

National Agency of Civil Servants

Public Events: Conferences Seminars



EVENT SHEET NO. 1

International Conference – *European Civil Service Remuneration System*

OBJECTIVE /GOAL

The opportunity given to participants to debate on remuneration policy options with the purpose of conceiving a remuneration scheme to attract and retain capable, competent and professional persons in the civil service.

PARTNERS
SIGMA-OECD

BUDGET
50,000 Euros

EVENT PERIOD
25 April 2007

RESULTS

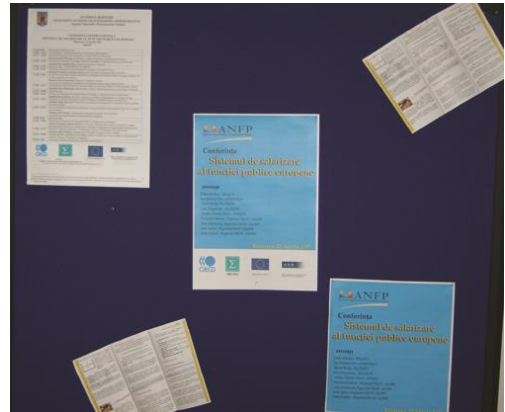
- 120 participants – representatives of central public institutions and authorities, NGOs, professional associations and trade unions;
- 9 thematic presentations held by international experts on: the civil service pay reform in EU, motivation tools, risks and performances in the remuneration system – delivered;
- 2 press releases – issued;
- 1 press conference – held;
- 150 CDs containing conference presentations and materials – disseminated.

CONCLUSIONS

Participants to this conference benefitted from presentations on the civil service remuneration system in other Member States of the European Union, gaining an overview



on similar efforts other states undertook in implementing a viable, functional system. Thematic presentations were given by SIGMA-OECD experts from Germany, Portugal, Spain, Ireland and Belgium.



International Conference – *Integrity and Anti-corruption in Civil Service*

OBJECTIVE / GOAL

Presentation of problems other EU Member States faced in adopting ethical management and implementing measures to prevent corruption, the debate focusing on the creation of a national integrity system supported by mechanisms able to lower corruption in public administration.

PARTNERS

SIGMA OECD

BUDGET

50,000 Euros

EVENT PERIOD

29-30 May 2007



RESULTS

- approximately 80 representatives of central public institutions and authorities, NGOs, professional associations and trade unions;
- 12 presentations on integrity elements in 9 administrative systems in EU, such as: values, integrity and accountability, prevention and fight against corruption in public services;
- a press conference and 2 press releases;
- 100 CDs containing conference presentations and materials disseminated;

CONCLUSIONS



Participants had the opportunity to debate on legal and management tools suitable for creating an integrity system. The purpose of the conference was also to facilitate exchange of information, based on other EU Member States experiences, in promoting integrity within the civil service through SIGMA-OECD experts from Hungary, Lithuania, Great Britain, Spain, Netherlands, Belgium, Latvia, Germany and France.

International Seminars – *Quality Management in Public Services***OBJECTIVE / GOAL**

Accustoming participants to key elements regarding the quality management in public sector and presenting different tools and working framework to promote and implement quality oriented policies in public sector.

The event aimed at offering participants the opportunity to debate on policy options and innovative tools to be implemented in order to develop and continue the public administration reform in Romania.

PARTENERS

SIGMA-OECD

Central Unit for Public Administration Reform – CUPAR

BUDGET

100,000 Euros

EVENT PERIOD

October 2007 – October 2008

RESULTS

- 450 attendants to this series of seminars;
- 90 public institutions were involved and attended this event;
- approximately 800 CDs with information, materials and presentations on quality management disseminated;
- the *Guide on Elaborating Enhancement Plans in Public Administration* was translated in Romanian.

CONCLUSIONS

During the seminary participants (45 representatives of central public institutions and authorities, public agencies and institutes) benefitted from presentations on quality management system implemented in other EU Member States, gaining an overview on similar efforts in implementing a viable and functional system.

Quality management experts from SIGMA-OECD and other EU Member States (Switzerland, Portugal, Great Britain, Czech Republic, Spain, Romania) were invited to this seminar.

The event, organized by NACS, took place in Bucharest in October 2007 and was hosted by the Prefect's Institutions in the following counties: Dolj (10-11 March 2008), Timiș (13-14 March 2008), Cluj (17-18 March 2008), Sibiu (19-20 March 2008), Călărași (13-14 March 2008), Constanța (17-18 March 2008), Iași (19-20 March 2008) and Sovata during September-October 2008.



European Public Sector Award – EPSA 2007

OBJECTIVE / GOAL

Establishing grounds for the first Pan-European knowledge platform in administrative system to capitalize experience as usefully and as transparently as possible, offering, at the same time, a proper environment for the transfer of knowledge and good practices as well as for exchanging contacts between experts in different public administrations in Europe. NACS disseminated information on this European competition, monitored and offered counselling to Romanian public institutions and authorities interested in participating in this competition.

PARTNERS

European Group for Public Administration (Brussels), Bertelsmann Stiftung Foundation and Speyer University

EVENT PERIOD:

March – November 2007

RESULTS

- over 150 information letters were sent throughout the country;
- 10 project ideas were monitored and given counselling;
- a permanent correspondence with the event organizers was kept;
- Romania was one of the 25 European states taking part in this initiative, being awarded the **1st place in the section *Participative Governing* (the Prefect's Institution in Bucharest Municipality)**;
- 19 public institutions in Romania entered the competition;
- 4 applications in Romania were certified European acknowledgement.

CONCLUSIONS

Following the activity deployed by NACS within EPSA 2007, the organizers of EPSA 2009 proposed Romania to become co-organizer of this event.



Thematic areas of EPSA 2007

In 2007, the EPSA is focused on three highly topical thematic areas:

1. Collaborative Governance

We are looking for outstanding and innovative examples of partnership working and joined-up services involving public sector organisations and their partners across all sectors. More generally, we are aiming to find excellent and innovative examples of how public sector organisations and their partners have designed and implemented principles of good governance for regulating their joint activities.

