ukrainian realities.

It provides grammar, listening, reading, training conversational skills.

Based on the results of mastering each level on the EF platform, participants will receive a **certificate** of professional development with the amount of **1 ECTS credit.**

ЛЮДМИЛА РИКОВА
«Важливо, що програмні дані можливість самостійно обирати темп навчання та виконання завдань. Це мені зовсім подобалося. В процесі виконання відео з сценарієм намагаючись самостійно проаналізувати результати і досягнення. Мені особливо подобалося можливість для подальшого заглиблення розуміння, що самостійно виконання англійської граматичної програми, але все в хорошій формі і це дозволило мені бути органічним, залучити надбачення».

ЮЛІЯ ЄРЧЕНКО
«Матеріал такий, що швидко запам'ятовується, зрозумілий і цікавий. Навчання захоплююче, оскільки маю можливість самостійно обирати темп навчання та виконання завдань. Це мені зовсім подобалося. В процесі виконання відео з сценарієм намагаючись самостійно проаналізувати результати і досягнення. Мені особливо подобалося можливість для подальшого заглиблення розуміння, що самостійно виконання англійської граматичної програми, але все в хорошій формі і це дозволило мені бути органічним, залучити надбачення».

ЮЛІЯ МАРУШКЕВИЧ
«Вивчення англійської на EF – чудова можливість підвищення та проведення часу! Відносно програмного забезпечення – спокійно можна. Особливо подобається інтерактивність до EF. Це дійсно цікаво. Після кожного заняття обираю нижчий рівень. Важливою перевагою є можливість відслідковувати свій прогрес. Цікаві теми, хороша подача матеріалу. Програма мотивує мене продовжувати вивчення і виконання завдань. Відгук усіх у нашім – одна з наших перемог нашої команди. Всі говорять про успішність його проведення».

ЯНА НИКОЛАЄВА
«Дуже часто люди скептично ставляться до онлайн навчальних програм з вивчення мови, оскільки розробники не враховують багатьох факторів, які впливають на якість навчання. Але, наразі, почавши навчання з «EF English Live», я задоволена у всьому: зрозуміла подача матеріалів, добре підібраний матеріал, вкраса візуальна складова, а головне – мені сама визначити час для своїх занять».

High School of Public Governance

HIGH SCHOOL OF PUBLIC GOVERNANCE WAS ESTABLISHED ON
OCTOBER 27, 2022 ON THE BASIS OF THE UKRAINIAN SCHOOL OF GOVERNANCE



ITS MAIN TASKS:

- *implementation of educational activities in the field of public postgraduate education of civil servants, heads of local state administrations, their first deputies and deputies, local self-government officials, deputies of local councils;*
- *ensuring individual trajectory of professional development of civil servants whose positions belong to the civil service position of category "A";*
- *development of partnership at the international level in the field of postgraduate education, in particular, the implementation of international experience in professional development of public servants;*
- *providing centralised assessment of professional competences of candidates during the competition for the civil service positions in the order determined by the CMU.*

ADVANCED TRAINING WAS ENSURED FOR

24 132 persons:

by professional programmes – **5 830** persons

by short-term – **18 302** persons

68 programmes by **19** directions were realised

50 **ADVANCED TRAINING PROGRAMMES WERE DEVELOPED**

MONITORING OF EDUCATION QUALITY WAS CONDUCTED

17 385 participants took part

According to the results of the questionnaire,
the expectations from training were largely fulfilled in 98,4%

90,5% acquired knowledge, information and skills
became very relevant

**AGREEMENTS AND MEMORANDA ON COOPERATION
WERE CONCLUDED WITH:**

- *Lech Kaczyński National School of Public Administration (KSAP);*
- *National Coordination Center for Cyber Security under the National Security and Defense Council of Ukraine;*
- *National University "Chernihiv Collegium" named after T.Shevchenko;*
- *West Ukrainian National University.*



Realization/Protection of the Right to Civil Service

CONTROL OF COMPLIANCE WITH THE CONDITIONS OF REALIZATION OF THE RIGHT TO CIVIL SERVICE

AMENDMENTS WERE MADE TO THE PROCEDURE FOR IMPLEMENTATION OF THE NAUCS, ITS TERRITORIAL BODIES MONITORING COMPLIANCE WITH THE LAW OF UKRAINE "ON CIVIL SERVICE" CONDITIONS FOR EXERCISING THE RIGHT TO THE CIVIL SERVICE BY CITIZENS (NAUCS ORDER AS OF SEPTEMBER 10, 2020 No.168-20, APPROVED BY THE MINISTRY OF JUSTICE OF UKRAINE AS OF OCTOBER 08, 2020 No.982/35265).

