



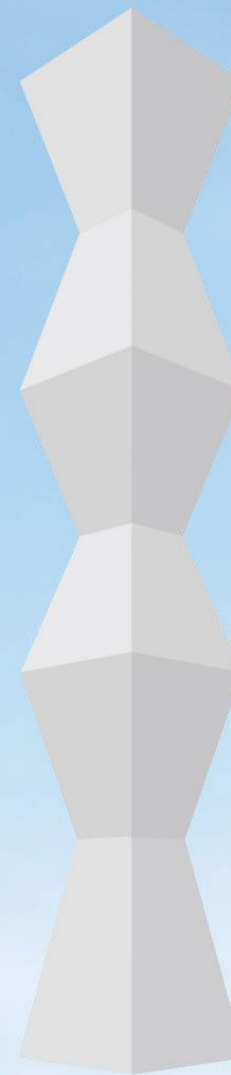
romania2019.eu

**The Romanian Presidency of the Council
of the European Union**

EUPAN DG Meeting

**The Report regarding EUPAN's main results
The EUPAN Strategy Paper July 2019 – June 2022
Rolling Programme July 2019 – December 2020**

3-4 June 2019, Bucharest

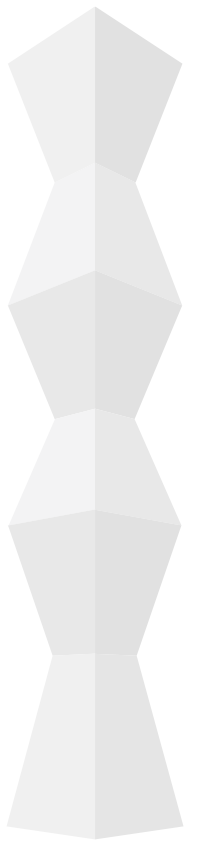




The Report regarding EUPAN's main results in the period of the Strategy Paper July 2016 – June 2019

Cristina Panțîru, public manager,
National Agency of Civil Servants

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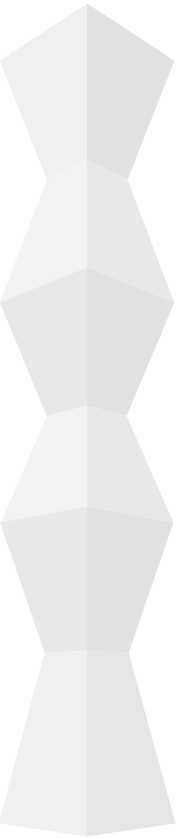


Report objectives

Provisions in the EUPAN Handbook:

- Analyse the relation between the Rolling Programmes and the Strategy Paper
- Provide an inventory of the main results obtained during the period of the SP
- Make recommendations for the updated Strategy Paper

Survey regarding Presidency results - Slovakia, Malta, Estonia, Bulgaria, Austria and Romania





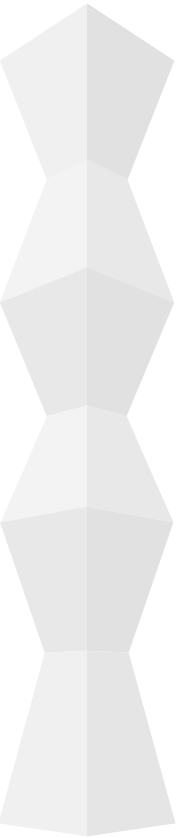
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EUPAN's domains

EUPAN Handbook - two main domains of EUPAN: Human Resources Innovation & Organisational Development and Service Innovation and Delivery.