2. Targeting with Scarce Resources

We are seeking outstanding examples of how managerial innovations can be introduced and implemented to increase the satisfaction of citizens and communities. The candidates for the award must demonstrate that their innovations are both effective and financially viable, so that they are realised with a great at-

tempt to cost containment and thereby help to improve the respective administration's financial position.

3. Coping with Demographic Change

On the one hand, we are looking for organisations that adapt to the demographic changes taking place within their own workforces. On the other, we are seeking organisations that help to innovate and implement policies which result in public programmes better equipped to deal with an older and more mixed population.

Your application will be assessed on the basis of the following criteria:

- Innovation
- Concept quality and strategy
- Implementation and degree of maturity
- Benefits and value-added
- Transferability
- Value retention and value orientation
- Sustainability

International Seminars – Ethics in Public Service**OBJECTIVE / GOAL**

- Accustoming participants to key elements regarding ethics in public sector.
- Developing ethics counselling skills.
- Raising awareness on the importance of complying with the rules of conduct and ethics standards.

PARTNERS

SIGMA-OECD

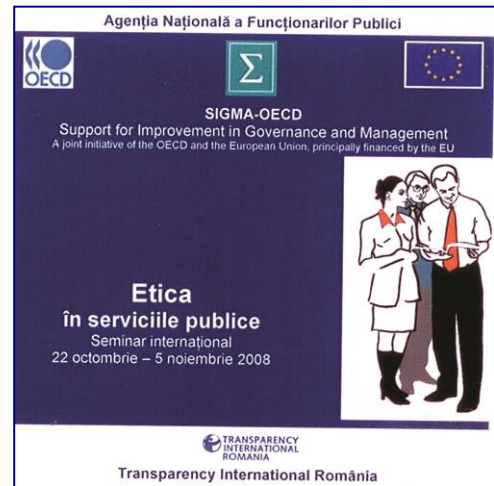
Transparency International

BUDGET

30,000 Euros

EVENT PERIOD

October – November 2008

**RESULTS**

- approximately 150 participants attended this event;
- collaboration with SIGMA-OECD was a success; civil servants were initiated and introduced to actual cases of ethical dilemmas;
- ANFP – Transparency International Romania collaboration can be a starting point for future collaborations, including cooperation with OECD;
- possible collaborations, partnerships between participating institutions were initiated;
- in the first day of the seminar participants got accustomed to examples of good practice in EU Member States, tackling concrete themes using interactive methods, especially the Socratic method. The second day participants asked questions about the activities regulated by the NACS President Order no. 4500/2008 *on Establishing a Single Framework regarding Methods to Fill in and Transmit Data and Information on the Compliance of Civil Servants with the Rules of Conduct and Implementing Misconduct Procedures*, assisted presentations and debated on ethics with representatives of Transparency International Romania;

CONCLUSIONS

Ethics experts from SIGMA-OECD, EU member states and national experts were invited to this event. Participants received attendance certificates from the part of SIGMA-OECD, Ministry of Interior and Administrative Reform – National Agency of Civil Servants and Transparency International Romania. The seminar took place in the following locations: Bucharest, Bacău, Sibiu, Timișoara.

EVENT SHEET NO. 6

International Conference

Innovation and Quality in the Public Sector – 1st Edition

OBJECTIVE / GOAL

- Facilitating exchange of experience and good practices among EU Member States on various topics related to civil service.
- Highlighting the Romanian experience and innovative approaches to civil service.
- Promoting best practices and ideas on civil service in Romania.

BUDGET

50,000 Euros

EVENT PERIOD:

June – September 2008 planning period

18 September 2008



RESULTS

- a national competition of best practices registering approximately 50 best practices proposals;
- a **Good Practices Appraisal Method** was elaborated;
- a **Good Practices Guide** was elaborated and 500 copies were disseminated during conference;
- 8 public institutions in Romania were awarded on the best practices submitted;
- 200 participants to this conference;
- 7 international experts participated as guests and facilitators to the working sessions.

CONCLUSIONS

Developed with the support of PHARE project 2005 RO2005/017-553.01.03.01 "Modernizing Human Resources Management within the Civil Service in Romania", the event was included in the annual event calendar of NACS, so that that the best practice competition could be held annually and the examples of good practice disseminated during an **international conference *Innovation and Quality in the Public Sector***.



European Public Sector Award – EPSA 2009

OBJECTIVE / GOAL

Romanian participation as co-organizer of the European competition and dissemination of the event related information in Romania.

PARTNERS

Central Unit for Public Administration Reform
National Institute of Administration

BUDGET

30,000 Euros

EVENT PERIOD

June 2008 – December 2009

RESULTS

- **partnership between NIA-NACS-CUPAR concluded**, aimed to financially and logistically support this European initiative;
- over 200 event information letters were sent in Romania;
- 3 press releases regarding the event were issued;
- „EPSA Romania Info – Day” was organized;
- NACS entered the competition with 3 projects;
- out of the 320 projects submitted, Romania participated with 45 projects;
- there were several nominations for certificates and a special award for the Prefect’s Institution in Neamț County for the project “*Absent in Prisons, Present in Schools*”.



CONCLUSIONS

The excellent collaboration with EIPA and the openness the Romanian public institutions and authorities have shown this initiative, Romania’s involvement as co-organizer of the second edition of the EPSA, in general, and NACS activities in promoting this European project, in particular, were highly appreciated by organizers, who invited Romania to be co-organizer for the EPSA 2011 edition.

EVENT SHEET NO. 8

National Conference

Innovation and Quality in the Public Sector – 2nd Edition

OBJECTIVE / GOAL

Promoting best practices and ideas, facilitating exchange of experience and good practices, highlighting the experience and innovative approaches of public institutions and authorities in Romania.



EVENT PERIOD

20 October 2009

RESULTS

- a national competition of best practices, registering approximately 50 best practices proposals;
- a **Good Practices Appraisal Method** was elaborated;
- a **Good Practices Guide** was elaborated and 300 DVDs were disseminated during the conference ;
- 9 public institutions in Romania were awarded on the best practices submitted;
- there were 6 special mentions given to other projects presented in the competition;
- over 100 participants attended this conference.

