



SIGMA

Support for Improvement in Governance and Management

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

INTERNATIONAL CONFERENCE ON EUROPEAN CIVIL SERVICE SALARY SYSTEMS

Bucharest, 25 April 2007

Objectives:

- To present the state of the Romanian civil service salary reform and allow the participants to compare it -- through relevant country presentations -- with similar efforts carried out in other EU Member States.
- To debate on key policy options on designing salary schemes for civil servants

Organisers: National Agency for Civil Servants and Sigma

08.30	Registration of Participants
09.00 – 09.15	Opening: Mr. Vasile Blaga , Minister of Administration and Interior
09.15 – 10.00	Civil Service Salary Reforms in Romania Mr. Jozsef Birtalan , President of the National Agency for Civil Servants
10.00 – 10.30	Civil Service Salary System in Germany and Recent Reform Trends Dr Kai-Andreas Otto , Ministry of Interior, Germany
10.30 – 11.00	Coffee Break
11.00 – 11.30	Tackling Civil Service Pay Reform Mr. Francisco Cardona , Principal Administrator, OECD SIGMA Programme
11.30 – 12.00	Overview on Civil Service Salary Systems in EU Member States and some Reform Trends Mr. Sean Fitzpatrick , Ministry of Finance, Ireland. Formerly salary expert at the European Institute of Public Administration
12.00 – 12.30	Trends in pay systems for public servants across OECD Member countries Mrs. Elsa Pilichowski , Administrator, OECD Governance and Territorial Development Directorate
12.30 – 14.00	Lunch Break

14.00 – 14.30	Civil Service Salary System in Ireland and Recent Reform Trends Mr. David Hurley , Conciliation and Arbitration Section, Dept of Finance, Ireland
14.30 – 15.00	Civil Service Salary System in Belgium and Recent Reform Trends Mr. Johan Janssens , Director of Communication and Knowledge Management, Public Sector Pension Service, Belgium
15.00 – 15.30	Civil Service Salary Reform Process in Portugal during the 1990s: The Creation of a New System Mr. Julio Nabais , Principal Administrator, OECD SIGMA Programme (former General Director for the Civil Service, Portugal)
15.30 – 16.00	Civil Service Remuneration System in Spain and its Reforms Mr. Enrique Sanchez Motos , Head of Unit, Ministry of Economy and Finance, Spain; Spanish representative to the Remuneration Coordination Committee of International Organisations
16.00 – 16.30	Risks in Performance Related Pay in the Public Service Ms. Anke Freibert , Principal Administrator, OECD SIGMA Programme
16.30 – 17.15	General Discussion chaired by the Romanian authorities, speakers and SIGMA
17.15	Wrap up and Departure