### LOGFRAME PLANNING MATRIX FOR 2006 PROGRAMMING

<table>
<thead>
<tr>
<th>Priority 1: Support the civil service reform</th>
<th>Contracting period expires</th>
<th>Disbursement period expires</th>
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<tbody>
<tr>
<td></td>
<td>30.11.2008</td>
<td>30.11.2009</td>
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<tr>
<td></td>
<td>Total budget: MEURO 5.5</td>
<td>Phare budget: MEURO 5.1</td>
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#### Overall objective
To contribute to the general PAR goal by implementing public administrative reform in the areas of civil service reform, decentralization and de-concentration of public services, and the policy formulation process.

- stability of institutions guaranteeing democracy, the rule of law, human rights and respect for and protection of minorities (the 'political criteria');
- the ability to take on the obligations of membership including adherence to the aims of political, economic and monetary union (the *acquis communautaire*)

#### Specific purpose
To make significant progress in the area of Civil Service Reform and decentralization and de-concentration process and to improve the central and local public administration capacity and coordination within the public policy formulation process

To be achieved through:

1.4.1. Number of specialized programs delivered
1.4.2. Number of short term programs meeting the requirements imposed by the membership to the EU delivered

#### Objectively verifiable indicators

| 1.4.1. Number of specialized programs delivered |
| 1.4.2. Number of short term programs meeting the requirements imposed by the membership to the EU delivered |

#### Sources of Verification

| INA annual reports |
| Interim evaluation reports |
| Country report |

#### Assumptions

- The necessary legislative provisions, administrative arrangements and are provided to ensure the reform process continuation.
- Increased involvement, support and commitment of all ministries and other central and local
**Task 1.** Develop a corps of professional civil servants and the competences necessary for supporting Romania’s public administration as a Member State of the EU

**Task 1.5.** Adapting The Young Professionals Scheme to civil service reform and implemented accordingly

1.5.1: Number of YPS fourth cycle graduates placed and adequately integrated within the system as Public Managers

YPS project reports and NACS reports
CUPAR reports
Government’s strategies and policies

authorities for activities related to the reform process;

**Task 1.6** Further INA and RTCs support in addressing the challenges raised by the accession process

1.6.1. Training and organizational strategies updated (doc)
1.6.2. Number of training programs delivered through e-learning system
1.6.3. Number of INA and RTCs staff trained
1.6.4. The network between INA- antennas- RTCs-NACS

Training and organizational strategies
INA and RTCs annual reports

Results

<table>
<thead>
<tr>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
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<tbody>
<tr>
<td>Task 1.4</td>
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<tr>
<td>Develop a corps of professional civil servants and the competences necessary for supporting Romania’s public administration as a Member State of the EU</td>
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<td>1.4.2. Number of short term programs meeting the requirements imposed by the membership to the EU delivered</td>
<td>Interim evaluation reports</td>
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<td>Country report</td>
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### Task 1.5.

1. **Task 1.5.1** INA strengthened for training the YPS participants and in-service training for public managers

   - Number of INA staff involved in training delivery for the YPS third cycle participants and public managers

2. **Task 1.5.2** NACS strengthened for managing the career development of the public managers and the testing system for organising the open national competition

   - Number of INA based YPS courses

3. **Task 1.5.3** CPM strengthened for assuming the monitoring role within the open national competition process and the monitoring role of the evaluation process of public managers

   - Number of NACS staff trained for managing the career development of the public managers and the testing system for organising the open national competition

4. **Task 1.5.4** Monitoring system for analysing the impact of the public managers on the public administration elaborated and implemented

   - Number of CPM members who benefited training

5. **Task 1.5.5** Planning, control and monitoring systems and procedures to enable CUPAR to manage the YPS scheme and the Public Managers are further developed

   - Number of trained and skilled CUPAR staff managing the YPS scheme

6. **Task 1.5.6** YPS third cycle is adapted to the current needs of the civil service reform and implemented accordingly

   - Components of accelerated mechanisms for selection, training, rotation, internships and “fast track” promotion are improved and introduced in the regular procedures

7. **Task 1.5.7** A set of tests and procedures for open national competition elaborated and implemented

   - Use of a database on Corps of Public Managers and new YPS candidates developed, updated and used on current activities of CUPAR

8. **Task 1.5.8** An analysis regarding the public administration needs for public managers positions completed

   - Number of public managers trained in the third cycle

   - Number of high quality public managers benefiting from fast track promotion

   - Number of civil servants who attended the internships.

