

CIVIL SERVICES AND STATE ADMINISTRATIONS (CSSA)

COUNTRY REPORT: HUNGARY
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HUNGARY

A. PUBLIC SERVICE CHARACTERISTICS

1. LEGAL STATUS OF PUBLIC SERVANTS

◆ Legal provisions defining the status of public servants

1.1 There is no special provision in the Constitution concerning the legal status of civil servants. But three general provisions in the Constitution are important (70. 70/A. 70/B.). Under those provisions,

- each Hungarian citizen can be a public servant under equal conditions;
- it is forbidden to discriminate on the basis of race, sex, etc.

The legal status of civil servants is governed by Act XXIII of 1992 (Civil Service Act) (as amended) on the Legal Status of Civil Servants. That Act authorises the government to regulate the basic areas of the civil service by decrees governing such matters as education and training, information and register system, staffing and payment systems. Since then there have been amendments (an essential one being Act XLIII of 1995). Also, local governments have different decrees on the basic areas of civil service. The implementation of the Civil Service Act is based on decrees of the government and the ministries.

1.2 All categories of civil servants are subject to the laws and decrees mentioned above. However, some elements of the civil service relationship are not regulated by these laws. In these cases the norms of the Labour Code are applicable (see § 71 in the annex). Administrative state secretaries and deputy state secretaries are also subject to the civil service law. However, there are some exceptions in the regulation of their status set forth in a special law (see Act LXXIX of 1997 on the Legal Status and Responsibilities of the Members of Government and State Secretaries). Employees of state-owned companies are not regarded as public employees, and so their status is regulated by the Labour Code (Act XXII of 1992). Also, public servants (i.e. teachers, medical doctors, librarians, etc.) are not considered as civil servants, and their status is generally regulated by Act XXXIII of 1992. The status of some groups of public officials is regulated by special laws (see under 1.4 below).

1.3 The Act on Civil Service includes some special regulations concerning the civil servants whose tenure is dependent on the tenure of a minister. They are called political advisers or senior political advisers. (See detailed norms in § 11/A of the annex.) The maximum number of such advisers in the ministries and in the Prime Minister's Office has been determined by the government as from 01.01.1998. They are employed mainly in ministerial cabinets and in bureaus of public communication.

1.4 Special statutes apply to the following groups of public officials:

- officials of law enforcement bodies: police, border guards, customs guards, prison guards, state fire guards, civil protection officers (border guards have dual status: they belong to the armed forces and perform public administration tasks) (see Act XLIII of 1996);

- judges and other officials in the judiciary (see Acts LXVII and LXVIII of 1997);
- attorneys (prosecutors) and other officials in attorneys' offices (see Act LXXX of 1994);
- public employees. This group of employees works mainly in state and local government institutions (schools, universities, health services, etc.) performing services. Therefore, in general, they are not covered by this questionnaire. However, in law enforcement bodies public employees perform some administrative and technical tasks. (See Act XXXIII of 1992.)

These special statutes differ in many aspects from each other and from the statute governing the status of civil servants. But each of them constitutes a comprehensive system which is similar to the Civil Service Act. An essential difference is that in the case of special statutes (except for Act XXXIII of 1992):

- rights are more limited;
 - service obligations are greater
- compared to the Civil Service Act.

◆ **Current status of implementation**

1.5 The laws/regulations concerning the Civil Service Act, amendments and decrees of the government and ministries have been implemented. An important guarantee is that the Ministry of Interior is authorised to supervise (control) the process of implementation and to initiate action if it finds that these norms have been violated. The head of the authority concerned is bound to examine the complaint of the ministry and to inform it within 30 days of the measures taken or of the reasons for their not being taken in accordance with its comments. The problem is that there are no punitive sanctions which can be enforced in the case of violations. A general problem of implementation is that where the norms of civil service law offer an option or are permissive (non-obligatory) in another way, the everyday practice does not always utilise these legal institutions (see discussion in 2.1 and 2.8 below). There are some further deficiencies in the legislation. They are as follows:

- In spite of the fact that efforts were made to adopt such legislation, there is no code of conduct regulating the core ethical standards for civil servants (see under 7.7).
- Issues related to the security of employment are not resolved. Although civil servants can be terminated only in the cases provided by the civil service law (see in 3.16), the reasons for dismissal offer a rather wide range of opportunities for employers to get rid of the “undesirable” civil servants.
- The decree on staffing is not implemented.

◆ **Arrangements where laws/regulations are not yet in operation**

1.6 In Hungary the Act on Civil Service has been in force since 1992 and subject to the problems mentioned above is practically implemented. Therefore no special regulation is needed.

2. RECRUITMENT, SELECTION AND DEPLOYMENT

◆ Selection procedures for entry

2.1 The Civil Service Act and governmental decrees regulate general employment conditions, the application system, the appointment system, the probationary period, the compulsory announcement of vacant positions and qualification arrangements. In detail: the Civil Service Act specifies the general conditions of employment (Hungarian citizenship, at least a secondary school degree, a minimum age of 18, etc.) and some of the special conditions concerning certain groups of civil servants. For example, if the candidate wants to enter an “important and confidential” position he has to meet the requirements and undertake the obligations provided for in the Act on National Security (the list of these positions is in this Act).

Other special conditions are provided for in the decrees on secondary legislation (special school qualifications, etc.) and the employer is entitled to determine, within the framework of the legal norms, further conditions (knowledge of a foreign language, etc.). These decrees contain detailed provisions regarding the conditions and processes for open applications (the contents of an announcement, deadlines, rights of applicants, confidentiality of an applicant’s personal data, etc.). In general, open applications are not compulsory but are an option for filling vacant positions. However, the law may prescribe an application for certain positions. In practice more and more public administration authorities use open applications for filling vacant positions, but it is still not a general method of selection. The civil service law also contains many other regulations concerning entry into the civil service (obligatory contents of the appointment document, how to take an oath, probationary period, etc.).

2.2 The selection and appointment system is decentralised. There is no central body and according to the Civil Service Act civil servants are selected and appointed by the employer, who is the administrative head of the public institution (in ministries this is the administrative state secretary). A civil servant can only enter the civil service by appointment. Special regulations covering the appointment of high officials include the following:

- Administrative State Secretary -- proposed by the Prime Minister, appointed by the President;
- Deputy State Secretary -- proposed by the administrative state secretary, appointed by the minister;
- Heads of central offices directly responsible to the government -- appointed by the Prime Minister;
- Heads of central offices directly responsible to line ministries, heads of ministerial departments, political advisers -- appointed by the minister.

Leadership assignments can be withdrawn without an explanation.

It is important to remark that managers with appointment rights may delegate these rights to subordinate managers (in most ministries deputy state secretaries and heads of departments

appoint some branches of civil servants).

The main disadvantage of the decentralised system is fragmentation. Ministries are not informed of the current personnel situation of other ministries. There is no way of developing and implementing a governmental staffing policy (see also in 4.3-4.6).

◆ **Qualifications**

2.3 The system is open and democratic. Experience in all fields -- even from the private sector -- is taken into account upon entrance into the public service. The experience -- the term of office -- and the educational qualifications should be certified with original documents. Direct entrance -- without any waiting period -- is possible (sometimes a probationary period would be necessary, but public administration authorities generally use it only for beginners -- see in 2.5). Former civil servants and public servants are accepted for re-entry based on a special law. A leadership assignment is only for specific positions and tasks.

2.4 General requirements are set forth in the Civil Service Act. Special requirements are set forth in the Civil Service Act, in secondary legislation and by the employer (see in 2.1). There are no special procedures for determining whether prescribed qualifications are actually held by candidates. Under the provisions of the civil service law candidates have to certify (generally by providing original documents) the data and facts which they submit.

◆ **Probation**

2.5 Probationary periods are an option of the civil service law. The maximum length is six months. There is no way to prolong it. During the probationary period any party may terminate the civil service relation without justification. There is no required assessment at the end of the probationary period. If both parties are satisfied (and do not terminate the relation), the civil servant continues in his/her work as a permanent employee. In practice, public administration authorities mostly use a probationary period when employing beginners who have just finished university or high school studies. The probationary period supports the adaptation process of the new employee by showing him/her the different units in the public agency. General information is available on the functions, tasks and organisational patterns of the agency and on the rights, duties and career opportunities of the civil servants. In a few ministries a six-month probationary period has evolved with an assessment at the end.

There is no probationary period when the job was advertised, or when the employment begins, as a leadership assignment.

◆ **Transitional arrangements**

2.6 As the Act on the Legal Status of Civil Servants came into force in 1992, the transition period expired many years ago. Nevertheless, there were correct and humane regulations in the law for the transition. The most important regulation was that the labour relation of the public administration staff was converted, at the date of entry into force of the new law *ex lege* into a public service relation (for special solutions see 2.7).

2.7 Until 31 December 1992 civil servants had to be rated (assigned) in accordance with the

new law. Those who were not in compliance with the new requirements could only be given a transitory rating. Such a transitory rating could be converted into a final one once the civil servant met the requirements set down by the law. For example, according to the new law civil servants had to pass a basic examination on public administration within three years. If they missed this deadline, their civil service relation was terminated *ex lege*.

Another example: ministries and other central public administration authorities could only assign tasks associated with fundamental responsibilities of authority to civil servants with a university degree. Based on a transitory rule, such tasks could be also fulfilled by a person with only a secondary school degree if he/she would reach the age of retirement from service within less than five years, or if he/she committed himself/herself to start university studies no later than in 1993 in order to complete the degree within the prescribed period. Those civil servants who were not granted an exception to the general rules did not “automatically” lose their jobs. They had to be offered a job in a position where a secondary school degree would be sufficient. The employment of such civil servants was terminated only if it was not possible to offer such a job or if the civil servant refused to accept it.

◆ **Mobility**

2.8 The legal framework for the transfer of civil servants between institutions is contained in the Civil Service Act. There are three different forms of transfer according to this Act:

- By decision of the government, in order to serve governmental interests: under this rule, civil servants in managerial positions in ministries and other central administrative authorities may be transferred to other central authorities for a determined or an undetermined period. The new position must be in accordance with the civil servant’s qualifications, special skills and previous managerial position. This kind of transfer does not require the agreement of the civil servant concerned. In practice, transfers are rarely made without the employee’s consent.
- The public administration authority (the employer), the civil servant and another public administration authority may agree to the transfer of the civil servant for a determined or an undetermined period. After the expiry of the determined period, the civil servant must be re-transferred to the original public administration authority employer. This method of transfer is utilised more frequently than the one mentioned above.
- The civil service relation may terminate by transferring the civil servant, with his consent, to another public institution where employment is regulated by another law than the civil service law (see in 1.4 and 3.16). This solution is not typically used. This approach is more appropriate when the legal status of an authority changes or when some tasks, previously performed by an authority, are transferred to another public institution.

Despite the legal opportunities, the transfer of civil servants is not a general practice except for some special cases (such as the reorganisation between ministries in 1998, when 40 civil servants were transferred from the Ministry of Environment and Regional Development to the Ministry of Agriculture and Rural Development). There is a lack of systematic and task-oriented transfers among central governmental institutions.

2.9 According to the Civil Service Act, temporary deployment can be made of persons having the prescribed qualifications. In 1998 a decree of the government transferred funds from the state budget to each ministry in order to improve their capacities to deal with EU accession. As a result new positions were created for civil servants dealing with EU

accession. By 1999 these funds had become an integral part of the annual state budget. Apart from that, employees are involved in different ministries temporarily on a contractual basis. These are mainly one-year contracts, and these employees are not civil servants. Based on a governmental decree (May 1996), a European Integration Committee and a State Secretariat for Integration were set up for dealing with EU accession at the central level. The committee deals with strategic issues of the secretariat. Each ministry has a member in the committee (a state secretary or a deputy state secretary) who supervises the units dealing with accession. In most ministries a department of European integration was created. In other ministries the tasks of the department of international affairs were extended to include tasks related to EU accession.

◆ **Appeal**

2.10 No arrangements for appeal exist. In the case of a job announcement, an advertisement is compulsory. The advertisement must contain the conditions and the deadline of the application. The applicants should be informed of the decision. Unsuccessful candidates can only appeal the decision in extraordinary cases.

3. CONDITIONS OF SERVICE, PAY AND CAREERS

◆ Employment system

3.1 The Hungarian public employment system is fundamentally career-based, but it is mixed with some position-based elements. The law on civil service fixes grades and corresponding wages based on individual qualifications and seniority of service. Civil servants are expected to join the service at the entry level of their respective career group. After a service period, determined by the law, a civil servant moves into a higher grade if he/she has met the requirements of the higher position, i.e. he/she has performed tasks adequately and therefore his/her performance is deemed to be "satisfactory". If the civil servant fulfils the requirements of the higher position and performs "outstanding" work, he/she can be promoted before the expiration of the service period determined by the law.

On the other hand, managerial positions (head of section, head of department, etc.) are out of the civil service career system. A civil servant appointed to a managerial position cannot be promoted. His/her rank and salary are independent from the seniority system. Instead, it is determined by the position filled. If his managerial position is withdrawn, he/she shall be rated (assigned) into the appropriate category and grade in accordance with the general norms.

According to top civil servants interviewed, the Hungarian employment system is career-based only in principle, because there is a lack of institutionalised mechanisms for the implementation of performance incentives. However, there are arrangements for strengthening the career orientation. For example:

- as from 1 January 1998 a variation in pay from -20% to + 40% has been allowed based on outstanding performance;
- civil servants may obtain an increase in pay amounting to half of the basic salary of civil servants (currently 13.000 forints = US\$ 60 per month) by passing an advanced public service or legal exam;
- the civil servant may also obtain this increase by passing a language examination.

Managerial positions do not fit into the system; these assignments can be given and withdrawn without any justification (see 2.2 above).

3.2 Grade levels are used in all branches of the civil service. All civil servants, except for those filling managerial positions, are placed into categories and grades (pursuant to § 23-28 of Act XXIII of 1992) depending on their qualifications and seniority of service. These categories are the same in all branches of the public administration. There is no mandatory rule prescribing any relationship between the grades of the individuals within any agency and the functions or positions within the agency. The definitions of the grades are published and are comparable across different branches of the public administration. There are internal regulations of positions and ranks defined by the central agencies which are not published. Only the proportion of managerial positions and ranks is defined by law but not the requirements of those positions.

◆ Rights and duties of public servants

3.3 Basic rights and service obligations of civil servants are regulated by the Civil Service Act (entering the civil service, appointment, promotion, payment system, working conditions, system of responsibility, termination of service). There are rights regarding:

- employee status;
- special promotion and job security;
- political participation.

The main service obligations are as follows (see also 7.1-7.5):

- economic and political impartiality;
- obedience to orders;
- protection of official secrets.

◆ Career development and promotion

3.4 Under § 27 of the Civil Service Act a rapid promotion is authorised; when a civil servant has met the requirements of the next grade, he/she must be promoted to the higher payment level of that grade. When no standards exist for the next grade, the civil servant can be promoted on the following grounds:

- obtaining new knowledge applicable to the position by completing postgraduate studies or other training programmes;
- having "highly appropriate" qualifications;
- achieving outstanding performance.

Civil servants whose performance is above average can obtain a promotion in four other ways:

- The head of the public agency may give the title of "titular counsellor" or "titular chief counsellor" (in Hungarian: *cimzetes tanácsos*) to civil servants who perform their tasks in an outstanding way over a long period. The salaries of these civil servants are equal to those of counsellors and senior counsellors.
- The head of the public agency may give the title of "expert adviser" or "senior expert adviser" (in Hungarian: *szakmai tanácsadó*) to civil servants who perform their tasks in an outstanding way over a long period, have at least five or ten years' experience in public administration, and have passed the advanced public administration or legal examination or have a scientific degree. Their salary is equal to that of deputy heads or heads of departments, minus their managerial bonus. (The number of these advisers cannot exceed 10% of the whole staff.)
- The head of the authority may authorise additional pay (in Hungarian: *személyi fizetés*) for civil servants whose performance is outstanding. (The number of civil servants receiving this personal payment cannot exceed 20% of the staff.)
- The head of the public agency, in accordance with the directives of the government, may give "targeted allowances" to civil servants who perform special tasks. This bonus is generally given to civil servants who participate in preparations for the implementation of the *acquis communautaire* or other key areas of accession to the EU.

3.5 The conditions of promotion are regulated by the Civil Service Act.

A civil servant has to be promoted:

- after a certain period of service;
- after obtaining an "appropriate" qualification; or
- when other preliminary prescribed requirements have been fulfilled.

The minimum period before obtaining a promotion is not defined. Conditions for more rapid promotion are discussed in § 3.4.

3.6 Qualifications are compulsory before the promotion of civil servants to a higher grade under the Civil Service Act. The Annex of the Act defines the compulsory elements of qualifications. The employer can take into consideration other requirements of the job. Such qualifications cannot have been achieved in the last five-year period before retirement. A one-year minimum working relationship between the employer and the employee is the precondition of qualification.

This qualification system is quite formal, and is linked to the performance appraisal system introduced in January 1999 in the Prime Minister's Office, the Ministry of Finance, and in one regional office of the National Taxation Office. The performance appraisal system will be extended to cover all civil servants based on a review of the initial period.

The performance of extra tasks and special tasks is measured and awarded each year.

There have been sporadic attempts to initiate a performance appraisal system, with long-term expectations, but they have mainly been unsuccessful. (There are unhappy memories from the old socialist system when qualifications concentrated mainly on political reliability, and therefore there was strong resistance against any qualification requirements for staff.)

◆ **Training**

3.7 Civil servants are obliged to participate in the different training activities required centrally or by the employer.

Training in the school system is financed by the employer's institution.

Training out of the school system is financed by the state budget under the management of the Ministry of Interior.

