



**REPUBLIQUE
TUNISIENNE**



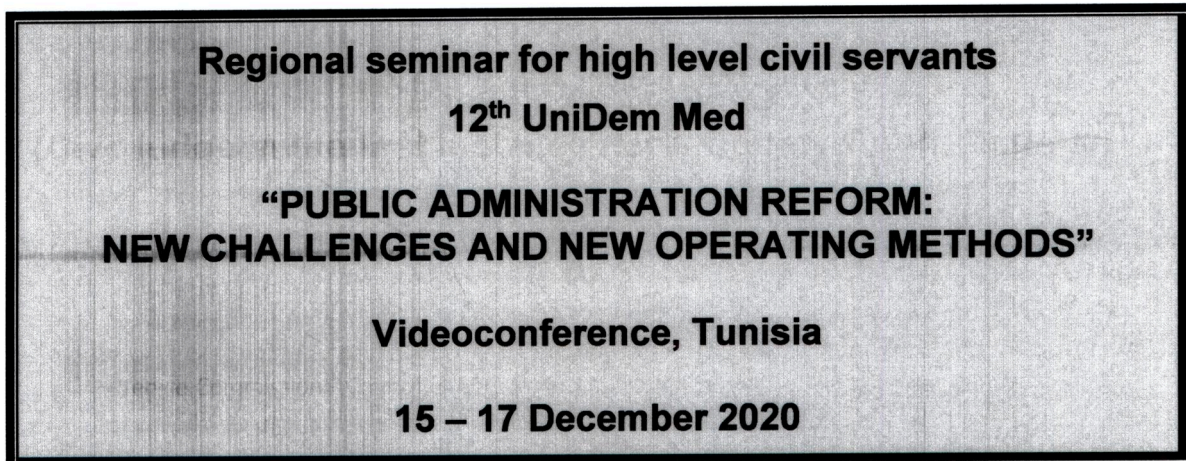
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EUROPEAN COMMISSION FOR DEMOCRACY THROUGH LAW
(VENICE COMMISSION)

in co-operation with

**PRESIDENCY OF THE GOVERNMENT OF TUNISIA
MINISTER'S SERVICES TO THE HEAD OF GOVERNMENT
IN CHARGE OF THE CIVIL SERVICE**



**MODERNISATION OF THE ADMINISTRATION AND JOB AND
COMPETENCY MANAGEMENT AND PLANNING: ENRICH AND VALUE THE
SKILLS OF CIVIL SERVANTS**

by

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Mobility, training and re- skilling

12th UniDem Med

Public administration reform: New Challenges and new operating methods

Kai Härmand

15.12.2020

Estonian legislation on public service at a glance

- Civil Service Act (2013) as general regulation, including all constitutional institutions
- Foreign Service Act (2006) for foreign service and long-term assignment in a foreign mission
- Specific rules for :
 - Constitutional institutions (parliament, state audit, chancellor of justice, supreme court)
 - Judiciary
 - Prosecutors

Mobility

- General rule for hiring- obligation to organise competition
- Public or internal competition
- The purpose – to increasing the competence and motivation of the official or promoting cooperation between authorities
- Rotation within public service: internal competition; continuity of social benefits, no probational term, right to return to the previous post on guaranties in case of reorganisation, usually fixed term transfer
- Long term assignments and civil missions
- Judges
- Prosecutors

Training and re-skilling

- Annual development and assessment interview
- Training as an obligation or as an opportunity
- Reimbursement of training expenses
- Resource-intensive training, including doctoral studies (re-skilling)
- Specific rules for prosecutors and judges

Judges and prosecutors

- Employment of judges in
 - state public service
 - public universities
 - The Supreme Court
 - international judicial institutions
 - international civil missions
 - as Prosecutor General
- Engagement of Prosecutors
 - in state public service
 - in the Academy of Public Defence
 - the Supreme Court
 - European Public Prosecutor's Office

Legislation

- **Civil Service Act**
<https://www.riigiteataja.ee/en/eli/525032019003/consolide>
- **Court Act**
<https://www.riigiteataja.ee/en/eli/529062020001/consolide>
- **Foreign Service Act**
<https://www.riigiteataja.ee/en/eli/531012018005/consolide>
- **Prosecutor's Office Act**
<https://www.riigiteataja.ee/en/eli/505062020002/consolide>

Thank you!

Your questions, please!

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