

“Support the Palestinian Authority in Public Administration Reform (PAR)”

Capacity-building programme on the development and implementation of competency-based methods for effective human resources management

Agenda

12, 14, 19 December 2022

The project

The programme is organised in coordination with the Prime Minister’s Office (PMO) in the framework of the EU-funded project* “Support the Palestinian Authority in Public Administration Reform (PAR)” (2021-2024) implemented by the OECD. The overall objective of the project is to support the Palestinian Authority and to improve overall governance capacity in managing the public administration for the ultimate benefit of citizens and businesses through more effective and efficient policy and service design and delivery. More specifically, the project will aim at enhancing the capacity of law and policy-makers to:

- Develop a strategic framework for PAR,
- Support policy-development and co-ordination,
- Strengthen civil service and human resources management
- Contribute to improving service delivery
- Assist in the organisational and functional set-up of the Centre of Government and selected areas

**The project is implemented with funding by the European Union.*

The activities

In this framework the first phase of a capacity-building programme will be organised between 1-3 November 2022 in order to enhance and strengthen the capacities of public officials on the development and implementation of competency-based methods for effective human resources management (HRM).

The activities will be delivered by a local expert (in-person). Peers from OECD member countries will intervene remotely to share best practices from OECD countries in terms of competency-based framework and HRM.

This Project is Funded by



EUROPEAN UNION

Training programme on the development and implementation of competency-based methods for effective human resources management

Content Day 1 – Monday 12 December	Time (Ramallah time)
Registration	08:30 – 09:00
Pre-training evaluation	
<p>Session 1 – Understanding the skills and competencies needed to develop an effective public service:</p> <ul style="list-style-type: none"> • Defining the essential values and competencies and differentiating between competencies and skills; • Ensuring an appropriate mix of competencies, managerial skills, and specialised expertise, moving away from task-based only skills (e.g. workforce skills, digital skills) to also include behavioural and cognitive skills, to reflect the changing nature of work in the public service. 	09:00– 11:00
Coffee Break	11:00 - 11:30
<p>Presentation of OECD standards and good practices on competency-framework</p> <ul style="list-style-type: none"> • Mr. Dónal Mulligan, Policy Analyst, OECD 	11:30 – 12:00
<p>Session 2 – Moving from skill-based to competency-based framework:</p> <ul style="list-style-type: none"> • Taking stock of the current competency framework and competency-based methods (e.g. job cards, etc.); • Determining skills needs and gaps for competency management and workforce planning. 	12:00 –13:45
Recap of the first day	13:45– 14:00
Lunch	14:00 –14:30

Content Day 2 – Wednesday 14 December	Time (Ramallah time)
Registration	08:30 – 09:00
<p>Session 3 – Developing and measuring indicators for the competency framework:</p> <ul style="list-style-type: none"> • Providing full descriptions of competencies to clearly communicate the expected skills, knowledge and behaviour of civil servants; • Integrating identified skills and competencies in recruitment, people management, performance appraisal, career development, and training, learning and development. 	09:00– 11:00
Coffee Break	11:00– 11:30

Intervention from OECD peer on best practices and lessons learned in OECD countries & Q/A <ul style="list-style-type: none"> • Mr. Arnaud Vajda, Chairman of the Board, Belgian Science Policy Office (BESPO) & Former Head of Human Resources, Ministry of Finance, Belgium 	11:30– 12:30
Session 4 – Developing a comprehensive competency framework for the Palestinian Authority: <ul style="list-style-type: none"> • Brainstorming exercise to identify and prioritise core competences for PA civil servants as well as descriptors and indicators for each identified competences and differentiate them across different staff levels; • Brainstorming exercise to identify possible applications of competency-based methods in recruitment, performance appraisal, and training, learning and development systems. 	12:30 –13:45
Recap of the second day	13:45– 14:00
Lunch	14:00 –14:30

Content Day 3 – Monday 19 December	Time (Ramallah time)
Registration	08:30 – 09:00
Session 5 – Understanding requirements for the application of a Palestinian competency framework: <ul style="list-style-type: none"> • Limiting job titles and developing job cards; • Classifying jobs and building career paths; • Linking career paths with replacement/retirement plans. 	09:00– 11:00
Coffee Break	11:00– 11:30
Session 6 –Moving towards a Palestinian competency framework: <ul style="list-style-type: none"> • Setting the criteria for membership in the National Committee for Job Competencies as well as its tasks and role • Next steps in the development and implementation of a comprehensive competency framework 	11:30 –13:45
Review and evaluation of the training	13:45– 14:00
Closing remarks <ul style="list-style-type: none"> • H.E. Mr. Musa Abu Zeid, General Personnel Council (tbc) • Dr. Estephan Salameh, Prime Minister’s Office (tbc) • Mr. Odoardo Como, Office of the European Union Representative (tbc) • Ms. Miriam Allam, MENA-OECD Governance Programme (tbc) 	14:00– 14:30
Lunch	14:30 –15:00