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News

NACS: The strategy regarding the development of the civil service in decisional transparency

The National Agency of Civil Servants informs that *the project of the Strategy on the development of civil service 2015-2020 is under decisional transparency procedure and may be consulted on www.anfp.gov.ro, at Decisional Transparency/Strategies section.*

The Strategy on the development of civil service (SDCS) 2015-2020 is part of the thematic strategies assumed by the Romanian public administration as part of the medium-term effort of improving the governance, with an impact at the level of the entire society and is provided in The action plan for the fulfillment of the ex-ante conditionality regarding the existence of a strategic policy framework for reinforcing the Member States administrative efficiency of the, including public administration reform.

The anticipated **impact** of the implementation of *The strategy on the development of civil service 2015-2020* is summarized as follows:

- Clearer regulatory framework regarding the management of the human resources at strategic level at the level of public authorities and institutions
- Evidence provided for all the functions/posts and staff in public administration in Romania
- More efficient management of the civil servants reserve body
- More efficient human resources management processes in public administration
- Enhancing the strategic management of human resources in public administration
- Framework of competences formulated and implemented in job descriptions, in the recruitment, promotion, professional performances appraisal processes and in the training process
- Improved regulatory and institutional framework for the training of the civil servants
- Reducing the incidents of failure to comply with the Civil Servants Code of Conduct
- Significantly improved image of civil servants' body
- Better working conditions in public administration
- Transparent and coherent motivational policy in public administration
- Innovative solutions in public administration's activity regarding the management of the human resources

Comments and suggestions regarding the strategy can be submitted at the email address reglementare@anfp.gov.ro, up to **09.09.2015**.

Communication and International Relations Department
comunicare@anfp.gov.ro
Tel./fax: 0374 11 27 22