



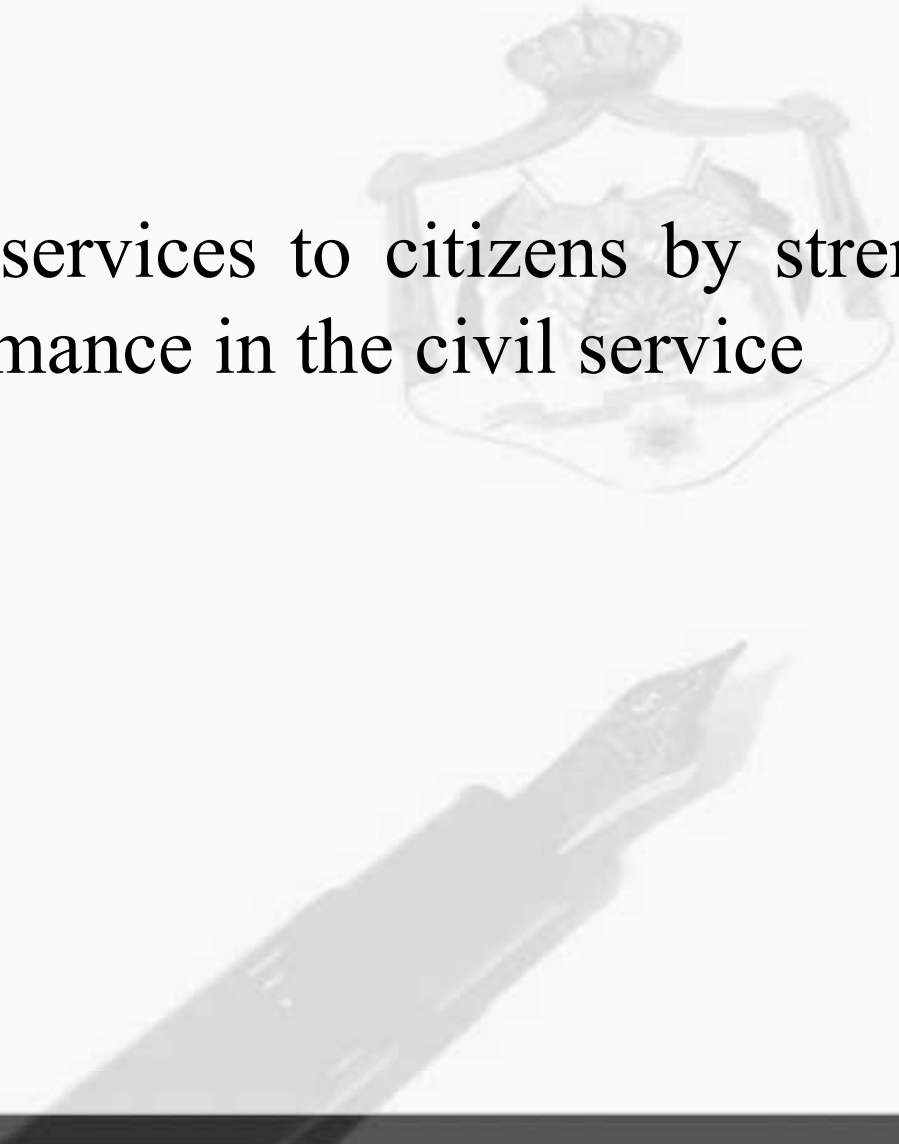
# Jordan Action Plan

## Civil Service & Integrity

April 2006

# Strategic Reform Goal

Improve public services to citizens by strengthening merit and performance in the civil service



# Medium and long-term targets

1. Enact and implement a new civil service by-law and subsidiary rules and regulations

- Approves an HR policy statement  
....8/2006
- Enacts a new civil service by-law & subsidiary rules and regulations  
....3/2007
- Rolls out new HR policies to line-ministries and institutions  
.... 6/2007
- Builds institutional capacities, & Implements the new subsidiary rules and regulations  
....12/2007

OECD policy practitioners provide peer advice in the drafting process of the subsidiary rules and regulations to the new civil service by-law

# Medium and long-term targets

2. Develop a systematic pay and grading structure, based on job evaluations

- Conducts a study for a new salary structure & approves the new salary structure  
6/2006 – 12/2007

- Implements the new salary structure  
....12/2008

OECD policy practitioners provide peer advice on designing a new salary structure and managing the transition process

# Medium and long-term targets

## 3. Strengthening merit and performance

- Develops the unit in charge of conducting selection tests based on job profiles
- Trains certified recruiters in charge of managing the recruitment process

....6/2007

- Introduces a new performance appraisal scheme for CS employees

....6/2007

- OECD provide advice on designing effective recruitment & performance appraisal systems
- OECD countries provide training for trainers to build capacity for the new recruitment process
- The GoJ shares the success story with other Arab countries

# Medium and long-term targets

## 4. Develop an effective HRP model

- Enforces ceilings in public sector employment in order to reduce the public-sector wage bill in the long-term

- Develops an integrated HRMIS and develops HR planning model

- ..12/2007

OECD practitioners provide advice on installing effective mechanisms for controlling the public sector wage bill; and designing & implementing an integrated HRMIS according to needs

# Medium and long-term targets

## 5. Enforcing anti-corruption and integrity standards

- Implements a code of conduct in the public service
- Builds up institutional support through communication and training on ethical values

- Develops an integrated HRMIS and develops HR planning model

..12/2007

OECD provide advice in the implementation and enforcement of a code of conduct & participate in capacity-building and training to increase awareness among public officials about standards of conduct

## Medium and long-term targets

6. Improve mechanisms for identifying & addressing risk areas for corruption

- Approves a new law on public procurement to reinforce transparency and accountability in the bidding process
- Implements the new procurement rules and procedures

- Develops specific control mechanisms for public officials working in public procurement (e.g. declaration of assets)

OECD provide advice in the review of the legal framework on public procurement, participate in capacity-building seminars on procurement and in developing control mechanisms for procurement officials

# Medium and long-term targets

7. Implement of the UN convention against corruption

- Launches a regional dialogue, peer-review and capacity building process on the implementation of the UN Convention against Corruption
- Approves a new anti-corruption law

OECD participate in capacity-building on the implementation of the UN Convention against Corruption;  
OECD legal practitioners provide advice in drafting the new law on anti-corruption

# Medium and long-term targets

## 8. Setting up of an independent anti-corruption body

- Approves a law on the creation of the anti-corruption body
- Develops and communicates an anti-corruption strategy through an awareness-raising campaign

OECD practitioners provide advice on the draft law, in particular on role and powers of the anti-corruption body; & on the process for developing and communicating an anti-corruption strategy

# Medium and long-term targets

## 9. Modernising Oversight agencies

- Participates in a regional dialogue, peer-review and capacity building process on modernising central agencies
- Modernises the statute of the Audit Bureau

OECD practitioners provide peer advice in amending the statute of the Audit Bureau and share their experiences in reforming audit systems

# Medium and long-term targets

## 10. Reinforcing Public Scrutiny

- Approves a Law on Access to information
- Approves a Law on the creation of an Ombudsman

OECD policy practitioners provide advice in drafting of the law on Access to information & in drafting process, in particular on possible options for setting up an ombudsman.



**Thank You**

