


REFERENCES – INSTITUTE IPS, LJUBLJANA

Ref 3	Project title		<i>Support to Public Administration Reform – Central government, Montenegro</i>					
Name of legal entity	Country	Overall project value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of partners if any
	Serbia and Montenegro, Montenegro	550.000	2 %	1 l/t int. expert (1 m/m)	Government of the Republic of Montenegro, Agency for Human Resources Management	European Agency for Reconstruction	2004-2006	CNA Veneto – Eurecna (I), APRI (I), Institute for Public Admin. (SLO)
Detailed description of project					Type of services provided			
<p>The Project was expected to provide assistance to the Montenegrin Human Resources Management Agency as well as to the Ministry of Justice. As regards the development of the HRM Agency, the Project was expected to support the selection procedures and recruitment of the HRM Agency staff, and to develop different HRM and HRD procedures (external and internal). The next important task was to develop proper Information System of this institution i.e. to inter-connect the HRM Agency with the Personnel Offices of all Ministries and established governmental agencies of the Central Administration.</p> <p>In this respect, the Project retained the responsibility for assessing the existing central governmental agencies with the aim to recommend rationalization concerning the macro-organizational settings of the Montenegrin State Administration. The Project Team had also the task to prepare secondary legislation and internal administrative procedures which had been foreseen within the new administrative legislation. Concerning the building up of a new HRM and HRD system in Montenegro, there was a need to review the existing HRM and HRD practices, regulations, and institutional structures within the Central Administration.</p> <p>In the field of Training the Civil Servants and State Employees, the Project Team had to execute special TNA (Training Needs Assessment) which was the basis for later development of the Training Program for Montenegrin Civil Servants and State Employees.</p> <p>Finally, the Project was expected to spread information about the process of the Public Administration Reform implementation currently in progress in Montenegro, as well as to strengthen the HRM Agency's internal and international visibility.</p>					<p>The project provided TA to the Ministry of Justice of the Republic of Montenegro as well as to the Agency for Human Resources Management in undertaking the following main tasks i.e. services, namely:</p> <ol style="list-style-type: none"> to support further process of the Public Administration Reform and implement the newly enacted administrative legislation in Montenegro, and to develop new civil service system and ensure introduction of the Human Resource Management and Human Resource Development practices within the Montenegrin State Administration. <p>In completing the above mentioned general goals, the Project Team was supposed to perform the following tasks:</p> <ol style="list-style-type: none"> to start the implementation of the second phase of the Public Administration Reform program, which must be strongly supported by the Government; to reinforce the local professional capacity to pro-actively support and implement reforms; to assist the beneficiaries in developing administrative secondary legislation, in order to ensure the implementation of the new administrative legal framework; to develop a professional civil service structure by establishing and strengthening the activities of the HRM Agency; and to assist the set up and development of an effective and efficient HRM and HRD system, including institutional and regulatory framework for training. 			