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# REFORM DIALOGUE in AUSTRIA

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**Joint HRWG/IPSG Meeting  
Limassol, 15<sup>th</sup> October 2012**

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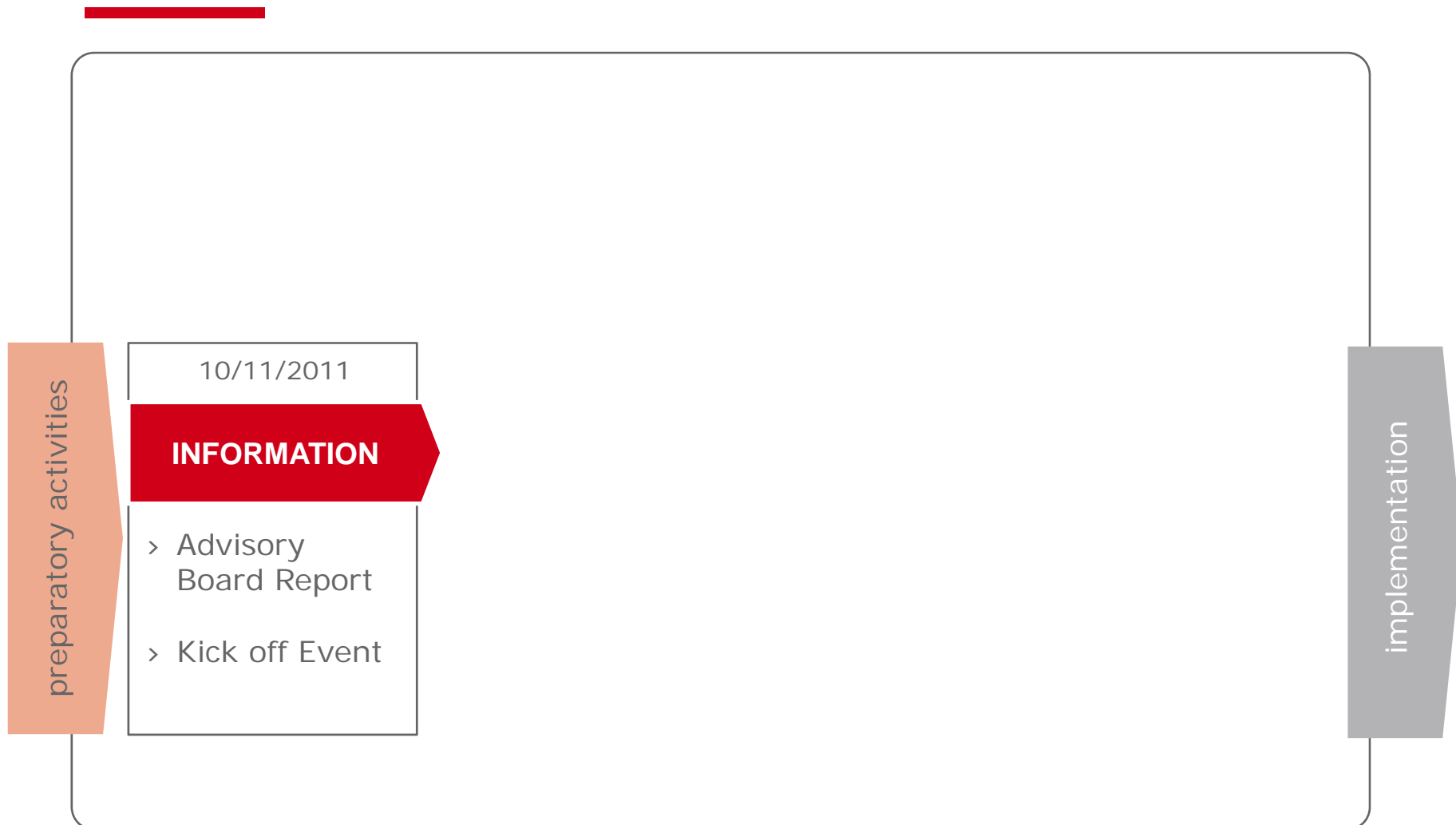
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## Outline