MENTIONED AMENDMENTS:

- contribute to the optimisation of control activity planning;
- allow to respond to the actual circumstances in the conditions of martial law;
- include on-site control measures and control measures based on results of consideration of appeals by civil servants;
- improve the procedure for obtaining and analyzing information in the process of control measures implementation, as well as implementation of recommendations and proposals based on its results.

AS THE RESULTS OF CONDUCTED 126 CONTROL MEASURES IT WAS DEFINED

more than **930** inconsistencies and violations by government authorities requirements of the Law and other normative legal acts.

The number of detected violations committed by managers and personnel management services of government authorities increased by, **15% relative** to one object of control.

THE NAUCS PROVIDED RECOMMENDATIONS ON PREVENTING UNJUSTIFIED TERMINATION CIVIL SERVICE UNDER MARTIAL LAW, CLARIFICATIONS REGARDING TERMINATION OF CIVIL SERVICE IN CASE OF LOSS BY CIVIL SERVANT THE RIGHT TO THE CIVIL SERVICE THROUGH COLLABORATIVE ACTIVITY, AS WELL AS SUGGESTED THE ALGORITHM FOR PROTECTING THE RIGHT TO CIVIL SERVICE IN ACCORDANCE WITH ARTICLE 11 OF THE LAW OF UKRAINE "ON CIVIL SERVICE".

PRIOR TO THE TEMPORARY SUSPENSION OF SPECIAL INSPECTIONS, AN ELECTRONIC EXCHANGE OF INFORMATION WAS PROVIDED REGARDING CANDIDATES FOR POSITIONS, APPOINTMENTS (ELECTIONS) TO WHICH ARE CARRIED OUT BY THE PRESIDENT OF UKRAINE, THE VERKHOVNA RADA OF UKRAINE OR THE CABINET OF MINISTERS OF UKRAINE

SINCE IMPLEMENTATION AND BEFORE THE SUSPENSION OF SPECIAL INSPECTIONS

782 requests were sent to the NAUCS in the format of cryptographically encrypted messages and received answers

BY THE PROPOSITION OF THE NAUCS, THE AMENDMENTS TO THE PROCEDURE FOR CONDUCTING A SPECIAL INSPECTION

WERE MADE REGARDING THE PERSONS APPLYING FOR THE POSITION, THAT INTEND TO HOLD RESPONSIBLE POSITION OR ESPECIALLY RESPONSIBLE POSITION, AND POSITIONS WITH INCREASED CORRUPTION RISK. AMENDMENTS WERE ADDED IN THE PART WHICH REQUIRES SENDING REQUESTS WITH COMPLIANCE REGARDING THE PROTECTION OF CONFIDENTIAL INFORMATION BY ELECTRONIC EXCHANGE.



SENIOR CIVIL SERVICE COMMISSION

THE NAUCS ORDER AS OF SEPTEMBER 14, 2022 No.80-22 "ON APPROVAL PROCEDURE FOR VIDEO RECORDING OF THE COMPETITION PROCEDURE FOR CIVIL SERVICE POSITIONS OF CATEGORY "A" AND REFORM EXPERTS OF CATEGORIES "B" AND "C", REGISTERED BY THE MINISTRY OF JUSTICE OF UKRAINE AS OF OCTOBER 28, 2022 No.1333/38669 WAS PREPARED

FROM JANUARY 01 TO FEBRUARY 24, 2022 IT WAS ANNOUNCED AND HELD FOLLOWING

19 competitions for civil service positions of category "A"

For attending the competitions for positions of category "A" **245** applications were submitted, **104** candidates were admitted

Commission selected **29** candidates who admitted to the interview with the subject of appointment.

