



USAID | **IRAQ**
FROM THE AMERICAN PEOPLE

TARABOT

Iraq Administrative
Reform Project

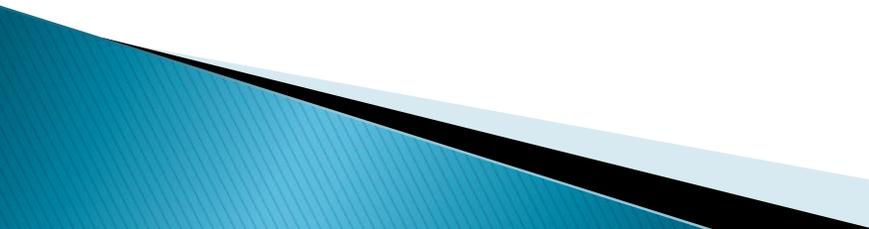


ترابط
مشروع الإصلاح
الإداري العراقي

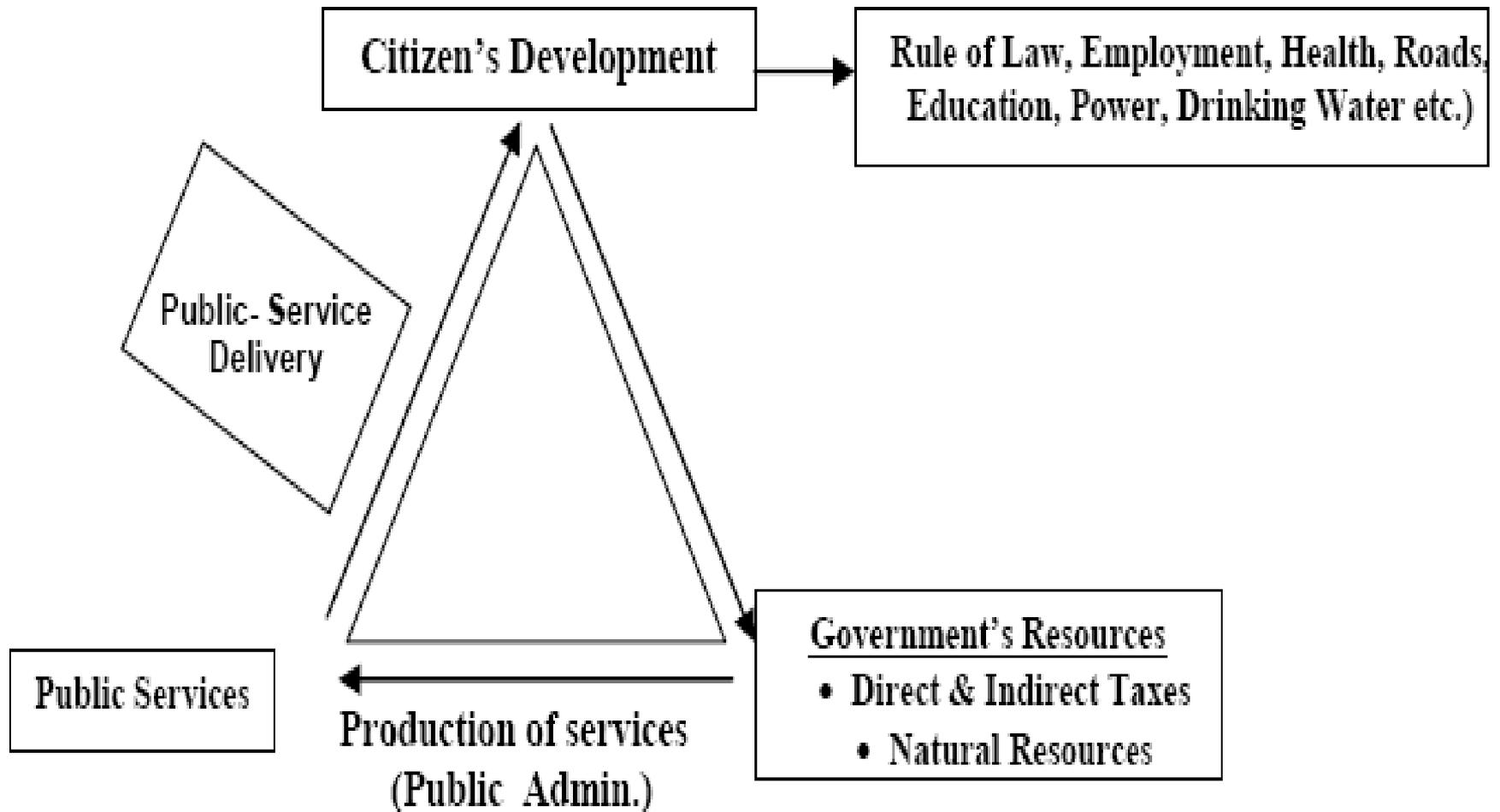
HR Management of Civil Service- Introduction

