

# THE NEW STATE SERVICE LAW WHAT WILL CHANGE?

The law provides for significant changes in the Human Resource Development Policy in Public Administration. The best practice was adopted from the Netherlands and the United Kingdom



## PROFESSIONAL AND POLITICALLY NEUTRAL STATE SERVICE

will work in interests of the people and the state of Latvia



## UNIFORM AND OPEN PRINCIPLES OF SELECTION

will be applied to all employees of the public administration, not only to civil servants



## JOB OPPORTUNITIES IN PUBLIC ADMINISTRATION ARE PUBLISHED IN A SINGLE PLACE

In the job portal of the State Employment Agency and on the authorities' websites together with other vacancies outside the public administration



## PUBLIC ADMINISTRATION AS A SINGLE EMPLOYER

will provide all employees in the public administration with uniform legal relations of the state service



## OPPORTUNITY TO ADDRESS THE ISSUE OF UNIFORM DISCIPLINARY LIABILITY



## EFFECTIVE MOBILITY SYSTEM

Objective of mobility: to raise competence of experts and retain the best experts, enabling to broaden knowledge elsewhere, as well as to ensure good governance by making full use of available human resources and strengthening the cooperation among different institutions and contributing to development of uniform internal culture of the public administration.

Extended opportunities for rotation, incl. provides the possibility to temporarily transfer a civil servant or an employee to a post in a local government institution or to the private sector, as well as from the private sector to the public administration for provision of expertise in a particular matter.



## ONE LAW INSTEAD OF TWO

The employment relations in institutions of direct administration will not be regulated by two different laws (The State Civil Service Law and the Labour Law), but by one law – the State Service Law. There will be more resources for strategic initiatives, and less for technical record keeping.

When addressing the employment disputes, it will not be necessary to know the regulation of two different procedural norms (civil procedure and administrative procedure) and case law.



## MORE EFFECTIVE LEGAL PROTECTION,

observing the principles of administrative proceedings. For example, in order to release an employee of the public administration, the reason for dismissal will have to be clearly justified – it will not be possible to release on subjective grounds, which are known only to a manager.



## OPPORTUNITY TO FULLY PARTICIPATE IN TRADE UNIONS,

for example, it will be possible to enrol the representatives of civil servants and employees, incl. to represent their own and trade unions' interests



## IMPROVED SYSTEM OF MEASURES FOR PROFESSIONAL ADVANCEMENT AND MOTIVATION

Coordinated development program for civil servants and employees with a view to provide the most talented civil servants and employees with the opportunity to develop competences (leadership, strategic planning, analytical thinking etc.)



## MEDIATION SERVICES IN SERVICE RELATIONS,

providing the parties with the opportunity to reach a friendly settlement in the pre-trial stage, thus reducing the burden on courts

The draft State Service Law was developed on the basis of the State Civil Service Law. With the entry into force of the law, the State Civil Service Law will become ineffective.