Actual number of winners determined by the subject of appointment – **6** persons

PRESIDENT OF UKRAINE SIGNED LAW No.2259 - IX "ON AMENDMENTS TO SOME LAWS OF UKRAINE REGARDING THE FUNCTIONING OF THE CIVIL SERVICE AND LOCAL SELF-GOVERNMENT DURING THE PERIOD OF MARTIAL LAW", WHICH WAS ADOPTED BY THE VRU ON MAY 12, 2022. THE LAW INTRODUCED CHANGES, IN PARTICULAR, TO THE LAW OF UKRAINE "ON THE LEGAL REGIME OF MARTIAL LAW", WHICH PROVIDES FOR A "SIMPLIFIED" THE PROCEDURE FOR ADMISSION TO CIVIL SERVICE POSITIONS AND POSITIONS IN LOCAL SELF-GOVERNMENT BODIES DURING THE PERIOD OF MARTIAL LAW.

CENTER FOR ASSESSMENT OF CANDIDATES FOR CIVIL SERVICE POSITIONS

ORGANISED

132 competitions (in terms of testing) for the
civil service positions, in particular:

19 for positions of category "A"

26 for positions of reform experts

87 for positions of categories "B" and "C"

**TESTING OF GENERAL AND SPECIAL LEGISLATION KNOWLEDGE, ABSTRACT, LOGICAL
AND VERBAL THINKING, SOLVING SITUATIONAL TASKS, AS WELL AS TESTING FOREIGN
LANGUAGE PROFICIENCY LEVEL WAS CARRIED OUT FOR 2 409 PEOPLE**

25 INFORMATION AND COMMUNICATION EVENTS WERE IMPLEMENTED,
IN PARTICULAR IN INSTITUTIONS OF HIGHER EDUCATION, REGARDING THE ENTRY
OF YOUNG PEOPLE IN THE CIVIL SERVICE.



COMMUNICATION

Expert support for the communication policy of the NAUCS was strengthened with the support of EU4PAR

321 NEWS ITEMS WERE PREPARED AND PUBLISHED ON THE OFFICIAL NAUCS WEBSITE AND MORE THAN 350 INFORMATION MESSAGES ON THE NAUCS PAGE ON THE FACEBOOK.

TELEGRAM CHANNEL DEDICATED TO THE REMUNERATION SYSTEM REFORM WAS CREATED (https://t.me/reforma_OP)

IN THE NAUCS APPARATUS WAS ORGANIZED INTERNSHIP OF SIX YOUNG SPECIALISTS WHO DID NOT HOLD CIVIL SERVICE POSITIONS AS PART OF THE "SPEED INTERNSHIP" PROJECT

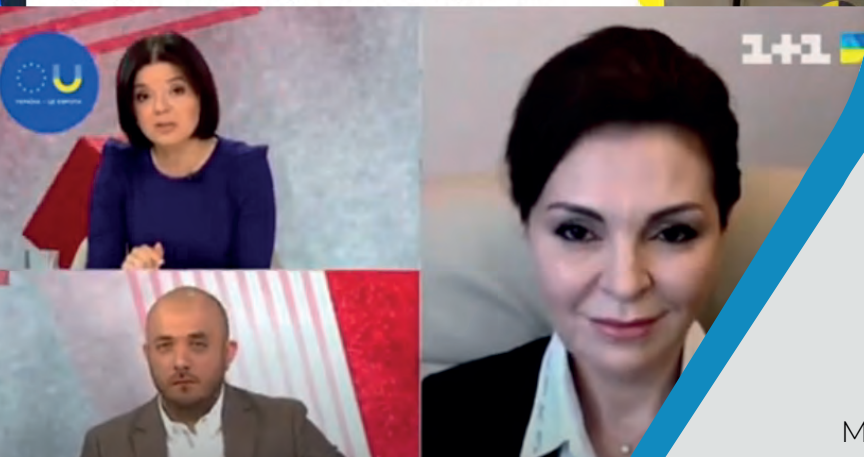
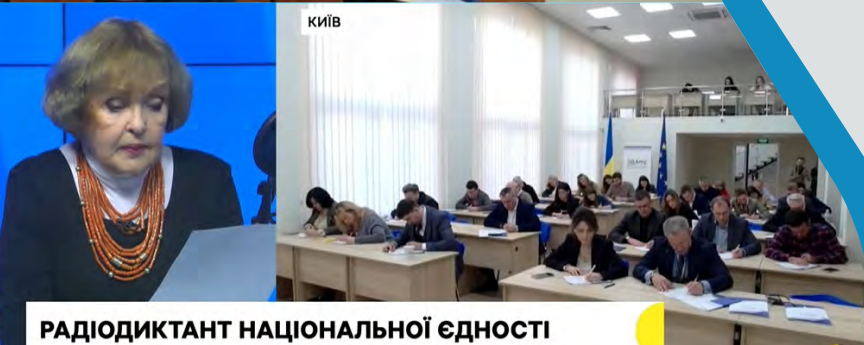
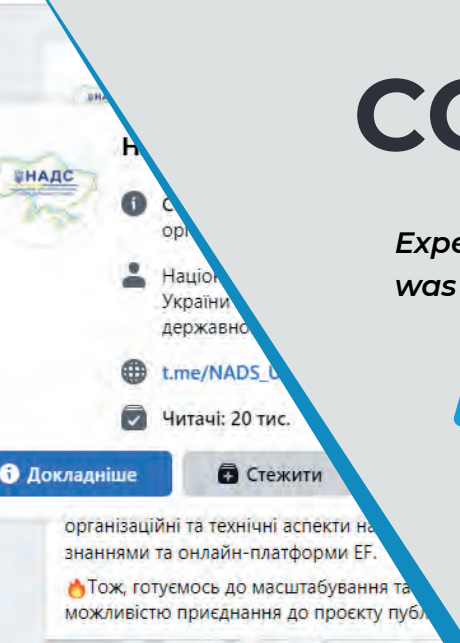
THE NAUCS BECAME THE OFFICIAL PLATFORM FOR WRITING THE ALL-UKRAINIAN DICTATION OF NATIONAL UNITY.

