



# Montenegro Ministry of Public Administration

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## Public Administration Reform in Montenegro *Results and Challenges*

# ***Public Administration Reform in Montenegro***

**1**

***Ministry of Public Administration established***

**2**

***New legal framework***

**3**

***Optimisation***

# Strategic documents

1

***PAR Strategy***

Action plan  
2016-2017

Action plan  
2018-2020

2

***Strategy for information society development***

3

***Strategy for development of incentive NGO environment***



# Results

## Adoption of the Law of civil servants and the Law on local self-government

- Adopted in December 2017.
- By-laws for its implementation
- Improved legal framework for civil system on central and local level
- Public Administration Reform Council established

## Law on general administrative procedures

- Appliance from July, 1. 2017.
- Simplification of administrative procedures, decision time reduction

## Equity and transparency of salaries and compensations

- Law on salaries in public section – adopted 2016. Law on amendments adopted.
- Beginning stage of upgrading Central Personal Records connected with the payroll system. Law on state employees with bylaws presents legal base for its realisation.

# ***Key activities in 2018.***

## **Drafting of Law of state administartion**

- Draft law prepared
- Regulation of state administartion system in accordance with the constitutional principles and guarantees for the realisation of the law procedures
- Defined role of state administration in the society development
- Defined necessity of rationalisation of state administartion and clear responsibilities defined

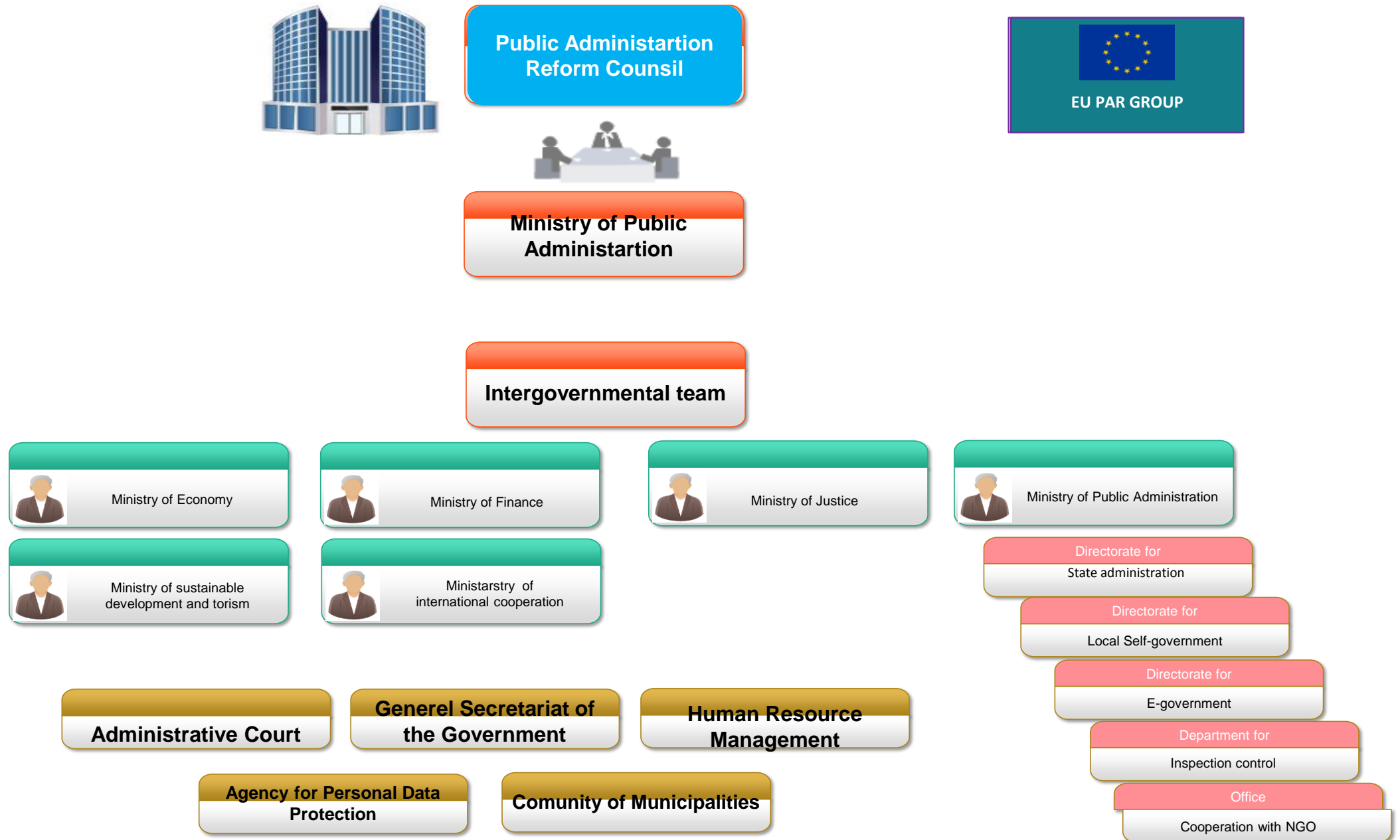
## **Implementation of the Optimisation Plan**

- The Optimisation Plan adopted in July
- Aim: higher efficiency, reduction od costs, rationalisation of work process, better quality of public services

## **Developmet and coordination policy**

- First middle-term Government plan adopted 2018 -2020
- New reorganisation of state administartion

## COORDINATION AND ORGANISATION STRUCTURE





# Indicators

1

## Human resource managing in public administration

- Improved central personal records to the end of 2018.
- Connected with the payroll system to the end of 2019.

2

## Reduction of number of civil servants on central and local level

- Central level – 3 %; local level – 5% to the end of 2018.
- Central level – 5 %; local level – 10 % to the end of 2019.

Stage of realisation: Optimisation plan adopted in july 2018.

3

## Applying of Staffing plan

- 50% of institutions to the end of 2018.
- 95% of institutions to the end of 2019.

# Indicators

4

## Training system for civil servants

- Strategic planning on profesional development and training of civil servants adopted for all bodies on central and local level – end 2018.
- Trainings as right and commitments for civil servants, continuos estimation of needed trainings, training plans and its implementation – end 2019.

Stage of realisation: Drafting national act

5

## Key registers connected and performing automatic data exchange

- Unique information system established for 4 connected registers form 7 key registers - December 2018.
- Unique information system established for all 7 key registers connected - December 2019.

6

## Administrative silence complains

- Reduced number of complains to the end of 2018 - 5%
- Reduced number of complains to the end of 2019 – 10%

Stage of realisation: Begining of the project activities.



1

Legal framework on profesionalisation of employees on central and local level established – adopted Law

2

Framework for the implementation of the public sector optimization process established

3

Conditions for simplifying administrative procedures created

4

Cooperation with the civil sector improved

## Challenges - plans

1

Implementation on the Law on civil servants and employees and the Law on local self government

2

Implementation of the Public administration Optimisation Plan

3

Monitoring of the implementation of the Law on Administrative Procedure

4

Further strengtening of the quality of consultations with the civil sector

## Realisation 2017 - 2018

# Thank you for your attention!

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