

DISPA Meeting

October 2014, Rome



SNA *Presidenza del Consiglio dei Ministri*
Scuola Nazionale dell'Amministrazione

The representative of the Institute took part on the Rome DISPA meeting and this time the topic was „Growth-Friendly Public Administration : The Role of Training“. In his welcome speech the president of hosting Italian Scuola Nazionale dell'Amministrazione (SNA) highlighted a role of schools and institutes at creating training frameworks for public administration. He was followed by the president of private television channel, who focused on a relation between private and public sector, which should support the private sector from his point of view. Furthermore, implementation of digital devices into daily activities is an opportunity for the development of public administration. The initial session was closed by the SNA professor, who was talking about changes in public administration, where one of attributes is that more people like to work, while there are less working positions to the disposal.

The following part of the meeting was focused on the dialogue between public and private sector and a role of institutes as facilitators of



training. The representative of the Dutch institute of public administration PBLQ pointed out in her interesting presentation on the mental shift and intrinsic motivation of employees to undergo training and related training programmes from their portfolio. The key is to answer questions „what, how and why an official does, whilst „why“ is a crucial for intrinsic motivation. The objective of the Dutch public administration for years 2015-2020 is to create attractive working conditions for employees so as they have work and private life in balance, sufficient opportunities for personal and professional development, which they can aim themselves with a financial contribution of the employer.

The representative of French École Nationale d'Administration mentioned in her speech the role of public administration as a symbol of values, but also a necessity to create profit. The morning session was terminated by the presentation of Irish Institute of Public Administration, who similarly as on the Dublin DISPA meeting in 2013 focused on the lesson given by crisis and its impacts on public administration. In his opinion the lesson learned was not sufficient and there is a threat of return to original practice of public administration's execution after the termination of crisis.



The afternoon section was opened by the SNA professor, who was speaking about interconnection of public and private sector and impacts on the economic growth. The public administration should be more friendly to economics and market, but now it is too slow, complicated, large, costly and inefficient. However, the objective should be openness of public administration and dialogue with citizens and companies, furthermore law

transparency, better human resources management and tenders. The following papers given by the representative of Spanish Institute of Public Administration (INAP) and the representative of Rome university Tor Vergata.

At the end of the first day's programme participants were divided into workshops and the Institute's representative participated on the workshop with the topic „Increasing Internationalization of Public Sector : Mobility of Public Administration Officials“. From the discussion with colleagues it resulted that a bigger promotion of international mobility programmes and internships as well as involvement of top management of these institutions into these projects and activities are necessary. Simultaneously it is important to organize and enable mobilities to junior officials so as they have an opportunity to gain knowledge abroad and remove worries of language barrier. An option for reducing costs for these activities is a reciprocal basis.



The second day was introduced with the session „Competence of Public Administration for Ensuring Economic Growth : How to Aim Training of Public Administration Officials“. The director of Greek training centre EKDDA pointed out on the offer of training courses and workshop on this issue. These are focused mainly on transformation of public administration and anti-corruption issues. For the course's organization it is important to link current policies, planning of training activities, correct identification of target groups, readiness and appropriate timing. This topic was followed by head of Latvian School of Public

Administration, where since 2012 the training system for growth of central administration has been running and approximately 30,000 officials are involved. It is the obligatory electronic system, which serves as the support for planning the training and four indicators are monitored in each category.

An interesting paper was presented by the head of Maltese training institute CDRT, when she compared training with spine. It is essential to identify strengths of training and to decide what competences to develop appropriately. An interesting aspect of the Maltese system is that public administration officials including top management need to justify their post every three years.

The British representative and consultant focused on the role of training in public administration in EU countries. He mentioned three approaches in training's organization – to give funds for training to disposal, to centralize or to decentralize but with budgetary restrictions. He illustrated the situation on the case of Great Britain, when the National School of Government was closed a few years ago and training of officials is shattered among many entities. The final paper presented was by the SNA professor who was talking about innovation in public administration and eGovernment.