CIVIL SERVANTS OF THE CATEGORY "A", EMPLOYEES OF THE NAUCS APPARATUS AND TERRITORIAL BODIES, THE STAFF OF THE CENTER FOR ASSESSMENT OF CANDIDATES FOR CIVIL SERVICE POSITIONS JOINED THE AUDIENCE OF PARTICIPANTS.

HEAD OF THE NAUCS COMMUNICATED ON CIVIL SERVICE TOPICAL ISSUES ON THE LIVE BROADCAST OF THE NATIONAL UNITY MARATHON

FROM NOVEMBER 01 TO DECEMBER 04, 2022 THE ALL-UKRAINIAN EDUCATIONAL ONLINE MARATHON "EMOTIONAL STABILITY OF PUBLIC SERVANT" WAS HELD.

MORE THAN 500 PERSONS PARTICIPATED IN THE MARATHON. THE EVENT WAS INITIATED BY THE NAUCS, THE HIGH SCHOOL OF PUBLIC GOVERNANCE WITH THE SUPPORT OF UN WOMEN UKRAINE.



Всеукраїнський онлайн-марафон «ЕМОЦІЙНА СТІЙКІСТЬ ПУБЛІЧНОГО СЛУЖБОВЦЯ»
НАДС спільно з Вищою школою публічного управління за підтримки ООН Жінки в Україні розпочинає всеукраїнський онлайн-марафон, який допоможе налаштуватися до важкого року та продуктивну діяльність в умовах війни.
30 днів публічного управління
UN WOMEN UKRAINE

Це шість онлайн-занять від кваліфікованих фахівців тривалістю 1 година кожне, ознайомитися з корисною інформацією та ефективними практиками, спрямованою на:
- розуміння власних емоцій;
- розвиток емоційного інтелекту;
- підтримку емоційної стійкості;
- зниження рівня тривожності;
- мобілізацію позитивних внутрішніх сил;
- оволодіння превентивними методами психологічної допомоги та підтримки.

