



SEMINAR ON CIVIL SERVICE PERFORMANCE APPRAISAL

**Programme
 Vilnius, 23-24 May 2006**

Organisers

- Civil Service Department of the Lithuanian Ministry of the Interior
- Sigma (a joint initiative of the OECD and the EU, principally financed by the EU)

Objectives

- To provide information on main trends and challenges in civil servants performance appraisal
- To exchange practical information on civil service performance appraisal systems in several EU Member States
- To contribute to the development of the civil service performance appraisal reform in Lithuania

Target Groups

- Top managers at central and local levels.
- Human resources managers in public service organisations.
- Managers of strategic planning in the public sector.

23 May (Tuesday)

10h00 – 10h15 **Opening the Seminar**

Opening speech by representative of the Ministry of the Interior

10h15 – 10h55 **Civil service performance appraisal in Lithuania: current situation and reform challenges**

Mr. Osvaldas Sarmavicius, Director of the Civil Service Department under the Ministry of the Interior, Lithuania (to be confirmed)

10h55 – 11h10 Discussion

11h10 – 11h40 Coffee Break

11h40 – 12h40 **Civil service performance appraisal within the context of HRM: an integrated approach**

Mr. Aderito Alain Sanches – International Consultant (confirmed)

12h40 – 13h00 Discussion

13h00 – 14h15 Lunch

- 14h15 – 15h15** **General trends and challenges regarding performance evaluation and the UK experience**
Ms. Sylvia Horton - Portsmouth Business School (confirmed)
- 15h15 – 15h30** Discussion
- 15h30 – 16h00** Coffee Break
- 16h00 – 17h00** **Civil servants performance appraisal in Spain: the experience at the Directorate General for the Cadastre**
Mr. Ignacio Durán, Directorate General for the Cadastre, Ministry of Economy and Finance (confirmed)
- 17h00 – 17h15** Discussion
- 17h15 – 19h00** Fourchette

24 May (Wednesday)

- 9h30 – 10h30** **Civil servants performance appraisal in Portugal: general framework and the specific experience with parliamentary staff**
Ms. Isabel Corte-Real, International Consultant
- 10h30 – 11h00** Discussion
- 11h00 – 11h30** Coffee break
- 11h30 – 12h00** **Performance Appraisal and Performance-Related Pay (PRP): An overview of OECD countries**
Mr. Julio Nabais, Senior Adviser, Civil Service, Legal Framework & Justice, Sigma Programme
- 12h00 – 12h30** Discussion
- 12h30 – 12h45** Wrap up
 Closing of the seminar
- 12h45 – 14h00** Lunch