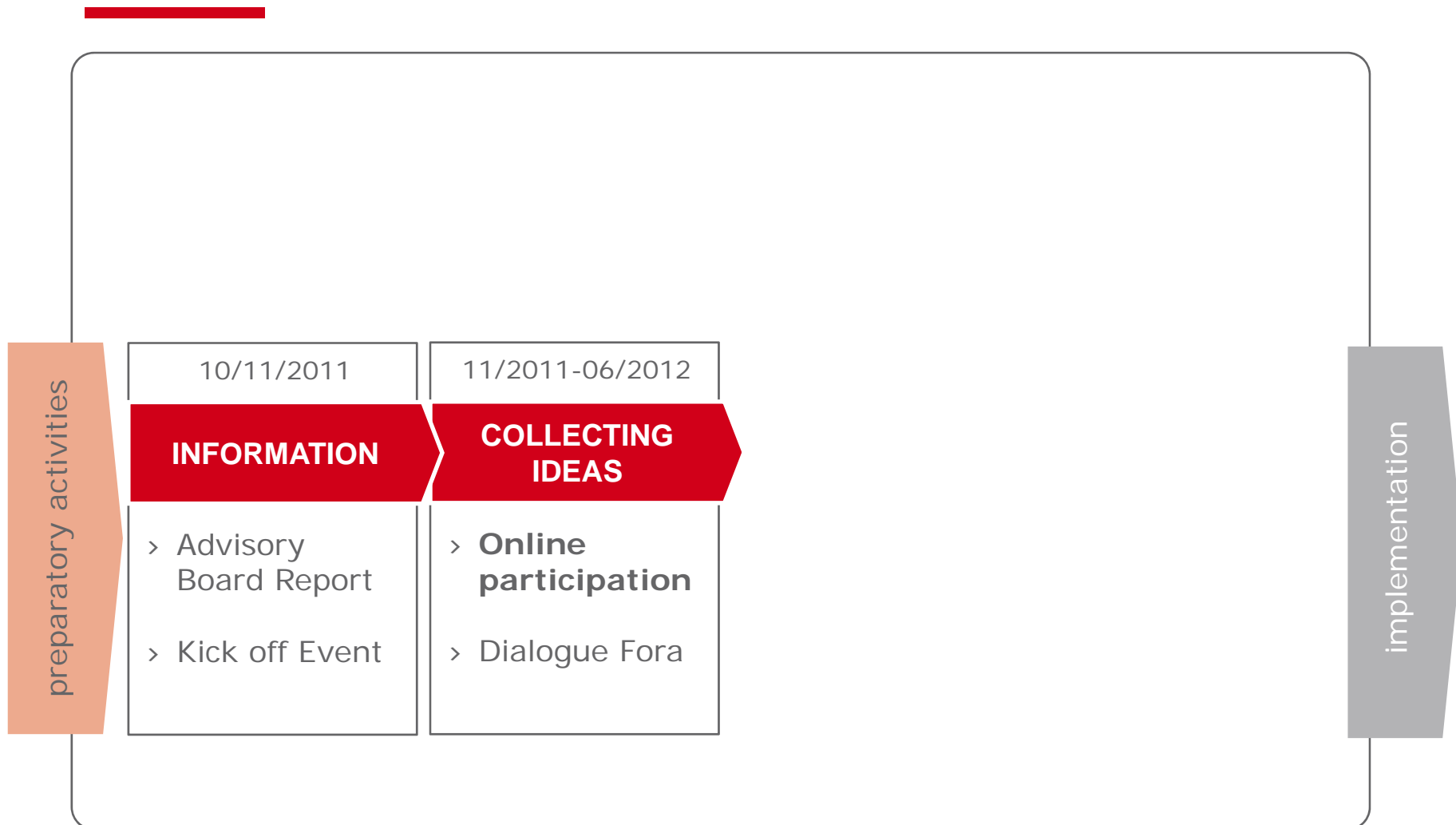
- Information
- Collecting Ideas
- Structuring
- Outcome



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## Advisory Board Report – 7 Theses