In many cases a contribution by the civil servant is also required.

The employer is obliged to pay wages during the time period of educational participation and examinations. Medium-term and annual language training programmes for civil servants are planned.

According to the 199/1998 decree of the government on the training of civil servants, the Minister of Interior has overall responsibility for training in co-operation with the Political State Secretary for Public Administration and Regional Policy in the Prime Minister's Office. A Board of Public Administration Training was established. It is directed by the Political State Secretary of the Ministry of Interior, who performs consulting and decision preparing functions. A four-year national training programme has to be prepared, and afterwards each public institution on the central level has to prepare an annual training plan.

3.8 Special training programmes are organised centrally on general and specific issues of EU accession. Target groups are top and medium-level civil servants dealing with EU accession. Training programmes on general issues have already started. The plan is ready

for the part of the programme focusing on special issues and will be implemented in 1999-2000. A fund has been allocated for the training of experts and negotiators at the Ministry of Foreign Affairs.

Training programmes are also financed by PHARE, PHARE-TEMPUS, EIPA and by different funds provided by EU Member countries (Know-How Fund, TRANSFORM, *Initiatives France-Hongrie*, etc.). The key areas for implementing the *acquis* are covered in the training programmes organised by each ministry. Special focus is placed on ministries with horizontal responsibilities for the application of the *acquis*, which are the Ministries of Economics, Finance, Foreign Affairs, Interior and Justice.

Since 1996 a review process has been taking place on the application of the *acquis*.

3.9 Training is not a compulsory requirement of career development. It is a prerequisite for participation in the training plan of an institution. A civil servant is authorised, based on his/her own initiative, to participate in training activities for a total of 30 hours over a period of four years.

◆ **Right to join a union and to strike**

3.10 Civil servants may join trade unions and public service associations without any restriction or limitation. The right to join a union is ensured by the Labour Code and the relevant paragraphs of the Code (§ 15, 18-19, 21-28) also governing civil service relations (see in 1.2 above). The right to participate in an association is a fundamental human right provided by the Constitution and by Act II of 1989 on the Right to Associate.

Act VII of 1989 governs the right to strike. Under this Act, strikes are prohibited in the judiciary, the armed forces, law enforcement bodies (see § 1.4) and the national secret services. The government and trade unions concerned agree on the special rules regulating strikes in the sphere of public administration. According to this agreement there are some restrictions for the civil service.

Before a strike, trade unions and representatives of the employer must discuss all options for a possible agreement. Others limitations are:

- leaders of public agencies may not go on strike;
- basic services have to be provided during the strike;
- solidarity strikes are prohibited.

Civil servants must provide a written statement in support of a strike. A strike can be organised when more than 50 per cent of the staff supports it.

Civil servants have the right to demonstrate without any restrictions.

3.11 There are several trade unions. The largest is the Alliance of the Hungarian Public and Civil Servants. This organisation is one of the members of the Civil Service Forum on Interest Reconciliation. In addition, there are other autonomous trade unions. No information is available on the proportion of civil servants represented by each union.

◆ **Pay components**

3.12 Based on legal regulations, the salary of a civil servant consists of basic pay. There are other legally defined conditions for supplements and bonuses. For example, civil servants employed by different central and regional public administration authorities receive

supplements equal to 10-50% of their basic pay; civil servants in managerial positions receive managerial supplements of between 10% and 120%. Every year a civil servant must receive an additional minimum of one month's salary (called the "13th month salary"). The employer may support the membership of the civil servant in a voluntary pension or health care scheme. Special payment can be provided for a civil servant who is obligated to carry out extra assignments (see in 3.4).

3.13 Take-home pay is basically derived from a combination of the basic pay and the supplements mentioned above (approximately 75-80 per cent).

Differences are based on:

- educational qualifications;
- position within central or local institutions;
- level of leadership, as mentioned above.

3.14 According to the 170/1992 governmental decree, a civil servant can obtain the following fringe benefits:

- subsidized meals;
- contributions to the cost of clothing;
- recreation support;
- transportation pass for commuting to work;
- housing support for purchasing or constructing a residence;
- contribution to rent;
- support for the establishment of a family;
- social support;
- scholarship;
- training and language training support.

These benefits are authorised for all civil servants but they do not have a right to obtain them. The provision of these benefits always depends on budgetary conditions of the employing agency and often on the social status of the civil servant. For example, in some ministries a committee of representatives of the employer and the trade union was created to consider proposals for the utilisation of the housing fund. Some further benefits are provided by government decree for administrative state secretaries and deputy state secretaries (e.g. use of a car, governmental recreation hotels, etc.).

3.15 See 2. 9., 3.4 and 3. 8 above.

In 1998 each ministry instituted special pay arrangements funded by the state budget. The ministry defines the criteria for such payments and determines the beneficiaries.

◆ **Termination of service**

3.16 Employment security of civil servants is a basic principle of the service. Therefore, the law governs precisely termination standards and procedures. In accordance with the law, civil service employment is terminated:

- if the prescribed term of service has expired (such circumstances are exceptional, as civil servants are generally appointed for an undetermined period);

- if the civil servant dies;
- under circumstances determined by law (for example, if the civil servant remains incompatible for the position throughout the prescribed period);
- as a result of the most serious disciplinary penalty.

The civil service relation may be terminated:

- by common agreement between the civil servant and the employer;
- by transfer to a public institution where employment is regulated by a law other than the civil service law, such as police or health services (this kind of transfer can be instituted only with the agreement of the civil servant concerned);
- by the resignation of the civil servant (a civil servant may resign at any time without justification; the resignation notice period is two months but it may be shortened by common agreement);
- dismissal by the employer (the law on the status of civil servants regulates in detail the conditions authorising dismissal by the employer [see in § 17-18]);
- during the probationary period, at the discretion of either party (see in 2.5).

3.17 Severance pay is applicable to all categories of civil servants if the service is terminated by dismissal by the employer. No severance pay is provided if:

- the service is terminated during the probationary period;
- the civil servant has reached the age of retirement from service;
- the civil servant is dismissed because of disability (if the reason for disability is not health-related).

3.18 If a civil service position is no longer needed, the civil servant shall be placed, with his agreement, into a standby position for no longer than six months. In this case, information on the civil servant's qualifications is sent to the central civil service registry in the Ministry of the Interior. The ministry sends this information to public administration authorities which have vacancies in similar positions. If the head of the public agency is willing to employ the civil servant and the civil servant accepts the job in the new agency, his dismissal shall be withdrawn and he shall be transferred to this agency. If, during the standby period, no vacant positions are found or the civil servant does not accept the functions offered, his civil service relation is terminated by dismissal.

4. PERSONNEL MANAGEMENT STRUCTURES AND CONTROL OF STAFFING

◆ Coordination of personnel management

4.1 There is no overall responsibility for controlling and co-ordinating personnel management of public servants on the central government level.

No single minister is designated to deal with personnel policy issues. The system of personnel management is decentralised. Each civil servant is attached to a specific employer in a ministry. The Minister of Interior, as mentioned in § 1.5, is authorised to control the implementation of the Civil Service Act, but this authorisation does not entitle him/her to issue decrees on personnel management or to review individual decisions.

The main problem is the lack of clarity in the relationship between the government and the ministers. Confusion can be observed in the relationships between different public agencies.

4.2 The Civil Service Act and governmental decrees contain regulations applicable to all branches of the public administration.

In addition, each ministry has regulations on personnel management.

4.3 In principle the government is responsible for developing policy on personnel management, setting standards to be followed by civil servants and preparing and issuing regulations on personnel matters. The government does not fulfill these responsibilities because it lacks appropriate tools.

The Ministry of Interior is responsible for the co-ordination of training and retraining. An appropriate mechanism has been set up for the implementation of these programmes.

4.4 There are no other mechanisms in place for co-ordinating and monitoring personnel management and decision-making in the various branches of the administration. (This has been a shortcoming of Hungarian public administration for a long time.)

Personnel management issues were on the agenda of the mechanism of interest reconciliation between public agencies and trade unions. A network of these mechanisms was developed in the course of this decade, but it is no longer in operation. Because of the lack of a universal personnel management policy and because of the problems mentioned in §§ 4.1- 4.4, plans have been made to authorise the Prime Minister's Office to direct and control personnel policies throughout the public administration. To date these plans have not been implemented.

◆ Staff involvement in personnel decision-making

4.5 Representatives of personnel and management groups are involved in decision-making related to public servants. On the national level there is a Civil Service Forum on Interest Reconciliation. This forum consists of representatives of government, trade unions and associations of local governments. The forum discusses issues related to the legal organisation of the civil service, the budget for civil servants' salaries, the long-range concepts for the salary system of the civil service, the comprehensive questions of human resources management, and the training of civil servants. The forum may request

information, give opinions and make recommendations. The status and authority of the forum is set forth in Chapter VII of Act XXIII of 1992. This Act also provides for regulations for the co-ordination of interests of individual public administration authorities and rights of local trade union organisations. Pursuant to these regulations, interest co-ordination mechanisms have been established in every ministry. There is also a Council for the Co-ordination (Reconciliation) of Budgetary Institutions.

◆ **Management and control of staffing**

4.6 There is no centrally controlled staffing process. 65-66% of the Civil Service Act defines a centrally controlled process for top-level civil servants.

This was only partly implemented, but essential progress has been made through the establishment of a central register system (*KÖZIGTAD*). It contains data on both the number of staff and basic payments and allowances. However, it is not a day-to-day tracking system but has a three-month period, which is a good standard. This register system is used by the government and by the Hungarian Parliament in annual planning. [It made it possible to provide answers to the questions in section 9 of this report.]

4.7 There is no direct law/regulation for setting staffing ceilings. Instead, the budget law and government decrees set forth staffing ceilings. (Concerning the armed forces, direct regulation on staffing ceilings is in place.)

There is no continuous monitoring process concerning the existence and filling of vacancies. There is a requirement for information to be provided twice a year on the current staffing situation (a proposal is being prepared which would require this information four times a year).

All changes in the number of staff must be reported to the Ministry of Interior (the *KÖZIGTAD* service) within 48 hours.

4.8 Yes. Savings in payment [by not filling a position] can be used for different purposes according to decree no. 217 of 1998.

There is no general rule, but in every case special permission is needed. The purposes can be as follows:

- rewards;
- salary increases;
- transfer of material expenditures.

There is a general regulation only in the case of vacancies which are the consequences of government policy.

◆ **Job evaluation and classification and job descriptions**

4.9 The Civil Service Act contains legal rules applicable to all branches of the administration. Job evaluation (qualification) is related to promotion. A detailed description on the methodology for job evaluation (qualification) is set forth in the Civil Service Act (see in 3.6). Other ways or forms of job evaluation are not centrally regulated. It is a discretionary right of each ministry and central agency to evaluate the performance of the civil servants and to reward performance in different ways. There are no centrally defined

means and criteria in regard to such incentives. A new methodology is being developed in accordance with Government Resolution 1052/1999 on the government's terms of reference for public administration development for the years 1999-2000 (see in 8.1 below).

4.10 Under the Civil Service Act a job description must be prepared when a civil servant is appointed (in practice this requirement is not always fulfilled). Until 01.01.1997 job descriptions were not required. The job description defines the main tasks of a civil servant. It can only be modified based on the approval of the civil servant. The preparation of job descriptions depends on how often tasks change. For the past three years a job description was modified every year because of a change of government or for other reasons (i.e. reorganisation).

4.11 There are no common requirements for job descriptions applicable to all branches of the administration. The Ministry of Interior has just recently published a detailed recommendation which is well structured.

Generally in job descriptions the following matters are covered:

- managerial control;
- qualifications for positions, including educational requirements, physical and mental requirements, and national security conditions;
- job tasks;
- relevant laws and regulations.

◆ **Management and control of pay and salary payments**

4.12 Yes, there is a unified pay scheme throughout the civil service administration. (For details of the pay scheme see in 3.12 and 3.13.) There is a different scheme for civil servants working in non-governmental public agencies (i.e. the State Audit Office of the Hungarian Parliament). Local governments have the right to raise the basic salary of civil servants that is determined by law.

Other regulations are in place for agencies created by special statute (see in 1.4) and for the judiciary (see in section 10 below).

4.13 The Civil Service Act prescribes common procedures and common criteria for setting pay levels. The Ministry of Interior is responsible for their implementation.

The annual budget is prepared by the Ministry of Finance. It prescribes the level of basic pay, supplements and bonuses.

Any changes in the level of payments require the agreement of the Ministry of Finance, which plays a decisive role in the determination of pay levels.

4.14 The system for administering the payroll is computerised. The procedure is regulated by the Civil Service Act.

Different software systems are used in different public agencies; systems are therefore not compatible throughout the entire administration.

◆ **Appeals against personnel decisions**

4.15 Civil servants have the general right to go to court in order to support their claims arising from civil service relationships. Possible bases for legal process include decisions, or omissions of employers which violate the rights of a civil servant. If the decision of the employer is pursuant to discretionary powers, the civil servant may bring an action only if it is authorised by the law. There is no appeal in the case of appointment and qualification, except for an irrelevant statement or an infringement of personal rights.

◆ **Evaluation of use of resources**

4.16 The main resources are published in the annual state budget. Detailed scrutiny of the use of public services is regulated by the 64/a paragraph of the Civil Service Act.

4.17 A combined system of audit is in place.

A budgetary audit of human resources and personnel costs is conducted pursuant to regulations set forth in Decree no. 15 of 1999.

The different forms of audit are as follows:

- internal audit;
- supervisory audits conducted by ministries;
- audits of ministries by the State Audit Office and the Government Control Office.

The use of human resources is audited by the Ministry of Interior through the Registration System and on-the-spot investigations. The Government Control Office has implemented annual audits of different policies since 1993 (i.e. in 1998 severance pay was audited).

4.18 Salary payments are audited by the annual budget (Government Decree no. 15/1999). These audits are partly internal and partly accomplished by the Government Control Office.

B. PUBLIC SERVANTS: PROFESSIONAL ROLE IN POLICY FUNCTIONS AND DECISION-MAKING; RELATIONS WITH THE PUBLIC AND WITH POLITICIANS

5. LEGAL COMPETENCE, ABILITIES AND ACCOUNTABILITY MECHANISMS

◆ Legal basis for actions of public servants

5.1 Civil servants have no general (constitutional) authorisation for undertaking executive actions or administrative activities. The powers for undertaking such actions or activities are always provided for in specific laws that determine the jurisdiction and competence of the employing public administration authority. It is always the head of the authority (minister, chairman, director-general, etc.) who is provided with the power to take action. The civil servant either is limited to preparing the decision or, if entitled by the head of the authority, he/she may make the decision in the name of the head of the authority.

◆ Requirements to carry out government policy and to obey orders

5.2 Hierarchical subordination can be approached from two different directions. In general, the law on civil service declares that a civil servant is bound to obey the directives of the leader and to perform these directives. On the other hand, specific laws, mentioned in § 5.1 above, are in accordance with this general provision. As the head of the authority has the jurisdiction for making decisions, he/she has the right to give directives on how to prepare these decisions and, if he/she authorises the civil servant to act, he/she has the right to determine the contents and limits of this authorisation. The ultimate means for enforcing subordination and obedience to the head's directives is disciplinary action.

5.3 A civil servant is required to refuse to follow a directive if, by obeying it, he/she would commit a crime or endanger the life, health or corporal safety of others in a direct and serious way. The civil servant may refuse to follow a directive if, by obeying it, he/she endangers his/her own life, health or corporal safety in a direct and serious way, or if he/she considers it to be in conflict with the law. The civil servant is obliged to bring such issues to the attention of his/her manager, and at the same time may request that the directive be provided in written form if its performance is in conflict with the law, may cause damage or violate the interests of the individuals concerned. A supervisor cannot refuse to provide a directive in writing. The civil servant cannot be penalized because of this request. If the civil servant does not agree with the decision or the directive of the leader, he/she is entitled to record his/her disagreement in writing. The civil servant cannot be penalized for taking this action.

◆ Lines of accountability

5.4 As was mentioned in § 5.1 above, it is the head of the public administration authority who is authorised to enforce the laws related to public administration. There are only a few exceptions which provide jurisdiction to specific civil servants independently of their

position in the hierarchy (for example, registrars have such specific jurisdiction). Otherwise, only the heads of public administration authorities have the authority to act independently under the law. All other civil servants perform actions and administrative functions pursuant to the authorisation of their manager. In large offices, of course, most decision-making powers are decentralised, but this decentralisation does not reduce or terminate the ultimate responsibility of the head of the authority for decisions. Every civil servant has to act independently under the law:

- when inaction would threaten the public interest;
- when inaction would endanger human life.

5.5 The accountability of such public servants to their minister is not specifically regulated. The general rules of hierarchy and accountability are used in this case (also see § 5.2). The accountability of ministers to parliament is governed by the Constitution and by Act LXXIX of 1997 (see §§ 1.2 and 5.9).

Civil servants' accountability to their ministers takes different forms. They have to inform their supervisor or -- in very important cases -- the minister, of the course of their action. A written report has to be made afterwards.

Ministers have to report to parliament when required.

◆ **Ability to innovate**

5.6 Under the regulations there is no encouragement for public servants to offer new ideas. Also the qualification system does not provide any motivation towards innovation. However, actions are organised systematically to collect the ideas of civil servants on the amendment of legal standards or the modernisation of administrative actions and processes. Between 1994 and 1998 the Governmental Commissioner for the Modernisation of Public Administration, in the framework of preparation of a deregulation plan, asked for the suggestions and advice of civil servants on how to reduce the number of regulations which were outdated or which raised problems of implementation. He also asked civil servants to offer ideas for the improvement of administrative actions and processes. The best ideas were published in periodicals, first of all in *Magyar Közigazgatás* (Hungarian Public Administration), and bonuses were also given for good ideas. Professional periodicals are always ready to publish civil servants' papers on their practical experiences and suggestions. Besides the periodical mentioned above, we can refer, as further examples, to *Belügyi Szemle* (Review of Internal Affairs) and *Közgazdasági Szemle* (Economic Review).

