



PERFORMANCE APPRAISAL OF CIVIL AND MUNICIPAL SERVANTS OF THE KYRGYZ REPUBLIC

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LEGAL FRAMEWORK

Resolution of the Government of the Kyrgyz Republic of March 1, 2017 № 131 "On the performance appraisal and conditions of remuneration of civil servants and municipal servants of the Kyrgyz Republic“:

- Regulations on the procedure for performance appraisal of civil servants and municipal servants of the Kyrgyz Republic- minimum base rate
- Regulations on the procedure for determining the size of official salaries of civil and municipal servants of the Kyrgyz Republic
- The list of state bodies, local self-government bodies of the Kyrgyz Republic, which are subject to the unified system of remuneration

PAYROLL TOOLS OF CIVIL AND MUNICIPAL SERVANTS

- minimum base rate
- multiplicity coefficients used in determining the size of official salaries of civil servants and municipal employees of the Kyrgyz Republic
- size of allowances for class and special ranks to official salaries
- the size of interest allowances for years of service to official salaries
- allowance for those working in the highlands and remote hard-to-reach areas
- percentage allowance to official salaries for the secret nature of work



TYPES OF PERFORMANCE APPRAISAL

Quarterly assessment - determining the current performance

Annual performance evaluation – determination of the final evaluation based on the results of quarterly evaluations

Upon completion of the probationary period



KEY PERFORMANCE INDICATORS

- **Completion**
- **Quality of task performance**
- **Complexity of the task**
- **Timeliness**



CURRENT PROBLEMS OF PERFORMANCE APPRAISAL

- lack of interrelation between the assessment of employees ' performance and the assessment of the effectiveness of state bodies
- drawing up plans of employees without taking into account the tasks of state programs (instead of tasks, evaluate the performance of functional duties)
- lobbying of departmental interests
- performance evaluation of employees in accordance with the internal departmental evaluation methodology, the procedures and results of which are not consistent with the current Regulations



