



## SIGMA

### Support for Improvement in Governance and Management

A joint initiative of the OECD and the European Union, principally financed by the EU

#### Draft Programme

### Workshop on Remuneration Systems for Civil Servants and Salary Reform Vilnius, 14 December 2006

Chairpersons: Ms. Rasa Noreikiene and Osvaldas Sarmavicius

- 09:15 **Welcome**  
Mr. Regimantas Ciupaila, Vice-Minister, Ministry of Interior, Lithuania
- 09:25 **Reasons for and Objectives of a Civil Service Pay Reform in Lithuania**  
Mr. Osvaldas Sarmavicius, Director, Department of Civil Service, Ministry of the Interior, Lithuania
- 09:45\* **Tackling Civil Service Pay Reform**  
Mr. Francisco Cardona, Principal Administrator, OECD Sigma Programme
- 10:30 Coffee Break**
- 11:00 **Civil Service Salary System in Germany and Recent Reform Trends**  
Dr. Kai-Andreas Otto, Ministry of the Interior, Germany
- 11:45 **Civil Service Salary System in Belgium and Recent Reform Trends**  
Mr. Johan Janssens, Director of Communication and Knowledge Management, Public Sector Pension Service, Belgium
- 12:30 Lunch Break**
- 14:00 **Civil Service Salary System in Ireland and Recent Reform Trends**  
David Hurley, Conciliation & Arbitration Section, Department of Finance, Ireland
- 14:45 **Civil Service Salary Reform Process in Portugal during the 1990s: The Creation of a New System**  
Mr. Julio Nabais, Principal Administrator, OECD Sigma Programme (former General Director for the Civil Service, Portugal)
- 15:30 Coffee Break**
- 15:50 **Performance-Related Pay in the Public Service in OECD and EU Member States**  
Mr. Francisco Cardona, Principal Administrator, OECD Sigma Programme
- 16:30 **General Discussion chaired by the Lithuanian authorities**
- 17:15 **Wrap-up and Departure**

\* NB. All speakers will take the floor for a maximum of 30-35 minutes so allowing time for questions from participants