◆ **Management practices**

5.7 Line managers have this type of responsibility, but their financial opportunities are limited.

Special reward schemes are in place for motivating good performance, but the total amount of this fund can only be 2-3% of the total budget for wages.

Heads of departments (employers) can regularly motivate staff through:

- promotion;
- bonuses;
- special ranks.

In some ministries and other central administrative authorities units have been established for the modernisation of administration. Their task is to follow up the implementation of legal norms, gather information on good and bad experiences, and give ideas to management on improving certain branches of the administration. In the Prime Minister's Office, there is a department for the modernisation of public administration, headed by a political state secretary.

◆ **Management control**

5.8 In principle it should be a regular activity (see Annex on the qualification pattern in the Civil Service Act).

In practice there are limited opportunities for supervising the quality of performance and productivity.

Recommendations have been made by the Government Control Office with the objective of implementing the new controlling approach (not only cost-benefit analysis but combined indicators, taking into consideration economic and social consequences as well).

◆ **Parliamentary accountability**

5.9 Under the Constitution, Parliament has control over the activities of the government. As the government is responsible for the activities of the whole public administration, this control includes the right to investigate the actions and activities of civil servants. This control is exercised in plenary sessions of the Parliament and in parliamentary committees. Ministers and/or political state secretaries are required to take part in the plenary sessions and to answer questions concerning their responsibilities and the activities of the branch of public administration controlled by them. (Civil servants may attend plenary sessions but only as observers; they cannot be questioned and cannot take the floor.) Parliament has permanent committees and may create provisional committees (committees of inquiry). Civil servants have to appear before parliamentary committees and answer the questions of members of Parliament if they are so invited. As a result, civil servants often take part in committee sessions in place of the minister. Whether they appear *sui juris* or in lieu of the minister, they only have to answer questions concerning the professional activities of the public administration and not questions of a political nature.

5.10 Ministers have the right to take action against civil servants who have made mistakes leading to criticism of the minister in Parliament. In practice, action against a civil servant for this reason is usually taken only if the civil servant has committed a serious breach of duty. There are no specific rules for these actions but the general provisions of hierarchical subordination and disciplinary liability are to be followed. (NB: An action against a civil servant does not eliminate the minister's accountability and responsibility to Parliament.)

◆ **Non-judicial accountability**

5.11 The following independent institutions can investigate actions taken by civil servants:

- parliamentary commissioner (ombudsman) for citizen’s rights and his deputy;
- parliamentary commissioner (ombudsman) for data protection;
- parliamentary commissioner (ombudsman) for the rights of national and ethnic minorities;
- State Audit Office (controlled only by Parliament);
- Government Control Office (subordinated to the government).

5.12 Independent institutions mentioned in 5.11 above are not authorised to initiate action but can recommend actions against public servants found to be at fault.

◆ **Judicial accountability**

5.13 The right to challenge public administration decisions in court is a fundamental right provided by the constitution. There are no special courts for the review of public administration decisions, but ordinary courts are authorised to undertake such review. (Within the courts there are judges and boards of judges specialised in public administration cases.) In general, a decision of the public administration can be challenged before a court if the decision violates individual rights or the law. Concrete examples of instances when decisions can be challenged in court include the following:

- when individual decisions on public administration are made (licenses, prohibitions, obligations, etc.);
- when a public administration authority fails to make a decision in an individual case within the prescribed period;
- when a public administration authority’s action, decision or delinquency causes damage;
- in some special cases (for example, if the public administration authority does not allow access to data of public interest);
- if a normative decision passed by the government or a minister (secondary legislation) is suspected of being in conflict with the Constitution. Legislation can be challenged before the Constitutional Court, but not in ordinary courts. (NB: Laws passed by Parliament and by local governments are also to be challenged before the Constitutional Court.)

Reforms are necessary in only one branch of public administration: according to the law in force, there is no judicial appeal of sanctions imposed for misdemeanours. The new draft law, which has been before Parliament since January 1999, will provide a legal remedy before a court against these decisions as well. (The Act mentioned was passed by the Parliament in May 1999.)

5.14 Generally, the above-mentioned proceedings are brought against the public administration authority and not against the individual civil servant responsible for the decision, action or delinquency. If the civil servant is found to be at fault, the employer is entitled to initiate disciplinary action and/or require the civil servant to compensate the damage which he/she has caused (partially or totally). The civil servant is entitled to challenge this decision before a court in accordance with the provisions of the civil service law (see § 4.15). There is one exception to this general provision in the criminal procedure. If the civil servant is suspected of committing a crime, both the employer and the injured party can recommend to the police or to the prosecutor that they initiate criminal prosecution.

5.15 The individual or legal person whose right or legal interest is violated by the decision, action or delinquency of a public administration authority is entitled to challenge this decision, action or delinquency before a court. An organisation that is responsible for the safeguard of the interests violated also has the right to challenge the decision. Any person can challenge the constitutionality of a law before the Constitutional Court. There is no special institution for legal aid which is made available to individuals or groups of individuals challenging administrative decisions. Individuals can mandate an advocate to give them advice or to represent them before the court. There are also associations representing the interests of different groups of individuals (in the field of environmental protection, consumer protection, etc.).

6. PUBLIC SERVANTS AND POLITICS

◆ **Legal provisions defining the principle of professional independence of public servants**

6.1 The law on civil service declares that the principles of democratic public administration require that public actions and activities should be performed by civil servants who are politically neutral, impartial, act in a legal way and have a modern professional background. It is also required that civil servants perform their tasks in the public interest, in accordance with legal norms and decisions of directive bodies, and act in a professional, impartial and equitable way. Professional independence is not directly required by the law, but the fact that civil servants have to perform their tasks in accordance with the law and under the conditions of hierarchical subordination provided by the law (see §§ 5.2 and 5.3) establishes the legal framework of professional independence. The Constitution does not deal with the political impartiality and professional independence of civil servants.

◆ **Political affiliation and activities of public servants**

6.2 There are no legal restrictions on public servants being members of political parties. Restrictions do exist in connection with political activities: a civil servant must not carry out a function in a political party or perform public actions in the name or interest of a political party. There is one exception to this general prohibition: if the civil servant takes part in parliamentary or local government elections as a candidate, during the campaign public participation is not forbidden. The Forum for Co-ordinating the Interests of Public Service recommended that civil servants suspend their activities in public administration during the campaign period in order to preserve impartiality and political neutrality of the public administration. As parliamentary membership is incompatible with civil service, if the candidate is elected, he has to resign from the civil service (see also in 7.11 below).

◆ **Contacts with political parties/parliamentary organisations**

6.3 There are no legal provisions concerning the professional interactions of civil servants with political parties or interest groups, and therefore political and administrative practices and customs regulate these relations. According to these customs civil servants, including administrative state secretaries, cannot meet with political parties or parliamentary party fractions, but only with parliamentary committees. Yet an administrative state secretary also has many discussions with Members of Parliament. Sometimes even other civil servants are involved in discussions with politicians. It can cause problems for them after a change of government resulting from an election. The administrative state secretary maintains contacts with lobby groups in day-to-day work. In ministries there are special units (department of social relations) responsible for contacts with interest (lobby) groups. On the other hand, professional interaction is quite frequent and natural for the political state secretary, who is not a civil servant but holds a political position.

(In a few ministries these units are supervised by the political state secretary.)

◆ **Role of public servants in policy-making**

6.4 The impartiality and professionalism of civil servants are quite influential factors in the decision-making process in the Prime Minister's Office and in each of the ministries. Professional and impartial activity is required of the civil servant by the Civil Service Act. The civil servant is obliged to preserve the state and state secrets and he/she must not give information to the detriment of the state, the administration or the citizen.

There are no special positions (senior advisors or advisors) besides the administrative state secretaries in the Prime Minister's Office. It is the duty of each ministry to support the administrative state secretaries with its impartial and professional advice.

6.5 The professional impact of the Hungarian administration is quite strong. An institutionalised form of this impact is the regular meeting of the administrative state secretaries. 70-80% of the proposals of this body are enacted as decisions by the government.

◆ **Changes of officials on changes of government**

6.6 Political appointments are regulated by law. The tenure of appointees expires at each election (but can be renewed when the government, the minister, the mayor or the local council is re-elected). Civil servants (except for political advisers, see §§ 1.3 and 6.7) are appointed for an indefinite period, so their tenure does not automatically expire at new elections. However, it is customary that a new government replace many civil servants in managerial positions (for example, 11 of the 13 administrative state secretaries were replaced following the 1998 elections). These replacements occur because political commitment is often preferred over impartiality and professional skills in managerial positions. The civil service law facilitates these replacements because every leadership assignment can be withdrawn without any justification. On the other hand, dismissals of other civil servants cannot be made easily because every civil servant has legal protection and the procedure can therefore be extremely complicated.

6.7 There are different arrangements [for the replacement of permanent public servants compared with those officials performing political functions]. The main differences are in the appointment, promotion opportunities, qualification and termination of political appointees.

According to the Civil Service Act (1997 amendment, paragraph 11/A), positions of political senior advisers and advisers can be established in the Prime Minister's Office and in each ministry. The maximum number (according to the decree of the government) is as follows:

- 30 positions in the Prime Minister's Office;
- 15 positions in each ministry.

7. STANDARDS OF CONDUCT; MECHANISMS FOR ENFORCEMENT; SANCTIONS

◆ Regulation of administrative functions

7.1 Act IV of 1957 on the General Rules of the State Administration Process (revised and amended in 1981 and 1991) and secondary legislation providing the specific norms of state administration processes (tax administration, land registration, etc.) define the procedures that civil servants are to follow in performing administrative functions (individual decisions, other administrative actions). Act XI of 1987 on Legislation and decrees of the Minister of Justice pursuant to that Act provide particular norms of the legislative process (how to coordinate with authorities concerned, how to involve NGOs, the role of the Minister of Justice in the legislative process, etc.). There is no general Act or other law on the process of service delivery. The laws regulating different services provide provisions concerning service delivery.

7.2 The regulations of the civil service law (see § 6.1) also address the relations of civil servants with the public (impartiality, etc.). This law also declares that civil servants, when performing administrative actions, have to observe rules (often unwritten) of fair administration. Act IV of 1957 § 2 (see § 7.1) provides that public administration authorities shall execute the laws in a legal, democratic, and human manner. They shall promote the enjoyment of rights and the fulfilment of duties. They shall perform their tasks with the active contribution of citizens. Both Hungarian and foreign citizens are equal under the public administration process, and their concerns are to be addressed without any discrimination or bias. Any person may use his native language, both in written and oral forms, during the public administration process. No person should be at a disadvantage due to a lack of knowledge of the Hungarian language. Public administration authorities shall perform their tasks in a prompt and simple manner. In order to ensure promptness, Act IV of 1957 determines the terms (time limitations) for administrative actions. (The general term is 30 days but special norms may set shorter or exceptionally long terms.) If the authority does not decide within the term prescribed, the person concerned may challenge the delinquency in court (see also in 5.13 above). Civil servants have disciplinary liability for the legality and fairness of their actions.

◆ Transparency in decision-making

7.3 Act LXIII of 1992 on the Protection of Personal Data and the Openness of Data of Public Interest stipulates that state and local government authorities and other organisations performing tasks of general interest are to provide quick and exact information to the public. These authorities shall systematically publish or make available the most important data concerning their activities. The names and positions of civil servants employed by them are public data. Authorities have to guarantee that any person can obtain the data of public interest managed by them (except for documents containing secret or confidential

data: see § 7.4). The request for supplying such data must be fulfilled within 15 days. If the authority refuses to fulfil the request, it must inform the client of this decision within eight days and give a reason for the rejection. The client may challenge the rejection before a court. The parliamentary commissioner (ombudsman) for data protection controls the implementation of this law.

In summary, laws and regulations are published for the public and all other data of public administration authorities, except for secrets (see 7.4) and documents on personal matters, are open to the public. Decisions on personal matters are available to the individual concerned and to legal persons involved in the case. Openness is guaranteed for these persons during the whole process. They may take part in any procedural action (hearing of the witness, survey, trial, etc.) and are entitled to study all the papers and documents in the case, including secrets.

7.4 Act LXV of 1995 on State Secrets and Confidentiality sets forth in detail the meanings of secret and confidential, who is authorised to declare the data secret or confidential, how to protect confidential data, by whom and by what process may the right to know confidential data be obtained. In order to ensure harmony with the law mentioned in 7.3 above and to prevent abuses of secrecy, the Act mentioned above defines exactly the topics of data and documents which can be declared secret or confidential. Violation of these regulations is regarded as a crime under the Penal Code. Also, personal data is strictly protected by the law. Under the Act mentioned in § 7.3 personal data can be used or delivered to authorities or individuals if the person concerned agrees with this action or if a law passed by parliament so authorises. Abuse of personal data is also regarded as a crime. One can say that there is a balance between the freedom of information legislation and the privacy legislation.

7.5 Act IV of 1957 (see §§ 7.1 and 7.2) provides formal and substantial regulations regarding administrative decisions. Administrative decisions must always be in writing. According to § 43 of the Act, administrative decisions must include:

- name of the authority, name and address of the client(s), number and topic of the case, and name of the civil servant involved;
- decision of the authority and information on the available legal appeal process;
- in the justification, a statement of the factual findings, evidence offered by the client but rejected by the authority and the reason for the rejection, name of participating authorities, and legal basis of the decision;
- date and place of the decision, name and position of the civil servant who made the decision, and official stamp of the authority.

7.6 There are no arrangements in place which encourage civil servants to report wrongdoing and maladministration in state administration. However, central authorities responsible for the development or modernisation of public administration (between 1994 and 1998 the Governmental Commissioner for the Modernisation of Public Administration) generally encourage civil servants to present ideas on how to improve administrative practices, and how to amend laws based on negative experiences during their implementation. (see 5.6 and 5.7 above).

◆ **Standards of conduct of public servants**

7.7 Minimum standards and principles of conduct of public servants are defined by the Civil Service Act. The Civil Service Act has a general orientation. It requires the preparation of a code of conduct, but that code has not been adopted yet. Last year a statement of the core ethical standards for civil servants was published, but it cannot be considered as a code of conduct. Now the preparation of a code of conduct for civil servants is planned by the Government Resolution no. 1052/1999 on the government's terms of reference for public administration development for the years 1999-2000. A code of conduct for the special statute groups is also under preparation.

7.8 The Civil Service Act contains detailed regulations regarding:

- breaches of required standards;
- procedures for implementing disciplinary actions.

In the event that a disciplinary committee is set up and makes a decision, the decision can be appealed in court.

The employer is responsible for initiating a disciplinary procedure. A criminal action of a civil servant is subject to the Penal Code.

7.9 The Civil Service Act provides a detailed description of the grounds for disciplinary action. Sometimes the grounds are too general. Penalties are also described in the Act. They are exactly defined. The civil servant has procedural safeguards (the right to a hearing, right to appeal, etc.).

7.10 The Code of Conduct for Civil Servants which is under preparation contains arrangements regarding the day-to-day ethical problems or dilemmas facing individual civil servants.

◆ **Mechanisms preventing incompatibilities and conflict of interest**

7.11 There are two different meanings of incompatibility in public administration. First, if an activity or position is incompatible with the civil service, and secondly, if involvement of the civil servant in an individual case or action is regarded incompatible. The first case is regulated by the Civil Service Law (Act XXIII of 1992). The general rule is that a civil servant must not perform any activity that is derogatory to his position or may endanger his impartial and objective activities. Restrictions on political activities (see in 6.2 above) are also considered as elements of incompatibility. Civil servants can undertake other employment only with the consent of the employer, and civil servants in managerial positions are forbidden to undertake such employment (except for scientific research, teaching, etc.). Employment in positions in companies is also restricted for civil servants (see § 21/A of the Act). It is also against the rules for a civil servant to enter into a subordinate or control relation with a relative. Both the civil service law and other laws (for example, the law on the status of judges) provide that certain positions and functions are incompatible with civil service status (judge, attorney, Member of Parliament, member of the government, etc.). A civil servant must inform an employer if he has entered into an incompatible situation and the employer must require the employee to end the incompatibility. If the civil servant refuses to end the incompatibility within 30 days, his

civil service relation is terminated *ex lege*.

The second case (involvement in an incompatible individual case or action) is regulated by Act IV of 1957 (see in 7.1 above). This Act describes the instances when a civil servant must be excluded from performing the activity concerned (for example, when taking part in a trial as a witness, when he/she is individually interested in the result of the case, etc.).

7.12 No legal provisions defines restrictions in the case of leaving public service. Exceptions are the following:

- in the case of the worst punishment of a disciplinary procedure. the civil servant may not be employed in the civil service for three years;
- in the case of leaving an administrative or deputy state secretary position, the employee cannot be a judge in the Constitutional Court for the following four years.

◆ Mechanisms for combatting corrupt activities

7.13 A network of institutional mechanisms are in place to prevent or deter corrupt activities:

- Internal control:
 - = control by the employer;
 - = built-in control in the day-to-day work;
 - = control by an independent body of the institution.
- Supervisory control:
 - = accomplished by the government or by ministries and central public agencies.
- External control:
 - = State Audit Office;
 - = Government Control Office.
- Police, Customs Office, National Tax Office
- Special Committee of Parliament

7.14 Within the civil service there is no independent body for investigating allegations of corrupt activities. These allegations can only be investigated by the judiciary, the prosecutors' offices and the police. Decisions can only be made by independent courts, according to the norms of the Penal Code and the Criminal Process Code.