CONCLUSIONS

The competition and the conference – initially activities in **PHARE Project 2006/018-147.01.02/02/DEM 21** „Citizens’ Charter”, which NACS implemented in partnership with the Association Assistance and Programs for Sustainable Development – Agenda 21, continued the series of events annually organized by NACS.



European Public Sector Award – EPSA 2011**OBJECTIVE / GOAL**

Improving certain aspects of public administrations in Europe by capitalising on the experience of different institutions that enter the EPSA competition and present various projects, programmes. NACS disseminated information on this European competition, monitored and offered counselling to Romanian public institutions and authorities interested in participating in this competition.

EVENT PERIOD

January – November 2011

RESULTS

- over 150 information letters were sent throughout the country;
- 15 public institutions and authorities interested in entering the competition were offered counselling and one was nominated for the award;
- a public information event was organised where ministries, prefect's institutions, county councils, town halls were invited – „**EPSA 2011 – Info Day ROMANIA**”;
- the information about the competition was disseminated on NACS website;
- Romania was one of the 33 European states taking part in this initiative and 30 projects were submitted to this international competition;
- NACS entered the competition with the application “The Public Private Partnership: a Solution for Good Governance in Public Administration” – summarizing good practices from projects NACS implemented in partnership with the civil society;
- 5 projects from Romania received Certificate for Good Practice.

**CONCLUSIONS**

NACS will continue to support the EPSA project in the following years, in order to facilitate the exchange of good practices at European level.

Useful links:

The EPSA 2011 Project Catalogue

http://www.epsa2011.eu/files/site/EPSA_ProjectCatalogue_web.pdf

OBJECTIVE / GOAL

Strengthening the good practices award system, the citizens' participation in the institutional reform and transparency process, as well as the exchange of good practices in public sector.

**PARTNERS**

The Prefect's Institution in Brasov, Perfect Tour, Hotel Art Montana, Hotel Alpin, The Romanian Radio Broadcasting Company, The Romanian Magazine for Local Public Administration, The Romanian Association for Recycling RoRec, Sodexo Pass Romania, Business in Romania, APDD – Agenda 21

**EVENT PERIOD**

15-16 November 2010

RESULTS

- a national competition of good practices was held, registering 32 good practices proposals;
- the **Good Practices Guide: “Preventing Corruption through innovation and quality in public sector”** was elaborated, published and disseminated in 500 copies during the conference;
- 9 public institutions and authorities in Romania were awarded for the good practices submitted;
- 3 special mentions were given for other projects presented in the competition;
- 182 persons attended the conference, out of which 5 investors from Belgium and Netherlands, 8 representatives of European public administrations, the Ambassadors of Belgium, Hungary and the Envoy of the Embassy of Japan to Bucharest;
- 12 publications in the national and local mass-media;
- news broadcasting to all local televisions (TVR, Antena 1, Pro Tv, Realitatea Tv, Nova Tv, RTT, Mix Tv, TVS Bv, Amos News).

**CONCLUSIONS**

The Good Practices Guide: “Preventing Corruption through innovation and quality in public sector” was a result of the project Transition Facility 2007/19343.01.11/AC 16 – *Corruption Regards Us All!* which NACS implemented in partnership with the Association Assistance and Programs for Sustainable Development – Agenda 21.

EVENT SHEET NO. 11

International Conference

Innovation and Quality in Public Sector – 4th Edition

OBJECTIVE / GOAL



Strengthening the framework for the real exchange of good practices between representatives of public administration in Romania as well as the image of the conference as a platform for discussion and dissemination of innovation in order to obtain performance in public administration.

PARTNERS

The Romanian Radio Broadcasting Company
The Romanian Association for Recycling RoRec
Sodexo Pass Romania

EVENT PERIOD

16-17 November 2011



RESULTS

- a national competition of good practices was held, registering 43 good practices proposals;
- the **Good Practices Guide** was elaborated and disseminated in electronic copies during the conference;
- 9 public institutions and authorities in Romania were awarded for the good practices submitted;
- 3 special mentions were given for other projects presented in the competition;
- 80 persons attended the conference, out of which 3 representatives of European public administrations and 6 special guests from the public administration in Romania;
- the event was promoted at national level, in newspapers, on radio and television.

CONCLUSIONS

- public administration has to engage more in promoting equal opportunities and should also encourage the civil society to participate in different activities carried out by public institutions;
- there are significant results regarding the creation of a public management oriented towards the satisfaction of the beneficiary;
- the number of projects aimed at training or raising the accountability of human resources is expected to increase in areas such as environment, social responsibility and unity, conscience and association with socio-professional groups;
- there is still a constant preoccupation for vulnerable groups and the most important decision makers in solving the problems of these social groups are the civil society and the state institutions;
- attracting European funding should be seen as a financial instrument in the support of the initiatives with social impact.



EVENT SHEET NO. 12

International Seminar

Legislation regarding transparency, ethics and integrity in public administration

OBJECTIVE / GOAL

- Accustoming participants from partner countries (Armenia, Azerbaijan, Georgia, the Republic of Moldova, and Ukraine), Member States within the Eastern Partnership (Estonia, Poland and Romania) and also public institutions and authorities and of NGOs activating in this field in Romania to key elements regarding transparency, ethics and integrity in public sector.
- Supporting partner countries within the Eastern Partnership in public administration reform, the seminar being one of the responsibilities of NACS established in the *Action Plan 2012-2014* for the *Public Administration Reform Panel* within the Platform "Democracy, good governance and stability" of the Eastern Partnership.



PARTNERS

General Directorate for European Affairs and International Relations – Ministry of Administration and Interior
European External Action Service of the European Commission (EEAS)

EVENT PERIOD

16 May 2012

RESULTS

- approximately 50 participants attended this event;
- there were approached many issues regarding legislation in the field, among which: role of the ethics counsellor and the results of their activity, gifts rules, perception on corruption vs. real degree of corruption, interests and assets statements, mobility within civil service with the purpose of preventing corruption etc.;
- awareness that the role of ethics counsellors must be enhanced and the corruption phenomenon must be intensely approached by civil servants, who have to be continuously informed and trained.

CONCLUSIONS

The themes debated during the seminar will be further addressed in the Public Administration Reform Panel so as to contribute to improving the specific legislation both in partner countries and in EU Member States.