In the Strategy Paper July 2016 – June 2019 the strategic domains were the following:

- I.Change in the composition of workforce and its challenges,
- II.Embracing digital (r)evolution in public administrations,
- III.Lower economic growth and therefore growing financial constraints

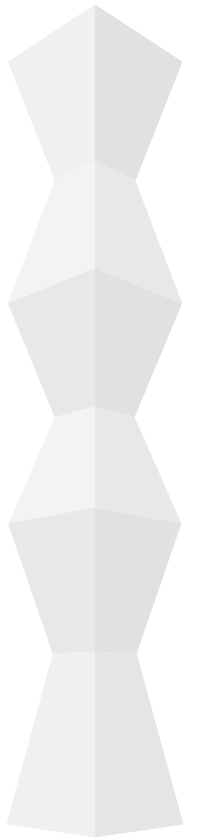




The Rolling Programmes and the Strategy Paper

Was the SP a guideline for designing the RPs?

- EUPAN Handbook (not the SP) was the guideline for designing the RPs.
- The topics tackled by each Presidency in the RP have clear links with all three strategic domains from the Strategy Paper (Table I in the Report)
- Sparse links with the topics of interest outlined in the Strategy Paper



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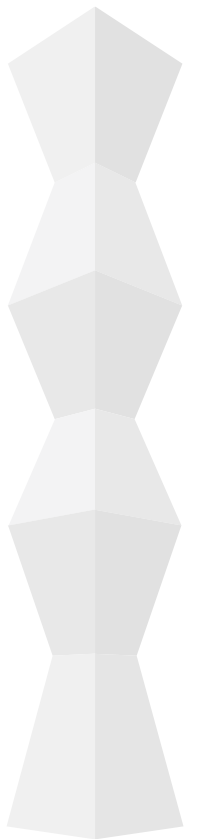
Results in the period of the SP

All Presidencies have organised the core 5 meetings stipulated in the EUPAN Handbook: EUPAN 5 Secretariat, EUPAN 5 DG Secretariat, EUPAN WL Meeting, EUPAN DG Meeting and the European CAF Users Events.

The 9th Quality Conference (2017) - the Maltese Presidency

The conference **Impacts on Performance Management** – the Austrian Presidency

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Results in the period of the SP

The EUPAN Handbook (2016)

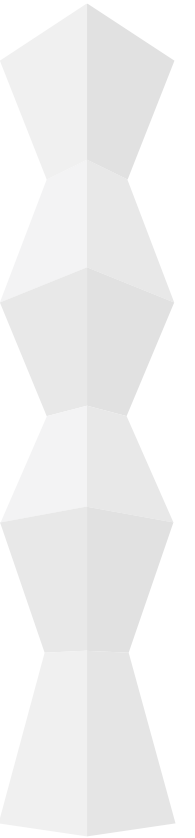
The update of the EUPAN website (2019)

The updated EUPAN Strategy Paper (2019)

The update of the Common Assessment Framework (CAF 2020) (ongoing)

16 surveys, research and publications (Table 2 in the Report)

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EUPAN's importance / impact

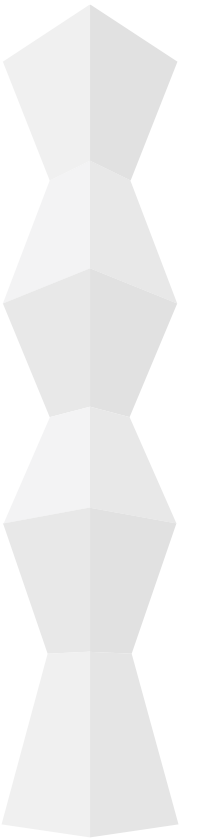
CAF Policy Note (2018):

- more than 4000 public sector organizations have used CAF in 55 countries
- the importance of CAF - shown in the EUPACK project and the „Toolkit for Quality of Public Administration”
- studies of CAF-users show the impact of CAF on the improvement of services

EUPAN studies as references in policy papers and other publications

Experience exchange during events

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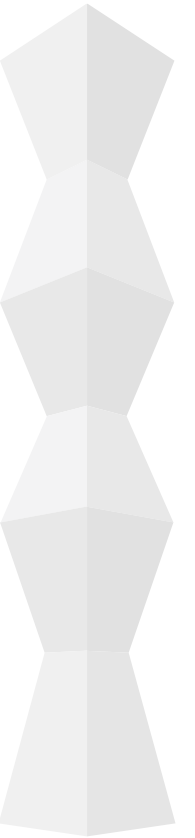




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Recommendations

- In the Strategy Paper the strategic domains will be linked with the EUPAN domains presented in the EUPAN Handbook.
- The upcoming Presidencies will have flexibility to choose topics for their activities, linked with the strategic domains.
- The Rolling Programme will be presented in a table format with each strategic domain from the Strategy Paper as a column.
- To measure EUPAN's impact, the next Strategy Paper and Rolling Programmes may propose objectives and indicators, which will be presented in the report regarding the results and impact of the SP.