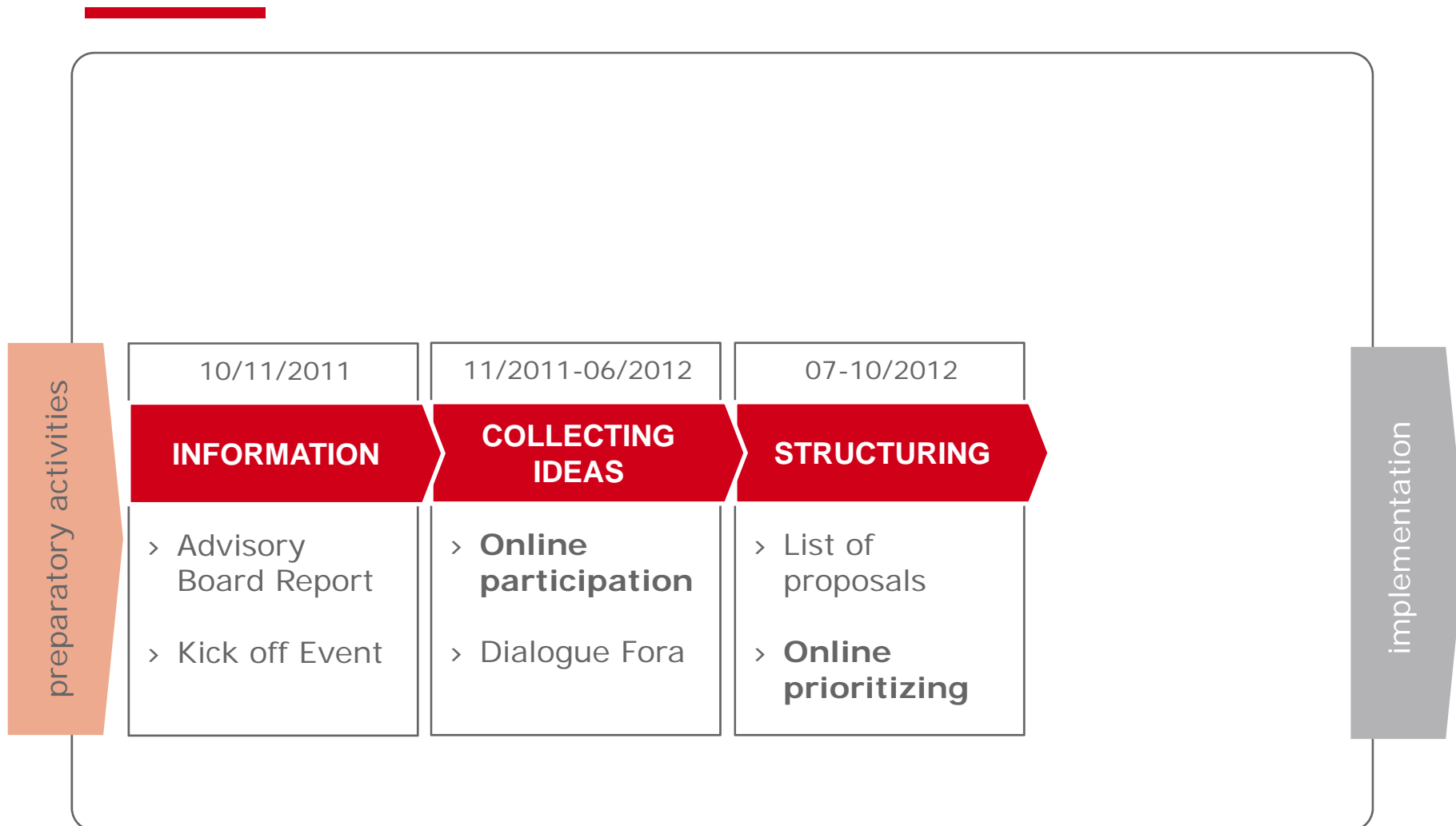
- Shrinking supply of skilled labour
- Taking advantage of diversity as a success factor
- Ensuring flexible and demand-driven HR deployment
- Proactive HR development in response to a dynamic environment
- Optimised and transparent administrative organisation by way of outcome orientation and a modern accounting system
- Staff regulation reforms to maintain the efficiency, impartiality and adherence to law of civil servants
- Towards cloud computing – driver of reform



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## Collecting Ideas

- November 2011 to January 2012 first phase of online participation
  - If I was to rate the civil service as “excellent“, what would have to happen? Which concrete measure(s) would have to be taken?
  - 1000 ideas collected
- Dialogue Fora (Salzburg, Vienna, Linz)
  - Structured discussion of the 7 theses and the results of the first online survey with focus on practical feasibility