Civil Service Reform Team
USAID/Tarabot

Learning Objectives

- ▶ **In this presentation, we will discuss the following issues;**
 - 1) Role of Public Administration in citizen's development**
 - 2) A Road Map towards Good Governance**
 - 3) Components of Public Expenditure**
 - 4) Challenge of Civil Service Management**
 - 5) A Framework for Civil Service Management**
 - 6) Human Resources Management**
 - 7) Human Resources Management Functions**
 - 8) Prerequisites for Civil Service Management**
- 

Role of Public Administration in citizen's development



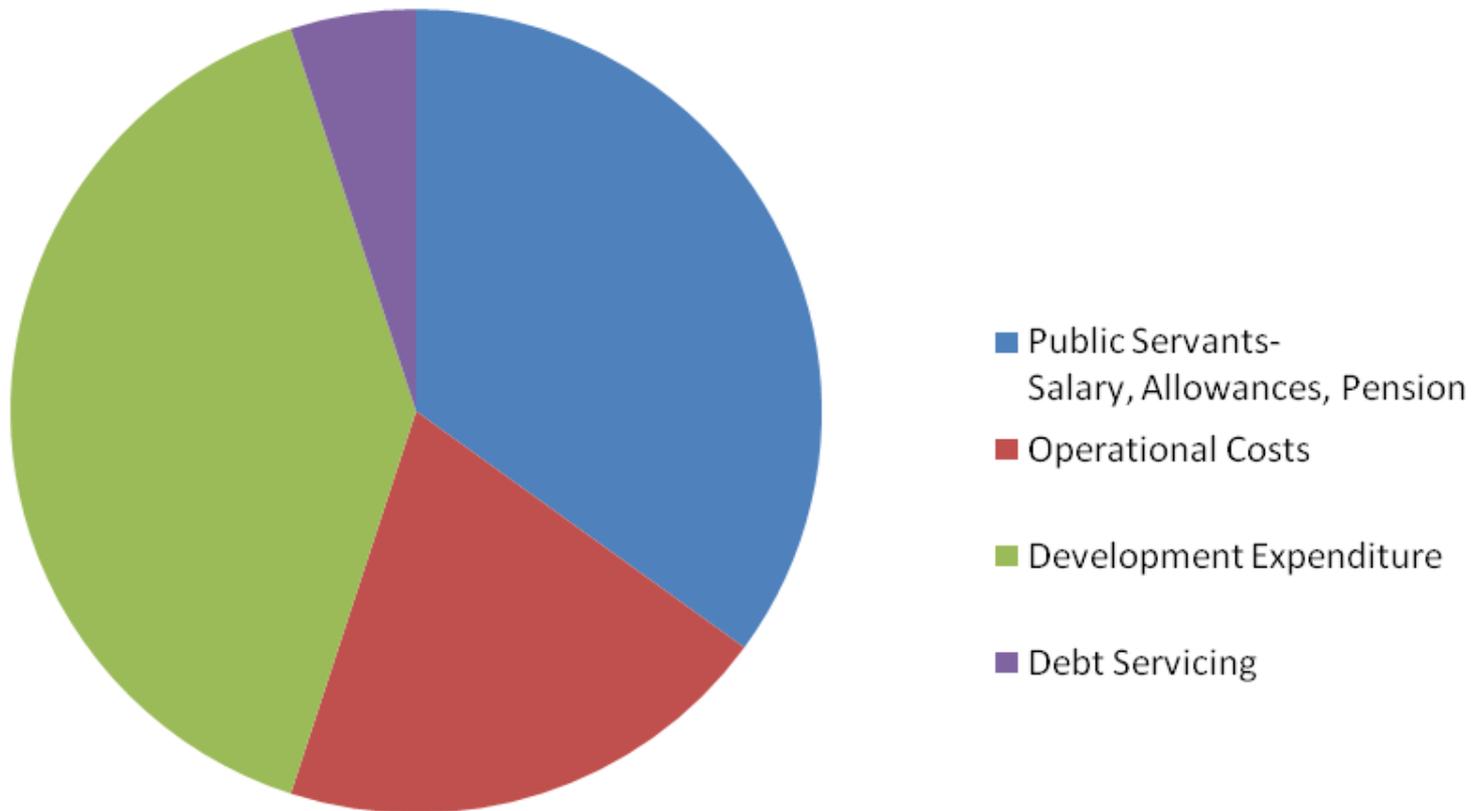
