The National Statistical Committee of the Kyrgyz Republic

HUMAN RESOURCES MANAGEMENT IN THE NATIONAL STATISTICAL COMMITTEE OF THE KYRGYZ REPUBLIC

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• The National Statistical Committee of the Kyrgyz Republic is the state body implementing the state statistical activity on principles of professional autonomy and independence, and coordinating the activity related to accounting and statistics on the whole territory of the Kyrgyz Republic.
• Total staff number including all territorial and subordinated statistical bodies have made up 848 people, of which 648 people are public employees.
Organizational structure of the state statistics of the Kyrgyz Republic

Three level system:

- Central office
- Territorial statistical offices:
  - 7 oblast and 2 city statistical offices
  - 47 district (town) statistical offices
- Subordinated statistical offices:
  - Main computing center
  - Resource and methodological center
Human resources development policy

• Composite and essential part of state personnel policy is the capacity building, especially youth with new economic and social thinking, who have management skills taking into account market relations demands and high professionalism in statistical methodology, use of international standards, new information technologies.

• Public employees assessment system plays a significant role in building a qualified and optimally balanced statistical personnel. The system of competitive selection of candidates to public/civil service has been introduced based on a new Law of the Kyrgyz Republic “On public service”. Competitive selections are carried out in testing centers.
One of the main tendencies of personnel policy is the effective functioning of the system of continuous professional training of public employees and employees of state statistical bodies

- Statistical personnel is educated based on special programmes focused on improvement of professional skills, as well as within the annual and long-term programmes and international projects.

- Retraining and improvement of public employees qualification are implemented in the Resource and methodological center of the National Statistical Committee of the Kyrgyz Republic and Public Administration Academy under the President of Kyrgyz Republic.
1. Tangible motivation is based on unified system of payment (wages and salaries) in accordance with the legislation.

2. Payment system is based on hierarchy of positions that are defined by position register and employees activity assessment.

3. Payment comprises official salary and increments.

4. The size of official salary is calculated using unified minimal base rate determined by assessment results.

5. Increment is determined for the class rank and long-service pay in public and municipal service.

6. Other increments for public and municipal servants can be determined by laws.

7. Premiums can be paid based on results of the activity of public and local authorities taking into account the results of employees activity assessment.
Intangible motivation of civil and municipal servants

1. The system of intangible motivation is used to stimulate additionally the employees of public and local authorities.

2. The system of intangible motivation includes the following types of encouragements:
   - 1) gratitude;
   - 2) departmental awards;
   - 3) other awards of the Kyrgyz Republic given in accordance with the legislation;
   - 4) giving unscheduled class rank according to results of assessment within the one group of positions;
   - 5) souvenirs, chest badges;
   - 6) cancellation of previously recovered disciplinary penalty;
   - 7) mentorship.

3. Public and local authorities can determine other encouragements that do not disagree with the legislation.

4. Encouragements related to employee are measured by the head of public and local authority.
1. Rotation is the movement or transfer of employees within the civil and municipal service.

2. Rotation is implemented to:
   1) increase the efficiency of the activity of public and local authorities;
   2) use the employees capacity rationally;
   3) increase the career motivation;
   4) prevent conflict of interests and reduce risk of corruption.

3. Rotation is implemented by the head of state body, local authority based on a written agreement with employee, excluding cases of rotation to prevent conflict of interests and reduce risk of corruption.

4. The list of cases and situations related to risk of corruption is developed by the stats-secretary (head of administration) of the corresponding agency and approved by a Council/Board.

5. The list of cases and situations related to risk of corruption is developed by a head of local authority and approved by a local council.

6. Rotation to the equivalent position or lower position. When the employee is rotated to the lower position his/her salary from the previous position is remained.
Public servants activity assessment

• For employees – this is a results achieved during the performance of given tasks;
• For heads of departments/divisions – this is a results achieved during the implementation of work plans of departments/divisions;
• For the deputy heads of the agency/organization – this is a results achieved during the implementation of the plan of organization/agency in accordance with the distribution of duties between agency/organization management.

• «Exclusive»
• «Excellent»
• «Good»
• «Satisfactory»
• «Unsatisfactory»

• The mark «Excellent» is given for no more than 30 per cent of employees of departments, heads of departments, deputy heads of the agency;
• The mark «Good», «Satisfactory» and «Unsatisfactory» is given based on quota approved by the agency.
QUOTA OF MARKS

No more than 10 per cent of employees of total number of personnel can receive the mark “Exclusive”. These 10 per cent is defined by the Assessment Commission among employees who received the mark «Excellent» according to the maximum number of received points.

1. MARK «EXCLUSIVE»
   - Make a proposal to promote to the next higher position within the same institution if an employee meets qualification requirements without conducting a contest;
   - Two steps (coefficients) forward in wage payment;
   - Recommended for the award of the next class rate;
   - Defines the next step (coefficient) in wage payment;
   - Recommended for the inclusion into the internal staff reserve;
   - Proposed for the inclusion into the national staff reserve;
   - Proposed for the award of departmental and state rewards;
   - Recommended for the improvement of skills at abroad
2. MARK «EXCELLENT»
- Defines the next step (coefficient) in wage payment;
- Recommended for the inclusion into the internal staff reserve;
- Proposed for the inclusion into the national staff reserve;
- Proposed for the award of departmental and state rewards;
- Recommended for the improvement of skills at abroad;
- Recommended for the award of the next class rate.

3. MARK «GOOD»
- Recommended for the award of the next class rate.

4. MARK «SATISFACTORY»
- Proposed for the improvement of qualification of public servants within the State order for training and/or departments training;
- Proposed for staff rotation;

5. MARK «UNSATISFACTORY»
- Proposed for demotion;
- Proposed for demotion of class rate.
  In case of “unsatisfactory” mark twice a year within one institution, the Assessment Commission proposes to dismiss the public servant.
Thank you for the attention!