

SMALL, EFFICIENT AND PROFESSIONAL PUBLIC ADMINISTRATION OF LATVIA

Objective: to fully implement the Concept of Human Resources Development in Public Administration by 2019

The concept – a path to a small, efficient and professional public administration. It provides for general improvement of the human resource policy, incl. by taking over the best from the foreign practice

The Concept applies to about 32 thousand employees of direct public administration

32 000

123 000

The concept does not apply to local governments, officials with special service ranks (policemen, firemen, border guards etc.) of the system of the Ministry of the Interior, as well as to the National Armed Forces and soldiers serving in the system of the Ministry of Defence.



CENTRALIZED, OPEN AND HONEST SELECTION OF THE HEADS OF PROFESSIONAL INSTITUTIONS

WHAT IS IT ABOUT?



More professional selection of the heads of state institutions. The State Chancellery will ensure uniform selection

OBJECTIVE



The amendments to the State Civil Service Law have been approved. The draft Cabinet Regulation on the procedure for selection of the heads of institutions of direct public administration has been developed

WHEN?



SUPPORT



Support from the Cabinet of Ministers to the draft Cabinet Regulation on the procedure for the selection of the heads of institutions of direct public administration



TO OPTIMIZE THE PROCESSES AND IMPROVE EFFICIENCY OF PUBLIC ADMINISTRATION

WHAT IS IT ABOUT?



To obtain measurable results about costs and time consumed in order to analyse the workload and plan more efficiently

OBJECTIVE



In 2014, the working time tracking system (DLUS) was introduced.

WHEN ?



SUPPORT



Willingness of the heads of institutions to introduce a high-quality system.



TO MOTIVATE THE MOST TALENTED EMPLOYEES IN PUBLIC ADMINISTRATION

WHAT IS IT ABOUT?



To develop the leadership and managerial skills, strategic vision, change management and creativity competences for young managers (up to 2 years in the position)

OBJECTIVE



The pilot project of the talent management program was implemented

WHEN?



SUPPORT



The funding is needed



PUBLIC ADMINISTRATION – A SINGLE EMPLOYER

WHAT IS IT ABOUT?



More efficient governance processes
Uniform legal relations with all employees in public administration

Open tenders for all posts

Mobility in public administration, incl. rotation to and from local government institutions and the private sector

OBJECTIVE



The draft Civil Service Law is being reviewed at the Saeima

WHEN?



SUPPORT



Understanding and support from institutions of direct public administration – the Latvian Association of Local and Regional Governments, the Free Trade Union Confederation of Latvia (LBAS), the Employers' Confederation of Latvia (LDDK) – Support from the Saeima



TO MEASURE PERFORMANCE RESULT

WHAT IS IT ABOUT?



The individual objectives have been defined and the results evaluated, as well as the development and growth plan of an employee has been developed

OBJECTIVE



The performance planning and assessment system (NEVIS) has been implemented

WHEN?



SUPPORT



The funding is needed to make technical improvements in the NEVIS system



EXPLORATION AND IMPROVEMENT OF CLASSIFICATION OF PUBLIC POSTS

WHAT IS IT ABOUT?



Assessment and improvement of the job classification system to ensure a uniform system of work remuneration

OBJECTIVE



More than 20 000 positions have been analysed in public administration, job descriptions have been analysed
The amendments to the Job Catalogue have been prepared and approved. A common job description form has been established in public administration.

WHEN?



SUPPORT



Honest introduction process from institutions of direct public administration.



UNIFORM AND COMPETITIVE REMUNERATION

WHAT IS IT ABOUT?



Equal remuneration is paid for equal work, regardless of the institution.

OBJECTIVE



In 2014, the levelling of monthly salaries was launched in the state budget institutions

WHEN?



SUPPORT



Support from the Cabinet of Ministers, later – from the Saeima