

"New Tendencies of Civil Service Reforms in Republic of Lithuania"

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New trends in civil service reforms with the reorganization of the following areas in the civil service :

- Centralized management of the corps of civil service
- Strategic analysis and performance evaluation
- Increasing wage competitiveness
- Modernization of human resources management
- Development of civil service competencies

Centralized management of the corps of civil service managers

- It is envisaged to create a corps of senior civil service managers, which will include heads of departments and heads of departments in ministries
- It is planned to form a reserve of managers
- The selection and recruitment of managers (in each institution) will be carried out with the knowledge and approval of the Public Management Agency (formerly VTD) of the Ministry of Internal Affairs
- It is being considered to abandon the term of office of managers (4 plus 4 years), due to the lack of good managers in the civil service
- The selection for managers will take place not only from the public sector, but also from the private sector

Strategic analysis and performance evaluation

- The civil service competency model will continue to be improved
- It is planned to further develop the strategic and analytical thinking skills of civil servants
- The implementation of strategic and other decisions should be supported by data analysis, scientific achievements, based on evidence and arguments

Increasing wage competitiveness

- Currently, 50 % of civil servants and 30 % of civil service institutions managers selection contests fail
- The Prime Minister of Lithuania I. Šimonytė asserts that "The salary in the civil service is not competitive. There is a visible gap of about 40 percent between the pay of top managers and the pay of private sector managers"
- The government's goal, in carrying out the reform, is to bring the salary of civil servants as close as possible to the salary of private sector employees

Modernization of human resources management

- More flexible management of the civil service
- If the selection of managers will be centralized, then the selection of ordinary civil servants will be decentralized. Each institution, with the help of the Public Management Agency of the Ministry of Interior (former VTD), will be able to organize competitions for vacancies.
- More responsibility for managers in evaluating the employees of their institution.

Development of civil service competencies

- Restoration and improvement of the system of training for civil service managers and employees
- Greater involvement of university public administration lecturers in the organization of such training
- On the other hand, the duties of the mentor also remain (an experienced employee who introduces a young civil servant who has won the competition to his position)

Thank you for your attention!