A Road Map towards Good Governance

7.	Good Governance
	↑ [Accountability, Transparency, Predictability & Participation]
6.	Legitimacy and Trust of citizens in the government
	↑
5.	Citizen's Development and achievement of MDGs
	↑
4.	Effective public service delivery to citizens
	↑
3.	Efficient Public Administration
	↑
2.	To attract, compensate, retain, and motivate meritorious persons in civil service
	↑
1.	Merit based recruitment and Civil Service management

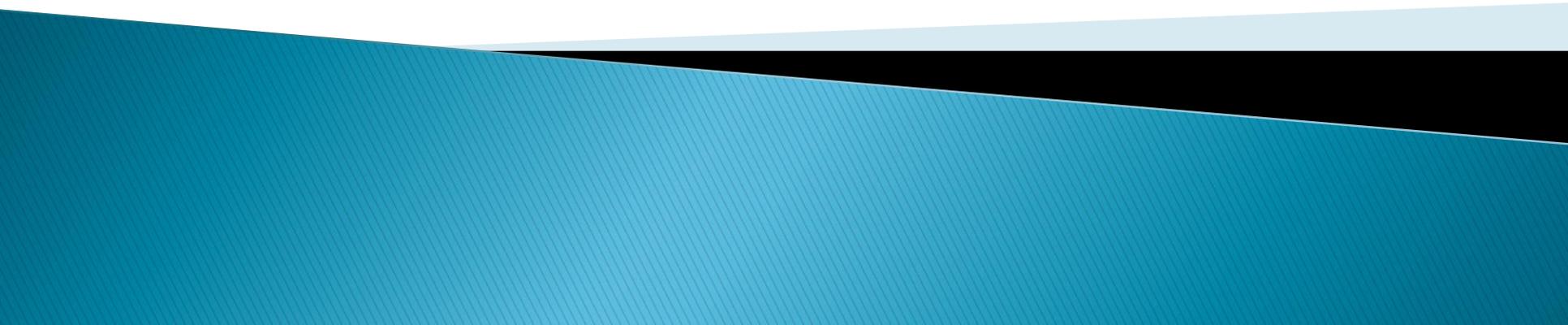
Components of Public Expenditure

[Government Revenue = Government Expenditure = 10 - 20% of GDP]

