



## State of play and next steps for Public Service and Human Resource Management development in Montenegro

The objective of the discussion is to take stock of the results achieved so far in the area of Public Service and Human Resource Management (PSHRM) in Montenegro, to discuss priorities for the next period and how to achieve them. The webinar takes place shortly after the adoption of the Public Administration Reform Strategy 2022-2026 by the Government. This provides an excellent opportunity to discuss the state of play and the next steps for PSHRM development. The invited participants include public authorities responsible for Public Service policy and HRM, representatives of the Delegation of the EU in Montenegro, and SIGMA experts.

### Draft Agenda

9 February, 2022,

Hotel Hilton, Conference Room Milica (Podgorica) & Zoom platform (hybrid)

**09:45 Welcome coffee**

**10:00 Welcome and introduction**, Timo Ligi SIGMA

**10:05 Presentation of the results of the 2021 SIGMA monitoring assessment**, Blanca Lázaro, SIGMA

- Main developments since 2017;
- Regional comparison on critical aspects
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**9:20 The view from the administration: reactions to SIGMA findings and overview of priorities/expectations for the next period.** 5-7 minute interventions by:

- Danijela Nedeljković Vukčević, Acting Director-General, Ministry of Public Administration, Digital Society and Media (TBC)
- Jovana Nisavic, Director], Human Resource Management Authority (TBC)

**10:50 The EU priorities and availability of support for next period**, Eleonora Formagnana, EU Delegation

**11:00 Discussion on selected aspects related to PSHRM development:**

- How to enhance capacities for strategic HRM in public bodies? Could the establishment of HRM shared services contribute to this goal?
- What elements of the selection processes can be improved to ensure their professionalism?
- What are the main challenges regarding the internal fairness and transparency of the salary system, and how to further enhance it?

**11:50 Summarising the main takeaways from the discussion**, Blanca Lázaro/Timo Ligi/Bianca Breteche SIGMA

**12:00 Close of the webinar**