   - Number of candidates participating at
the open national competition system
1.5.7.2. Indicators specific to the tests applied in the open national competition
1.5.8.1: Number of institutions where YPS graduates are placed

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<thead>
<tr>
<th>Task 1.6.</th>
<th>Further INA and RTCs support in addressing the challenges raised by the accession process</th>
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<tbody>
<tr>
<td></td>
<td>• INA supported in facing the challenges raised by Romania’s new European statute</td>
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<td></td>
<td>• Coordination mechanism between INA and RTC’s operational</td>
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<td></td>
<td>• The functionality of the in-service training partners network assured</td>
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<td>• RTCs’ further supported in implementing in service training strategy</td>
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<td>Newspapers articles</td>
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<td>1.6.4. The network between INA- antennas-RTCs-NACS</td>
<td>Surveys</td>
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<td>Impact study</td>
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<tr>
<th>Activities</th>
<th>Means</th>
<th>Resources</th>
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<td>1.4. Develop a corps of professional civil servants and the competences necessary for supporting Romania’s public administration as a Member State of the EU</td>
<td>Technical assistance contract</td>
<td>♦ Previous projects will be successfully implemented</td>
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### 1.4.1. Supporting INA in delivering specialized programmes

- Prepare INA’s training managers in order to ensure the sustainability of the specialized programme for senior civil servants
- Assisting INA’s specialized training department in completing the selection of the candidates for specialized programmes
- Supporting INA in delivering the training modules of the specialized programmes where there is a lack of national expertise
- Organising and financing internships in EU Member States Public Administrations for a certain percentage of the specialized programmes’ participants
- Supporting INA’s specialized training department in using and implementing e-learning methods in delivering training modules

### 1.4.2. Adapting INA’s short term courses to the requirements imposed by the membership to the EU

- Reviewing the training needs analysis (identifying new topics where there is a lack of national expertise)
- Reviewing the key training areas for the short term courses
- Selection of external trainers who are to be trained in the new topics
- Delivering the ToT
- Assisting INA’s training managers involved in short term courses in implementing these courses
-organizing a pilot programme which will target experience exchange between Romanian civil servants and foreign countries public sector personnel in an identified area of expertise

**Task 1.5**

1.5.1 Strengthening the capacity of the institutions involved in the management of Public Managers career (INA, NACS, CUPAR and Commission for Public Managers - CPM)
   - a. Training for the staff of the involved institutions in YPS development
   - b. Developing training curricula for YPS participants
   - c. Developing in-training service curricula for Public Managers
   - d. Training delivery to the members of the CPM

1.5.2 Elaborating and implementing a monitoring system for analysing the impact of the public managers on the public administration system on the basis of a performance indicators system
   - a. Elaborating Performance Indicators system
   - b. Elaborating and performing a monitoring procedure

1.5.3 Further developing the YPS (selection, training, evaluation and internships)
   - a. Selection process organized for YPS candidates
   - b. Training delivery to YPS participants

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c. EU internships organized and financed
d. Evaluation the YPS participants
e. Conducting an analysis of the needs for Public Managers positions

1.5.4. Elaborating and implementing a testing system for organising the open national competition in order to access to the public managers positions

- Elaborating & implementing a set of national tests
- Organizing the national competition

Task 1.6.
1.6. Further INA and RTCs support in addressing the challenges raised by the accession process through:

1.6.1. Further INA’s support in facing the challenges raised by the new European statute

- Preparing INA’s personnel for the new challenges raised by the new European statute
- Supporting INA in updating the training strategy to the new requirements
- Assisting INA in revising the organizational strategy
- Supporting INA’s personnel in charge with managing and operating the languages labs

Technical Assistance Contract
| Additional guidance in promoting INA’s image (marketing, PR activities, newsletter) |
| Support in developing NIA’s a research and consultancy activities |
| Support for the Institute in the transition to Structural Funds |
| Further support in developing e-learning training manuals |

1.6.2. **Sustaining the coordination mechanism between INA and RTC’s**
Developing INA – antennas – RTCs – NACS network
Organizing different seminars/conferences in a joint collaboration with RTCs

1.6.3. **Further support in assuring the functionality of the in-service training partners network**
Support in designing a SWOT analysis of the in-service training partners network
Proposals for improving the in-service training partners network

1.6.4. **Further RTCs’ support in implementing in-service training strategy**
Reviewing the training needs analysis (identifying new topics at the local administration level where there is a lack of national expertise)
Preparing RTC’s personnel for the new challenges raised by the new European statute
Train of trainers programmes in the topics identified
Supporting RTCs in developing their organizational strategy (including annual action plans and budgeting)
Preconditions:

**Project 1.5.** The institutional and legal framework is put in place before the start of the project in order to assure an efficient integration of the Public Managers within the Public administration system.