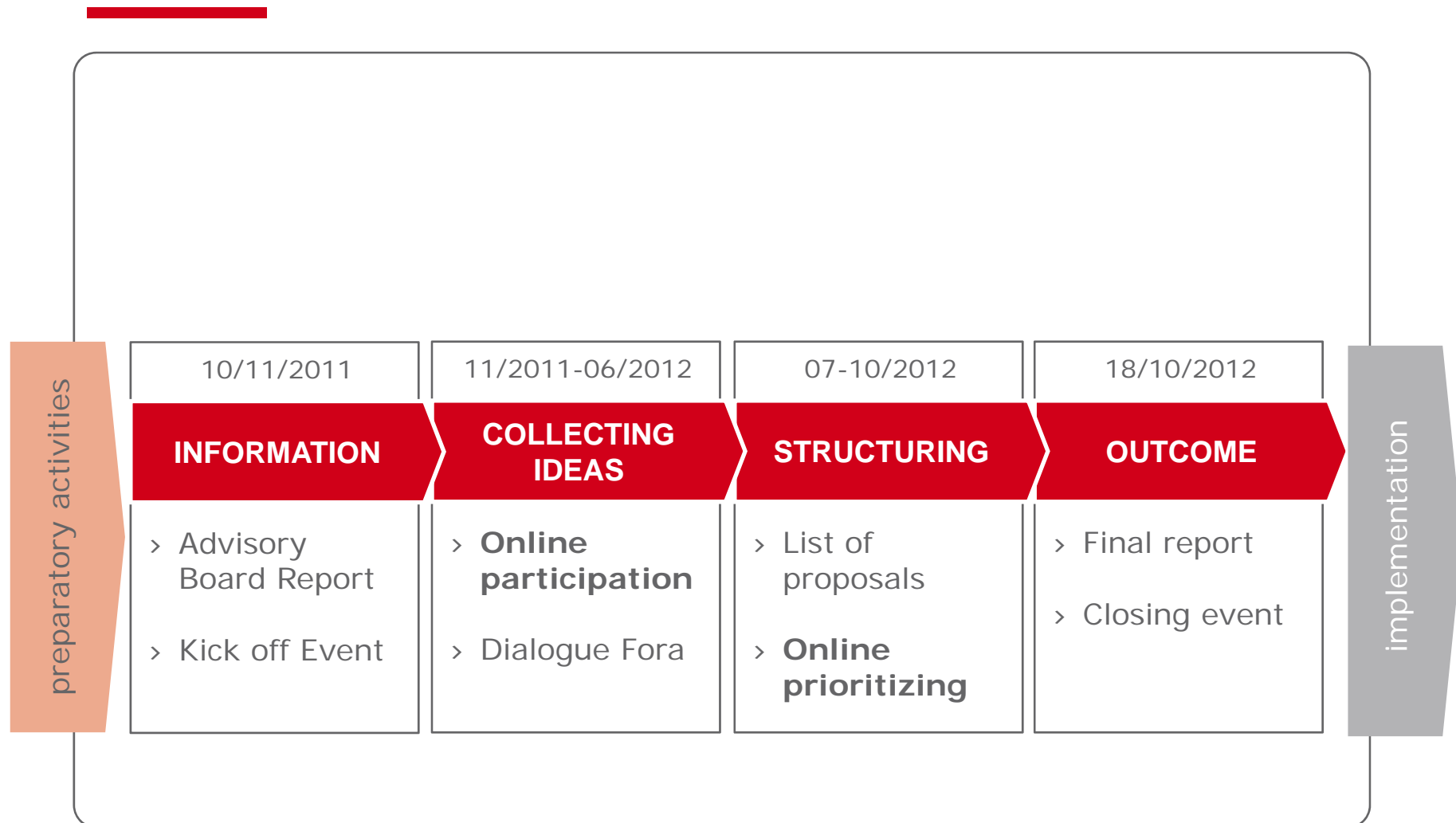


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## Structuring

- Result of the Dialogue Fora: 10 proposals
  - Further developing projects to increase staff mobility
  - Broaden the use of the Online Job Exchange (Jobbörse)
  - Exploring possibilities for alternative career paths
  - Taking advantage of skills – database for qualifications/skills
  - Uniform staff regulations
  - Broader recognition of past service
  - Diversity management to reflect diversity of modern society
  - Lifelong learning – supporting sustained education/training
  - Coherent public image and presence as an employer
  - Enhancing HR development
- Ten proposals prioritised by second online survey in September 2012





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## Outcome

- Final report containing a catalogue of measures, clearly structured and prioritised according to public feedback. Designed to serve as a policy reference guide based on the input of citizens and experts who discussed the practical feasibility
- Public presentation of the report in the framework of a Closing Event on 18<sup>th</sup> October 2012 in Vienna

<http://www.reformdialog.at/>

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# Thank you

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for your attention!

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