AN ONLINE PLATFORM FOR PROFESSIONAL DISCUSSIONS WITH INTERNATIONAL EXPERTS ON PUBLIC ADMINISTRATION REFORM "POLICY TALK" HAS BEEN CREATED

THE NAUCS APPARATUS PROVIDED 1514 CLARIFICATIONS ON THE ISSUES OF PUBLIC SERVICE AND SERVICE IN LOCAL SELF-GOVERNMENT BODIES

THE POSITION OF THE NAUCS REGARDING 74 PROJECTS OF NORMATIVE LEGAL ACTS AND OTHER DOCUMENTS RECEIVED FROM OTHER BODIES FOR APPROVAL WAS DEVELOPED AND PROVIDED

61 DRAFT LAWS OF UKRAINE SUBMITTED FOR CONSIDERATION BY THE VERKHOVNA RADA OF UKRAINE HAVE BEEN WORKED OUT, OF WHICH THE POSITION OF THE NAUCS HAS BEEN GIVEN FOR 25

32 NORMATIVE LEGAL ACTS PROJECTS WERE PREPARED, WHICH WERE ACCEPTED BY THE CMU OR REGISTERED BY THE MINISTRY OF JUSTICE OF UKRAINE,

NAMELY:

8 resolutions of the CMU

7 orders of the CMU

17 orders of the NAUCS

4 MEETINGS OF THE PUBLIC COUNCIL UNDER THE NAUCS WERE ORGANIZED

20 COMMUNICATION EVENTS WERE HELD ON ISSUES OF REFORMING THE PROFESSIONAL TRAINING SYSTEM

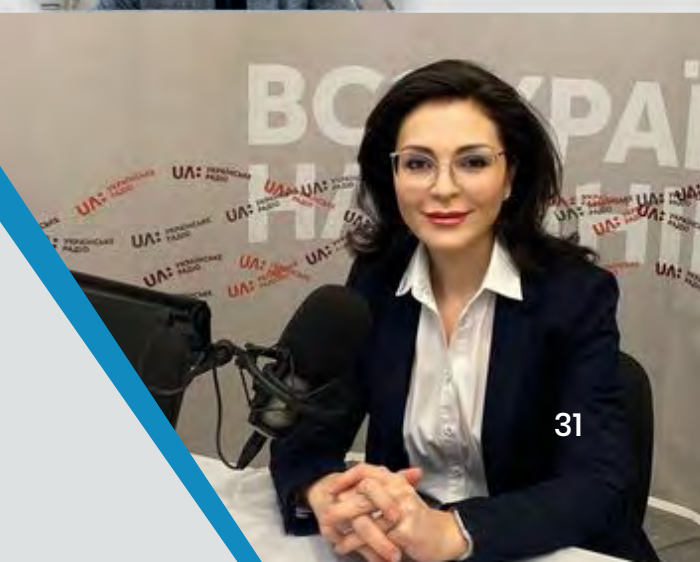
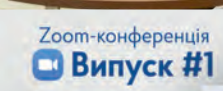
240 REQUESTS FOR INFORMATION WERE CONSIDERED

AMONG THEM:

224 sent by individuals

12 legal entities

4 by journalists



21 SETS OF NAUCS DATA, WHICH ARE REQUIRED TO BE MADE PUBLIC, HAVE BEEN PUBLISHED ON THE UNIFIED STATE OPEN DATA WEB PORTAL

TERRITORIAL AUTHORITIES OF THE NAUCS ORGANIZED AND CARRIED OUT:

1 258 communication events on the application of legislation on civil service and service in local self-government bodies, in which **29 507** people participated

57 communication events in higher education institutions regarding the entry of youth into civil service, during which **1 940** people participated, and **72** communication events with

102 government authorities regarding youth internships in government authorities, in which **2 868** people participated

757 seminars, trainings, lectures, round tables

601 written appeals and requests were considered

429 personal receptions of citizens were carried out, to which **828** citizens applied





RICHÉLIEU FORUM

“THE ARCHITECTURE OF THE NEW MODEL OF PUBLIC SERVICE”

September 22-23, 2022

The goal is to find solutions, dialogue and generate ideas regarding the building of a new model of public service aimed at the recovery and development of Ukraine

Four thematic panels:

- european integration
- competitiveness and digitalization
- development of service in local self-government bodies
- lean management

The participants of the event discussed:

implementation of the latest effective human resources management tools, adaptation of HR-procedures to the conditions of war and post-war recovery of state; digitalization tools; formation of the brand of the state as an employer, rethinking the role and potential of professional and motivated youth in public service; introduction of a culture of motivation for professional development; integration of the principles of gender equality, non-discrimination and balanced participation in management decision-making into the civil service system; acquisition of new competencies by public servants, including improving knowledge of the English language as an official business language.

