

Public managers: Progress and Challenges

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1. Public Managers Corps (PMC): Concept

Public Managers Corps: Concept

Pool of qualified public managers recruited by merit

Available to be assigned to leadership or managerial positions

National, Regional and Local government level

Assignment by demand

Lead by SERVIR

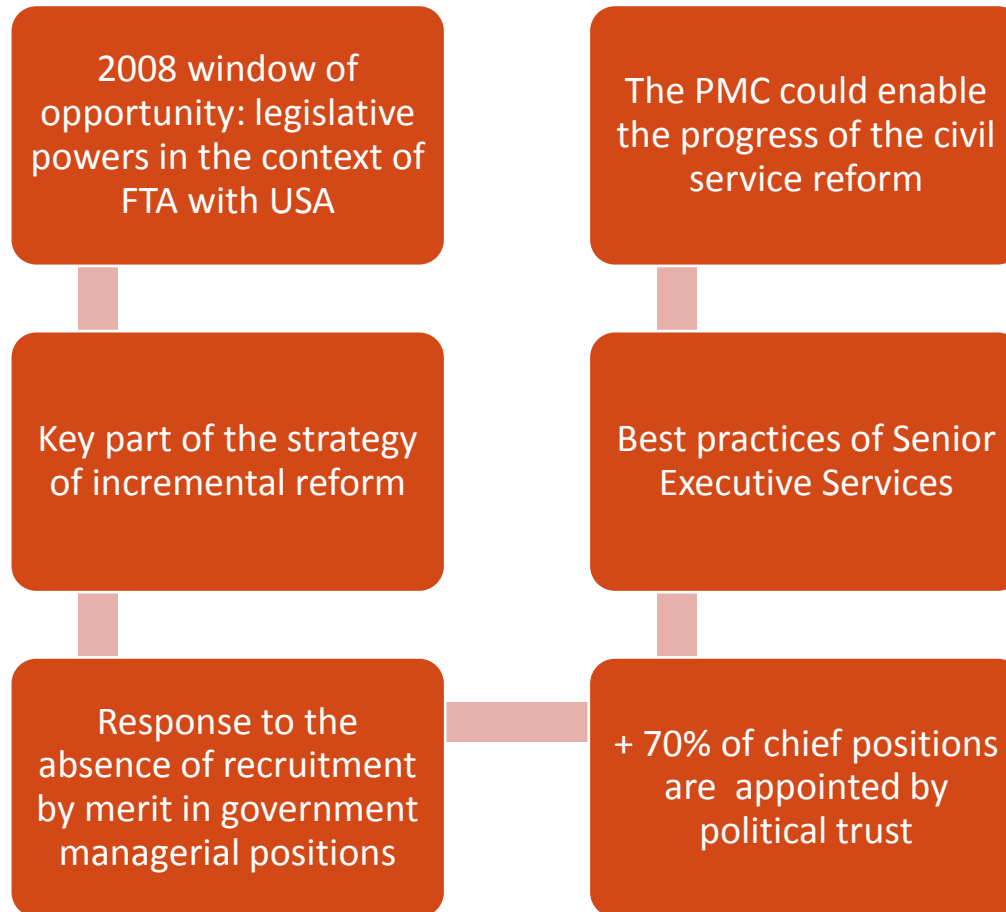
Assigned for 3 years renewable periods

Contracts with special labor rules and special payment

New assignation without an additional recruitment process

2. Public Managers Corps (PMC): Initial context

Public Managers Corps (PMC): Initial context



3. PMC Model

Public Managers Corps Model (PMC)

Profiles and
centralized
recruitment
by merit

Monitoring
and support

Performance
assessment

4. Recruitment by merit

Recruitment by merit

Profiles: requirements of:

- Knowledge
- Studies
- Experience
- Prior experience in public sector
- Competencies

Recruitment process: Assessment of

- IQ
- Knowledge
- Competencies (Assessment Center and Behavioral Events Interview)
- Cases solution
- Final interview
- Involvement of the demanding organization

Merit based recruitment

- Transparency
- Oversight of civil society
- ISO 9001
- Without political interference
- A proposal of candidates is presented to the political authority
- 563 PM in the Public Managers Corps, +330 in executive positions.

5. Monitoring & Support

Monitoring and support

Groups of PM
assigned to an
“account
executive”

