

HRM PROJECT

UKRAINIAN CIVIL SERVICE

PRESENTATION ON THE UKRAINIAN CIVIL SERVICE HUMAN RESOURCES MANAGEMENT PROJECT

PROJECT IMPLEMENTATION (1)

- Operates within the legal framework set out by the Memorandum of Understanding signed between the Government of Canada (CIDA) and the Government of Ukraine (MDCS) on May 26, 2008
- Focused upon providing support in the reform of the Ukrainian civil service human resources management system as one key element of civil service reform
- Supports implementation of key priorities identified within the Strategic Framework for Human Resources Management developed jointly with the Main Department for Civil Service of Ukraine during the Design Phase

PROJECT IMPLEMENTATION (2)

- The Project consists of two phases: a Design Phase and an Implementation Phase. The Design Phase was completed in October 2008. Implementation will run for three years to November 2011
- Advisory support under the project will be provided by Canadian and European institutional partners, as well as individual Canadian and European public sector practitioners
- Project Steering Committee will provide overall direction and guidance for project implementation

DESIGN PHASE RESULTS (1)

- ❖ Memorandum of Understanding between Canadian (CIDA) and Ukrainian (MDCS) Governments was signed on May 26, 2008
- ❖ Study Tour to Canada involving senior Ukrainian government officials from the MDCS, the Presidential Secretariat and the Secretariat of the Cabinet of Ministers of Ukraine
- ❖ Consultations on HRM issues with central executive government bodies' representatives as part of international advisors' missions
- ❖ Baseline assessment was conducted concluding with the drafting of the “Overview of the Ukrainian Civil Service Human Resources Management System” document. Overview circulated with comments/feedback received from all key stakeholders, and subsequently updated
- ❖ “Human Resources Management Strategic Framework for the Government of Ukraine” was developed jointly with the MDCS

DESIGN PHASE RESULTS (2)

- ❖ The delivery of two expert round tables on the proposed HRM Framework involving expert practitioners, as well as a Public Forum on the proposed Framework involving 90 senior Ukrainian government officials
- ❖ The receipt of written feedback and comments on the Framework from stakeholders across the government, as well as non-governmental organizations and policy think tanks
- ❖ On the basis of the Framework, the Project Implementation Plan was developed for the upcoming three year project term (Fall 2008 – 2011)
- ❖ The Project's Steering Committee reviewed and approved the Strategic Framework for Human Resources Management in the Ukrainian civil service as well as the Project Implementation Plan (August 2008)
- ❖ Project Implementation Plan for the duration of the Project (November 2008 – November 2011) was approved by the Canadian Minister of International Cooperation in October 2008

PROJECT OBJECTIVES

- To assist the MDCS in the establishment of a competent cadre of civil service leaders through sustainable leadership development and training
- To support the development and integration of consistent and effective human resources management processes and procedures based upon the principles of political impartiality, transparency, meritocracy and equality into selected government ministries and agencies; and
- To enhance the capacity of the MDCS and selected government bodies' human resources units to effectively implement HRM processes and procedures in a sustainable, transparent and apolitical manner.

PROJECT COMPONENTS

The UCS-HRM Project consists of three key components:

- ① Leadership Training and Development (100)
- ① Supporting a Professional and Sustainable Civil Service (200)
- ① Strengthening Governance and Infrastructure (300)

COMPONENT 100: LEADERSHIP TRAINING AND DEVELOPMENT

- ⦿ Developing, training and communicating leadership competency profiles
- ⦿ Developing methodology and building capacity in training needs assessment for the leadership community
- ⦿ Designing and piloting leadership and management development programs

COMPONENT 200: PROFESSIONAL AND SUSTAINABLE CIVIL SERVICE

- Developing new approach to classification and methodology for comparative salary studies
- Supporting the MDCS in its development of an independent monitoring mechanism for hiring and promotion
- Developing new assessment tools in hiring and promotion, including related training
- Mapping out a comprehensive human resources information system
- Revising annual performance appraisal process and developing necessary training/tools

COMPONENT 300: GOVERNANCE AND INFRASTRUCTURE

- Developing and communicating an accountability framework for human resources management reform in the Government of Ukraine
- Providing expertise and mentoring to the MDCS in building their HRM leadership capacity and supporting capacity building in human resources management units within targeted central executive government bodies
- Developing and implementing a communications strategy to support implementation of human resources management reforms