7.15 The legal bases of the courts, the offices of prosecutors and the police are defined by the Constitution. The degree of independence and the scope of their activities is defined by law.

7.16 The police, the prosecutors and the judges have operative power to initiate procedures and enforce sanctions against civil servants who commit corrupt actions, but there are no special courts or other bodies to investigate or prosecute corrupt actions of civil servants.

C. PUBLIC SERVICE DEVELOPMENTS AND CONSTRAINTS

8. PUBLIC SERVICE DEVELOPMENT

◆ Government action on public service development

8.1 Public service development has had priority in every governmental policy since 1990. Modernisation programmes for the public service were enacted. The main objectives were the improvement of the capacities of the public service, an increase in professional skills through education and training, the introduction of advanced examinations, the reorganisation of the central governmental structure, the flattening of the organisational structure of public agencies, the involvement of the citizens in the management of public affairs, and the introduction of modern information systems. The tools of new public management were also introduced. The main objective of the public service development was and is to meet the requirements of EU integration and modernisation.

The basic resolutions pertaining to public service development are as follows:

- Government Resolution no.1026/1992;
- Government Resolution no.1100/1996;
- Government Resolution no.2260/1998;
- Government Resolution no.2269/1998;
- Government Resolution no.1052/1999.

The Civil Service Act (Act XXIII of 1992) was of basic importance. Since then the law has been amended and governmental decrees have been prepared for the implementation of the Act.

8.2 The programme of the new government -- elected in May 1998 -- gives priority to public service development. The first chapter of the government programme focuses on efficient government. The main objective is the improvement of professional skills, ethical standards and quality of service of civil servants. The programme focuses especially on:

- performance appraisal;
- control of efficiency and effectiveness of the public service;
- improvement of the overall working conditions of civil servants;
- regional reorganisation in order to move closer to EU compatibility;
- increasing service orientation and the involvement and empowerment of citizens.

The main function of public service development is to develop the capacities of public agencies in order to be able to manage the EU accession process.

The main objective of government decree 2269/1998 adopted by the new government is to provide a general and common regulation for civil servants and public servants. One of the reasons for this effort is to develop performance-oriented pay schemes and provide stronger motivation to improve the quality of services.

8.3 Based on government decree 2269/1998, a reform committee was established. A working plan was implemented by the committee. Professional draft papers have already been prepared and the committee will take into consideration the summaries and other materials prepared by OECD/SIGMA and the World Bank.

The main tasks of the committee are as follows:

- to introduce career planning which is attractive to talented and ambitious persons;
- to place more emphasis on performance orientation;
- to increase the stability of the public service and to increase the mobility of civil servants among public agencies;
- to increase the flexibility of the reward system;
- to prepare a code of conduct for civil servants;
- to develop a combined training system with a special focus on leadership.

8.4 The government's terms of reference under preparation include the main tasks to be implemented in 1999 and 2000. This government resolution (no. 1052/1999) defines the tasks for the development on central, regional and local levels and defines the main organisational and regulatory tasks related to basic civil service issues.

8.5 The programme of the current government places great emphasis on the general struggle against corruption in the public service, which is considered to be a multidimensional task. A proposal of the Ministry of Interior has already been accepted by the government concerning the tasks of the services under special statute.

There are other programmes under preparation against corruption, especially in the financial sector in the Ministry of Justice and in the judiciary.

◆ **Staffing strategies to facilitate EU accession**

8.6 The government regularly reviews the progress of integration policy and defines future tasks and priorities. Ministers and heads of the non-ministerial central offices are responsible within their respective areas of competence for the execution of these tasks, and for the organisation and co-ordination of appropriate structures and procedures.

The government has created an Interministerial Committee for European Integration to co-ordinate the preparation of government decisions and integration-related activities of ministries. A State Secretariat for European Integration has been established within the Ministry of Foreign Affairs to co-ordinate the day-to-day work. In each ministry and non-ministerial central administrative organ, special integration units have been established to co-ordinate EU-related measures.

The Minister of Justice co-ordinates the work on legal harmonisation in preparation for EU accession. With the close involvement of all ministers concerned, the Ministry of Justice has established the legal approximation programme designed to prepare for accession; the ministry supervises execution of the programme and ensures the integrity of the principles and methodology of the approximation of legislation. All legislation proposed by the government to the parliament is assessed with a view to its compatibility with EC law.

In 1995, the government approved the approximation programme for a five-year period. This programme is taken into consideration in determining the half-yearly legislative plan of the government and the ministries and in deciding on the legislative timetable proposed to parliament.

The government has approved a National Programme for the Adoption of the Acquis (NPAA). This is a basic documentation of the measures required in advance of accession and sets out the necessary steps for the adoption and implementation of the *acquis communautaire*. The list of suggested derogation and provisional arrangements has been

prepared by the ministries and approved by the government.

The National Programme and the arrangements for institution-building, investment and economic development are reviewed annually.

A new reward system was introduced by the government in 1998.

There is an opportunity for university students to receive a special EU scholarship in return for working in the civil service after graduation. The precondition is to be able to work in French and English at the highest level.

Contractual-based employment also supports the implementation of key tasks regarding EU accession (see also 2.9 and 3.4 above).

8.7 Stability is ensured by means of supplements in the reward system for civil servants in key functions concerning EU accession. In most ministries the position and prestige of the units dealing with EU accession are above average.

Political stability is also essential. On the issue of EU accession, there is a political consensus among the main political parties.

A strong commitment towards the implementation of EU accession can be observed in the core civil service. In exceptional cases civil servants have left the civil service for the private sector.

◆ **Resourcing public service development**

8.8 In 1999 the central budget has allocated resources for the implementation of personnel policies related to EU accession; this will continue in the coming years. Special reward systems can be evolved in connection with the special tasks emerging in the course of public service development.

8.9 The purposes of the centrally allocated staff resources are twofold: public service development objectives and objectives for the preparation of EU accession.

◆ **External assistance and conditions**

8.10 The main external resources of public service development are the PHARE, OECD/PUMA and OECD/SIGMA programmes. In addition, there are bilateral programmes financed by Denmark, Finland, France, Germany, Netherlands, U.K. and other countries. The distribution of resources and co-ordination of these programmes is managed by the respective prime minister's offices.

8.11 Besides the requirements defined in *Agenda 2000*, the policies of the World Bank have an impact on different areas of public services (i.e. integration and modernisation of higher education). OECD Membership affects public service development as well.

D. NUMBERS AND TABLES

9. DATA

Organisation of Law Enforcement (Prison Guard)

◆ Numbers and distribution of public servants

9.1 Regular (approved) personnel

(persons)

	1994.	1995.	1996.	1997.
Officer	989	993	1026	981
Non-commissioned officer (NCO)	4537	4468	4652	4552
Public servants	1157	1057	967	979
Total	6683	6518	6645	6512

9.2 Regular (approved) personnel by institutions, by education, by sex, and by age-groups

		1994.	1995.	1996.	1997.
I N S T I T U T I O N S E D U C A T I O	National Headquarters	167	167	177	181
	Public agencies	6027	5697	5821	5762
	Economic corporation	489	654	647	569
	primary + + secondary education	5410	5365	5517	5387

N	University degree	1273	1153	1128	1125
S E	Male	5151	5011	5183	5025
X	Female	1532	1507	1462	1487

AGE-GROUP

	Under 25	26-30	31-40	41-50	51-55	Above 55
1994.	1074	1075	2002	1713	304	26
1995.	953	1028	1876	1695	283	29
1996.	1142	1041	1857	1691	233	24
1997.	1291	1109	2077	1795	217	23

9.3 Difference between regular (approved) and permanent personnel

	1994	1995	1996	1997
Officer	-315	-287	-201	-257
Non-commissioned officer (NCO)	+26	-30	-53	-156
Public servants	+182	+84	+11	+20
Total	-107	-233	-243	-393

9.4 Foreign language knowledge (basic-, medium level-, advanced exam)

	Officer	Non-commissioned Officer (NCO)	Public servants	Total
English	46	13	28	87
Czech	1	0	0	1
Esperanto	1	0	1	2
French	6	0	4	10
Polish	1	0	0	1
German	44	3	19	66
Italian	3	1	3	7
Russian	47	0	13	60
Romanian	10	6	6	22
Spanish	6	0	1	7
Serbian	1	0	1	2
Total	166	23	76	265

◆ Pay levels

(1999.01.31.)

9.5 person/month (1 EU=252,50 HUF)

	HUF	EU
Officer	118237	468,27
Non-commissioned officer (NCO)	60395	239,19
Public servants	44537	176,38

9.6 See 9.5

♦ **Turnover rates among public servants**

9.8 There were no essential changes.

9.9 There were no changes because of the shift in government coalition.

♦ **Redundancy and termination rates among public servants**

9.10 There was no layoff programme for staff.

9.11 There were no redundant labour forces in the staff.

9.12 Number of staff terminated for other reasons

	1994.	1995.	1996.	1997.
Officer	96	101	106	134
Non-commissioned officer (NCO)	441	540	650	665
Public servants	162	179	184	179
Total	699	820	940	978

♦ **Disciplinary proceedings against public servants**

9.16 Disciplinary procedures

	1994.	1995.	1996.	1997.
Number of procedures	1052	1161	927	773

Hungarian Customs and Finances Guard

◆ Numbers and distribution of public servants

9.1 Regular /approved/ personnel (1994-1997)

(persons)

	Professional staff	Public servants
1994	4617	1120
1995	4778	1160
1996	5330	1247
1997	6121	1475

9.2 Staff with sphere of authority (1994-1997)

(persons)

	Professional staff	Public servants
1994	4399	840
1995	4577	891
1996	5194	1040
1997	5978	1213

Staff without sphere of authority (1994-1997) /medium level/

(persons)

	Professional staff	Public servants
1994	218	280
1995	201	269
1996	136	207
1997	143	262

Distribution of professional staff

(persons)

	high level	medium level	low level
1994	217	327	3855
1995	228	324	4025
1996	263	450	4481
1997	281	530	5167

Distribution of public servants

(persons)

	high level	medium level	low level
1994	72	227	541
1995	86	247	558
1996	87	329	624
1997	127	374	712

(persons)

Education of professionals

	university	secondary	primary
1994	610	3885	122
1995	704	3958	116
1996	827	4386	117
1997	961	5036	124

(persons)

Education of public servants

	university degree	secondary degree	primary degree
1994	15	360	745
1995	18	373	769
1996	14	433	800
1997	41	849	585

(persons)

Distribution by sex (professionals)

	Male	Female
1994	82,6%	17,4%
1995	82%	18%
1996	82%	18%
1997	82%	18%

(persons)

Distribution by sex (public servants)

	Male	Female
1994	26,5%	73,5%
1995	25,0%	75,0%
1996	22,86%	77,14%
1997	29,5%	70,5%

9.3 Number of vacant positions

(persons)

1994	336
1995	369
1996	273
1997	312

9.4 Foreign language knowledge

(persons)

1994	724
1995	814

1996	936
1997	1034

Distribution by grade of exams

	basic	medium level	advanced
1994	422	203	99
1995	462	241	111
1996	538	271	127
1997	598	301	135

◆ **Turnover rates among public servants**

9.8 There were no essential changes.

9.9 There were no changes because of the shift in government coalition.

◆ **Redundancy and termination rates among public servants**

9.10 There was no layoff programme for staff.

◆ **Training of public servants**

9.14 Participants in training organised by PHARE

1994	412
1995	249
1996	195
1997	211
Total	1067

◆ **Disciplinary proceedings against public servants**

Disciplinary procedures against professionals

	1994	1995	1996	1997
Number of procedures	305	362	344	269

Police, Border Guard, State Fire and Civil Protection

◆ **Numbers and distribution of public servants**

9.1 Persons employed in Police, in Hungarian Border Guard, and in State Fire- and Civil Protection

(persons)

	professionals		public servants		civil servants	
	number of staff	vacant positions	number of staff	vacant positions surplus	number of staff	vacant positions
1994						
Police	30 230	-1 202	9 065	-219		
Hungarian Border Guard	6 841	-1335	2 448	-396		
State Fire-and Civil Protection Service	679	-12	1 094	-134		
1995						
Police	28 384	-3 212	9 017	-303		
Hungarian Border Guard	7 379	-1 832	2 349	-394		
State Fire-and Civil Protection Service	1 117	-69	1 444	-78		
1996						
Police	29 255	-2 244	9 365	1	31	-1
Hungarian Border Guard	7 297	-1 914	2 289	-454		
State Fire Service	734	-43	382	-22		
Civil Protection Service	350	-47	529	-24		
1997						
Police	29 532	-2 026	9 580	321	31	-1
Hungarian Border Guard	7 965	-3 012	2 185	-553	3	-2
State Fire Service	728	-186	437	-6		
Civil Protection Service	379	-52	582	-4		

◆ Pay levels

Average payment of civil servants (1994-1998)

(persons)

Institution	1994 inflation rate 18,5%		1995 inflation rate 28,2%			1996 inflation rate 23,6%			1997 inflation rate 18,2%			1998		
	number of staff	average payment in Forint/month/person	number of staff	average payment in Forint/month/person	average payment in the percentage of the previous year	number of staff	average payment in Forint/month/person	average payment in the percentage of the previous year	number of staff	average payment in Forint/month/person	average payment in the percentage of the previous year	number of staff	average payment in Forint/month/person	average payment in the percentage of the previous year
Central Administration Ministry of the Interior	560	50 468	543	55183	109,3	512	69 105	125,2	504	93 094	134,7	480	107 504	115,5
Public Administration Offices (county level)	861	45 178	791	53 007	117,3	761	60 355	113,9	1009	77 147	127,8	1500	86 152	111,7
Regional State Budget and Public Administration Information Service (TÁKISZ)	2760	31 808	2686	41 281	129,8	2438	47 174	114,3	2471	57 746	122,4	2453	65 385	113,2
Police						33	45 979		33	63 014	137,0	32	66 689	105,8
Border Guard												15	78 588	
Office of Refugee and Migration Affairs	347	24 281	289	32 932	135,6	37	42 696	129,6	40	86 411	202,4	55	77 968	90,2
Central Registration and Election Office	225	35 214	201	47 494	134,9	194	51 083	107,6	197	60 701	118,8	201	76 416	125,9
Data Processing Office	694	31 395	676	40 837	130,1	548	45 492	111,4	489	52 584	115,6	608	62 649	119,1
Total	5447	35 448	5186	44 243	124,8	4523	51 793	117,1	4743	65 498	126,5	5344	75 275	114,9

Average payment of professionals (1994-1998)

(persons)

Institution	1994 inflation rate 18,5%		1995 inflation rate 28,2%			1996 inflation rate 23,6%			1997 inflation rate 18,2%			1998		
	number of staff	average payment in Forint/month/person	number of staff	average payment in Forint/month/person	average payment in the percentage of the previous year	number of staff	average payment in Forint/month/person	average payment in the percentage of the previous year	number of staff	average payment in Forint/month/person	average payment in the percentage of the previous year	number of staff	average payment in Forint/month/person	average payment in the percentage of the previous year
Central Administration Ministry of the Interior						98	84 647		157	106 011	125,2	185	145 706	137,4
Police	30 177	40 593	28 579	45 795	112,8	27 597	56 945	124,3	27 028	69 562	122,2	28 555	76 205	109,5
Border Guard	6347	39 199	6438	43 589	111,2	7120	49 662	113,9	7204	59 505	119,8	7966	67 400	113,3
State Fire Service	8048	31 583	7813	36 038	114,1	576	60 457	167,8	602	70 702	116,9	553	95 268	134,7
Civil Protection	337	45 060	325	51 171	113,6	303	61 222	119,6	367	76 062	124,2	386	108 612	142,8
College of Fire Protection						114	63 517		89	65 883	103,7	89	90 593	137,5
College of Police Officers	96	66 327	89	75 448	113,8	72	92 415	122,5	60	109 108	118,1	62	120 559	110,5
Total	45 005	38 874	43 244	43 805	122,7	35 880	55 760	127,3	35 507	67 827	121,6	37 796	75 406	111,2

Payment System
Classification I.
(Civil servants; university degree)

Disposition category	Payment grade	Duration of service (year)	Multiplier
Junior assistant	1	0-1	1,25
Junior expert II.	2	1-3	1,55
	3	3-5	1,65
Junior expert I.	4	5-7	2,00
	5	7-9	2,10
Secretary senior expert I.	6	9-11	2,35
	7	11-13	2,50
Secretary senior expert II.	8	13-15	2,60
	9	15-17	2,65
Counsellor II.	10	17-19	2,80
	11	19-21	2,85
Counsellor I.	12	21-23	2,90
	13	23-25	2,95
Senior counsellor	14	25-29	3,10
	15	19-33	3,20
Senior expert adviser	16	33-37	3,30
	17	over 37 year	3,40

Classification II.
(Civil servants; secondary school education)

Disposition category	Payment grade	Duration of service (year)	Multiplier
Junior assistant	1	0-2	1,00
Desk officer II.	2	2-4	1,25
	3	4-6	1,35
Desk officer I	4	6-8	1,55
	5	8-10	1,60
	6	10-12	1,65
Senior executive assistant III.	7	12-15	1,80
	8	15-18	1,85
	9	18-21	1,90
Senior executive assistant II.	10	21-24	2,00
	11	24-27	2,05
Senior executive assistant I.	12	27-29	2,10
	13	29-31	2,20
Chief executive assistant	14	31-34	2,30
	15	over 34 year	2,40

**Classification III.
(administrator)**

Disposition category	Payment grade	Service (year)	Multiplier
Administrator	1	0-3	0,60-0,80
	2	3-8	0,85-1,05
	3	8-14	1,10-1,30
	4	14-24	1,35-1,55
	5	24-34	1,60-1,80
	6	34-38	1,85-2,05
	7	over 38 year	2,10-2,20

Classification I.