Coaching

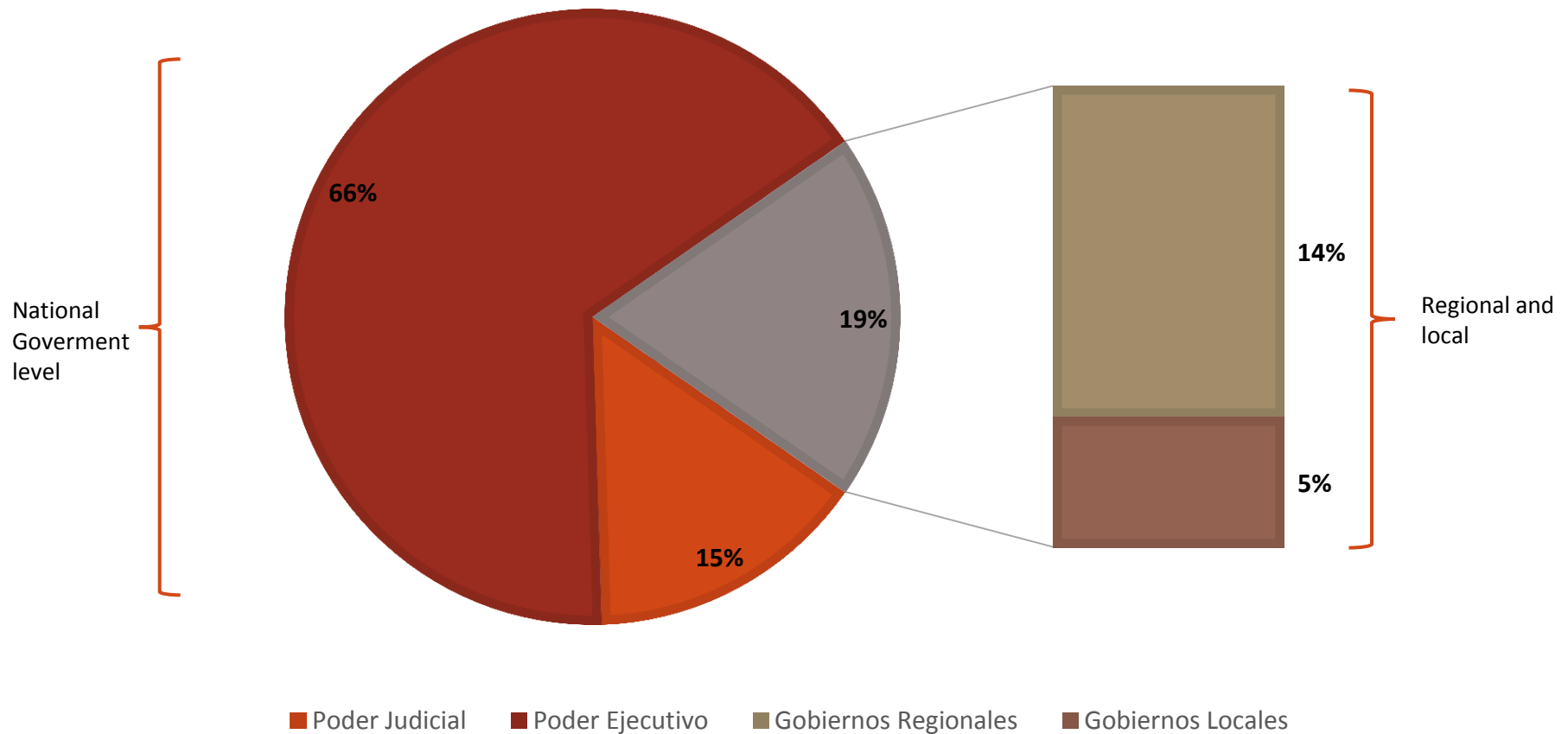
PM annual
meeting

Periodic meetings
in groups of public
managers

Training Program

6. Public Managers by different government level

Public Managers by different government level



7. Performance assessment

Performance assessment

Goals (up to 7)

- Types of goals: process, results, innovation and team development
- Approved by the superior
- With indicators and verification means.
- 100% of evaluation.

Competencies (7)

- Baseline: Recruitment process
- PM select two competencies to develop each year.
- Without effects on the continuity of the PM

Performance assessment average

- 2014: 96%
- 2013: 93%

8. Progress of the PMC

Progress of the PMC

Civil Service Improvement

- Has contributed to the improvement in the Peruvian Civil Service (Interamerican Development Bank Reports 2011, 2015)

Push the Civil Service Reform

- Has positioned merit, profiles, professional qualification, development and performance.

Public Management Professionalisation

- Start the professionalisation of Public Management
- Learning lab
- Has demonstrated that recruit by merit is possible if done centrally as well as performance assessment

Award

- 2014 Business Creativity Award
- (National Public Management Category)

Other results achieved by PMC

- When a team is assigned to positions related to the expenditure cycle, they achieved an average increase on investment performance of 91.48%
- In administration of justice courts and managerial education units, the average of execution is over 98% and 99%.
- Best Practices award (2013, 2014 and 2015)
- Good practices in the management of organizations

9. Public Executives of Civil Service Act (2013-2014)

Public Executives of Civil Service Act

- New regulation inspired by Public Management Corps
- Fields of management (Moore)
 - Political
 - Strategic
 - Operational
- Roles
 - Political strategic
 - Strategic
 - Operational strategic
- Competencies approach

Public Executives of Civil Service Act/2

- Civil service act expands the good practices and experience of the PMC to all managers, national, regional and local.
- 80% of public managers must be hired for periods of 3 years (Only 20% through political appointment)
- PMs with good performance could renew their period, two more times (9 years in total)
- Employment system, although PMs with good performance can be hired without contest
- Goals and indicators

10. Challenges of the implementation of the Civil Service Act

Challenges of the implementation of Civil Service Act

- Recruitment decentralization.
- Do not waste the progress achieved by PMC.
- Key measures: Mandatory profiles, delegation of recruitment enable, electronic recruitment system, centralized IQ and competencies assessment
- Development of an Executive Civil Service segment



Thanks

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