EVENT SHEET NO. 13

International Conference

Innovation and Quality in Public Sector – 5th Edition



OBJECTIVE / GOAL

Promoting success stories, best practices implemented in the Romanian and European public administration and rewarding these initiatives in order to encourage performance in the public system.

PARTNERS

Romanian Association for Recycling RoRec, Romania Review for Local Public Administration (rrAPL), Holiday Olimp Hotel, Radio România Cultural

EVENT PERIOD

28 June 2012

RESULTS

- a national competition of good practices was held, registering 59 good practices proposals;
- the **Good Practices Guide** was elaborated and disseminated in electronic copies during the conference;
- 9 public institutions and authorities in Romania were awarded for the good practices submitted;
- 3 special mentions were given for other projects presented in the competition;
- **90 persons** attended the conference, representatives of the Romanian public administration, academia, civil society, mass media, and international guests;
- the event was promoted at national level: newspapers, radio and television.

CONCLUSIONS

- The event was appreciated and received with enthusiasm by those present at the event because this is a good way of highlighting the work, effort and initiatives of people working in the public sector;
- The participation of civil society, academia and their contribution during the event showed that a good cooperation with public institutions and authorities is required and is mutually beneficial;
- The dissemination and the possibility of multiplying the examples of good practice are a way for local and central public administration institutions to implement their initiatives, benefiting from the accumulated experience of those who managed to successfully implement various projects;
- Continuing NACS's practice of consulting civil servants in order to improve civil service management.

More information available at:

http://mail.anfp.gov.ro/conferinta/index_en.html



EVENT SHEET NO. 14

International Conference

Innovation and Quality in Public Sector – 6th Edition



OBJECTIVE / GOAL

Disseminating best practices implemented in the Romanian and European public administration and rewarding these initiatives in order to encourage performance in the public system.

PARTNERS

Romanian Association for Recycling RoRec, Bucegi – Porțile Regatului Hotel, Veer Sport, Crescento Grup Romania, Review for Local Public Administration (rrAPL), Radio România News, Radio România Cultural

EVENT PERIOD

17-19 October 2013

RESULTS

- a national competition of good practices was held, registering **40 good practices proposals**;
- the **Good Practices Guide** was elaborated and disseminated in electronic copies during the conference;
- **9 public institutions and authorities in Romania** were awarded for the good practices submitted;
- **3 special mentions** were given for other projects presented in the competition;
- **80 persons** attended the conference, representatives of the Romanian public administration, academia, civil society, mass media, and international guests;
- the event was promoted at national level: newspapers, radio and television.

CONCLUSIONS

- The Conference was appreciated and received with enthusiasm by those present at the event because this is a good way of highlighting the work, the initiatives and the engagement of people working in the public sector being recognized;
- The participation of civil society, academia and their contribution during the event showed that a good cooperation with public institutions and authorities is required and they produce mutually beneficial results, with positive impact on local communities;
- The dissemination and the possibility of multiplying the examples of good practice are a way for local and central public administration institutions to implement their initiatives, improving the quality of services and the image of public administration;
- NACS's initiative to choose among the themes one dedicated to partnerships was highly appreciated and welcomed and given the fact the multitude of ways of communication, it was recommended to use similar themes in the next editions of the Conference.

More information available at:

http://mail.anfp.gov.ro/conferinta/index_en.html



OBJECTIVE / GOAL

- approving the new Work Program for 2014-2015 of the Panel;
- debating issues and key concepts on current legislation in the participating countries, such as transparency, preventing corruption, ethics and integrity in civil service, open government, personal data protection, e-government and current European trends in civil service.



PARTNERS

Ministry of Regional Development and Public Administration, European External Action Service (EEAS)

EVENT PERIOD

10 April 2014

RESULTS

- the meeting was attended by 56 government representatives from all six partner countries (Armenia, Azerbaijan, Belarus, Georgia, Moldova, Ukraine) and a record number of 11 Member States of the European Union (Czech Republic, Estonia, Finland, France, Germany, Lithuania, Latvia, Poland, UK, Romania, Sweden) as well as representatives of national and international organizations working in the field (Civil Society Forum, Council of Europe, Committee of Regions, Center for Legal Resources, Association of Communes in Romania)

CONCLUSIONS

- the event organized by NACS was highly appreciated by European External Action Service;
- given the growing interest of the audience for the anti-corruption area, it was proposed that the activity to be organized by Romania in the second half of 2015 - an exchange of best practices on transparency, ethics and integrity in public administration - focus on the fight against corruption.

International seminar on social dialogue**OBJECTIVE / GOAL**

- debating the *European framework agreement for a quality service in Central Government Administrations* which includes 20 commitments of social partners to improve public services in the project „*A quality public service for individuals in vulnerable situations*”;
- debating issues such as *quality for the beneficiaries of public services, quality of life at work*;
- highlighting examples of good practice in the provision of public services and preliminary and presenting the results of a research on the provision of public services to vulnerable groups.

**PARTNERS**

European Social Dialogue Committee
for the Central Government
Administrations (SDC CGA)

EVENT PERIOD

5-6 June 2014

RESULTS

- the seminar brought together representatives of the public administration in the Czech Republic, Slovakia, Luxembourg, Lithuania, Great Britain, Hungary, Finland and Germany. Romania was represented by the Ministry of Regional Development and Public Administration, Ministry of Labor, Family, Social Protection and Elderly, National Agency for Employment, Immigration Inspectorate General, National Pension Service, National Council for Combating Discrimination

CONCLUSIONS

- *the European framework agreement for a quality service in Central Government Administrations*, by its commitments, represented a success at European level to be followed consistently implemented at national level, appreciation form the Secretary of State for Social Dialogue in the Ministry of Labor, Family, Social Protection and Elderly

**OBJECTIVE / GOAL**

Disseminating best practices implemented in the Romanian and European public administration and rewarding these initiatives in order to encourage performance in the public system.

