



■ WeBER Indicator Summary

AREA: PUBLIC SERVICE AND HUMAN RESOURCE
MANAGEMENT

Montenegro

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PAR Area	PUBLIC SERVICE AND HUMAN RESOURCE MANAGEMENT	Country	Montenegro
SIGMA Principle	2. The policy and legal frameworks for a professional and coherent public service are established and applied in practice; the institutional set-up enables consistent and effective human resource management practices across the public service		

WeBER Indicator	PSHRM_P2_I1: Public availability of official data and reports about the civil service and employees in central state administration
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Indicator approach

This indicator measures the extent and the quality of the information that the government produces and provides to the public related to the state of public service in general, and statistical data on employees in public service.¹ It is done through the review of government information, reports and other documents available online (or accessed through FOI request if not available online). Websites reviewed include an authority in charge of public administration or a central HRM agency or office, depending on each country case, but also review of websites of the governments and the general secretariats (government offices). The indicator consists of 9 elements (sub-indicators) focusing on publishing of official data on number of employees online and its structure, as well as existence and regularity of reporting practices on the state of public service. Only for the first element, the score of the relevant SIGMA sub-indicator is taken.² For elements seeking to measure regularity of information provision to the public, the timeline covers the last three years prior to the measurement.

Summary of the findings

Central human resource register in Montenegro is not comprehensive, it does not contain data on all civil servants and has no interoperability with the payroll database, earning 0 points from SIGMA in the 2017 Monitoring report. Although the data from the Register is not reported to the public or made available in any form, the Personnel Plans do report on the existing structure and numbers of civil servants and general employees, as well as on the planned recruitments in a given year. This document entails classification of civil servants on the basis of ranks of the public service and type of contract (fixed or indefinite term). Data on the structure of the civil service is not segregated by gender. However, the 2017 Personnel Plan was not adopted, without any justification for this breach of the legal obligation on part of the Government.

Data from the Central human resource register, Personnel plan on any other civil service related database is not published in any of the open formats.

There is no specific reporting on civil service policy in Montenegro. However, the annual report on the work of the Human Resources Management Agency (HRMA), that is published regularly, does extend beyond a simple institutional report. It covers, in various degrees of details, certain key components of the civil service policy, such as planning and recruitments, appraisals and trainings. However, there is no regular reporting on career development (promotions and demotions), wages policy, corruption/integrity issues and measures or disciplinary procedures and decisions. There is also no attempt to report about outcomes of the implementation of the Civil Service Law - the HRMA's report is output-focused, with no reflection on outcomes or performance of either the institution or the new instruments in the civil service system.

Lastly, there have been no efforts to promote and enhance the visibility of the existing data on civil service – reports and documents are not promoted by either HRMA, Ministry of Public Administration or the Government on official websites or social media accounts.

Specific observations

None.

Indicator score	<i>8 (out of 25 points)</i>
Final indicator value	<i>1 (scale 0-5)³</i>
Measurement period	<i>November 20th – December 6th, 2017</i>

¹ Central government public (civil) service, as defined by the relevant legislation (Civil Service Law) as well as other categories of employees in central state administration.

² Sub-indicator 7 of the indicator 3.2.1 - Adequacy of the policy, legal framework and institutional set-up for professional human resource management in public service.

³ Conversion of points: 0-5 points = 0; 6-9 points = 1; 10-13 points = 2; 14-17 points = 3; 18-21 points = 4; 22-25 points = 5.