Disposition category	Payment grade	Duration of service (year)	Multiplier
Beginner	1	0-1	1,25
I.	2	2-3	1,50
	3	4-6	1,65
	4	7-9	1,80
	5	10-	1,95
	6	0-3	2,10
II.	7	4-6	2,25
	8	7-9	2,40
	9	10-	2,55
	10	0-3	2,70
III.	11	4-6	2,85
	12	7-9	3,00
	13	10-	3,15
	14	0-3	3,30
IV.	15	4-6	3,45
	16	7-	3,60
	17	0-3	3,75
V.	18	4-	3,90
	19	0-3	4,05
VI.	20	4-	4,20
	21	0-3	4,35
VII.	22	4-	4,50
	23	0-3	4,65
VIII.	24	4-	4,80
	25	-	4,90

Classification II.

Disposition category	Payment grade	Duration of service (year)	Multiplier
Beginner	1	0-1	1,00
I.	2	2-3	1,25
	3	4-6	1,30
	4	7-9	1,35
	5	10-	1,40
II	6	0-3	1,50
	7	4-6	1,60
	8	7-9	1,70
	9	10-	1,80
III.	10	0-3	1,90
	11	4-6	2,00
	12	7-9	2,10
	13	10-13	2,20
	14	14-17	2,30
	15	18-21	2,40
	16	22-25	2,50
	17	26-	2,60

Rank allowance

Rank	Multiplier
lance corporal	0,34
corporal	0,35
lance sergeant	0,36
sergeant	0,38
major sergeant	0,40
company sergeant major	0,41
quarter master	0,42
adjutant quarter master	0,43
chief adjutant quarter master	0,44
junior lieutenant	0,56
lieutenant	0,59
captain	0,63
major	0,69
lieutenant colonel	0,75
colonel	0,84
general of brigade	0,95
general of division	1,06
general of Army Corps	1,28
General of the Army	1,50

Guaranteed payment /month/in Forint/ by the first payment grade of the classification and the minimum multipliers related to the payment grades

Payment grades	A	B	C	D	E	F	G	H	I	J
1	19 700	22 100	23 200	24 400	27 900	33 600	37 100	39 500	44 100	48 700
2	1,04	1,05	1,05	1,05	1,05	1,06	1,06	1,06	1,06	1,06
3	1,08	1,10	1,10	1,10	1,10	1,12	1,12	1,12	1,12	1,12
4	1,12	1,15	1,15	1,15	1,15	1,18	1,18	1,18	1,18	1,18
5	1,16	1,21	1,21	1,21	1,21	1,24	1,24	1,24	1,24	1,24
6	1,20	1,27	1,27	1,27	1,27	1,30	1,30	1,30	1,30	1,30
7	1,24	1,33	1,33	1,33	1,33	1,36	1,36	1,36	1,36	1,36
8	1,28	1,39	1,39	1,39	1,39	1,42	1,42	1,42	1,42	1,42
9	1,32	1,45	1,45	1,45	1,45	1,48	1,48	1,48	1,48	1,48
10	1,36	1,51	1,51	1,51	1,51	1,54	1,54	1,54	1,54	1,54
11	1,40	1,57	1,57	1,57	1,57	1,60	1,60	1,60	1,60	1,60
12	1,44	1,63	1,63	1,63	1,63	1,66	1,66	1,66	1,66	1,66
13	1,48	1,69	1,69	1,69	1,69	1,73	1,73	1,73	1,73	1,73
14	1,52	1,75	1,75	1,75	1,75	1,80	1,80	1,80	1,80	1,80

◆ **Turnover rates among public servants**

9.12 Numbers of staff turnover

(persons)

	professionals	public servants	civil servants
1994			
Police	1 981	1 305	
Hungarian Border Guard	296	237	
State Fire- and Civil Protection Service	107	123	
1995			
Police	2 521	1 321	
Hungarian Border Guard	466	322	
State Fire- and Civil Protection Service	46	134	
1996			
Police	1 845	2 008	
Hungarian Border Guard	408	223	
State Fire Service	62	42	
Civil Protection Service	85	311	
1997			
Police	1 707	1 194	
Hungarian Border Guard	430	199	
State Fire Service	74	18	
Civil Protection Service	18	77	

◆ **Disciplinary proceedings against public servants**

9.16 Current disciplinary situation (professionals)

	1994	1995	1996	1997
	Total	Total	Total	Total
Police	2787	2356	1962	1898
Hungarian Border Guard	568	676	734	692
State Fire- and Civil Protection Service	155	92		
State Fire Service	0	0	24	19
Civil Protection Service		0	3	4

- ◆ Numbers and distribution of public servants
- ◆ Pay levels

9.1 and 9.5 Employment and payment (private sector and public sector)

Data base of Central Statistical Office	1994	1995	1996	1997
Minimal wage (Forint)	10.500	12.200	14.500	17.000
Average salary (Forint/person/month)				
Total	33.939	39.854	47.491	58.259
• private sector	33.821	40.636	49.547	60.661
• public sector	34.169	38.381	43.581	53.706
Number of staff				
Average number of staff				
Total	2.619.174	2.508.320	2.390.956	2.337.107
• private sector	1.715.468	1.628.313	1.558.754	1.521.300
• public sector	903.706	880.007	832.202	818.807
Full time employment				
Total	2.461.392	2.364.916	2.251.975	2.194.608
• private sector	1.622.763	1.544.473	1.475.691	1.436.650
• public sector	838.629	820.443	776.284	757.958

9.2 Distribution of civil servants by branches (1994-1997)

	Persons				
	1994	1995	1996	1997	1998
Public Procurement and Economic Directorate; Prime Minister Office	-	-	-	-	-
Prime Minister Office	583	489	492	313	337
Government Control Bureau	47	55	57	57	59
National Office of Nuclear Energy	79	74	73	82	89
Central Statistical Office (CSO)	819	829	778	778	834
CSO Directorate; Fejér County	74	64	61	64	67
CSO Directorate; Komárom-Esztergom County	56	55	57	40	40
CSO Directorate; Heves County	64	42	41	45	48
CSO Directorate; Baranya County	77	70	44	46	47
CSO Directorate; Veszprém County	62	59	37	38	37
CSO Directorate; B.A.Z. County	132	107	63	65	67
CSO Directorate; Somogy County	58	57	41	40	39
CSO Directorate; Hajdú-Bihar County	80	72	45	47	45
CSO Directorate; Csongrád County	73	73	45	48	49
CSO Directorate; Bács-Kiskun County	86	86	85	85	50
CSO Directorate; Vas County	55	51	37	38	39
CSO Directorate; Nógrád County	-	36	36	31	34
CSO Directorate; Békés County	76	58	44	45	46
CSO Directorate; Szabolcs-Szatmár-Bereg County	91	85	62	49	52
CSO Directorate; Budapesti és Pest County	309	226	222	207	205
CSO Directorate; Győr-Moson-Sopron County	70	60	61	41	41
CSO Directorate; Tolna County	-	39	43	55	55
CSO Directorate; Zala County	55	53	36	35	37
CSO Directorate; Jász-Nagykun-Szolnok County	67	41	41	42	46
Government Office for National and Ethnic Minorities	38	32	36	34	34
Government Office for Hungarian Minorities Abroad	69	63	59	55	55
Hungarian Central Statistical Office (national census)	128	43	-	-	-

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Ministry of the Interior	611	582	549	673	676
Office for Data Processing /Ministry of the Interior	773	730	702	648	820
Office for Refugee and Migration Office	51	51	54	60	60
Office for Békéscsaba Accommodating Station	87	75	-	-	-
Office for Hajdúszoboszló Accommodating Station	34	29	-	-	-
Office for Bicske Accommodating Station	141	175	-	-	-
Central Register and Election Office	226	209	203	198	203
National Sport Office	120	115	103	96	100
Regional State Budget and Public Administration Information Service	150	149	129	130	132
Jász-Nagykun-Szolnok County. Ministry of the Interior (TÁKISZ)					
TÁKISZ Heves County	140	134	120	119	123
TÁKISZ Hajdú-Bihar County	164	152	131	143	140
TÁKISZ Csongrád County	169	160	133	137	138
TÁKISZ Tolna County	103	108	95	92	93
TÁKISZ Zala County	139	128	119	123	121
TÁKISZ Győr-Moson-Sopron County	150	139	124	126	126
TÁKISZ Komárom-Esztergom County	35	44	110	115	113
TÁKISZ Somogy County	155	163	151	148	148
TÁKISZ Pest County	221	224	198	186	195
TÁKISZ Baranya County	190	175	155	150	150
TÁKISZ Nógrád County	115	121	107	106	105
TÁKISZ Vas County	118	115	97	98	97
TÁKISZ Szabolcs-Szatmár -Bereg County	206	206	166	178	780
TÁKISZ Veszprém County	132	120	110	115	113

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
TÁKISZ Borsod-Abaúj-Zemplén County	263	228	199	202	200
TÁKISZ Fejér County	113	113	99	101	95
TÁKISZ Bács-Kiskun County	166	156	155	147	145
TÁKISZ Békés County	158	157	131	132	133
Public Administration Office Csongrád County	130	59	32	53	66
Public Administration Office Vas County	-	29	31	52	62
Public Administration Office Somogy County	-	43	41	77	87
Public Administration Office Tolna County	-	27	26	39	58
Public Administration Office Veszprém County	122	114	98	65	74
Public Administration Office Bács-Kiskun County	-	33	36	56	73
Public Administration Office Budapest	140	122	99	131	179
Public Administration Office Komárom-Esztergom County	-	31	30	51	56
Public Administration Office Zala County	-	40	37	48	71
Public Administration Office Fejér County	-	35	35	53	70
Public Administration Office Hajdú-Bihar County	73	41	35	51	73
Public Administration Office Pest County	122	64	60	100	120
Public Administration Office Baranya County	119	54	52	73	89
Public Administration Office Borsod-Abaúj-Zemplén County	102	63	55	100	119
Public Administration Office Nógrád County	-	29	29	46	59
Public Administration Office Heves County	-	33	29	46	58
Public Administration Office Jász-Nagykun-Szolnok County	-	28	28	37	37
Public Administration Office Békés County	-	26	30	44	54
Public Administration Office Győr-Moson -Sopron County	107	53	36	62	70
Public Administration Office Szabolcs-Szatmár-Bereg County	-	1	3	35	87

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Ministry of Agriculture and Regional Development	529	494	434	439	546
Office of Budgeting in Agriculture	43	42	263	293	311
Governmental Forestry Service	279	277	253	494	501
Forestry Inspectorate Budapest	1	1	1	-	-
Forestry Inspectorate Debrecen	22	23	25	-	-
Forestry Inspectorate Eger	25	31	29	-	-
Forestry Inspectorate Kaposvár	23	22	26	-	-
Forestry Inspectorate Kecskemét	25	26	25	-	-
Forestry Inspectorate Miskolc	28	26	23	-	-
Forestry Inspectorate Pécs	22	23	25	-	-
Forestry Inspectorate Szombathely	25	27	23	-	-
Forestry Inspectorate Veszprém	28	28	19	-	-
Forestry Inspectorate Zalaegerszeg	22	21	19	-	-
Hungarian Institute for Agricultural Qualification (OMMI)	357	335	309	301	300
OMMI Regional Seed Grain Inspectorate, Békés County	20	19	18	18	19
OMMI Regional Seed Grain Inspectorate, Hajdú-Bihar-Szabolcs-Szatmár-Bereg, Borsod-Abaúj-Zemplén County	8	8	12	14	13
OMMI Plant Experimental Research Station, Röjtökmuzsaj	12	10	9	8	8
OMMI Regional Seed Grain Inspectorate, Székesfehérvár (RSGI)	14	13	13	13	13
OMMI Plant Experimental Research Station, Debrecen (PERS)	15	16	10	10	10
OMMI -RSGI, Tolna County	6	7	8	8	8
OMMI -PERS, Pölöske	17	18	19	19	19
OMMI -RSGI, Nógrád County	12	11	11	14	14
OMMI - RSGI, Pécs City	1	7	12	14	14
OMMI -PERS, Tordas	39	38	27	31	32
OMMI- PERS, Szombathely	19	14	10	10	10

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
OMMI - Species Developing Station, Monorierdő (SDS)	33	40	36	31	27
OMMI - RSGI, Győr City	9	9	9	7	8
OMMI - SPMS	1	22	16	16	12
OMMI - SDS, Eszterágpuszta	1	10	7	7	7
OMMI - RSGI, Szolnok-Heves County	11	11	10	10	10
OMMI - RSGI, Szombathely City	11	10	9	9	9
National Institute for Wine Qualification	53	58	49	49	61
OMMI - PERS	22	21	18	13	15
OMMI - SPMS	-	1	-	-	-
OMMI - SDS	3	3	-	-	-
OMMI - SDS	16	16	-	-	-
OMMI - SDS	8	8	-	-	-
OMMI - Regional Centre, Nyíregyháza	6	-	-	-	-
OMMI - RSGI, Heves-Borsod County	1	10	8	-	-
OMMI - SPMS	7	7	7	6	-
OMMI - PERS	12	12	10	9	7
OMMI - RSGI, Kecskemét	9	8	8	7	6
OMMI - SPMS	-	-	-	16	16
OMMI - SPMS, Atkár	20	20	17	14	14
OMMI - PERS, Székkutas	10	10	7	7	8
OMMI - PERS, Kompolt	1	1	12	12	12
OMMI - PERS, Iregszemcse	4	5	8	4	5
OMMI - SPMS, Sükösd	19	18	17	15	15
OMMI - PERS, Fertőd	14	7	8	6	6
Office for Veterinary Medicine and Nutrition Affairs	99	88	74	75	78
Institute for Land Measuring	184	171	159	150	161

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Central Compensation Office	263	265	332	358	333
Bureau of Compensation, Baranya County (BC)	50	54	30	19	-
Bács-Kiskun County, BC	84	72	45	35	-
Békés County, BC	68	74	52	22	-
Budapest, BC	57	55	27	22	-
Borsod-Abaúj-Zemplén County, BC	56	57	34	28	-
Csongrád County, BC	47	51	37	35	-
Fejér County, BC	56	58	40	7	-
Győr-Moson-Sopron County, BC	70	63	51	22	-
Hajdu-Bihar County, BC	77	71	47	37	-
Heves County, BC	41	41	41	41	-
Jász-Nagykun-Szolnok County, BC	60	55	43	38	-
Komárom-Esztergom County, BC	16	17	18	16	-
Nógrád County, BC	36	36	36	36	-
Somogy County, BC	36	36	36	28	-
Szabolcs-Szatmár-Bereg County, BC	71	61	39	25	-
Tolna County, BC	54	51	46	44	-
Zala County, BC	54	50	27	21	-
Vas County, BC	48	47	39	19	-
Veszprém County, BC	77	65	46	33	-
Pest County, BC	102	858	50	40	-
Paks Property (Land) District Office (PDO)	21	23	25	23	23
PDO Kaposvár	48	45	40	43	47

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Balassagyarmat PDO	34	35	39	36	33
Mohács PDO	26	26	27	26	28
Kiskunhalas PDO	30	29	37	44	47
Siófok PDO	51	51	40	38	38
Gyula PDO	19	27	23	25	24
Szentendre PDO	13	27	30	30	32
Baja PDO	41	41	44	52	54
Vas County PO	41	39	39	33	29
Veszprém County PO	54	53	58	58	58
Zalaegerszeg PDO	38	36	38	42	42
Borsod-Abaúj-Zemplén County PO	48	63	64	62	59
Tiszaújváros PDO	18	19	20	18	19
Pápa PDO	22	22	24	24	24
Jászberény PDO	38	34	34	33	35
Mezőtúr PDO	7	7	9	10	11
Komárom-Esztergom County PO	49	45	41	41	42
Heves County PO	51	46	49	46	46
Kiskunfélegyháza PDO	23	20	24	23	23
Nyírbátor PDO	31	29	31	31	31
Celldömölk PDO	20	20	20	17	16
Letenye PDO	15	13	14	12	10
Kecskemét PDO	95	96	100	102	103
Fehérgyarmat ODO	24	25	26	56	25
Rétság PDO	19	18	17	18	17
Cegléd PDO	1	33	49	51	54

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Veszprém PDO	42	42	44	44	44
Kisvárdá PDO	29	30	30	32	34
Mór PDO	28	24	22	21	22
Buda Area PDO	1	47	60	65	78
Hajdúszoboszló PDO	8	9	9	9	9
Nagykanizsa PDO	37	34	34	35	37
Sárvár PDO	28	27	27	29	27
Gödöllő PDO	-	40	40	43	43
BékésPDO	9	13	13	12	12
Szekszárd PDO	39	39	41	40	42
Szeged PDO	61	61	63	57	63
Pásztó PDO	25	24	24	22	21
Szolnok PDO	44	40	46	40	47
Siklós PDO	30	30	34	30	31
Szombathely PDO	58	64	68	61	64
Tapolca PDO	33	33	38	38	38
Heves PDO	15	14	20	18	19
Törökszentmiklós PDO	36	36	35	36	37
Győr-Moson-Sopron County PO	46	44	44	45	46
Ózd PDO	24	24	26	27	28
Kunszentmárton PDO	31	27	22	20	20
Hajdú-Bihar County PO	63	60	60	63	62
Balatonboglár PDO	30	28	28	32	34
Szigetvár PDO	20	20	26	24	24
Pest County PO	1	60	68	65	68

