



SCREENING CHAPTER 22

REGIONAL POLICY AND COORDINATION OF STRUCTURAL INSTRUMENTS

AGENDA ITEM III: ADMINISTRATIVE CAPACITY

**Country Session: The Republic of TURKEY
9-10 October 2006**



CONTENT

- I. Organisational Development Strategies
- II. Training Plans
- III. Institutions Responsible for Formation and Continuous Training of Civil Servants
- IV. Recruitment Procedures
- V. Remunerations



Organisational Development Strategies

Modernisation of Public Administration

Enhancing public institutions' administrative capacity is among the objectives of public sector reform in Turkey.

The overarching spirit of these reforms has been more efficient and effective management at central and local level

Strategic, results-oriented, transparent and accountable management

- Central Government Reform
- Local Administrations Reform
- Personnel Regime Reform

Organisational Development Strategies

Ninth National Development Plan: Stronger Perspective

- Increasing competitiveness
- Increasing employment
- Strengthening human development and social solidarity
- Ensuring regional development
- Improving quality and effectiveness of public services**
 - ✓ Rationalizing inter-agency duties and responsibilities
 - ✓ Improving policy formulation and implementation capacity
 - ✓ Improving human resources
 - ✓ Expanding e-Government services



Organisational Development Strategies (Cont'd)

- Review and rationalization of duties, authorities and functions of public institutions
- Vertical and horizontal decentralization
 - Strengthening local administrations financially and administratively
 - Empowering public institutions



Organisational Development Strategies (Cont'd)

Improving the quality of policy formulation, costing and M&E processes via

- ❑ Strategic management for public institutions
 - ❑ By-law on Principles and Procedures for Strategic Planning in Public Administrations (2006)
 - ❑ Public institutions to deliver their first strategic plans and performance based budgets through a transition period that spans 2006-2009

Better regulation strategy

- ❑ Better Regulation Working Group in Prime Ministry



Organisational Development Strategies (Cont'd)

- Efficient and effective recruitment practices
- e- Government via “Information Society Strategy”



Organizational Development Strategies (Cont'd)

Work in Progress:

- Strategy Development Units established in public institutions
- Internal control and audit systems established and being staffed



Training Plans

Regulatory Framework for Training of Civil Servants

- Law on Civil Servants No. 657
- General Plan for Training of Civil Servants
- Integrated Training Plan



Training Plans (Cont'd)

Training on the Management Capacity

- By-law on the Training of the Civil Servant Candidates; civil servant candidates receive basic, preparative and practical training during the candidacy period.
- By-law on the Principles of Promotion and Title Change in the Public Institutions and Agencies.
- By-law on the Civil Servants who are going to be sent abroad for training



Training Plans (Cont'd)

Technical Assistance Programme under 2005 Financial Cooperation (with a budget of approximately 19.5 million €)

Support Project for the Local Administration Reform Programme in Turkey

- Strengthening the capacity for local administration reform
- Enhancing budgetary procedures and service performance in selected pilot administrations
- Improving efficiency and effectiveness of human resources



Training Plans (Cont'd)

Ministry of Public Works and Settlement also launched some training activities towards the local administrations for the capacity development.



Training Plans (Cont'd)

Training on Project Management

- ❑ Under the coordination of the Secretariat General for EU Affairs annual “Integrated Training Plan” was drafted starting from 2003.
- ❑ The activities carried out under these efforts are namely the trainings on Project Cycle Management (introductory and advanced), Grant Scheme Management, Twinning, Works Projects Preparation and Implementation and workshops on Project Fiche and Terms of Reference Drafting.
- ❑ Training undertaken within the framework of the pNDP and by GAP Administration



Training Plans (Cont'd)

Training Conducted in Collaboration with SIGMA

- on Better Regulation
- on “Public Administration Reform and European Integration”
- on “Public Administration Reform and Territorial Organizations: Empowering Local Authorities”



Training Plans (Cont'd)

Training on Public Procurement

- Training on Public Procurement Law
- Training on “Certified Public Procurement Training Programme”
- Contract Practices Training Programmes



Training Plans (Cont'd)

Training on the Evaluation Capacity, Financial Management and Control

- Training for raising awareness of public officials about public internal financial control
- Ongoing training and capacity development projects in collaboration with international institutions

Institutions Responsible for the Formation and Continuous Training of the Civil Servants

- Turkey and Middle East Public Administration Institute (TODAIE)
- European Communities Research and Implementation Centre (ATAUM)
- Turkish Institute for Industrial Management (TUSSIDE)
- The units set up by public institutions for training their own personnel; Finance Training Centre of Ministry of Finance (MAYEM), Turkish Justice Academy of Ministry of Justice, Institute of Security Units of Security General Directorate of Ministry of Interior
- Local Administration Joint Initiatives



Recruitment Procedures

- Civil Servants Law No. 657; the persons to be appointed as civil servant to State public services have to pass the Public Personnel Selection Exam (KPSS)
- “The General By-law on Compulsory Proficiency and Contest Exams for First Time Appointees As Civil Servants” came into force in 2002 and the KPSS is compulsory for the first time appointees to the public services
- The positions have been divided into two groups as;
 - positions of (A)
 - positions of (B)



Recruitment Procedures (Cont'd)

- The procedures of recruitment for the positions of (A)
- The procedures of recruitment for the positions of (B)
- The public administration does not face any challenge in recruiting civil servants. (Each year approximately 400,000 applications for the positions of (A) and 1.5 million applications for the positions of (B))
- Inter-institutional transfers are possible if the sending and receiving institutions agree



Remunerations

- The wages for the public personnel are at a level capable of competing with that of private sector, due to the fact that junior employees in the private sector commonly receive minimum wage, while the (B) group civil servants get almost two folds of minimum wage. Civil servants of (A) group receive even more than that.

- Extra remunerations:
 - Award (Civil Servants Law)

 - By-law on the Evaluation of Register and Success of the State Economic Enterprises Contractual Personnel

- Fringe benefits



Thank you for your attention