Video of the event - <https://cutt.ly/A3PtR9I>





SEMINAR

"RESPONSIBLE LEADERSHIP - THE BASIS FOR BUILDING GENDER-ORIENTED GOVERNANCE"

Participants of the event

discussed cases of responsible leadership in the public administration system, effective public institutions for citizens within the framework of gender-oriented governance

Video of the event -
<https://cutt.ly/Y3Py4WJ>



ALL-UKRAINIAN CONTEST OF CREATIVE WORKS AMONG YOUTH, DEDICATED TO THE CIVIL SERVICE DAY

Five nominations:

- "Equal rights and opportunities of women and men";
- "Women's leadership in civil service";
- "Education Reform";
- "Support of socio-economic potential and human capital at the local level";
- "Youth is a powerful potential for rebuilding the state."



**ВСЕУКРАЇНСЬКИЙ КОНКУРС
творчих робіт серед молоді**

ПРО КОНКУРС | ЕТАПИ КОНКУРСУ | НОМІНАЦІЇ | ОРГАНІЗАЦІЙНИЙ КОМІТЕТ | КОНКУРСНА КОМІСІЯ | ДІЯКАРІА СЛУЖБА
КОНОСНИЙ РОЗДІЛ | ПАРТНЕРИ | НОВИНИ КОНКУРСУ | КОНТРАКТИ

ВСЕУКРАЇНСЬКИЙ КОНКУРС

ТВОРЧИХ РОБІТ СЕРЕД МОЛОДІ

присвячений Дню державної служби

ЯКЩО ВИ АКТИВНІ Й АМБІТНІ, МОЛОДІ ТА КРЕАТИВНІ,
ЦІКАВИТЕСЯ ПИТАННЯМИ ФУНКЦІОНУВАННЯ ДЕРЖАВНОГО УПРАВЛІННЯ,
ЯКЩО МАЄТЕ ІДЕЇ І ПРОПОЗИЦІЇ ДЛЯ УДОСКОНАЛЕННЯ ДЕРЖАВНОЇ ПОЛІТИКИ
У РІЗНИХ СФЕРАХ, А В МАЙБУТНЬОМУ – ПЛАНУЄТЕ СТАТИ ДЕРЖАВНИМИ СЛУЖБОВЦЯМИ, –
ЗАПРОШУЄМО ДО УЧАСТІ!

51 works were submitted

Among the **7** representatives of general secondary education institutions

and **44** representatives of higher education institutions.

Works came from Kyiv, Kharkiv, Kherson, Sumy, Dnipro, Lviv, Ternopil, other cities.

Memoranda

**MEMORANDUM OF COOPERATION WITH
THE NATIONAL INSTITUTE FOR
STRATEGIC STUDIES**

**MEMORANDUM OF UNDERSTANDING
WITH EF LANGUAGE LEARNING
SOLUTIONS LTD**

**MEMORANDUM OF COOPERATION
WITH THE UNION OF YOUNG
CIVIL SERVANTS OF UKRAINE**

**WITH UKRAINIAN HELSINKI
HUMAN RIGHTS UNION**

**WITH STATE ENVIRONMENTAL
ACADEMY OF POSTGRADUATE
EDUCATION AND
MANAGEMENT**



International Activity.

European Integration

NAUCS TOGETHER WITH THE CENTER FOR ADAPTATION OF THE CIVIL SERVICE TO THE STANDARDS OF THE EUROPEAN UNION AND THE REFORMS DELIVERY OFFICE OF THE CMU, ORGANIZED FOR THE FIRST TIME A SURVEY OF MINISTRIES, CENTRAL EXECUTIVE AUTHORITIES AND OTHER GOVERNMENT AUTHORITIES TO DETERMINE THE INSTITUTIONAL CAPACITY FOR TASKS IN THE FIELD OF EUROPEAN INTEGRATION, WHICH INVOLVED 104 AUTHORITIES

IN ORDER TO STRENGTHEN THE CAPACITY OF THE CIVIL SERVANTS PROFESSIONAL TRAINING SYSTEM, THE NAUCS HAS DEVELOPED RESOLUTION OF THE CMU AS OF SEPTEMBER 10, 2022 No. 1028,

which approved the Provision on the organization of professional training of civil servants, managers of state enterprises, institutions, organizations at the expense of international technical assistance and other forms of international cooperation

