



# NATALIIA ALIUSHYNA

---

HEAD OF THE NATIONAL AGENCY  
OF UKRAINE ON CIVIL SERVICE

# 2021





the procedures on the newly appointed civil servants' adaptation, internship, and the performance assessment have been improved.



Requirements for the candidate's competencies have been changed.



Information about competitions and vacancies is published on the Single civil service vacancies portal <https://career.gov.ua>

## STRENGTHENING THE HR DEPARTMENT'S POTENTIAL



Civil servants are able to work from home and to use the individual work schedule.



Possibility to conduct some stages of the competition for the civil service vacant positions in a distant mode.



Compete for high quality candidates and save high qualified staff.



State as an employer.



## REFORM GOAL - INTRODUCTION A TRANSPARENT, FAIR, AND COMPETITIVE REMUNERATION MODEL BASED ON JOB CLASSIFICATION

- Key regulations have been adopted: Concept of civil servants' remuneration reforming; the Methodology of civil service job classification; the Catalogue of the standard civil service positions and identification criteria.

---

- The risk and possibilities of the reform implementation's assessment has been conducted. The remuneration of the civil servants in 2020 has been monitored and explored international experience on job classification in more than 20 countries has been explored, The research on reform feedback among civil servants has been held.

---

- Level of remuneration in the civil service and on the market has been compared, the grades system and new remuneration model have been developed.

---

- The draft law on the implementation of the single approaches in the civil servant's remuneration based on the job classification has been developed.

# REMUNERATION REFORM

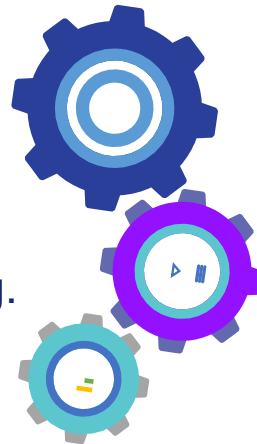




# HUMAN RESOURCES MANAGEMENT INFORMATION SYSTEM (HRMIS) - TOOL THAT WILL FACILITATE OPENNESS, TRANSPARENCY, AND EFFICIENCY OF PUBLIC ADMINISTRATION

## Phase I

- Structure and staff schedule of the state authority, employment files.
- Calculate the length of service, leaves, orders and other operations of personnel accounting.
- Recording of working time, payroll.
- Dashboard.



## Phase II

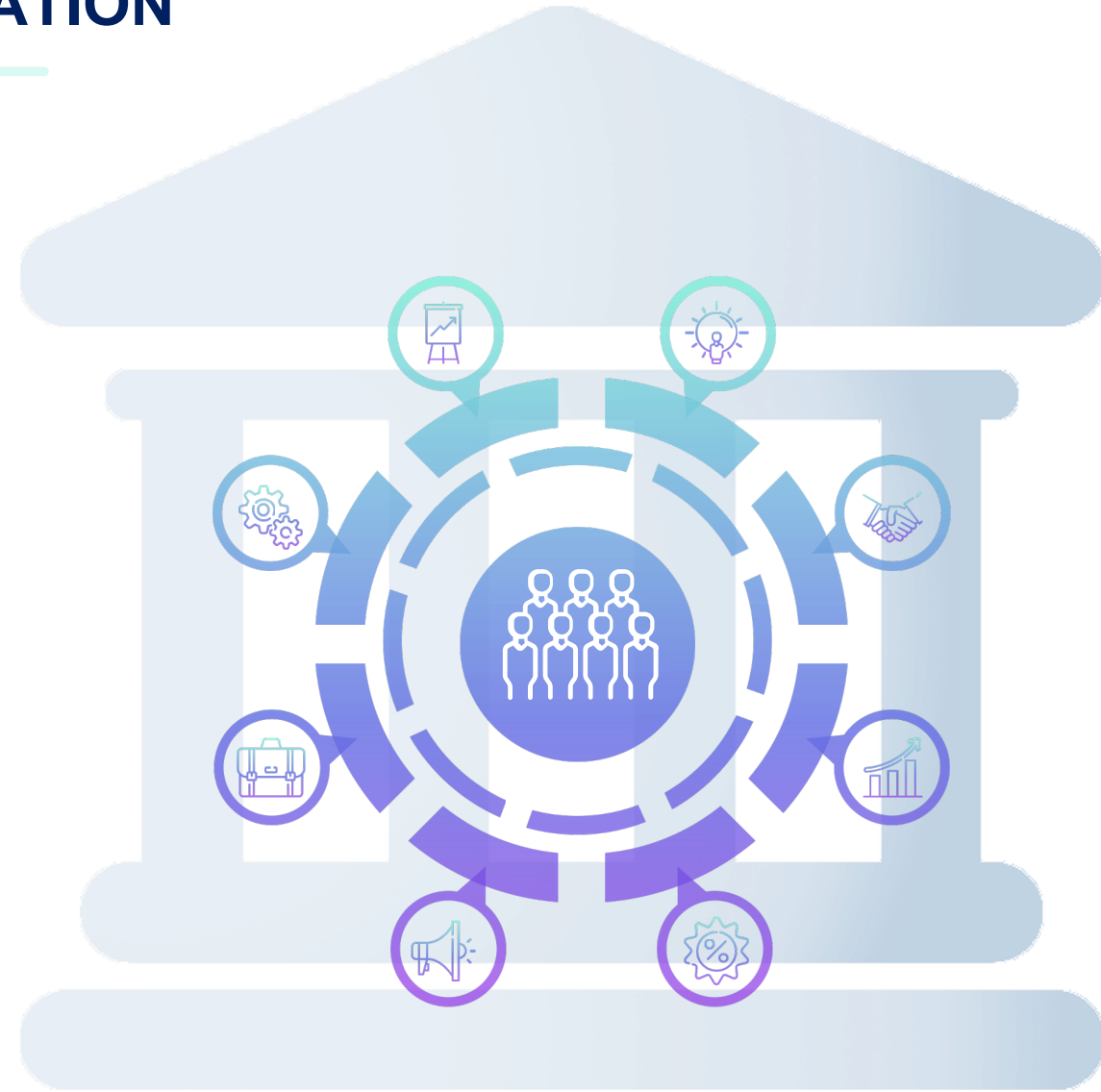
- Accounting and control of the professional training.
- Analysis of the staff competencies, duty performance assessment.
- Forming individual training needs.

# SENIOR SCHOOL OF PUBLIC ADMINISTRATION

## NATIONAL TRADITIONS



## INTERNATIONAL TRADITIONS



# PUBLIC ADMINISTRATION REFORM STRATEGY FOR 2022-2025

---



## СТРАТЕГІЯ

РЕФОРМУВАННЯ ДЕРЖАВНОГО  
УПРАВЛІННЯ УКРАЇНИ

на 2022-2025 роки



# THANK YOU!



Ukraine, Kyiv, Prorizna Str., 15



044 242 55 55



[www.nads.gov.ua](http://www.nads.gov.ua)