

Ref. #	Project Title: Reference number:	Strengthening the administrative capacities of the Ministry of Justice of the Republic of Croatia HR/2009/IB/JH/04TL						
Name of legal entity	Country	Overall contract value (EUR)	Proportion carried out by legal entity (%)	No of staff provided	Name of client	Origin of funding	Dates (start/end)	Name of consortium members, if any
CILC	Croatia	€ 206.573	100%	2 CILC staff 1 MS PL 3 MS STE's	Ministry of Justice of the Republic of Croatia	EC (Twinning Light)	29.08.2012- 29.03.2013	-
Detailed description of project						Type and scope of services provided		
<p>The purpose of this project was to increase the administrative and managerial capacities of the employees in the Croatian Ministry of justice. The overall objective was to improve the efficiency and the professionalism in the Croatian Ministry of Justice. The following mandatory result were defined to achieve the project purpose:</p> <ul style="list-style-type: none"> • Developing a managerial competency model in the Ministry of Justice; • Drafting a strategy for Human Resources Management and an action plan; • Strengthening the capacities of managerial staff on all management levels in the Ministry of Justice. <p>In the first month of project implementation an analysis was made of the level of managerial competencies and skills, and the organization of management structure in the Croatian Ministry of Justice. Subsequently a comparative analysis of the managerial competency model in the Netherlands was conducted and recommendations were formulated. Based on feedback of the beneficiary counterparts, the MS project experts proceeded to develop a tailored managerial competency model for the Ministry of Justice, and tools and guidelines to use this model.</p> <p>Following the work on the competency model, the Member State project experts together with the beneficiary country experts focused on enhancing the Human Resources Management (HRM) system of the Croatian ministry of Justice. An analysis of the current HRM system was conducted and a report with recommendations was drafted and discussed. Subsequently the project experts started designing a proposal for a strengthened HRM system. Following the formulation of this proposal two interactive roundtable discussions were organized to discuss the managerial competency model and this proposal to enhance the HRM system. In order to give full insight in the HRM system of the Dutch civil service and the Dutch Ministry of Security and Justice in particular, a three-day study visit to the Netherlands was organized. The program of this visit focused on the overall Dutch civil service HRM strategy, specific requirements for the Ministry of Security and Justice, the use of management competencies in selection and recruitment processes, performance monitoring (supervision of staff, performance appraisal, training and education, career planning), and personnel outflow processes.</p> <p>In the last phase of project implementation the project experts drafted a tailored HRM strategy for the Croatian Ministry of Justice, providing training seminars for the use of the competency model and the HRM strategy, developing modules and specific training materials for improving the management capacities of the Ministry staff, and on organizing workshops on team work and motivation, as well as on EU decision-making processes in Brussels.</p>						<ul style="list-style-type: none"> • Overall project management and project coordination • Coordination of MS Project Leader and MS Short Term Experts project input • Backstopping and financial management of the project • Regular advice missions and contact with the BC counterpart on the project implementation and the achievement of project results • Organization of project meetings and roundtables on the management competency model and HRM system • Organization of training workshops for Ministry of Justice staff on EU Law and EU decision-making procedures • Ensuring coordination and steering of the project, and organizing and chairing steering committee meetings • Publication of project materials • Organization of a study visit to the Netherlands on HRM system of the Dutch civil service and the Dutch Ministry of Security and Justice 		
						<p>CILC provided the Member State Project Leader (40 working days) as well as 2 short term experts Human resource management (77 working days) and 1 EU law expert (7 working days).</p>		

Last update: 11-09-2015