CENTER FOR ADAPTATION OF THE CIVIL SERVICE TO THE STANDARDS OF THE EUROPEAN UNION (TWINNING PROGRAMME ADMINISTRATION OFFICE) - ENSURES THE COORDINATION OF THE TWINNING AND TAIEX INSTITUTIONAL BUILDING INSTRUMENTS IMPLEMENTATION, AS WELL AS THE SIGMA PROGRAMME

In the **Twinning** Work Plan are:

- 76** projects, including:
 - 4** projects – at the stage of implementation;
 - 16** projects -- at the stage of preparation of the Twinning Fiche.
- 56** Twinning projects – completed.



REPRESENTATIVES OF THE TWINNING PROGRAMME ADMINISTRATION OFFICE PARTICIPATE IN 11 EVENTS:

- nine Steering Committee Meetings (monitoring the implementation of Twinning projects) for the National Bank of Ukraine, the Ministry of Economy of Ukraine and the Antimonopoly Committee of Ukraine;
- meeting regarding the selection and evaluation of proposals for the Administration of the State Service of Special Communication and Information Protection of Ukraine;
- the annual meeting of National Contact Points for the implementation of Twinning and TAIEX instruments "Institution Building Days - 2022" in Brussels, Kingdom of Belgium.



32 APPLICATIONS FOR PARTICIPATION IN TAIEX EVENTS WERE SUBMITTED

The European Commission approved **27 applications** for participation in TAIEX events

Methodological and advisory assistance was provided to **40 government authorities**

Since the beginning of the TAIEX instrument implementation in Ukraine (since 2006), **20 913** representatives of government authorities took part

in **905** events organized within the framework of the TAIEX instrument, among which **177** events were initiated by the European Commission, **728** events were initiated by Ukraine.

1 035 representatives of government authorities took part in five international seminars and 19 events initiated by Ukraine (10 expert missions and 9 seminars).

**IN THE TAIEX FORMAT,
THE FOLLOWING IS DONE:**

- 4 events on the rule of law, migration and security
- 9 events on the consolidation of society and inclusive economy
- 10 events on the consolidation of society and inclusive economy

**AS PART OF THE SIGMA WORK PROGRAMME
IN UKRAINE, THE FOLLOWING WAS ORGANIZED:**

- a meeting of representatives of the NAUCS with representatives of the SIGMA programme regarding expert support in matters of the effective functioning of the civil service institute in the war and post-war periods;
- seminar with the participation of European countries and international technical assistance programmes representatives "Civil service in crisis and post-crisis periods".

As part of the event, the Head of the SIGMA programme Gregor Virant and SIGMA programme experts Lech Marchinkowski and Martins Krievins presented their experience and provided recommendations.



NAUCS Priorities for 2023

Continuation of introduction of language competences policy among civil servants.

Involvement of other government authorities in the joint project of NAUCS and EF.

Development of the High School of Public Governance as a powerful institution for training leaders-managers in Ukraine.

Training on the basis of the High School of Public Governance of personnel for the de-occupied territories, tempering the values of managerial leadership.

Development of the functionality of the Human Resource Management Information System in government authorities and its further implementation in ministries, central executive authorities and other government authorities.

Optimization of HR instruments in order to reduce the consumption of human and time resources.

Improvement of legislation in the field of civil service and service in local self-government bodies, with approximation to EU standards and norms.

The formation of organizational culture in the post-war period, the value system of the public servants corps.

Systematic support of public servants in the de-occupied territories, provision of quick consultations and methodical support, creation of proper conditions for their professional training.

Support of the Law on the introduction of uniform approaches to the civil servants remuneration and the classification of civil service positions in government authorities with the aim of developing new remuneration terms for 2024 based on grades.

Coordination of the process of civil service positions classification in government authorities.

Implementation of an experimental project on the application of the Procedure for the formation of the civil servants' remuneration fund in government authority with the aim of introducing uniform and transparent approaches to the planning and distribution of civil servants' remuneration during the adoption of the Law of Ukraine "On the State Budget of Ukraine for 2024".



Annual report of the Head of the National Agency of Ukraine
on Civil Service for 2022 - Kyiv: NAUCS, 2023. - 40 p.

National Agency of Ukraine
on Civil Service

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