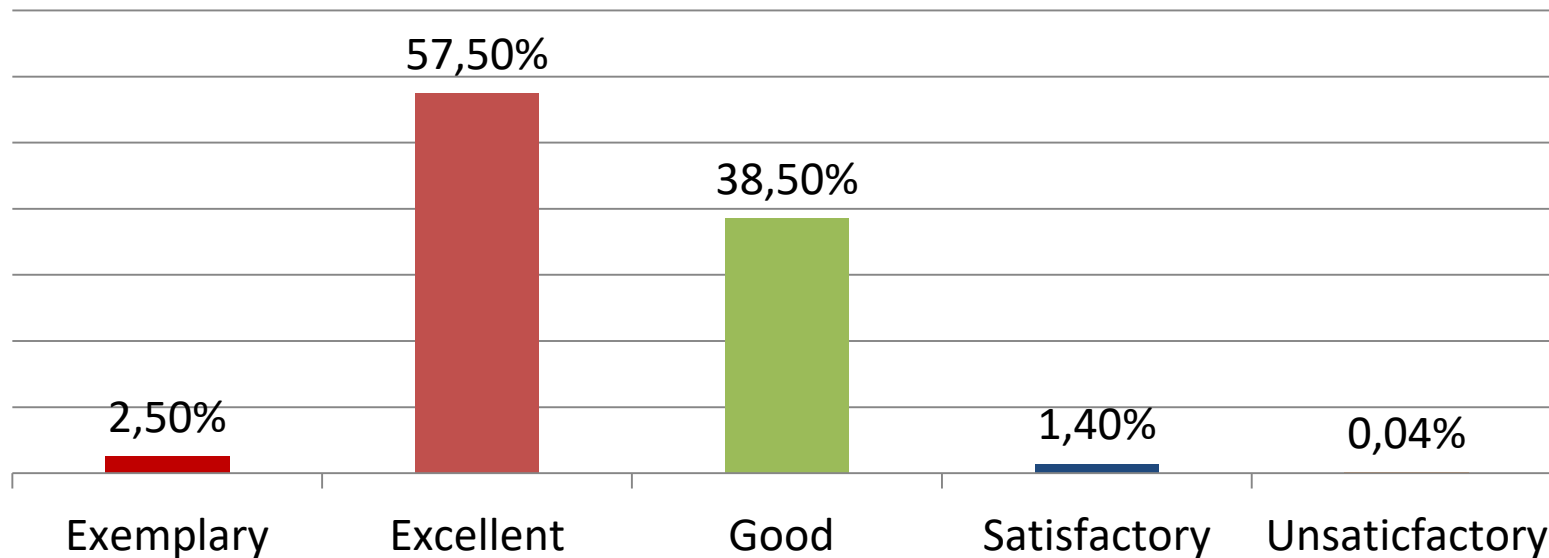
SOLUTIONS OF PROBLEMS

- Conducting monitoring of performance appraisal system
- Development of a unified system of material payments for all state and local authorities introduction of quotas for evaluation and exclusion of evaluation "Exemplary»



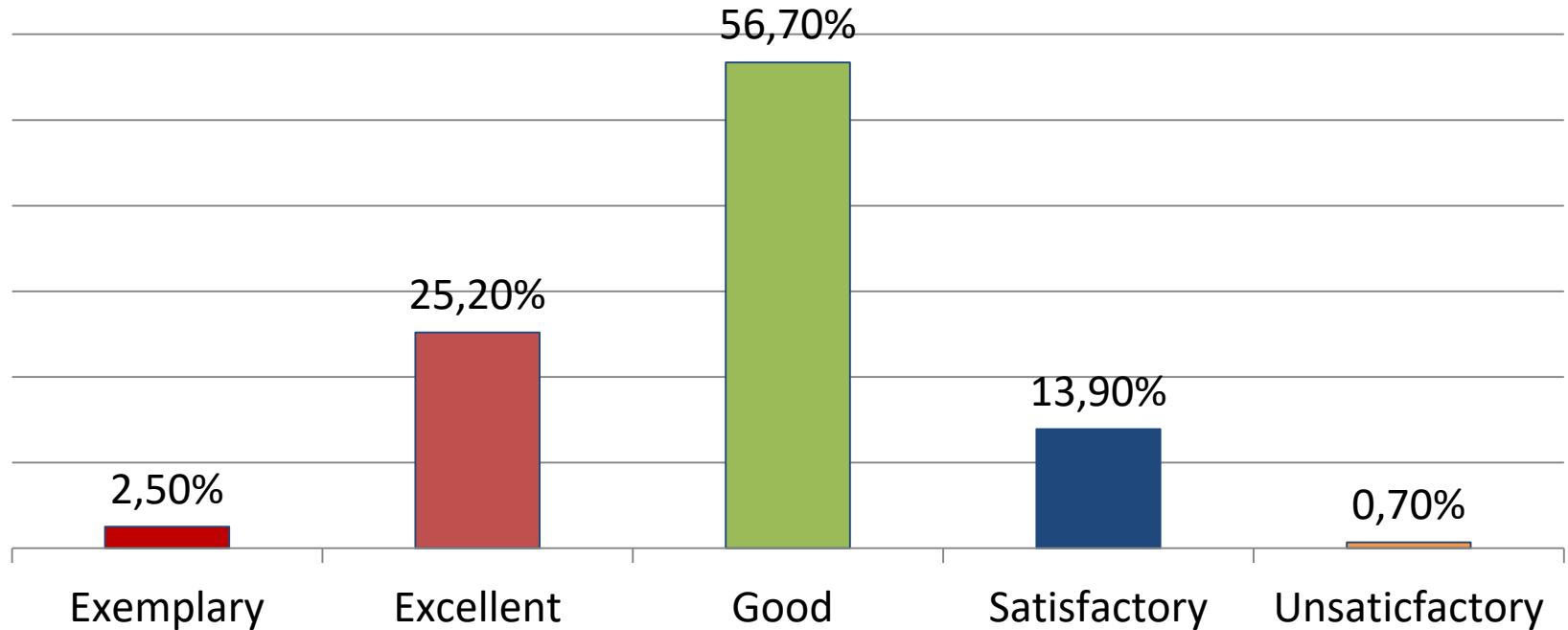
THE RESULTS OF THE PERFORMANCE APPRAISAL FOR 2018

