Annex 1

Logframe

LOGFRAME PLANNING MATRIX FOR 2006 PROGRAMMING		Program name and number **PHARE 2006/018-147.01.03**	
Priority 1: Support the civil service reform		Contracting period expires 30.11.2008	Disbursement period expires 30.11.2009
		Total budget: MEURO 5.5	Phare budget: MEURO 5.1
Overall objective	**Relates to Copenhagen criterion and acquis chapter**	**List of other projects with same 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)*	Phare 2001; Phare 2003;Phare 2004; Phare 2005	
Specific purpose	**Objectively verifiable indicators**	**Sources of Verification**	**Assumptions**
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	INA annual reports Interim evaluation reports Country report	• 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	**Objectively verifiable indicators**	**Sources of Verification**	**Assumptions**
Task 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	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	INA annual reports Interim evaluation reports Country report	

Task 1.5. 1.5.1 INA strengthened for training the YPS participants and in-service training for public managers 1.5.2.NACS strengthened for managing the career development of the public managers and the testing system for organising the open national competition 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 1.5.4.Monitoring system for analysing the impact of the public managers on the public administration elaborated and implemented 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 1.5.6.YPS third cycle is adapted to the current needs of the civil service reform and implemented accordingly 1.5.7.A set of tests and procedures for open national competition elaborated and implemented 1.5.8.An analysis regarding the public administration needs for public managers positions completed	1.5.1.1.Number of INA staff involved in training delivery for the YPS third cycle participants and public managers 1.5.1.2.Number of INA based YPS courses 1.5.2.1. Number of NACS staff trained for managing the career development of the public managers and the testing system for organising the open national competition 1.5.3.1. Number of CPM members who benefited training 1.5.4.1:No. and relevance of the issued monitoring reports 1.5.5.1Number of trained and skilled CUPAR staff managing the YPS scheme 1.5.5.2. Components of accelerated mechanisms for selection, training, rotation, internships and "fast track" promotion are improved and introduced in the regular procedures 1.5.5.3. Use of a database on Corps of Public Managers and new YPS candidates developed, updated and used on current activities of CUPAR 1.5.6.1: Number of public managers trained in the third cycle 1.5.6.2: Number of high quality public managers benefiting from fast track promotion 1.5.6.3: Number of civil servants who attended the internships. 1.5.7.1Number 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		
Task 1.6. Further INA and RTCs support in addressing the challenges raised by the accession process ▪ INA supported in facing the challenges raised by Romania's new European statute ▪ Coordination mechanism between INA and RTC's operational ▪ The functionality of the in-service training partners network assured ▪ RTCs' further supported in implementing in service training strategy	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 Newspapers articles Surveys Impact study	
Activities	**Means**	**Resources**	**Assumptions**
Task 1.4. **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**	**Technical assistance contract**		♦ Previous projects will be successfully implemented

through:

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
	Technical Assistance Contract		

to INA			
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
    a. Elaborating&implementing a set of national tests
 	
    b. 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)			

	Technical Assistance Contract		

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