EUPAN Strategy Paper

July 2019 – June 2022

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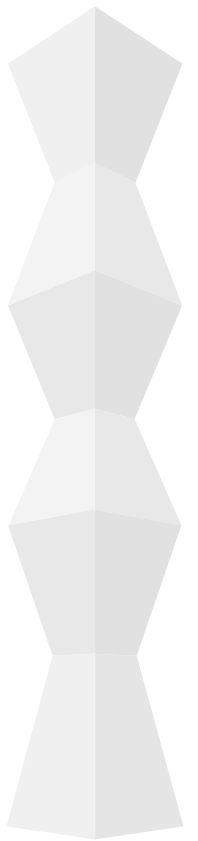


The update of the EUPAN Strategy Paper

“The Strategy Paper is a short, focused statement and a vision document defining and highlighting **major strategic domains** (3-4) and topical areas of EUPAN, to be dealt with at the working level during each Presidency” (EUPAN Handbook p.32).

Update EUPAN Strategy Paper on the basis of:

- The evaluation based on questionnaires (Austrian Presidency),
- The Report regarding the EUPAN's main results in the period of the Strategy Paper July 2016 – June 2019
- The EUPAN Handbook,
- Input from EUPAN 5,
- Discussion & agreements at the EUPAN WL, 8-9 April 2019,
- subsequent EUPAN WL & DG feedback by email, including from the upcoming 6 Presidencies: Finland, Croatia, Germany, Portugal, Slovenia, France.



A group of people, including a woman with glasses and a man, are gathered around a desk, looking at a laptop. The woman is pointing at the screen. The man is holding a pen and looking at the laptop. There are other people in the background, also looking at the laptop. The scene is a collaborative work environment.

Structure of EUPAN Strategy Paper July 2019 – June 2022

- Introduction
- EUPAN's motto
- Strategic priorities for the period July 2019- June 2022
- Main goal
- Core values
- Main challenges of public administration in the coming years
- Strategic domains and examples of topics of interest

Note: To avoid overlap with The EUPAN Handbook the draft SP does not include information regarding EUPAN's mission & mandate.

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EUPAN's motto: Working together for high quality public administrations and public services in Europe.

Main goal

To provide Directors General (DGs) and experts responsible for public administration in EUPAN member states with a unique platform to exchange knowledge, experience, good practices, to inspire change in public administration and to facilitate collaboration.

Core values

Professionalism, collaboration, innovation, engagement, sustainability, transparency.

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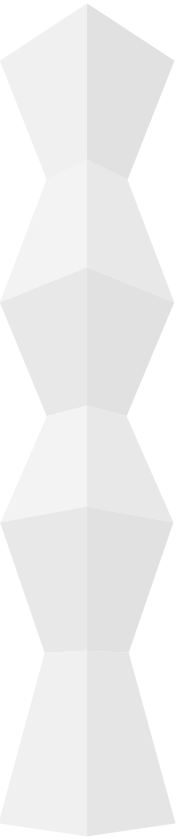


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EUPAN strategic domains

- I. Digitalization and innovation in European public administrations
- II. Ethics and organizational culture in public administration
- III. Future-oriented strategic, efficient and effective human resources management in public administration

These are linked to the two main domains from EUPAN Handbook: Human Resources Innovation & Organisational Development and Service Innovation and Delivery





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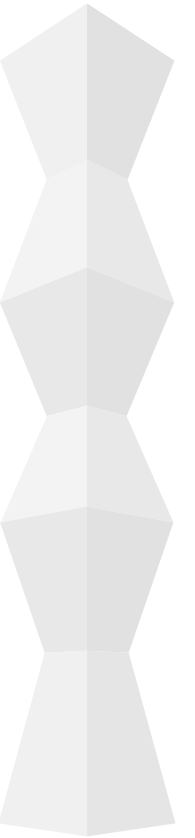
Topics of interest for each strategic domain

The issues listed under each strategic domain are **examples of topics of interest** and do not limit the content of each domain.

