

Strategic Framework of PAR

Principle 1: The Government has developed and enacted an effective public administration reform agenda which addresses key challenges

- Indicator: Use of participatory approaches in the development of key strategic PAR documents.

Principle 2: Public administration reform is purposefully implemented; reform outcome targets are set and regularly monitored

Principle 4: Public administration reform has robust and functioning management co-ordination structures at both the political and administrative levels to steer the reform design and implementation process

- Indicator: Civil society involvement in the PAR monitoring and coordination structures.

Policy Development and Co-ordination

Principle 5: Regular monitoring of the government's performance enables public scrutiny and supports the government in achieving its objectives.

- Indicator 1: Public availability of information on government performance
- Indicator 2: Civil society perception of the Government's pursuit and achievement of its planned objectives.

Principle 6: Government decisions are prepared in a transparent manner and based on the administrations' professional judgement; legal conformity of the decisions is ensured

- Indicator: Transparency of the Government's decision-making.

Principle 10: The policy-making and legal-drafting process is evidence-based, and impact assessment is consistently used across ministries

- Indicator: Use of evidence created by think tanks, independent institutes and other CSOs in policy development.

Principle 11: Policies and legislation are designed in an inclusive manner that enables the active participation of society.

- Indicator: Civil society perception and scope of involvement in policymaking.

Public Service and Human Resource Management

Principle 2: The policy and legal frameworks for a professional and coherent public service are established and applied in practice; the institutional set-up enables consistent and effective human resource management practices across the public service

- Indicator 1: Public availability of statistics and reports about the civil service and employees in central state administration.
- Indicator 2: Performance of tasks characteristic for civil service outside of the civil service merit-based regime

Principle 3: The recruitment of public servants is based on merit and equal treatment in all its phases; the criteria for demotion and termination of public servants are explicit.

- Indicator: Openness, transparency and fairness of recruitment into the civil service

Principle 4: Direct or indirect political influence on senior managerial positions in the public service is prevented.

- Indicator: Effective protection of senior civil servants' position from unwanted political interference.

Principle 5: The remuneration system of public servants is based on the job classification; it is fair and transparent.

- Indicator: Transparency, clarity and public availability of information on the civil service remuneration system.

Principle 7: Measures for promoting integrity, preventing corruption and ensuring discipline in the public service are in place

- Indicator: Effectiveness of measures for the promotion of integrity and prevention of corruption in the civil service.

Accountability

Principle 2: The right to access public information is enacted in legislation and consistently applied in practice.

- Indicator 1: Civil society perception of the quality of legislation and practice of access to public information.
- Indicator 2: Proactive informing of the public by public authorities.

Service Delivery

Principle 1: Policy for citizen – oriented state administration is in place and applied

- Indicator: Public perception of state administration's citizen orientation.

Principle 3: Mechanisms for ensuring the quality of public services are in place

- Indicator: Public perception and availability of information on citizen feedback regarding the quality of administrative services.

Principle 4: The accessibility of public services is ensured

- Indicator 1: CSOs' perception of accessibility of administrative services
- Indicator 2: Availability of information regarding the provision of administrative services on the websites of service providers.

Public Finance Management

Principle 5: Transparent budget reporting and scrutiny are ensured.

- Indicator: Transparency and accessibility of budgetary documents

Principle 6: The operational framework for internal control defines responsibilities and powers, and its application by the budget organisations is consistent with the legislation governing public financial management and the public administration in general.

Principle 8: The operational framework for internal audit reflects international standards, and its application by the budget organisations is consistent with the legislation governing public administration and public financial management in general.

- Indicator: Public availability of information on public internal financial controls and the parliamentary scrutiny

Principle 11: There is central institutional and administrative capacity to develop, implement and monitor procurement policy effectively and efficiently.

Principle 13: Public procurement operations comply with basic principles of equal treatment, non-discrimination, proportionality and transparency, while ensuring the most efficient use of public funds and making best use of modern procurement techniques and methods.

- Indicator: Availability of public procurement related information to the public.

Principle 16: The supreme audit institution applies standards in a neutral and objective manner to ensure high-quality audits, which positively impact on the functioning of the public sector.

- Indicator: Supreme Audit Institution's communication and cooperation with the public pertaining to its work.