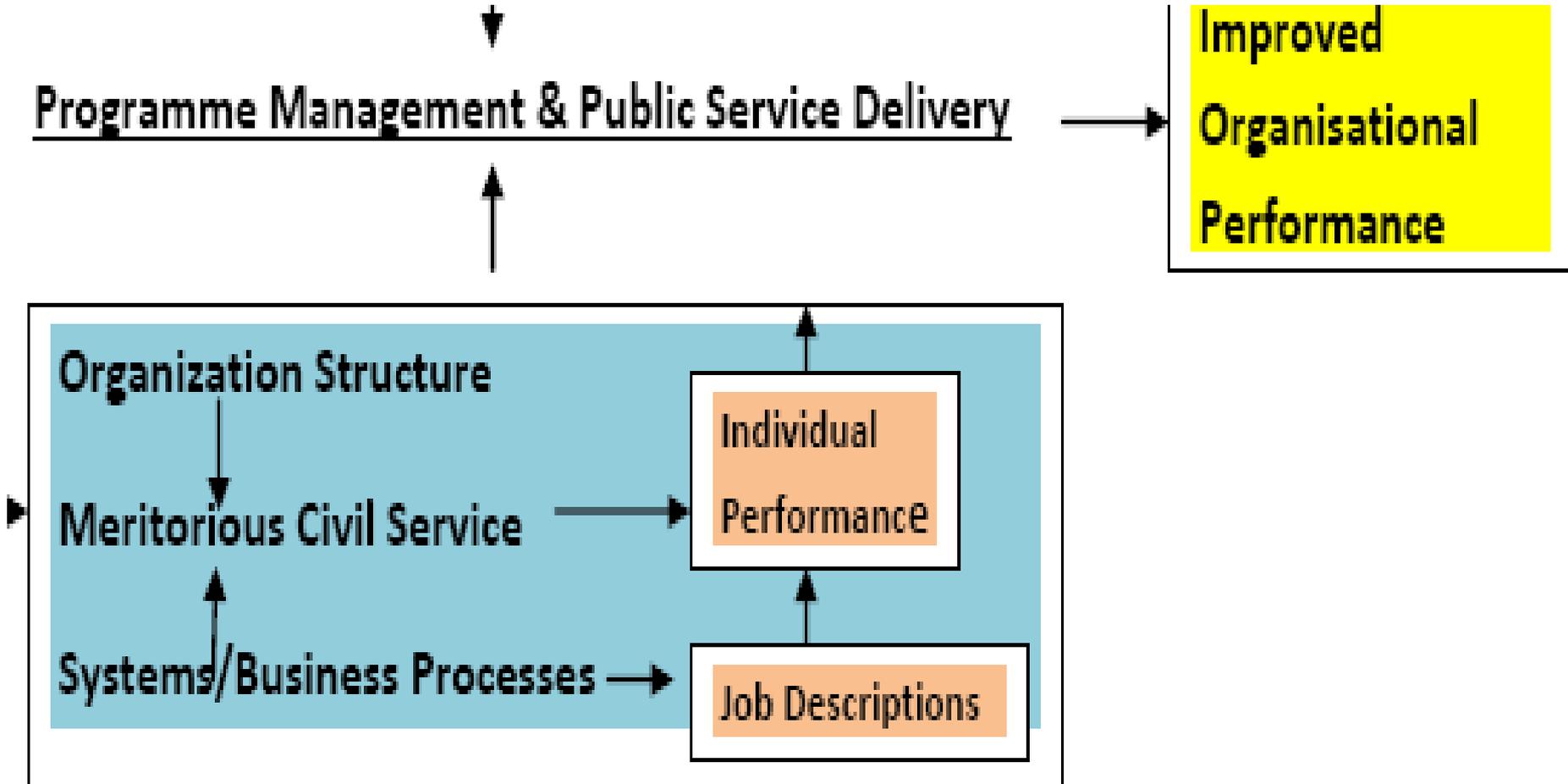
Ideal Distribution of Government Expenditure



Challenges of Civil Service Management

1. **Oversize**
 2. **Underpaid**
 3. **Does not have capacity to deliver public service, efficiently and effectively.**
- 

A Framework for Civil Service Mgt.



Human Resources Management

▶ **What**

- To provide right person at the right place at the right time.

▶ **Why**

- To improve the efficiency and effectiveness of the Organization.

▶ **How**

- By attracting, retaining, motivating and developing meritorious candidates.

