

Human Resources Management Development Portfolio in Romania



Learning and development

Output name	Description
Technical Assistance: Developing a Unitary Human Resources Management System Within the Public Administration	
A guideline for HR departments in employee management and career development (April 2021 – Deliverable 5.3a)	Aims to support HR departments in the Romanian public administration to implement and ensure the proper functioning of the proposed individual performance management framework in their institutions. It details the procedures, processes and rules that institutions, through their HR departments, need to introduce and apply in the institution to use the proposed performance management framework.
Guideline on methods and instruments for motivating staff in the public administration ((April 2021 – Deliverable 5.3b)	Aims to support managers in the Romanian public administration to effectively operate within the proposed individual performance management framework and understand and be able to apply best practices in motivating their staff.
Report on setting activity standards/ flexible working arrangements (FWA) (February 2022 – Deliverable 5.4)	The focus of this report is on the legal implications of widening the use of FWA in the public administration, with a particular emphasis on how the EU's Working Time Directive (WTD) was transposed at national level.
Review of relevant international experience on HRM practices - The civil services of Lithuania and the Netherlands (November 2020, Deliverable 5.6)	Contains two in-depth case studies on the HRM systems in the public administrations of Lithuania and the Netherlands. The report also presents the conclusions of a workshop organized by the World Bank HRM team following the study visits, with the Romanian government delegation members who took part in the study visits.
Technical Assistance: Strengthening the Administrative Capacity of the National Agency for Civil Servants (NACS)	
Assessment of training needs and training plan for NACS staff (April 2023, Output 2.1)	Based on a training needs analysis, the report provides recommendations for addressing competency needs in the NACS for the HRM reform, including training plan and curriculum, structure and recommendations for 5 pilot training modules, and implementation caveats for the training plan.
Tailored training programs for targeted groups (April 2023, Output 2.3)	Training plans for target audiences, which need NACS expert assistance in the implementation of the HRM reforms (focusing primarily on the competency framework and the national competition).
Technical Assistance: Supporting the Improvement of the Training System in the General Secretariat of the Government (GSG) of Romania	
Strategy for Public Administration Training 2016-2020 (March 2022, Output 1)	Study on the implementation of the Strategy for Public Administration Training (SPAT 2016-2020), international good practices and lessons learned for a future strategic framework, and conclusions and recommendations
Technical assistance to support the GSG in their preparation of the draft Public Administration Training Strategy for 2021- 2027 (April 2023, Output 2)	Report with recommendations for improving the training policy for the timeframe 2021-2027, including consideration for change management.