PARTNERS

Romanian Association for Recycling RoRec, Review for Local Public Administration (rrAPL), Radio Romania

EVENT PERIOD

17-19 October 2015

RESULTS

- a national competition of good practices was held, registering **35 good practices proposals**;
- the **Good Practices Guide** was elaborated and disseminated in electronic copies during the conference;
- **12 public institutions and authorities in Romania** were awarded for the good practices submitted;
- **140 persons** attended the conference, representatives of the Romanian public administration, academia, civil society, mass media, and international guests;
- the event was promoted at national level: newspapers, radio and television.

CONCLUSIONS

- all the nominated projects meet the strategic objectives contained in the European and national documents regarding social dialogue and had the common feature of investing in human capital to attract young people;
- this year's edition brought a clear growth of the interest of local communities in developing projects that put emphasis on social responsibility. Thus, the involvement may determine change and progress locally;
- partnerships initiated through these projects have been used in order to achieve maximum social effects;
- all international best practices and successful examples presented reached the conclusion that the provision of a quality public service is needed, which can be achieved through performance, competence, and smart use of public money;
- key words of the the seventh edition of the conference were: social effects and consistency. Social effects, as all projects had at their core the beneficiaries of social services, the society; consistency, as projects still produce effects and are sustainable.



EVENT SHEET NO. 18

International Conference *Ethics in Public Administration*



OBJECTIVE / GOAL

Challenging representatives of the public sector in Romania and in other European countries to discuss the experience and good practices on ethics systems, ethics problems and solutions/ working tool developed to tackle those challenges

PARTNERS

Center for Legal Resources (CRJ)

EVENT PERIOD

27 March 2015

RESULTS

- facilitating the exchange of best practice in the field of ethics and integrity at international level by the participation of 8 experts from European and the Eastern Partnership countries;
- methodological resources which support the activity of ethics counsellors and promote project results on the *Integrity Management in Public Institutions* and the *Advantages of Ethics Counselling*: 3,000 brochures elaborated and disseminated;
- more than 80 persons attended the conference, representatives of the Romanian public administration, ethics advisors, academia, civil society, mass media, and international guests.



More information available at: http://www.anfp.gov.ro/en/continut/Ethics_Project_CRJ

EVENT SHEET NO. 19

International Seminar

“Transparency, ethics and integrity in public administration”



OBJECTIVE / GOAL

Offering the participants the possibility to learn about the measures to prevent and combat corruption in Romania and also the opportunity to exchange good practices undertaken with the purpose to sustain a transparent public administration, based on principles of ethics and integrity.

ORGANIZERS

The Ministry of Regional Development and Public Administration and the National Agency of Civil Servants in Romania, under the Eastern Partnership – Public Administration Reform, with the support of the European Commission

EVENT PERIOD

September 30, 2015

RESULTS

- two sections – **“Preventing corruption in public administration”** and **“Good practices”**, both of them having allotted time for discussions/interventions where participants shared experiences and real cases, examples of good practices, positive or negative aspects on the theme topics;
- NACS representatives will organize an event in 2016 on the methodology of implementing projects at local level in partnership with civil society, idea that came out of the discussions during the seminar.

CONCLUSIONS

- The seminar was very appreciated by participants, especially by the representatives of the Eastern Partnership countries, especially from the perspective of an extended collaboration between public administration and civil society, in a critical domain like integrity, as it happens in Romania;
- Also, the session set up to present the activity of the Panel on Fight against Corruption made by the European Commission was very appreciated, fact which highlighted the link between the two working groups of the Eastern Partnership.





OBJECTIVE / GOAL

Disseminating best practices implemented in the Romanian and European public administration and rewarding these initiatives in order to encourage performance in the public system.

PARTNERS

Romanian Association for Recycling RoRec, Romanian Society for Radio and TV Broadcast

EVENT PERIOD

19 November 2015

RESULTS

- a national competition of good practices was held, registering **36 good practices proposals**;
- the **Good Practices Guide** was elaborated and disseminated in electronic copies during the conference;
- **12 public institutions and authorities in Romania** were awarded for the good practices submitted;
- **114 participants** attended the conference, representatives of the Romanian public administration, academia, civil society, mass media, and international guests;
- the event was promoted at national level: newspapers, radio and television.

CONCLUSIONS

- Transferability of good practices presented may be provided by co-design, adopting change even at the risk of making a mistake, willingness, ambition and devotion to the idea, to the work of each person in the organization.
- Partnerships initiated by projects have been used in order to achieve maximum social effect.
- Engaging citizens in decision making leads to an equivalence of accountability in their dealings with public institutions.
- All international best practices and successful examples presented highlighted the need of quality in delivering a public service that can be achieved through performance, competence, and using public money wisely.
- It is needed the promotion of diversity in the active involvement of state institutions to meet the needs of the citizen - the ultimate beneficiary of this event.
- In the current context, it is necessary to unify the efforts of all state institutions, within their respective powers, to identify new problems that society faces and to find unity in their diversity.



OBJECTIVE / GOAL

Disseminating best practices implemented in the Romanian and European public administration and rewarding these initiatives in order to encourage performance in the public system.

PARTNERS

The Chancellery of the Prime-Minister, the Ministry of Regional Development and Public Administration, the Ministry for Public Consultation and Civic Dialogue, with the support of the Council of Europe

Romanian Association for Recycling RoRec, Romanian Society for Radio and TV Broadcast, National Library of Romania

EVENT PERIOD

20 October 2016

RESULTS

- a national competition of good practices was held, registering **60 good practices proposals**;
- the **Good Practices Guide** was elaborated and disseminated in electronic copies during the conference;
- **17 public institutions and authorities in Romania** were awarded for the good practices submitted;
- **140 participants** attended the conference, representatives of the Romanian public administration, academia, civil society, mass media, and international guests;
- the event was promoted at national level: newspapers, radio and television.

CONCLUSIONS

- The appreciation the event had highlighted the importance of the partnership in organizing the competition and the conference,
- a proposal has been made to carry out subsections within the competition, as it is difficult to compare projects implemented at city level and those at the level of communes or counties,
- It was also proposed that in future editions inter-community collaboration be addressed as a theme in the competition, and education should remain a distinctive pillar,
- Plenary presentations and discussions drew attention to relevant issues regarding the future of work in public administration: stabilization of the legislative and institutional framework, recruitment, promotion and assessment in civil service, generalization of performance-oriented management, transparency in public administration,
- The participants were able to take part in a real exchange of good practices and the importance of generalizing these models at the public administration level was emphasized. The presence of foreign guests brought added value to the event, the good practices presented could become models that can be taken over and adapted to the Romanian public administration.