Civil Servants

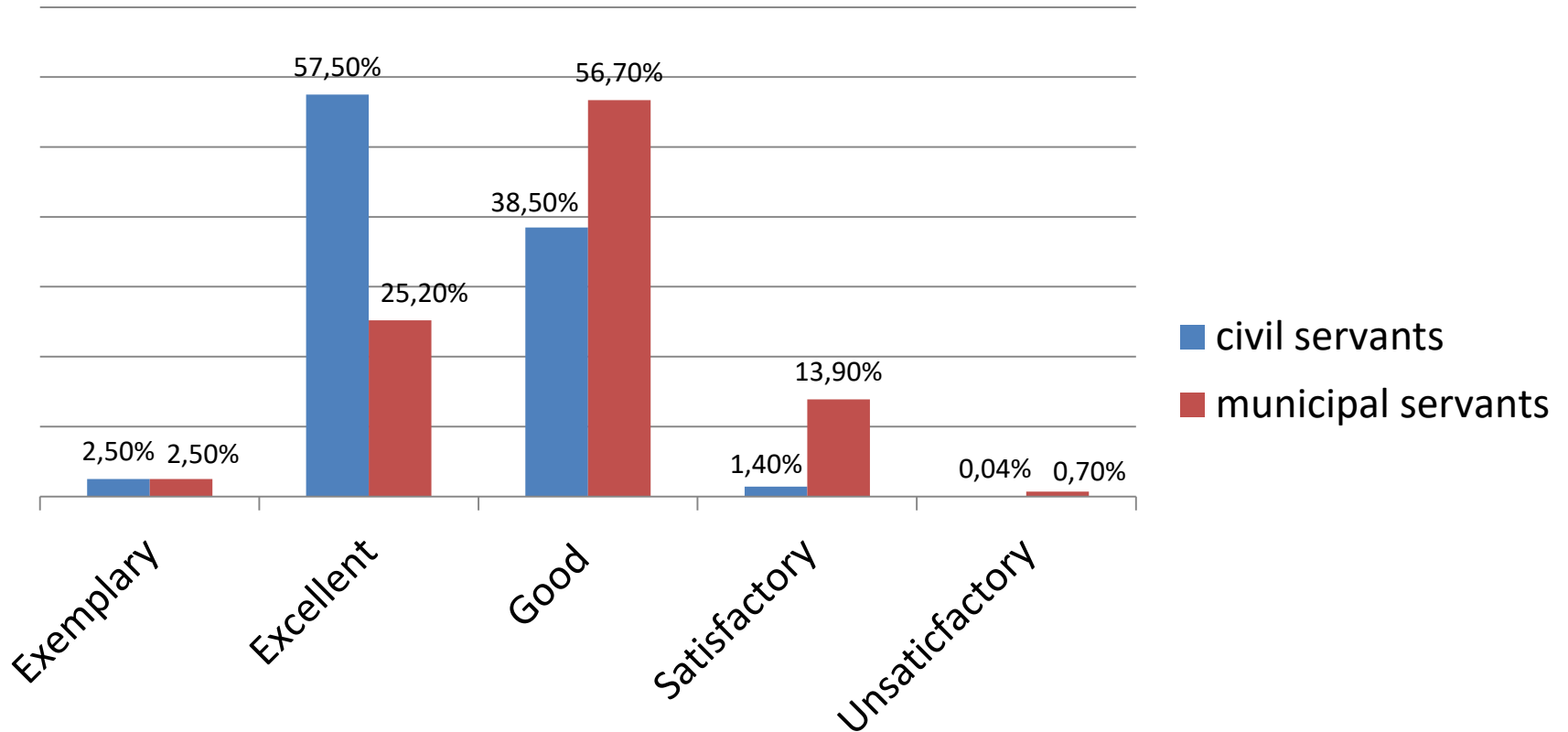


THE RESULTS OF THE PERFORMANCE APPRAISAL FOR 2018

Municipal servants



COMPARATIVE ANALYSIS THE RESULTS OF THE PERFORMANCE APPRAISAL OF THE CIVIL AND MUNICIPAL SERVANTS FOR 2018



THANK YOU FOR ATTENTION!