

EUPAN
59th DG Meeting, Nicosia
5-6 December 2012



Uachtaránacht na hÉireann ar
Chomhairle an Aontais Eorpaigh
Irish Presidency of the Council
of the European Union

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Horizontal Theme and Pillar Themes

Delivering a more resilient, professional and responsive Public Administration (PA) to the citizen

Theme 1

**A “fit for purpose”
Public Administration
(resilient PA)**

Theme 2

**Role of HR in shaping
Public Administration
(professional PA)**

Theme 3

**Connecting to the
citizen
(responsive PA)**

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PILLAR THEME 1: “FIT FOR PURPOSE” PUBLIC ADMINISTRATION (resilience)

- ❑ **Implementing, monitoring and evaluation of reform (HRWG/IPSG)**
 - **How can the reforms make public administration more resilient and sustainable over the longer term**
 - **What mechanisms are in place to deliver a more “fit for purpose” Public Administration**

PILLAR THEME 1: “FIT FOR PURPOSE” PUBLIC ADMINISTRATION (resilience)

- **Workforce Planning as an enabler of change (HRWG)**
 - How can Public Administrations better plan the workforce to meet the challenge of reform: right people (with the right skills and competencies) in the right place at the right time
 - What is the early experience with best practice workforce planning across Member States and what is best practice internationally

PILLAR THEME 1: “FIT FOR PURPOSE” PUBLIC ADMINISTRATION (resilience)

- ❑ **Staff Engagement in times of change (HRWG)**
 - **How can public administrations get “buy in” to change and reform in the absence of traditional rewards and in the context of pay cuts/freezes etc.**
 - **Staff Engagement: issues around staff engagement as discussed during the period of the MTP**
 - **Quality Development / CAF**

PILLAR THEME 2: ROLE OF HR IN SHAPING PUBLIC ADMINISTRATION (professional)

- ❑ **Actions to drive efficiency through Professional HR: Best practice HR practices (HRWG)**
 - **To what extent does a professional HR function underpin excellence in Public Administrations**
 - **What is the optimum composition of HR Units in terms of skills and competencies and what is the scope to establish career paths?**
 - **What are the best models of corporate HR and, critically, how can HR be embedded as a strategic function in Public Administration?**
 - **Key challenges for HR units: embedding a well functioning Performance Management and Development System in Public Administrations**

PILLAR THEME 3: CONNECTING TO THE CITIZEN (responsive)

- ❑ **Transparent and Open Public Administration (IPSG)**
 - **Explore the responsiveness and service delivery aspects of the horizontal theme with a particular focus on the use of technology in support of a more open and accessible Public Administration**
 - **What are good examples of best practice in digital service delivery across Member States**
 - **How does, and how will, social media facilitate greater openness and transparency in the work of Public Administrations**
 - **What are the opportunities and risks associated with harnessing social media to connect to the citizen**



OTHER ISSUES

- **TUNED interface** : the topic for consideration for the TUNED meeting will be based exclusively on the EUPAN agenda and will be considered in the coming weeks
- **Information on the Structures of the Civil Service and the Public Services of EUPAN Members: Data Update during Irish Presidency**
- **2013: Year of the Citizen**



□ Work Methods

- The thematic paper approach will be used throughout the Irish Presidency. It will involve a short note and key questions based on the subtheme to EUPAN members well in advance of the HRWG/IPSG with a request for a response on actions/ practices.
- The responses to each subtheme will be collated into discussion papers for the HRWG/IPSG to help orient the discussion at the meetings.
- The outcome of the meetings and the reaction to the presentations will be reflected in the revised discussion papers. As with the current MTP the discussion paper is a “living document” which will be adapted and adjusted during the six months.
- The HRWG and IPSG sessions will involve presentations of key aspects of the subthemes to include our national case studies and Institute of Public Administration in Ireland, EUPAN member case studies, along with presentations from the Commission, COCOPS, international best practice and possible private sector input



THANK YOU FROM TRIO.



DG meeting, Nicosia, 6 December 2012

Meeting Plan

All meetings will be held in Dublin Castle

- **March 21 Troika Secretariat**
- **April 4/5 HRWG/IPSG**
- **May 16 DG Secretariat**
- **June 13/14 DG meeting and TUNED**

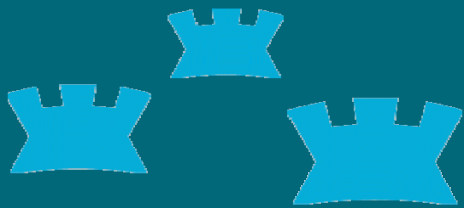


WELCOME TO...



Ireland

AND...



Dublin City
Baile Átha Cliath



Gráinne McGuckin
Programme Director
EUPAN (Irish Presidency)



James Joyce