EVENT SHEET NO. 22

Workshop on the methodology for designing and implementing projects dedicated to civil servants, in partnership with civil society organizations

OBJECTIVE / GOAL

Offering the possibility to know the methodology through which ANFP implements projects dedicated to civil servants, together with partners represented by NGOs, as well as the opportunity to exchange good practices.

PARTNERS

NACS, with the support of the European Commission, through the European External Action Service, within the Public Administration Reform Panel - Eastern Partnership

EVENT PERIOD

17 November 2016

RESULTS

- two sections of the workshop - *Presentation from the perspective of administration* and *Presentation from the perspective of civil society*, both with time for discussions / interventions where participants were invited to share real experiences and cases, examples of good practice, positive or negative aspects related to the theme of the workshop.

CONCLUSIONS

- the workshop was highly appreciated by the representatives of the Eastern Partnership countries, especially from the perspective of the extended collaboration between the public administration and the civil society;
- also, the diversity of the topics approached by NACS through projects was very appreciated.



**OBJECTIVE / GOAL**

Promoting innovation in different areas of intervention in public administration.

PARTNERS

Romanian Association for Recycling RoRec, Romanian Society for Radio and TV Broadcast

EVENT PERIOD

16 November 2017

RESULTS

- a national competition of good practices was held, registering **21 good practices proposals**;
- the **Good Practices Guide** was elaborated and disseminated in electronic copies during the conference;
- **13 public institutions and authorities in Romania** were awarded for the good practices submitted;
- **over 100 participants** attended the conference, representatives of the Romanian public administration, academia, civil society, mass media, and international guests;
- the event was promoted at national level: newspapers, radio and television.

CONCLUSIONS

- The new format of organizing this year's conference was appreciated by the participants, especially due to the fact that they had the opportunity to learn about the projects presented in all three workshops.
- Bringing together representatives of public administration from Romania and abroad, non-governmental organizations, academia and the media added value to the event.
- The topics proposed for the three workshops were appreciated by those present, and public institutions were encouraged to continue developing projects in the areas concerned.
- The organization of the conference and workshops contributed to the exchange of good practices between participants, representatives of central and local public administration, the projects representing models that could be taken over and adapted to different situations.
- This year's special edition, occasioned by the celebration of 10 years since the organization of the first edition, gave the organizers the opportunity to reward those who have been involved in all these years and have contributed to the growth of this conference. Also, the participants expressed their admiration and continued support for this extremely beneficial to event highlighting the work and successful projects of public administration in Romania.





OBJECTIVE / GOAL

Disseminating best practices implemented in the Romanian and European public administration and rewarding these initiatives in order to encourage performance in the public system.

PARTNERS

Romanian Association for Recycling RoRec, Romanian Society for Radio and TV Broadcast

EVENT PERIOD

30 – 31 October 2018

RESULTS

- a national competition of good practices was held, registering **22 good practices proposals**;
- the **Good Practices Guide** was elaborated and disseminated in electronic copies during the conference;
- **12 public institutions and authorities in Romania** were awarded for the good practices submitted;
- **over 80 participants** attended the conference, representatives of the Romanian public administration, academia, civil society, mass media, and international guests;
- the event was promoted at national level: newspapers, radio and television.

CONCLUSIONS

- The presence of important representatives of the central public administration made it possible to disseminate some important aspects regarding the Romanian public administration system.



- The representatives of the academia provided information of interest on public administration, and professor Răzvan Papuc, dean of the Faculty of Administration and Business at the University of Bucharest proposed to create the Caravan of Good Practices, which can present an aspect of interest for university students.
- The participants were able to take part in a real exchange of good practices and the importance of multiplying these models at the level of public administration was emphasized.
- The presence of foreign guests brought added value to the event, the good practices presented could become models that can be taken over and adapted to the specifics of public administration in Romania.



OBJECTIVE / GOAL

Disseminating best practices implemented in the Romanian and European public administration and rewarding these initiatives in order to encourage performance in the public system.

PARTNERS

Romanian Society for Radio and TV Broadcast

EVENT PERIOD

17-18 October 2019

RESULTS

- a national competition of good practices was held, registering **37 good practices proposals**;
- the **Good Practices Guide** was elaborated and disseminated in electronic copies during the conference;
- **12 public institutions and authorities in Romania** were awarded for the good practices submitted;
- **over 80 participants** attended the conference, representatives of the Romanian public administration, academia, civil society, mass media, and international guests;
- the event was promoted at national level: newspapers, radio and television.

CONCLUSIONS

- The conference brought together representatives of the Romanian and European public administration, non-governmental organizations and the academia, the selection of speakers being appreciated by the participants.
- During the plenary session there was an exchange of ideas between experts and practitioners throughout the country and abroad.
- The workshops were a lever for promoting the successful projects of the participating institutions and authorities, presenting the good practices identified as a result of the Competition of best practices in public administration in Romania, 12th edition 2019.



REGIONAL SEMINARS

- **The Regional Seminar in Tulcea – Tulcea County (13th-14th of August 2009) “Human Resources Management in the Civil Service”**



The main topics for discussion during the seminar focused on presenting the main irregularities identified within the public institutions and authorities during NACS control activity, proposals for preventing and remedying those situations, obtaining notices and approvals for the organizational structures, restructuring, civil servant professional file, civil servants career, the civil servants positions modification.

- **The Regional Seminar in Timișoara – Timiș County (30th of September-2nd of October 2009) "Ethics, Integrity and Career in the Civil Service"**



75 representatives of public authorities and institutions in the counties of Timiș, Sălaj, Arad, Caraș-Severin, Brașov, Sibiu, Argeș, Prahova and Covasna

attended the seminar. The discussions focused on ethics and integrity in civil service, general rules of conduct, the ethics counsellor profile and elements of civil servants career. Also, during the seminar the representatives of the Central Unit for Public Administration Reform presented the “Integrity Statement”, created within the project *PHARE 2006/018-147/01.05.03 Continuing the Fight Against Corruption in public Administration*.