The examples were provided by EUPAN members, including the six upcoming Presidencies.

Each Presidency will propose in the Rolling Programme topics linked to the strategic domains outlined in this Strategy Paper.

The Rolling Programme will observe the provisions of this Strategy Paper and of EUPAN's Handbook.

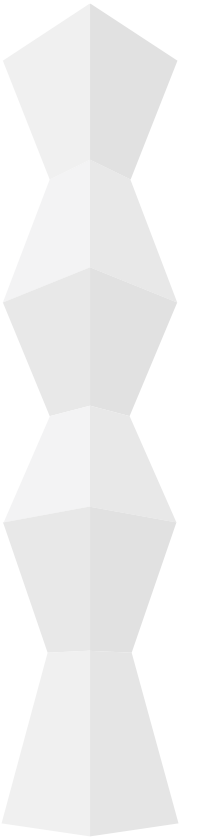




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Strategic priorities

- to enhance collaboration, sharing of innovative methods, dissemination of data within EUPAN,
- to strengthen trust, communication and partnerships with **relevant stakeholders**: European Union institutions, European / international professional networks of public administration, universities, relevant institutions from public administrations at the national level, etc.;
- **increase the visibility of EUPAN** – website, other options;
- **emphasize the impact of EUPAN** – Presidency report + SP results & impact report, taking into account the Presidency reports, selected indicators and stakeholders' feedback.



The Rolling Programme July 2019 – December 2020

Rolling Programme: Preliminary topics for the European Public Administration Network

Presidency period	I Digitalization and innovation	II Ethics and organizational culture	III Future-oriented strategic, efficient and effective HRM
FINLAND July – Dec. 2019	Trust as basis for service innovations <ul style="list-style-type: none"> Innovations and horizontal cooperation in data-driven decision making, evidence-based policy-making and digital, customer-focused service delivery require trust between different actors. The use of artificial intelligence and robotics in customer service Expected results: policy briefs, workshop conclusions	Trust as basis for good governance <ul style="list-style-type: none"> Towards an ethically sound, courageous and value-driven leadership for trust Ethics in the workplace: building a culture of integrity and trust Expected results: policy briefs, workshop conclusions	Trust as basis for effective HRM <ul style="list-style-type: none"> The use of artificial intelligence and robotics in HR and in internal service delivery in government E-learning/digital learning in government Expected results: policy briefs, workshop conclusions
CROATIA Jan. – June 2020	Enhancing trust in public administration through <ul style="list-style-type: none"> Development of complex digital services for citizens and businesses Application of new digital technologies in public administration Expected results: survey summaries, policy briefs, workshop conclusions, experience exchange	Enhancing trust in public administration through <ul style="list-style-type: none"> Implementation of innovative tools in the ethics infrastructure Management of employee performance and wellbeing in the civil service Expected results: survey summaries, policy briefs, workshop conclusions, experience exchange	Dealing with challenges to achieving efficient and effective HRM by <ul style="list-style-type: none"> Tackling the challenge of employment and retention in the civil service Strategic workforce planning and capacity building until 2030. Expected results: survey summaries, policy briefs, workshop conclusions, experience exchange
GERMANY July – Dec. 2020	Work in progress		

Rolling Programme is updated during each Presidency: e.g. Portugal's (Jan-June 2021) preliminary topics will be added during Croatian Presidency. (Slovenia July-Dec. 2021, France Jan.-June 2022)

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Thank you!

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More about the Romanian Presidency:

www.romania2019.eu

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