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Miskolc PDO	-	-	72	68	75
Tolna County PO	42	43	46	36	38
Dorog PDO	33	35	35	35	37
Keszthely PDO	32	32	36	35	27
Szerencs PDO	30	28	30	27	28
Füzesabony PDO	19	19	20	19	19
Kalocsa PDO	30	29	35	37	38
Ajka PDO	22	22	22	22	22
Eger PDO	29	28	39	39	39
Sárbogárd PDO	31	28	25	24	27
Lenti PDO	22	22	21	18	18
Nagykátá PDO	1	25	24	24	23
Balatonfüred PDO	30	30	38	38	38
Jász-Nagykun-Szolnok County PO	61	58	54	53	54
Bonyhád PDO	15	15	15	13	13
Marcali PDO	22	22	22	21	21
Körmend PDO	34	35	37	33	32
Monor PDO	1	20	28	34	33
Zala County PO	54	49	47	41	42
Bicske PDO	25	23	36	32	31
Dunaújváros PDO	44	38	37	33	32
Csongrád County PO	52	51	53	49	49
Dombóvár PDO	16	19	20	15	15
Pécs PDO	38	39	50	50	51

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Sátorújhely PDO	74	72	38	34	36
Orosháza PDO	20	27	27	24	25
Szarvas PDO	23	33	34	29	32
Somogy County PO	55	48	45	47	45
Salgótarján PDO	36	40	33	33	33
Tatabánya PDO	33	30	31	36	36
Barcs PDO	22	15	14	15	14
Kapuvár PDO	10	10	9	9	9
Győr PDO	53	50	56	56	60
Dabas PDO	1	23	28	29	29
Budapest PO	44	44	59	70	83
Nyíregyháza PDO	96	96	94	93	94
Mátészalka PDO	34	34	35	34	34
Hatvan PDO	17	18	20	21	22
Bács-Kiskun County PO	48	47	47	33	33
Vásárosnamény PDO	22	23	22	21	20
Ráckeve PDO	1	1	27	29	29
Tata PDO	19	19	20	18	18
Kiskőrös PDO	30	30	31	36	39
Tiszafüred PDO	15	15	28	28	32
Mosonmagyaróvár PDO	27	25	25	28	28
Sopron PDO	43	45	51	43	43
Csorna PDO	19	20	21	21	21
Districts of Budapest PO	46	46	46	46	46
Szeghalom PDO	15	18	21	20	20
Békéscsaba PDO	35	43	43	46	50

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Berettyóújfalu PDO	28	30	32	32	33
Baranya County PO	39	39	44	38	37
Szabolcs-Szatmár-Bereg County PO	54	59	58	66	62
Zalaszentgrót PDO	14	12	13	13	13
Székesfehérvár PDO	68	68	70	74	76
Hódmezővásárhely PDO	30	30	33	30	32
Encs PDO	23	21	27	24	24
Mezőkovácsháza PDO	13	18	18	17	17
Nagyatád PDO	22	22	22	22	23
Debrecen PDO	103	102	113	1113	116
Edelény PDO	42	41	49	43	46
Vác PDO	1	1	48	55	60
Szentes PDO	40	44	44	43	45
Nógrád County PO	45	44	40	43	43
Komárom PDO	21	20	22	22	23
Püspökladány PDO	24	21	22	23	23
Fejér County PO	75	72	60	58	60
Tamási PDO	22	23	23	21	20
Karcag PDO	12	12	12	8	9
Békés County PO	106	69	52	44	47
Gyöngyös PDO	28	30	32	29	29
Makó PDO	28	28	26	25	26
Komló PDO	26	26	31	26	27
Mezőkövesd PDO	16	19	29	23	22

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Nógrád County of Veterinary and Food Control Service (VFCS)	71	75	60	63	85
Csongrád County of Veterinary and Food Control Service (VFCS)	155	150	180	174	182
Komárom-Esztergom County of Veterinary and Food Control Service (VFCS)	115	106	91	85	89
Baranya County of Veterinary and Food Control Service (VFCS)	113	118	96	93	93
Jász-Nagykun-Szolnok County of Veterinary and Food Control Service (VFCS)	120	116	95	98	97
Tolna County of Veterinary and Food Control Service (VFCS)	96	96	93	97	96
Szabolcs-Szatmár-Bereg County of Veterinary and Food Control Service (VFCS)	133	123	158	147	144
Zala County of Veterinary and Food Control Service (VFCS)	149	141	127	121	119
Győr-Moson-Sopron County of Veterinary and Food Control Service (VFCS)	204	196	182	178	184
Bács-Kiskun County of Veterinary and Food Control Service (VFCS)	206	211	217	152	157
Veszprém County of Veterinary and Food Control Service (VFCS)	170	169	143	138	132
Heves County of Veterinary and Food Control Service (VFCS)	91	94	78	79	82
Borsod-Abaúj-Zemplén County of Veterinary and Food Control Service (VFCS)	180	158	143	137	133
Budapest of Veterinary and Food Control Service (VFCS)	280	276	237	179	171
Somogy County of Veterinary and Food Control Service (VFCS)	154	143	126	110	113
Pest County of Veterinary and Food Control Service (VFCS)	192	178	159	141	140
Vas County of Veterinary and Food Control Service (VFCS)	136	134	110	110	115
Fejér County of Veterinary and Food Control Service (VFCS)	143	114	158	141	140
Békés County of Veterinary and Food Control Service (VFCS)	248	210	176	165	169
Hajdú-Bihar County of Veterinary and Food Control Service (VFCS)	185	173	191	195	200
Szabolcs-Szatmár-Bereg County of Veterinary and Food Control Service (VFCS)	68	71	69	67	66
Borsod-Abaúj-Zemplén County Plant Sanitation and Soil Protection Service (PSSPS)	51	49	39	39	41
Jász-Nagykun-Szolnok County Plant Sanitation and Soil Protection Service (PSSPS)	63	63	63	61	61
Hajdú-Bihar County Plant Sanitation and Soil Protection Service (PSSPS)	67	63	55	53	55
Zala County Plant Sanitation and Soil Protection Service (PSSPS)	71	69	61	63	63

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Baranya County Plant Sanitation and Soil Protection Service (PSSPS)	54	55	52	47	46
Komárom-Esztergom County Plant Sanitation and Soil Protection Service (PSSPS)	35	35	33	31	36
Fejér County Plant Sanitation and Soil Protection Service (PSSPS)	98	98	76	76	77
Heves County Plant Sanitation and Soil Protection Service (PSSPS)	36	36	32	34	34
Veszprém County Plant Sanitation and Soil Protection Service (PSSPS)	32	32	29	26	26
Tolna County Plant Sanitation and Soil Protection Service (PSSPS)	50	57	41	42	43
Csongrád County Plant Sanitation and Soil Protection Service (PSSPS)	70	66	57	57	57
Békés County Plant Sanitation and Soil Protection Service (PSSPS)	36	34	30	30	30
Budapest Plant Sanitation and Soil Protection Service (PSSPS)	105	105	102	105	105
Somogy County Plant Sanitation and Soil Protection Service (PSSPS)	52	52	51	46	43
Nógrád County Plant Sanitation and Soil Protection Service (PSSPS)	27	29	27	28	31
Bács-Kiskun County Plant Sanitation and Soil Protection Service (PSSPS)	76	73	58	56	61
Győr-Moson-Sopron County Plant Sanitation and Soil Protection Service (PSSPS)	68	66	51	49	60
Pest County Plant Sanitation and Soil Protection Service (PSSPS)	39	48	37	36	36
Vas County Plant Sanitation and Soil Protection Service (PSSPS)	56	58	50	51	57

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Győr-Moson-Sopron County Regional Agricultural Office (CRAO)	15	16	12	12	11
Bács-Kiskun County Regional Agricultural Office (CRAO)	13	13	12	13	17
Borsod-Abaúj-Zemplén County Regional Agricultural Office (CRAO)	8	8	14	16	17
Csongrád County Regional Agricultural Office (CRAO)	12	10	12	12	16
Hajdú-Bihar County Regional Agricultural Office (CRAO)	16	15	12	12	16
Jász-Nagykun-Szolnok County Regional Agricultural Office (CRAO)	14	13	11	10	14
Zala County Regional Agricultural Office (CRAO)	15	15	13	13	13
Heves County Regional Agricultural Office (CRAO)	2	10	11	9	9
Fejér County Regional Agricultural Office (CRAO)	13	12	13	12	15
Komárom-Esztergom County Regional Agricultural Office (CRAO)	12	13	12	11	13
Baranya County Regional Agricultural Office (CRAO)	13	13	14	12	14
Nógrád County Regional Agricultural Office (CRAO)	11	11	9	12	16
Tolna County Regional Agricultural Office (CRAO)	11	11	14	11	12
Veszprém County Regional Agricultural Office (CRAO)	12	12	11	11	15
Budapest Regional Agricultural Office	4	1	-	-	-
Budapest and Pest County Regional Agricultural Office	11	14	21	15	18
Szabolcs-Szatmár-Bereg County Regional Agricultural Office (CRAO)	11	12	13	15	22
Somogy County Regional Agricultural Office (CRAO)l	12	12	11	11	14
Békés County Regional Agricultural Office (CRAO)	14	14	11	12	18
Vas County Regional Agricultural Office (CRAO)	10	10	10	9	11
Ministry of Defense	150	140	129	147	159
Government Office of Telecommunication Frequency Control	-	14	24	28	32
Ministry of Justice	377	335	340	332	301
Institute of Judicial Experts	19	15	15	16	-
Hungarian Inspectorate of Small Arms	12	12	11	-	-
Commercial Quality Control Office	310	230	-	-	-
Hungarian Bureau of Standards	224	200	-	-	-
Hungarian Control Office in Electronics	234	188	151	-	-
Hungarian Quality Control Office in Wood; Paper- an Printing Industry	11	9	8	-	-
Hungarian Quality Control Office in Textile Industry	35	33	-	-	-
Ministry of Economic Affairs	1 106	967	712	707	749
Foreign Trade Service	448	381	353	95	95
National Committee for Technological Development	228	199	166	165	171
Central Inspectorate for Technical Security	279	236	167	93	92

Pécs, Regional Inspectorate for Technical Security (RITS)	10	10	13	11	11
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9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Békéscsaba Regional Inspectorate for Technical Security (RITS)	7	8	8	7	7
Szombathely Regional Inspectorate for Technical Security (RITS)	7	7	7	7	7
Győr Regional Inspectorate for Technical Security (RITS)	13	14	12	11	10
Szeged Regional Inspectorate for Technical Security (RITS)	14	13	12	10	10
Budapest Regional Inspectorate for Technical Security (RITS)	21	24	25	25	25
Debrecen Regional Inspectorate for Technical Security (RITS)	10	10	9	8	8
Miskolc Regional Inspectorate for Technical Security (RITS)	10	10	9	12	11
Székesfehérvár Regional Inspectorate for Technical Security (RITS)	5	10	9	9	8
Hungarian Geological Service (HGS)	79	87	81	74	75
HGS, East-Hungary	5	5	5	5	5
Szeged Regional Geological Service (RGS)	4	5	5	5	5
Veszprém Regional Geological Service (RGS)	5	5	5	5	5
Salgótarján Regional Geological Service (RGS)	5	6	11	10	5
Pécs Regional Geological Service (RGS)	5	5	5	5	5
Sopron Regional Geological Service (RGS)	5	5	5	5	5
Budapest Regional Geological Service (RGS)	2	5	6	5	5
Hungarian Energy Office	-	21	56	64	77
Institute for Development of Small Enterprises	39	28	15	11	11
Centre for Structural Changes in Coal Mining	11	11	11	11	10
Hungarian Mining Office	56	53	47	47	50
District Inspectorate of mines, Miskolc (DIM)	17	19	20	24	24
District Inspectorate of mines, Pécs (DIM)	19	18	19	20	22
District Inspectorate of mines, Veszprém (DIM)	15	15	13	19	24
Budapest Local Office of District Inspectorate of mines, Szolnok	12	10	-	-	-
Tatabánya Local Office District Inspectorate of mines, Veszprém	9	8	8	6	-
District Inspectorate of mines, Szolnok (DIM)	9	8	8	6	-

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
National Measurement Office	243	257	259	240	244
Szombathely, Regional Office	-	14	15	13	12
Budapest , Regional Office	93	93	99	93	95
Miskolc, Regional Office	-	21	23	19	20
Debrecen, Regional Office	20	21	20	20	19
Győr, Regional Office	1	26	26	21	21
Szeged, Regional Office	22	23	23	22	23
Pécs, Regional Office	22	26	27	25	25
Szolnok, Regional Office	-	9	18	18	17
Hungarian Patent Office	327	294	255	262	263
Chief Inspectorate for Consumer Protection	34	33	107	144	163
Zala, County Inspectorate (CI)	10	9	10	-	-
Bács-Kiskun, County Inspectorate (CI)	10	10	11	-	-
Békés, County Inspectorate (CI)	7	8	9	-	-
Borsod-Abaúj-Zemplén, County Inspectorate (CI)	8	12	14	-	-
Csongrád, County Inspectorate (CI)	9	9	9	-	-
Fejér, County Inspectorate (CI)	1	9	10	-	-
Fővárosi , County Inspectorate (CI)	-	26	26	-	-
Győr-Moson-Sopron, County Inspectorate (CI)	9	9	9	-	-
Hajdú-Bihar, County Inspectorate (CI)	10	10	9	-	-
Heves, County Inspectorate (CI)	7	7	8	-	-
Jász-Nagykun-Szolnok, County Inspectorate (CI)	6	11	12	-	-
Veszprém, County Inspectorate (CI)	11	11	11	-	-
Vas, County Inspectorate (CI)	9	10	10	-	-

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Tolna, County Inspectorate (CI)	5	8	8	-	-
Szabolcs-Szatmár-Bereg, County Inspectorate (CI)	12	12	12	-	-
Somogy, County Inspectorate (CI)	12	11	11	-	-
Pest, County Inspectorate (CI)	-	-	14	-	-
Nógrád, County Inspectorate (CI)	8	9	9	-	-
Komárom-Esztergom, County Inspectorate (CI)	8	8	8	-	-
Baranya, County Inspectorate (CI)	9	10	10	-	-
Secretariat of Executive Committee of Közép Tisza region	3	3	3	3	3
Secretariat of the Council of Velence region	8	8	9	8	8
Secretariat of Committee of Tourism in Balaton region	10	11	7	7	6
Secretariat of the Executive Committee of Sopron-Közszeghegyalja region	4	4	4	4	4
Secretariat of the Executive Committee of Mátra-Bükk region	-	-	6	6	6
Secretariat of the Executive Committee of Danube Bend region	3	3	3	3	3
Commercial Agency of the Hungarian Republic, Moskau	-	-	-	32	30
Ministry for Environment	418	406	380	474	452
Office of Monument's Protection	255	233	228	229	235
National Inspectorate of Environmental Protection	25	25	19	22	-
Regional Inspectorate of Environmental Protection (RIEP)	78	74	65	69	69
Alsó-Tisza, Inspectorate of Environmental Protection (RIEP)	105	88	91	89	90
Észak-Dunántúl, Inspectorate of Environmental Protection (RIEP)	106	99	108	111	110
Alsó-Duna, Inspectorate of Environmental Protection (RIEP)	116	114	82	80	79
Dél-Dunántúl, Inspectorate of Environmental Protection (RIEP)	101	109	108	108	106
Közép-Tisza, Inspectorate of Environmental Protection (RIEP)	85	80	82	78	81
Közép-Dunántúl, Inspectorate of Environmental Protection (RIEP)	121	117	113	113	114
Körös, Inspectorate of Environmental Protection (RIEP)	80	79	66	61	61
Közép-Duna, Inspectorate of Environmental Protection (RIEP)	6	153	163	162	163
Felső-Tisza, Inspectorate of Environmental Protection (RIEP)	69	68	65	66	67
Nyugat-Dunántúl, Inspectorate of Environmental Protection (RIEP)	87	81	66	62	64

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Észak-Magyarország, Inspectorate of Environmental Protection (RIEP)	135	131	134	135	133
Fertő-Hanság, National Park Directorate (NPD)	60	67	59	61	61
Körös-Maros, National Park Directorate (NPD)	-	31	37	41	42
Hortobágy, National Park Directorate (NPD)	75	71	67	75	76
Aggtelek, National Park Directorate (NPD)	64	74	66	64	64
Duna-Dráva, National Park Directorate (NPD)	47	47	50	49	49
Bükk, National Park Directorate (NPD)	46	77	71	75	77
Duna-Ipoly, National Park Directorate (NPD)	58	60	62	64	64
Balaton, National Park Directorate (NPD)	63	56	55	60	66
Kiskunsági, National Park Directorate (NPD)	9	25	45	61	61
National Meteorological Service	418	353	318	325	327
Észak-Magyarország, Regional Office of Chief Architect (ROCA)	5	5	4	4	5
Dél-Alföld, Regional Office of Chief Architect (ROCA)	5	5	5	5	4
Észak-Dunántúl, Regional Office of Chief Architect (ROCA)	4	4	4	4	4
Kelet-Magyarország, Regional Office of Chief Architect (ROCA)	4	4	5	4	4
Közép-Magyarország, Regional Office of Chief Architect (ROCA)	2	2	5	6	7
Dél-Dunántúl, Regional Office of Chief Architect (ROCA)	4	4	5	4	4
Nyugat-Dunántúl, Regional Office of Chief Architect (ROCA)	4	4	4	4	3
Közép-Dunántúl, Regional Office of Chief Architect (ROCA)	4	4	3	4	5
Ministry of Transport, Communication, and Water Management	385	354	344	340	366
Air Affairs Directorate	-	-	51	52	86
Transport Chief Supervision Office	381	370	289	287	296

