



Civil Service Reform in Georgia and Partnership with GIZ

MAIA DVALISHVILI

CIVIL SERVICE REFORM AS THE PART OF PAR

PAR Policy Areas:

1. Policy Development and Coordination
2. Civil Service Reform and Human Resources Management (HRM)
3. Accountability
4. Service Delivery
5. Public Finance Management
6. Local Self-Government



CIVIL SERVICE BUREAU

MAIN RESPONSIBLE BODY FOR IMPLEMENTING CSR

- Independent Legal Entity of Public Law
- Leading Agency Coordinating and implementing the Civil Service Reform
- Supporting implementation of the anti-corruption policy through ensuring publicity of assets declaration, monitoring and providing guidance on ethics




REFORM PRIORITIES

Main goal: Establishment of Career civil Service

- Scope of the CS
- Centralized system for the management, coordination and oversight over the CS
- The classification system
- The remuneration system
- Recruitment in civil service
- Performance Appraisal system
- Training and professional development of Civil Servants

LEGAL APPROXIMATION TOWARDS EUROPEAN STANDARDS IN THE SOUTH CAUCASUS/ STRENGTHENING THE NETWORKS OF CIVIL SERVICE TRAINING INSTITUTIONS)

Main areas of support:

- Establishment of professional and Ethical Civil Service in Georgia
 - Establishment of Professional development system and Capacity building of Georgian Civil Servants
 - Establishment of Quality Standards in Civil Servants Training
 - Establishment of an exchange platforms for regional cooperation
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PROFESSIONAL DEVELOPMENT

- Developing on modules for civil servants training
 - Obligatory modules
 - ✓ Curricula on Basic trainings
 - ✓ Management and Leadership for new managers
 - Non-obligatory modules
 - ✓ Performance Appraisal
 - ✓ Adult teaching methodology
- Developing guidebooks on Management and Leadership, on Basic trainings and Adult teaching methodology
- Developing of a pool of trainers for public service
- Supporting the Quality Assurance System for public servants training
- Developing of Synergy projects



FUTURE PRIORITIES

- Capacity building of Managers on Civil Service positions
- Capacity building of Civil Servants on Civil Service issues and ethics
- Supporting public institutions on establishing Performance appraisal system
- Establishment of the fully operational professional development system
- Development of a sustainable and operational regional network





Thank you!

mdvalishvili@csb.gov.ge

