

Operational Conclusions 1st PAR Special Group

Pristina, 18 June 2013

Conclusions

1. Introduction

The first meeting of the Special group on Public Administration reform took place in Pristina on 18 June 2013.

The opening remarks emphasised the importance of an effective functioning public administration for Kosovo and PAR's crucial role in delivering this. The overall purpose of the Special Group will help raise the visibility of PAR and ensure that it receives adequate focus.

The meeting was co-chaired by the Minister for Public Administration, Mr Mahir Yagcilar, and the Head of Political Section of the EU Office, Mr Thomas Gnocchi.

Kosovo authorities were represented by institutions of the Government of Kosovo and other responsible institutions and agencies (please see annex for a detailed list of participants).

The European Union was represented by the EU Special Representative/Head of Eu Office in Kosovo, Mr Samuel Žbogar, EUO Policy Officer, Mr Patrick Schmelzer, EC ELARG Kosovo Desk Ms. Leonetta Pajer, EC HR Head of Unit, Mr Enrico Maria Armani and EC HR desk Officer, Ms Cristina Morariu.

2. Strengthening of Administrative capacities for the implementation of the European integration priorities.

1. The guidelines for the process of harmonisation of national legislation with the acquis should be finalised by October 2013
2. The Government Rules of Procedure do not need to be amended.

3. Key priorities of the Feasibility Study: implementation and the way forward

1. Ministry of Public Administration is being asked to finish the job classification catalogue by October 2013
2. Ministry of Public Administration and Ministry for European Integration are being asked to describe in a short report the outline of the functioning of the transition of the existing job title system to an aligned and streamlined and coherent job title system. This should be accompanied by a financial impact assessment.
3. The implementation of the provisions on performance appraisal should start once the job classification process is completed, no later than January 2014.
4. Ministry of Public Administration and Ministry for European Integration are being asked to provide the European Commission with a roadmap for the implementation of the Law on Civil Service and the Law on Salaries for Civil Servants.

4. Implementation of mid-term priorities of Feasibility Study

1. To provide by 31 July the adopted report on implementation of the strategy on PAR.
2. To provide by December 2013 the revised roadmap for the implementation of PAR strategy. No need for a new strategy at this stage.
3. To provide a policy paper/report on the resources needed for the implementation of the remaining actions of the PAR Action Plan as well as how the resources available will be used/how to fill the gaps.

5. Institutional framework in charge with the implementation of the PAR Strategy

1. Kosovo should ensure the functioning of the institutional framework supervising the implementation of the PAR Strategy. In particular should ensure the regular meeting of the PAR inter-ministerial commission;
2. To reflect on the opportunity to better tailor the composition of the commission, and the division of labour among the PAR commission, the working groups and the interministerial council for European Integration. The outcome of this reflection should be reported prior to the next Special Group on PAR meeting.

6. Human resources policies of public administration

1. A policy paper would be developed by the authorities, exploring the various options for internal mobility and its (possible) preference over external recruitment.
2. Extensive data/report on the level of representation of non-majority communities at the management level would be provided and some ideas presented how the level of engagement of communities in the public service can be increased.

7. Independent Oversight Bodies

1. The Government and the oversight institutions should prepare a report about the reasons behind the lack of structured implementation of the decisions of the Ombudsperson and of the IOB.
2. The EU encourages a structured consultation mechanism between the Ministry for Public Administration, the IOB and the Ombudsperson. Institution of Kosovo

8. Conclusions:

Kosovo authorities will follow up to the operational conclusions agreed during the meeting and their relevant deadlines. The Special Group will meet twice a year in order to take stock of the agreed actions implemented by the Kosovo authorities, and to allow a constant dialogue on all aspects of Public Administration Reform.

The Special Group will convey again in Brussels, towards the beginning of December 2013.