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Zala County Transport Supervision Office (CTSO)	63	65	57	58	59
Heves County Transport Supervision Office (CTSO)	63	70	56	55	54
Csongrád County Transport Supervision Office (CTSO)	87	91	81	78	80
Borsod-Abaúj-Zemplén County Transport Supervision Office (CTSO)	101	101	90	89	90
Szabolcs-Szatmár-Bereg County Transport Supervision Office (CTSO)	79	79	84	81	79
Békés County Transport Supervision Office (CTSO)	75	74	71	68	69
Vas County Transport Supervision Office (CTSO)	56	58	55	48	51
Fejér County Transport Supervision Office (CTSO)	71	65	66	66	66
Hajdú-Bihar County Transport Supervision Office (CTSO)	107	101	85	81	90
Kormárom-Esztergom County Transport Supervision Office (CTSO)	25	55	62	61	62
Jász-Nagykun-Szolnok County Transport Supervision Office (CTSO)	70	66	63	63	60
Budapest County Transport Supervision Office (CTSO)	242	238	224	227	239
Tolna County Transport Supervision Office (CTSO)	-	70	67	67	66
Pest County Transport Supervision Office (CTSO)	192	191	185	183	183
Bács-Kiskun County Transport Supervision Office (CTSO)	86	111	103	100	111
Győr-Moson-Sopron County Transport Supervision Office (CTSO)	80	85	81	83	84
Nógrád County Transport Supervision Office (CTSO)	-	44	45	53	49
Somogy County Transport Supervision Office (CTSO)	78	78	68	68	68
Baranya County Transport Supervision Office (CTSO)	82	83	77	79	77
Veszprém County Transport Supervision Office (CTSO)	79	77	72	71	69
General Inspectorate of Communications	374	399	384	341	269
Nyugat-Magyarország Regional Inspectorate of Communications (RIC)	22	27	37	41	30
Budapest, (RIC)	11	20	44	49	98
Észak-Magyarország, (RIC)	28	27	37	41	47
Dél-Magyarország (RIC)	27	31	33	41	38

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Kelet-Magyarország (RIC)	14	25	37	45	34
Budapest area (RIC)	-	30	35	47	-
Miskolc (RIC)	27	24	32	34	-
Hungarian Bureau of Space Research	3	4	4	4	4
National Chief Directorate of Water Management	132	110	102	115	110
National Bureau of Council of Telecommunication and Informatics	-	-	-	1	1
Ministry of Foreign Affairs	994	814	845	762	877
Agencies, abroad	1 123	929	904	1 015	961
Ministry of Social and Family Affairs	252	245	224	315	332
National Chief Directorate of Labour Safety and Labour Relations	72	67	61	64	70
Tolna County Directorate (CD)	3	10	9	-	-
Szabolcs-Szatmár-Bereg County Directorate (CD)	17	17	15	-	-
Csongrád County Directorate (CD)	14	16	14	-	-
Pest County Directorate (CD)	-	22	24	-	-
Budapest County Directorate (CD)	51	44	42	-	-
Fejér County Directorate (CD)	16	15	14	-	-
Zala County Directorate (CD)	11	9	10	-	-
Békés County Directorate (CD)	16	15	14	-	-
Heves County Directorate (CD)	12	11	9	-	-
Somogy County Directorate (CD)	4	17	15	-	-
Hajdú-Bihar County Directorate (CD)	17	15	14	-	-
Jász-Nagykun-Szolnok County Directorate (CD)	-	15	13	-	-
Borsod-Abaúj-Zemplén County Directorate (CD)	27	25	23	-	-
Vas County Directorate (CD)	13	12	12	-	-
Baranya County Directorate (CD)	14	14	12	-	-

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Bács-Kiskun County Directorate (CD)	20	22	22	-	-
Komárom-Esztergom County Directorate (CD)	12	12	11	-	-
Nógrád County Directorate (CD)	-	12	11	-	-
Győr-Moson-Sopron County Directorate (CD)	18	16	16	-	-
Veszprém County Directorate (CD)	17	16	14	-	-
National Labour Centre	241	226	208	-	-
Tolna County Labour Centre (CLC)	12	23	171	183	183
Komárom-Esztergom County Labour Centre (CLC)	194	200	208	232	240
Jász-Nagykun-Szolnok County Labour Centre (CLC)	235	266	251	272	264
Vas County Labour Centre (CLC)	137	149	153	183	190
Baranya County Labour Centre (CLC)	243	229	229	241	243
Bács-Kiskun County Labour Centre (CLC)	270	267	261	302	303
Csongrád County Labour Centre (CLC)	214	207	265	301	337
Békés County Labour Centre (CLC)	277	237	239	261	256
Hajdú-Bihar County Labour Centre (CLC)	181	249	264	288	296
Szabolcs-Szatmár-Bereg County Labour Centre (CLC)	338	357	377	411	383
Nógrád County Labour Centre (CLC)	187	207	198	202	203
Somogy County Labour Centre (CLC)	196	204	214	207	204
Pest County Labour Centre (CLC)	-	299	323	315	332
Budapest Labour Centre (CLC)	393	436	421	595	624
Győr-Moson-Sopron County Labour Centre (CLC)	157	152	134	161	164
Fejér County Labour Centre (CLC)	218	208	195	231	224
Veszprém County Labour Centre (CLC)	200	196	202	229	234
Zalai County Labour Centre (CLC)	148	150	145	165	166
Borsod-Abaúj-Zemplén County Labour Centre (CLC)	284	423	445	507	470
Heves County Labour Centre (CLC)	204	223	223	242	252

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Ministry of Education	787	735	549	511	434
Hungarian UNESCO Committee Secretariat	6	4	5	5	5
Hungarian Cultural Agencies, abroad	-	-	40	47	45
Ministry of Health	517	458	422	387	429
National Public Health and Medical Officer's Service. Central Office of Chief Medical Officer (ÁNTSZ)	46	44	43	64	127
ÁNTSZ Mohács City Office	13	13	12	13	13
ÁNTSZ Pásztó City Office	8	7	8	17	17
ÁNTSZ Győr-Moson-Sopron County Office	140	138	130	128	128
ÁNTSZ Kőszeg City Office	9	9	12	12	14
ÁNTSZ Celldömölk City Office	7	7	10	9	10
ÁNTSZ Vas County Office	130	128	120	123	128
ÁNTSZ Veszprém City Office	23	21	22	21	22
ÁNTSZ Tapolca City Office	14	11	11	11	11
ÁNTSZ Kazincbarcika City Office	13	13	12	12	11
ÁNTSZ Kaposvár City Office	23	23	19	19	23
ÁNTSZ Gyöngyös City Office	26	27	21	21	20
ÁNTSZ Berettyóújfalu City Office	24	22	21	20	20
ÁNTSZ Baja City Office	23	22	21	30	22
ÁNTSZ Kalocsa City Office	23	21	21	18	18
ÁNTSZ Sátoraljaújhely City Office	11	11	12	12	12
ÁNTSZ Esztergom City Office	1	13	12	10	10
ÁNTSZ Tolna County Office	108	114	117	105	10/8
ÁNTSZ Ajka City Office	13	13	16	14	14
ÁNTSZ Tatabánya City Office	5	13	14	11	11

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
ÁNTSZ Baranya County Office	191	190	175	191	170
ÁNTSZ Hajdú-Bihar County Office	212	186	178	185	196
ÁNTSZ Fejér County Office	138	143	135	134	123
ÁNTSZ Tiszaújváros City Office	9	10	10	10	9
ÁNTSZ Füzesabony City Office	12	12	13	15	15
ÁNTSZ Püspökladány City Office	16	15	16	17	16
ÁNTSZ Dorog City Office	-	7	7	7	7
ÁNTSZ Nagyatád City Office	13	13	10	11	11
ÁNTSZ Mór City Office	11	11	8	6	8
ÁNTSZ Bács City Office	10	10	9	7	8
ÁNTSZ Encs City Office	15	14	13	9	9
ÁNTSZ Veszprém County Office	134	125	107	108	110
ÁNTSZ Komárom-Esztergom County Office	5	139	129	121	122
ÁNTSZ Miskolc City Office	57	55	54	49	49
ÁNTSZ Tata City Office	-	11	11	10	10
ÁNTSZ Somogy County Office	143	131	120	119	117
ÁNTSZ Kiskunhalas City Office	20	18	17	16	18
ÁNTSZ Békés County Office	125	125	125	93	93
ÁNTSZ Sárbogárd City Office	8	10	10	9	9
ÁNTSZ Komló City Office	15	15	19	20	18
ÁNTSZ Bács-Kiskun County Office	147	132	115	111	114
ÁNTSZ Siófok City Office	23	23	20	21	21
ÁNTSZ Körment City Office	13	13	15	14	15
ÁNTSZ Hajdúnánás City Office	5	5	5	4	4
ÁNTSZ Gárdony City Office	5	6	6	6	6

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
ÁNTSZ Kapuvár City Office	6	8	7	6	6
ÁNTSZ Heves County Office	154	149	138	128	126
ÁNTSZ Kiskörös City Office	14	13	13	13	12
ÁNTSZ Sopron City Office	17	19	18	18	18
ÁNTSZ Szigetvár City Office	11	11	10	12	12
ÁNTSZ Sárospatak City Office	9	11	9	9	10
ÁNTSZ Bicske City Office	7	7	7	7	7
ÁNTSZ Győr City Office	41	42	39	38	38
ÁNTSZ Mezőkövesd City Office	16	15	16	15	15
ÁNTSZ Komár City Office	1	13	13	12	12
ÁNTSZ Hajdúböszörmény City Office	13	12	11	9	12
ÁNTSZ Városi Intézete City Office	86	83	81	78	79
ÁNTSZ Csongrád County Office	44	40	40	31	31
ÁNTSZ Mosonmagyaróvár City Office	13	16	15	14	14
ÁNTSZ Rétság City Office	7	6	7	7	8
ÁNTSZ Zala County Office	155	145	139	136	137
ÁNTSZ Balassagyarmat City Office	17	16	16	16	15
ÁNTSZ Mátészalka City Office	-	-	-	13	13
ÁNTSZ Pápa City Office	14	14	13	13	13
ÁNTSZ Salgótarján City Office	18	18	19	20	19
ÁNTSZ Csorna City Office	-	12	10	10	10
ÁNTSZ Szabolcs-Szatmár-Bereg County Office	-	25	217	215	221
ÁNTSZ Várpalota City Office	10	11	-	-	-
ÁNTSZ Csongrád City Office	9	9	-	-	-
ÁNTSZ Budapest XII. District Office	23	22	22	23	23

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
ÁNTSZ Budapest IX. District Office	19	25	24	24	24
ÁNTSZ Budapest X. District Office	27	25	26	27	27
ÁNTSZ Nagykőrös City Office	5	5	5	5	5
ÁNTSZ Nagykáta City Office	10	10	11	11	10
ÁNTSZ Szentés City Office	15	15	15	14	14
ÁNTSZ Szarvas City Office	-	-	-	11	11
ÁNTSZ Budapest XXII. District Office	20	21	24	24	24
ÁNTSZ Dabas City Office	11	11	11	11	11
ÁNTSZ Dombóvár City Office	11	9	9	10	10
ÁNTSZ Szeged City Office	46	46	46	34	34
ÁNTSZ Budapest XVII. District Office	17	18	17	18	18
ÁNTSZ Vác City Office	25	25	25	25	24
ÁNTSZ Túrkeve City Office	7	7	7	7	7
ÁNTSZ Gyula City Office	16	16	16	16	14
ÁNTSZ Nyirbátor City Office	-	-	-	10	10
ÁNTSZ Budapest II. District Office	18	23	23	22	22
ÁNTSZ Budapest XVIII. District Office	24	29	29	32	32
ÁNTSZ Tamási City Office	8	9	8	9	9
ÁNTSZ Vásárosnamény City Office	-	-	-	9	9
ÁNTSZ Kisvárdá City Office	-	-	-	14	14
ÁNTSZ Budapest IV. District Office	20	21	21	23	23
ÁNTSZ Kisújszállás City Office	9	7	5	5	5
ÁNTSZ Budapest I. District Office	13	13	13	14	14
ÁNTSZ Budapest XXI. District Office	20	23	21	24	24

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
ÁNTSZ Office of Buda Suburban Area	22	22	22	21	21
ÁNTSZ Százhalombatta City Office	6	6	7	7	7
ÁNTSZ Budapest XIII. District Office	26	29	29	31	31
ÁNTSZ Budapest VI. District Office	1	18	22	22	22
ÁNTSZ Hódmezővásárhelyi City Office	14	14	14	12	12
ÁNTSZ Monor City Office	17	15	13	14	14
ÁNTSZ Budapest VII. District Office	22	25	27	28	28
ÁNTSZ Karcag City Office	8	8	9	9	9
ÁNTSZ Eger City Office	28	31	25	28	28
ÁNTSZ Békés City Office	10	10	10	10	10
ÁNTSZ Makó City Office	17	17	17	14	14
ÁNTSZ Ráckeve City Office	20	20	24	22	22
ÁNTSZ Budapest VIII. District Office	26	25	26	28	28
ÁNTSZ Dunakeszi City Office	9	9	11	11	11
ÁNTSZ Budapest XX. District Office	25	28	27	27	27
ÁNTSZ Kunszentmárton City Office	12	12	9	9	9
ÁNTSZ Nyiregyháza City Office	-	-	-	43	46
ÁNTSZ Mezőkovácsháza City Office	-	-	-	9	9
ÁNTSZ Central Office of Budapest	6	774	816	829	829
ÁNTSZ Jász-Nagykun-Szolnok County Office	115	115	103	95	93
ÁNTSZ Budapest V. District Office	16	17	18	18	18
ÁNTSZ Szeghalom City Office	15	15	15	10	10
ÁNTSZ Szekszárd City Office	11	11	11	12	12
ÁNTSZ Tiszafüred City Office	11	12	10	9	9
ÁNTSZ Törökszentmiklós City Office	11	11	9	9	9
ÁNTSZ Budapest XIV. District Office	23	22	21	23	23

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
ÁNTSZ Paks City Office	12	11	10	9	9
ÁNTSZ Fehérgyarmat City Office	-	-	-	8	8
ÁNTSZ Nagykanizsa City Office	22	21	22	22	21
ÁNTSZ Bonyhád City Office	9	9	9	8	8
ÁNTSZ Cegléd City Office	18	18	15	14	14
ÁNTSZ Mezőtúr City Office	10	11	9	8	8
ÁNTSZ Budapest XIX. District Office	13	15	16	15	15
ÁNTSZ Szentendre City Office	13	12	11	11	11
ÁNTSZ Keszthely City Office	19	19	23	21	19
ÁNTSZ Budapest XI. District Office	30	30	29	31	31
ÁNTSZ Gödöllő City Office	18	19	19	18	19
ÁNTSZ Jászberény City Office	42	42	18	18	18
ÁNTSZ Szolnok City Office	23	23	22	19	19
ÁNTSZ Békéscsaba City Office	21	21	21	14	14
ÁNTSZ Budapest XV. District Office	22	23	23	23	23
ÁNTSZ Budapest III. District Office	22	22	24	29	29
ÁNTSZ Pest County Office	178	185	183	168	179
ÁNTSZ Zalaegerszeg City Office	20	20	19	21	19
ÁNTSZ Orosháza City Office	14	14	14	13	13
ÁNTSZ Heves City Office	5	9	6	3	3
ÁNTSZ Budapest XVI. District Office	16	16	20	22	22
ÁNTSZ Lenti City Office	10	10	7	7	7
ÁNTSZ Szerencs City Office	15	11	11	11	11
ÁNTSZ Kecskemét City Office	27	25	24	26	24
ÁNTSZ Borsod-Abaúj-Zemplén County Office	214	202	180	178	172
ÁNTSZ Oroszlány City Office	1	8	8	10	10
ÁNTSZ Dunaújváros City Office	19	22	22	20	22

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
ÁNTSZ Balatonfüred City Office	12	12	11	11	12
ÁNTSZ Ózd City Office	19	19	17	16	16
ÁNTSZ Edelény City Office	11	10	10	10	10
ÁNTSZ Pécs City Office	38	36	34	38	36
ÁNTSZ Székesfehérvár City Office	26	26	27	27	29
ÁNTSZ Kiskunfélegyháza City Office	10	12	10	9	11
ÁNTSZ Marcali City Office	17	17	14	14	14
ÁNTSZ Sárvár City Office	13	13	14	12	12
ÁNTSZ Hajdúszoboszló City Office	6	6	5	6	6
ÁNTSZ Szombathely City Office	27	27	27	29	31
ÁNTSZ Hatvan City Office	9	15	16	15	15
ÁNTSZ Nógrád County Office	99	97	91	86	91
ÁNTSZ Siklós City Office	14	13	15	16	17
Ministry of Finance	673	583	575	627	643
Institute of Informatics and Tax Administration	-	-	-	388	381
Tax and Financial Audit Office (APEH)	1 377	1 196	1 153	823	835
APEH Fejér County Directorate	296	273	281	300	300
APEH Bács-Kiskun County Directorate	349	333	340	397	394
APEH Heves County Directorate	210	230	242	254	257
APEH Komárom-Esztergom County Directorate	202	216	223	243	241
APEH Csongrád County Directorate	361	327	321	351	356
APEH Somogy County Directorate	255	252	242	263	265
APEH Vas County Directorate	206	199	202	223	217