- **The Regional Seminar in Poiana Brașov – Brașov County (23rd-25th of November 2009) "Ethics, Integrity and Career in the Civil Service"**

The seminar in Tușnad was attended by 100 participants, representatives of public authorities and institutions in the counties of Brașov, Sibiu, Argeș, Prahova and Covasna. The discussions focused on ethics and integrity in civil service, general rules of conduct, the ethics counsellor profile and elements of civil servants career, but also presenting and promoting the “Integrity Statement”.



REGIONAL SEMINARS

- **The Regional Seminar in Tuşnad – Harghita County (14th-15th of December 2009) "Ethics, Integrity and Career in the Civil Service"**

The seminar in Tuşnad was attended by 50 mayors, deputies and ethics counselors from



eight counties (Suceava, Vaslui, Iași, Neamț, Botoșani, Bacău, Harghita, Mureș). The subject approached ethics and integrity in civil service. One of the key concepts discussed was the ethics counselors (institutional and legal framework, role and responsibilities). A pragmatic approach of the ethical

counsellor was attempted and some issues regarding the ethical counsellor, in general, were clarified. The participants were very interested in the subject, and very actively involved in providing examples of their activity in the field.

- **The Regional Seminar in Iași – Iași County (10th-12th of February 2010) "Ethics, Integrity and Career in the Civil Service"**

The seminar was attended by 50 mayors, deputies and ethics counselors from eight counties (Iași, Neamț, Buzău, Vrancea). There were discussed many aspects regarding the civil service, amongst which one could find the close cooperation between NACS and the civil servants, the correct enforcement



of law, as amended and completed, NACS staff request towards civil servants to ask for their support whenever they encounter difficulties in law enforcement.

- **The Regional Seminar in Târgu Jiu – Gorj County (24th-25th of March 2010) – "Human Resources Management in the Civil Service"**



The seminar was attended by approximately 150 mayors, deputies and ethics counsellors in four counties (Gorj, Dolj, Mehedinți, Vâlcea). The topics discussed were: ethics and integrity in civil service, incompatibilities and assets and interests statements, disciplinary sanctions and disciplinary commissions, integrity advisor and role of the National Integrity Agency.

REGIONAL SEMINARS

- **The Regional Seminar in Costinești – Constanta County (3rd-4th of May 2010) – “Human Resources Management in the Civil Service”**

100 participants attended the seminar, amongst which one could find mayors, deputies and



ethics counsellors in the counties of Constanța and Galați. The main topics for discussion during the seminar focused on civil service management, ethics and integrity in civil service, incompatibilities and assets and interests statements, disciplinary sanctions and disciplinary commissions and on the new remuneration system for civil servants.

- **The Regional Seminar in Arad – Arad county (21th-22th of June 2010) “Human Resources Management in the Civil Service”**

The seminar was attended by approximately 150 participants – secretaries, ethics counsellors, persons responsible for human resources in public institutions and authorities in the counties of Arad and Bihor. The main topics for the discussion at the seminar focused on the civil service management, ethics and integrity in civil service, conflicts of interest, incompatibilities, disciplinary sanctions and disciplinary committees.



- **The Regional Seminar in Cap Aurora – Constanta county (2nd-3rd of August 2010) “Human Resources Management in the Civil Service”**

33 participants attended the seminar – secretaries, mayors, ethics counsellors, persons responsible for human resources in public institutions and authorities in the counties of Ialomița, Giurgiu and Ilfov. The main topics of the seminar focused on the civil service management, the career of the civil servants, the organizational structure, the professional file, ethics and integrity in the civil service, the conflict of interest, incompatibilities, disciplinary sanctions and disciplinary committees.



REGIONAL SEMINARS

- **The Regional Seminar in Drobeta Turnu Severin – Mehedinți county (20th-21st of September 2010) “Human Resources Management in the Civil Service”**



The event was attended by 70 civil servants from local public institutions and authorities from the counties of Olt and Mehedinți. The training sessions have addressed issues such as the civil service restructuring, obtaining notices and approvals, civil servant professional file, promoting, the positions’ modification, the organizational structures and so on.

- **The Regional Seminar in Poiana Brașov – Brașov County (16th-18th of November 2010) “Human Resources Management in the Civil Service”**

The event was attended by 100 civil servants from local public institutions and authorities in the counties of Brașov, Prahova, Maramureș, Satu Mare, Hunedoara, Sibiu, and Cluj. The training sessions have addressed current issues such as civil service restructuring, obtaining approvals, the professional file of a civil servant, promoting, advancing, civil service positions transformation plan, organizational structure, and issues concerning ethics and integrity in civil service.



- **The Regional Seminar in Cluj Napoca – Cluj County (16th-18th of March 2011) “Human Resources Management in the Civil Service”**

The event was attended by 150 civil servants from local public institutions and authorities in the counties of Sălaj and Cluj. The training sessions have addressed current issues focused on civil service management and issues concerning ethics and integrity in civil service. During this seminar it was introduced for the first time the concept of innovative ideas on the agenda. Based on ideas presented by participants, NACS develops a Innovative Ideas Guide to be disseminated in the public sector.



REGIONAL SEMINARS

- **The Regional Seminar in Olimp – Constanța County (2nd-3rd of May 2011) “Human Resources Management in the Civil Service”**



60 civil servants from local public institutions and authorities in the counties of Sălaj and Cluj attended the seminar. The main discussion themes were: civil service management, ethics and integrity in civil service, incompatibilities, assets and interests statements, disciplinary

sanctions and disciplinary committees.

- **The Regional Seminar in Tulcea – Tulcea County (24th-26th of August 2011) “Human Resources Management in the Civil Service”**

The seminar was attended by approximately 75 representatives of the local public administration and of deconcentrated authorities from the counties of Tulcea, Galați, Bucharest, Ilfov, Vâlcea, Călărași, Ialomița, Argeș and Bucharest municipality.



NACS representatives trained the participants on topics such as ethics and integrity in civil service, civil servants career development, civil servants professional file, administrative act of appointing a civil servant.