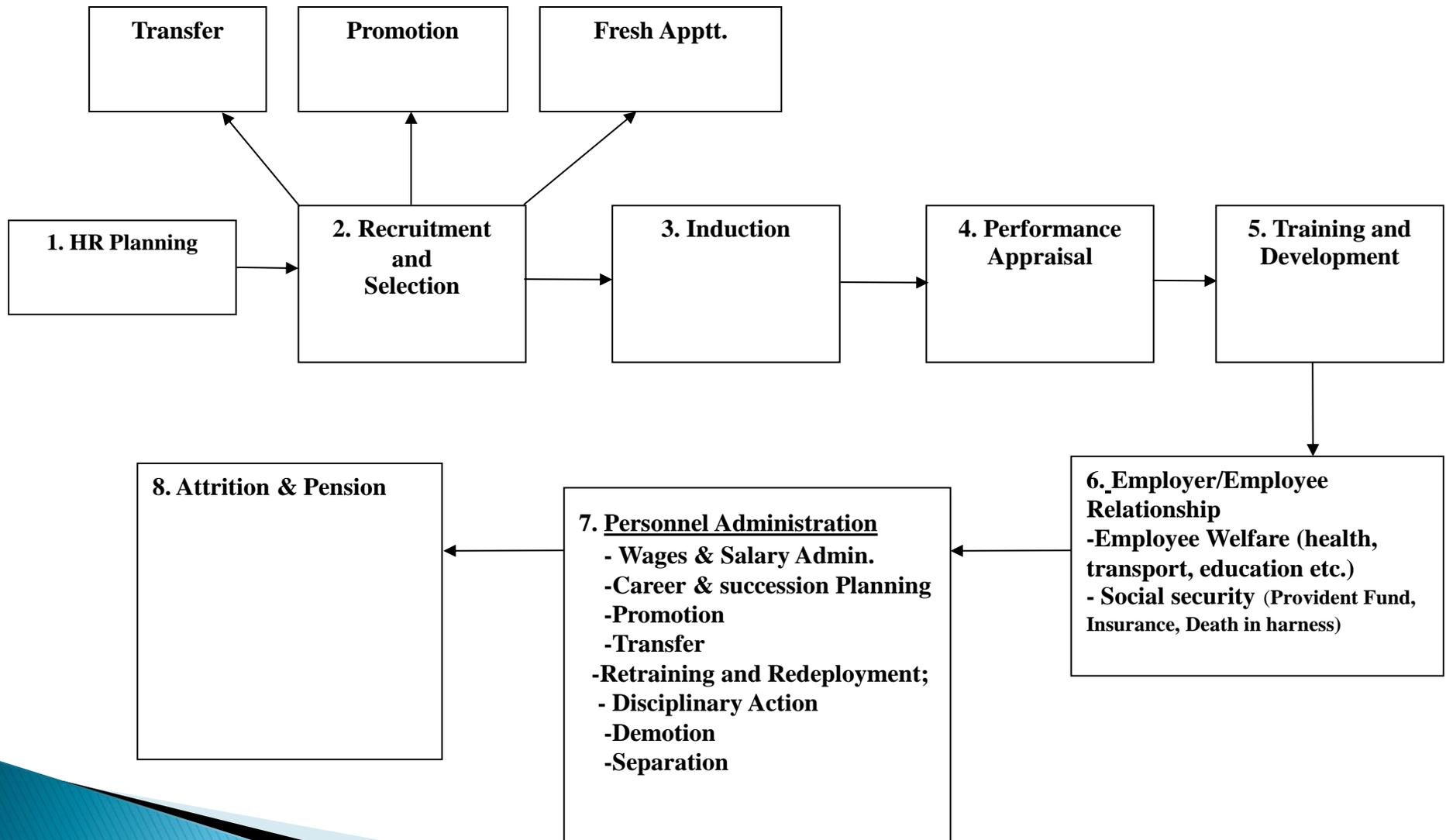
▶ **Attracting-** Merit based recruitment

▶ **Retaining-** Better Service Condition & Compensation

▶ **Motivating-** Performance linked incentives, Promotions

▶ **Developing-** Training and Development

HRM Functions



Prerequisites for Civil Service Management

1. **Civil Service Legislative Framework;**
2. **Regulations and Procedures for implementation of Legislation;**
3. **An Institution to lead, regulate and monitor the Civil Service Management Framework, such as a FCSC;**
4. **HR Management Departments in every organisation for implementation of Civil Service Management Framework;**
5. **Training institutions for development of knowledge & skills of civil servants, to enable them to keep pace with time.**

THANKS

?