



# ■ WeBER Indicator Summary

AREA: PUBLIC SERVICE AND HUMAN RESOURCE  
MANAGEMENT

## ALBANIA

- Author: IDM Albania
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<b>PAR Area</b>	<b>Public Service and Human Resource Management</b>	<b>Country</b>	<b>ALBANIA</b>
<b>SIGMA Principle</b>	<i>The remuneration system of public servants is based on the job classification; it is fair and transparent.</i>		

<b>WeBER Indicator</b>	<b>3PSHRM_P5_I1: Transparency, clarity and public availability of information on the civil service remuneration system</b>
<b>Indicator approach</b>	
<p><i>This indicator aims to assess how transparent, clear and accessible is the salary/remuneration system for civil servants by reviewing both its formal and practical aspects. It covers all aspects of the remuneration system, including discretionary supplements.</i></p> <p><i>It combines expert review of legislation regulating the remuneration system for civil servants, results of specific SIGMA sub-indicators and results of the survey of civil servants conducted in all countries using an online surveying platform and relying on centralised or decentralised dissemination to the entire population, as possible in each country.</i></p>	
<b>Summary of the findings</b>	
<p><i>The remuneration system in Albania is assessed as partially simply structured. Although it is unique for civil servants and the general categorization of job position in public administration, in practice there are confusions in understandings and implementing each element of the salary structure. It is article 34 of the CSL that establishes the right to remuneration for the duties performed in the civil service, in accordance with the law. Position-related components include the basic salary of the category (including the group salary, annual supplement for work experience and the supplement for the qualification), the supplement for the specific job position and the supplement for extreme working conditions. DoCM no. 187 dated 08.03.2017, amended defines the structure and amount of the salaries. Person-related salary components take the form of progressively ordered salary steps established within each class. Progression from one salary step to another is based on the following: a) the performance appraisal results; b) the seniority in the civil service; c) successful conclusion of the mandatory training programs for each salary step. Nevertheless, in practice progression is possible only through vertical promotion. Supplements are assessed as clearly defined and limited, but with deficiencies found in terms of their mutual exclusiveness or other minor deficiencies.</i></p> <p><i>Regarding online availability of information on civil service remuneration, SIGMA (2017) allocated 1/3 points. Furthermore, there are no citizen friendly explanations of the remuneration information for civil servants to be found online.</i></p> <p><i>Regarding discretionary supplements, SIGMA awards 2 points to Albania for this sub-indicator because Albanian legislation does not envisage any bonuses or salary elements which depend on managerial discretion.</i></p>	
<b>Specific observations</b>	
N/A	

<b>Indicator score</b>	12 (out of 22 points)
<b>Final indicator value</b>	3(scale 0-5) <sup>1</sup>
<b>Measurement period</b>	Research July 2018

<sup>1</sup> Conversion of points: 0-3 points = 0; 4-7 points = 1; 8-11 points = 2; 12-15 points = 3; 16-19 points = 4; 20-22 points = 5