- **The Regional Seminar in Sâmbăta de Sus – Brașov County (12th-14th of October 2011) „Career and Ethics in the Civil Service”**



60 representatives of the local public administration and of deconcentrated authorities from the counties of Alba, Covasna, Harghita, Hunedoara, Mureș, Sibiu and Brașov attended the seminar. Amongst the topics of the seminar one could find: human resources management (notices and approvals, restructuring), ethics and integrity of

civil servants, civil servants career development.

REGIONAL SEMINARS

- **The Regional Seminar in Târgu Jiu – Gorj County (14th-16th of March 2012) „Career and Ethics in the Civil Service”**

The seminar was attended by a record number of 160 representatives of the local public administration and of deconcentrated authorities from the counties of Gorj, Hunedoara, Caraş Severin, Mehedinţi, Vâlcea, Olt, Dolj. Discussions during the seminar focused on



issues of improving public administration system, including the civil service, namely: ethics, integrity and discipline in civil service, civil servants professional file, promoting, civil service positions transformation, organizational structures, notices and approvals etc. The innovative topics have been presenting Integrated Information System for Civil Service and Civil Servants Management, developed by NACS, and disseminating information on the Best Practices Competition in the Romanian Public Administration – Fifth Edition, annual event organized by NACS through which are identified and promoted remarkable outcomes of the Romanian public sector.

- **The Regional Seminar in Mediaş, Sibiu County (4th-6th of April 2012) – „Career and Ethics in the Civil Service”**



the contest „Innovative Ideas for Your Institution” was awarded.

The seminar was attended by 75 representatives of the local public administration and of deconcentrated authorities from the counties of Sibiu, Alba, Mureş, Cluj, Harghita and Braşov.

Main subjects for discussions were notices and approvals, restructuring of public institutions and authorities, civil servants career development, ethics and integrity in civil service. The Integrated Information System for Civil Service and Civil Servants Management was presented also during this seminar and the winner of the

REGIONAL SEMINARS

- **The Regional Seminar in Eşelnița, Mehedinți County (26-27 October 2012) – „Career and Ethics in the Civil Service”**



The seminar was attended by a number of 50 representatives of the local public administration and of deconcentrated authorities from the counties of Mehedinți, Caraș-Severin, Hunedoara, Timiș și Arad. Discussions during the seminar focused on issues of improving public administration system, including the civil service, on problems in implementing specific legislation for civil service and civil servants and on clarifications regarding: ethics, integrity and discipline in civil service, civil servants professional records, promoting, civil

service positions transformation, organizational structures, notices and approvals etc. During the seminar the winner of the contest „Innovative Ideas for Your Institution” was awarded: a representative of Lugoj municipality in Timisoara County with the innovative idea entitled „Experience exchange”.

- **The Regional Seminar in Piatra Neamț, Neamț County (11-13 April 2013) – „Career and Ethics in the Civil Service”**

150 representatives of the local public administration and of deconcentrated authorities from the counties of Iași, Suceava, Neamț, Botoșani, Bacău, and Vaslui attended the seminar.

On the seminar’s agenda one could find subjects such as training and development, civil servants’ career, ethics in civil service.

Also, during the seminar it was presented the public policy draft „Developing ethical standards in the public administration system”, this being of interest for the participants. Intense debates have highlighted the importance of citizen awareness and information on the rules of conduct that civil servants comply with, and the importance of knowing the ethics counselor role among employees and of the adoption of internal procedures regarding the activity of ethics counseling and the ethics counselor. The debate also highlighted the importance of increasing the use of technology in the application of Law no. 7/2004 on the Civil Servants Code of Conduct. We note that the public policy draft was used to substantiate the current regulatory framework on the professional conduct of civil servants.



REGIONAL SEMINARS

- **The Regional Seminar in Sibiu, Sibiu County (17-18 September 2015) – „Career and Ethics in the Civil Service”**



The event was attended by 85 representatives of public administration from the counties of Sibiu, Braşov, Mureş, Alba, Hunedoara, Vâlcea and Argeş.

During the two days of training, the news regarding the implementation of the legislation specific to the civil service was presented, the following topics being approached: ethics and integrity in the civil service, promotion, organizational structures, endorsements etc.

Also, during the debates, the projects and initiatives of NACS regarding the development of a modern human resources management were presented.

An important aspect was the presentation of the use of the **IT application for managing the reports on compliance with the rules of conduct and the situation of implementation of disciplinary procedures**, developed within the project *Training and Development for Ethics and Integrity in Public Administration*, SMIS code 22242, implemented by the Center for Legal Resources, in partnership with the National Agency of Civil Servants.

- **The Regional Seminar in Tîrgu-Mureş, Mureş County (22-23 September 2016) – „Career and Ethics in the Civil Service”**

The event was attended by 74 representatives of public administration - civil servants from mayors' offices, prefect's institutions, county councils and decentralized public services from Alba, Braşov, Covasna, Harghita, Mureş and Sibiu counties. Along with the NACS representatives, the prefect of Mureş County, Dr. Lucian GOGA, was also present at the opening of the event.

During the training sessions the following topics were addressed: ethics in civil service, promotion, organizational structures, endorsements, competitions etc. Also, some of NACS's initiatives regarding the professional development of civil servants were presented.

Also, the IT application for managing the reports on compliance with the rules of conduct and the situation of implementation of disciplinary procedures was demonstrated; it was developed within the project Training and Development for Ethics and Integrity in Public Administration, SMIS code 22242, implemented by the Center for Legal Resources, in partnership with the National Agency of Civil Servants.



REGIONAL SEMINARS

- **The Regional Seminar in Cluj-Napoca, Cluj County (4 - 5 October 2018) – “Career Development in Civil Service”**



The event was attended by 100 representatives of public administration from the counties of Bihor, Bistrița-Năsăud, Cluj, Maramureș, Mureș and Sălaj.

The topics addressed focused on human resources management and legislative developments in the field of civil service and civil servants. Free discussions took place during which interested civil servants could receive explanations on the

topics addressed during the seminar. Thus, they had the opportunity to clarify various aspects related to the problems they face in the public authorities / institutions they come from and completed the questionnaires on the evaluation of the event.

The participants expressed their appreciation for the news presented, the information received being a real support for future activities.