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
APEH Baranya County Directorate	307	281	277	319	328
APEH Borsod-Abaúj-Zemplén County Directorate	416	384	373	431	432
APEH Szabolcs-Szatmár-Bereg County Directorate	315	295	299	319	315
APEH East-Budapest Directorate	-	-	653	938	965
APEH Nógrád County Directorate	163	163	169	179	181
APEH Veszprém County Directorate	288	268	267	296	298
APEH Pest County Directorate	680	671	738	867	867
APEH Tolna County Directorate	202	175	181	194	197
APEH Békés County Directorate	281	260	264	283	280
APEH Budapest and Pest County Directorate for special Taxpayers	-	-	134	153	162
APEH North-Budapest Directorate	-	-	602	911	954
APEH Jász-Nagykun-Szolnok County Directorate	250	256	257	278	281
APEH Budapest Directorate	1 615	1 493	-	-	-
APEH South-Budapest Directorate	-	-	696	953	958
APEH Hajdú-Bihar County Directorate	326	299	303	347	352
APEH Zala County Directorate	235	220	208	228	229
APEH Győr-Moson-Sopron County Directorate	300	284	290	331	341
National Supervision of Gambling	96	94	91	102	103
National Supervision of Insurance	39	37	34	38	45
National Supervision of Money- and Capital Market	112	102	116	252	289
National Supervision of Treasury	26	34	35	61	79
Institute for Inspection and Certification of Noble Metal	50	46	44	45	14

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Directorate for Pension Payment	1 188	1 162	1 126	1 215	1 254
National Chief Directorate of Pension Insurance	250	253	257	268	281
Baranya County Pension Insurance Directorate (CPID)	94	112	115	116	122
Fejér County Pension Insurance Directorate (CPID)	100	111	105	106	114
Győr-Moson-Sopron County Pension Insurance Directorate (CPID)	130	132	131	130	131
Heves County Pension Insurance Directorate (CPID)	133	118	123	137	148
Jász-Nagykun-Szolnok County Pension Insurance Directorate (CPID)	114	135	126	118	124
Nógrád County Pension Insurance Directorate (CPID)	90	94	109	109	118
Tolna County Pension Insurance Directorate (CPID)	65	64	71	77	77
Veszprém County Pension Insurance Directorate (CPID)	131	129	132	130	140
Csongrád County Pension Insurance Directorate (CPID)	137	142	142	139	147
Borsod-Abaúj-Zemplén County Pension Insurance Directorate (CPID)	225	220	217	224	244
Hajdú-Bihar County Pension Insurance Directorate (CPID)	161	153	147	151	171
Somogy County Pension Insurance Directorate (CPID)	82	87	97	97	99
Szabolcs-Szatmár-Bereg County Pension Insurance Directorate (CPID)	130	140	150	144	159
Békés County Pension Insurance Directorate (CPID)	114	115	123	126	136
Budapest City Pension Insurance Directorate (CPID)	769	1 002	958	1 031	1 045
Bács-Kiskun County Pension Insurance Directorate (CPID)	146	150	152	155	153
Zala County Pension Insurance Directorate (CPID)	99	100	101	102	111
Komárom-Esztergom County Pension Insurance Directorate (CPID)	114	122	116	117	128
Vas County Pension Insurance Directorate (CPID)	65	68	69	70	77
National Health Insurance Fund	738	531	528	546	560
Győr-Moson-Sopron County Insurance Fund (CIF)	263	251	261	269	287
Zala County Insurance Fund (CIF)	196	198	197	215	226
Csongrád County Insurance Fund (CIF)	232	290	267	296	323
Veszprém County Insurance Fund (CIF)	185	185	185	262	271
Borsod-Abaúj-Zemplén County Insurance Fund (CIF)	366	346	346	402	417
Fejér County Insurance Fund (CIF)	213	213	229	244	246

9.2 Continuation

	Persons				
	1994	1995	1996	1997	1998
Vas County Insurance Fund (CIF)	156	147	155	163	172
Budapest County Insurance Fund (CIF)	1 512	1 860	1 961	1 960	2 025
Békés County Insurance Fund (CIF)	223	230	236	239	256
Baranya County Insurance Fund (CIF)	251	247	233	267	262
Nógrád County Insurance Fund (CIF)	124	156	147	168	181
Tolna County Insurance Fund (CIF)	132	139	146	155	157
Bács-Kiskun County Insurance Fund (CIF)	382	359	383	410	428
Hajdú-Bihar County Insurance Fund (CIF)	312	298	312	330	349
Jász-Nagykun-Szolnok County Insurance Fund (CIF)	179	218	223	237	254
Somogy County Insurance Fund (CIF)	179	180	182	202	219
Szabolcs-Szatmár-Bereg County Insurance Fund (CIF)	279	282	298	329	368
Heves County Insurance Fund (CIF)	220	209	225	241	246
Komárom-Esztergom County Insurance Fund (CIF)	209	195	211	232	247
Institute of Medical Experts National Health Insurance Fund	524	455	468	447	444
Journalist Section National Health Insurance Fund	14	6	6	6	6
Directorate of Social Insurance Railway Employees	92	80	75	83	90
Secretariat of Hungarian Academy of Sciences	186	161	159	150	159
Service of Criminology Identification National Police Headquarters	-	-	-	33	32

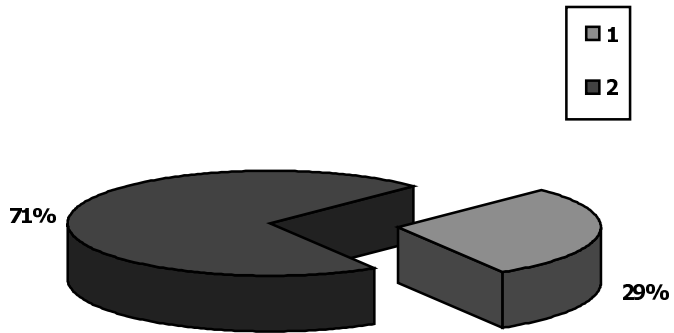
9.2 Number and distribution of civil servants by institutions and by classification

	Classification of civil servants in public agencies						Classification of civil servants in local governments						Altogether
	Type of organisation	I.	II.	III.	IV.	Total	Type of organisation	I.	II.	III.	IV.	Total	
1994	Governmental agency	22.079	17.174	5.832	6.353	51.438	Local government	10.090	18.865	4.185	7.359	40.499	
	Non-governmental agency	586	373	132	318	1.409	Public corporation	1.626	6.891	1.556	673	10.746	
	Total	22.665	17.547	5.964	6.671	52.847	Total	11.716	25.756	5.741	8.032	51.245	104.092
1995	Governmental agency	22.777	18.703	5.892	6.782	54.154	Local government	10.417	19.884	4.157	7.358	41.816	
	Non-governmental agency	664	258	101	239	1.262	Public corporation	1.840	7.683	1.583	723	11.829	
	Total	23.441	18.961	5.993	7.021	55.416	Total	12.257	27.567	5.740	8.081	53.645	109.061
1996	Governmental agency	22.695	18.277	5.326	5.673	51.971	Local government	10.317	20.939	4.350	7.126	42.732	
	Non-governmental agency	552	305	125	285	1.267	Public corporation	1.892	7.729	1.402	706	11.729	
	Total	23.247	18.582	5.451	5.958	53.238	Total	12.209	28.668	5.752	7.832	54.461	107.699
1997	Governmental agency	23.859	17.542	4.708	4.542	50.651	Local government	10.707	20.372	3.732	5.821	40.632	
	Non-governmental agency	768	392	124	291	1.575	Public corporation	2.200	7.813	1.116	569	11.698	
	Others	5	16	12	-	33							
	Total	24.632	17.950	4.844	4.833	52.259	Total	12.907	28.185	4.848	6.390	52.330	104.589

9.2 Distribution of civil servants by education and by classification

Classification	Schooling level		1994		1995		1996		1997		1998		
			Civil Service	Local Governments	Civil Service	Local Governments	Civil Service	Local Governments	Civil Service	Local Governments	Civil Service	Local Governments	
Managers	University degree	01	3352	1121	3301	1094	3427	1250	3619	1541	4095	1288	
	College degree	02	1188	1371	1269	1393	1446	1631	1625	2105	2045	2002	
	Other degree from higher education	03	57	45	53	48	58	47	60	60	85	41	
	Higher education degree from abroad	11	42	6	21	6	26	6	23	3	24	4	
	Other degree, certificate	49	11	9	11	8	12	12	15	10	18	11	
	Total		4650	2552	4655	2549	4969	2946	5342	3719	6267	3346	
I.	University degree	01	10086	2605	9433	2403	9300	2535	9670	2791	10600	2349	
	College degree	02	7998	4258	7847	4092	8063	4335	9588	5202	10843	5020	
	Other degree from higher education	03	268	184	274	178	286	189	337	188	382	161	
	Higher education degree from abroad	11	173	17	157	14	136	10	118	8	109	5	
	Other degree, certificate	49	49	14	42	13	36	12	35	11	36	13	
	Total		18574	7078	17753	6700	17821	7081	19838	8200	21970	7548	
II.	High School (4 years)	04	6471	9886	6452	9925	6408	10506	6222	10846	9922	7389	
	Technical High School (4 years)	05	8026	11918	8123	12140	6576	13227	8908	14134	13241	10352	
	Vocational High School (3 years)	06	3169	2795	3190	2720	2984	2713	2821	2652	3251	2159	
	High School and Vocational High School degree issued between 1974-1986	07	243	528	257	535	248	565	221	536	295	468	
	Vocational School (3 years)	08	351	269	440	287	443	322	458	362	621	238	
	Vocational Course (2 years)	09	904	910	933	939	973	1029	986	1116	1300	881	
	Total		19164	26306	19395	26546	19632	28362	19616	29646	28630	21487	
	III.	High School (4 years)	04	1757	1179	1566	1121	1466	1189	1533	1254	1891	984
		Technical High School (4 years)	05	1949	1371	1745	1263	1655	1339	1706	1439	1956	1222
Vocational High School (3 years)		06	342	115	303	107	262	102	251	98	281	85	
High School and Vocational High School degree issued between 1974-1986		07	122	91	106	85	98	91	96	80	104	71	
Vocational School (3 years)		08	306	432	294	407	248	402	230	358	452	143	
Vocational Course (2 years)		09	1529	1931	1399	1848	1267	1845	1230	1768	1540	1435	
Total			6005	5119	5413	4831	4996	4968	5046	4997	6224	3940	
IV.	Vocational School (3 years)	08	1924	2401	1893	2312	1630	2288	1544	2125	1682	1756	
	Vocational Course (2 years)	09	230	258	213	251	159	237	153	212	151	196	
	Primary education (8 years)	10	3271	4157	3049	3847	2435	3579	2105	3107	2294	2623	
		99	0	0	0	0	2	2	1	14	1	12	
	Total		5425	6816	5155	6410	4226	6106	3803	5458	4128	4587	
Total			53 818	47 871	52 371	47 036	51 644	49 463	53 645	52 020	67 219	40 908	
Altogether			101 689		99 407		101 107		105 665		108 127		

9.2 Distribution of civil servants by sex 1997



1. Male 30.656 fõ
2. Female 73.933 fõ

9.3 Number of vacant positions and their distribution by classification, 1997

Classification I.	1954
From that : manager	342
senior counsellor , counsellor	8
Total:	350
Others	1604
Classification II.	1090
Classification III.	274
Classification IV.	533

9.4 Knowledge of foreign languages of civil servants, 1997

Foreign language	Advanced exam based on Civil Service Act	Advanced exam	Medium level exam	Basic exam	Total
English	32	1.019	2.250	343	3.644
French	9	328	379	46	762
German	30	718	1.400	323	2.471
Italian	1	68	58	12	139
Russian	107	1.057	870	141	2.175
Romanian	36	129	16	4	185
Spanish	4	169	109	8	290

◆ **Pay levels**

9.5; 9.6; 9.7 Payment levels in the Hungarian public administration

1. Payments related to the basic salary of 23 400 Forints

1.1 Top civil servants

	Basic payment	Allowances 50%	Managerial allowance	Total
State Secretary (political)	128.700	193.050	83.655	276.705
+40%	180.180	270.270	117.117	387.387
Minister	152.100	228.150	98.865	327.015
Prime Minister	152.100	228.150	182.520	410.670

2. Bonuses, allowances and other expenditures related to the basic salary of
26 000 Forints

	Quantity in the percentage of the basis salary	Forint
Allowances		
- Night service [Civil Service Act (CCA) 47.§.]	25%	6.500
- Driving vehicle[CCA 47.§.]	13%	3.380
- Dangerous circumstances [CCA 47.§.]	45%	11.700
- Knowledge of foreign languages [CCA 48.§.]		
a) Advanced exam	50%	10.400
b) Medium level exam	30%	7.800
Travel allowance [Civil Service Act 49.§.]		
Percentage of the basis salary day/person	25%	6.310
Other allowances [170/1992.(XII.22.) Government decree]		
- Meal contribution	5%	1.300
- Contribution to clothing expenses/year	100-150%	26.000-39.000
- Holiday contribution	75-100%	19.500-26.000
Exam fees		
Basic exam [51/1993.(III.31.) Government decree 10.§.]	10%	2.600
- Distribution of the fee		
• Chairman of the Committee	30% of the fee	780
• Members of the Committee	15-15% of the fee	390-390
• Writer of minutes	10% of the fee	260
• Institution managing the examination procedure	30% of the fee	780
Advanced exam [46/1995.(IV.24.) Government decree 6.§.]		
-written part	15% of the basis salary	3.900
- oral part	15% of the basis salary	3.900
• Altogether:	30% of the basis salary	7.800
- Distribution of the fee		
• Chairman of the Committee	25% of the fee	1.950
• Members of the Committee	25-30% of the fee	1.560-1.560
• Commissioner of the exam	10% of the fee	780
• Organiser of the exam	25% of the fee	1.950

3. Payments related to the basic salary of 23 400 Forints

3.1 Public Managers

	Basic payment	Allowances 50%	Managerial allowance	Total
Head of Section	91.000	45.500	9.100	154.600
+20%	109.200	54.600	10.920	174.720
-20%	72.800	36.400	7.280	116.480
+40%	127.400	36.700	12.740	203.840
Deputy Head of Department	104.000	52.000	20.800	176.800
+20%	124.800	62.400	24.960	212.160
-20%	83.200	41.600	16.640	141.440
+40%	145.600	72.800	29.120	247.520
Head of Department	117.000	58.500	35.100	210.600
+40%	163.800	81.900	49.140	294.840
Deputy State Secretary	130.000	65.000	84.500	279.500
+40%	182.200	91.000	118.300	391.300
Administrative State Secretary	143.000	35.750	92.950	271.700
+40%	200.200	50.050	130.130	380.380

	Basic payment	Allowance 25 %	Managerial allowance	Total
Head of Section	91.00	22.750	0	113.750
+20%	109.200	27.300	0	136.500
-20%	72.800	18.200	0	91.000
+40%	127.400	31.850	0	159.250
Deputy Head of Department	104.000	26.000	0	130.000
+20%	124.800	31.200	0	156.000
-20%	83.200	20.800	0	104.000
+40%	145.600	36.400	0	182.000
Head of Department	117.000	29.250	0	146.250
+40%	163.800	40.950	0	204.750
Deputy State Secretary	130.000	32.500	6.500	169.000
+40%	182.000	45.500	9.100	236.600
Administrative State Secretary	143.000	35.750	21.450	200.200
+40%	200.200	50.050	30.030	280.280

	Basic payment	Allowances 20 %	Managerial allowances	Total
Head of Section	91.000	18.200	0	109.200
+20%	109.200	21.840	0	131.040
-20%	72.800	14.560	0	87.360
+40%	127.400	25.480	0	152.880
Deputy Head of Department	104.000	20.800	0	124.800
+20%	124.800	24.960	0	149.760
-20%	83.200	16.640	0	99.840
+40%	145.600	29.120	0	174.720
Head of Department	117.000	23.400	0	140.400
+40%	163.800	32.760	0	196.560

	Basic payment	Allowances 10%	Managerial allowances	Total
Head of Section	91.000	9.100	0	100.100
+20%	109.200	10.920	0	120.120
-20%	72.800	7.280	0	80.080
+40%	127.400	12.740	0	140.140
Deputy Head of Department	104.000	10.400	0	114.400
+20%	124.800	12.480	0	137.280
-20%	83.200	8.320	0	91.520
+40%	145.600	14.560	0	160.160
Head of Department	117.000	11.700	0	128.700
+40%	163.800	16.380	0	180.180

	Basic payment	Allowances %	Managerial allowance	Multiplier
Head of Section	91.000			
+20%	109.200			
-20%	72.800			
+40%	127.400			
Deputy Head of Department	104.000			
+20%	124.800			
-20%	83.200			
+40%	145.600			
Head of Department	117.000			
+20%	140.400			
-20%	93.600			
+40%	163.800			
Notary (in municipalities under 3000 inhabitants)	97.500			3,75
+20%	117.000			
-20%	78.000			
+40%	136.500			
Notary (in municipalities from 3001-10000 inhabitants)	104.000			4,0
+20%	124.800			
-20%	83.200			
+40%	145.600			
Notary (in municipalities from 10001-100000 inhabitants)	110.500			4,25
+20%	132.600			
-20%	88.400			
+40%	154.700			
Chief Notary (at county, cities with county right, and district of capital level)	117.000			4,5
+20%	140.400			
-20%	93.600			
+40%	163.800			
Chief Notary of the Capital	130.000			5,0
+20%	156.000			
-20%	104.000			
+40%	182.000			

3.2 Payment system related to the Basic Salary of 26 000 Forints with -20% and +40% deviation opportunity

Classification I. (civil servants)

		Basic payment	Allowance				Multiplier
			10%	20%	25%	50%	
Junior assistant	1.	32.500	35.750	39.000	40.625	48.750	1,25
	+20%	39.000	42.900	46.800	48.750	58.500	
	-20%	26.000	28.600	31.200	32.500	39.000	
	+40%	45.500	50.050	54.600	56.875	68.250	