



Public Ethos
– A Good Culture of
Public Administration



Work shop on a Public Ethos - A good Culture of Public Administration

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Questions for Discussion

- The Differences between the private and the public sector
- What is the Managers role in the development of ethics and implementation of values in the Public Administration
- What tools are – or should be - available for reinforcing professional ethics? Are we being truly oriented to the future and aiming at the right target-groups, or are there blind spots or false trails?
- What are the challenges for public administrations – and what role can professional ethics play?
- Can core values boost public image, and increase the attractiveness for recruiting the right staff?



Public Ethos and The Core Values for all Civil Servants



Public Ethos is to be rolled out 2010-2012 .

The purpose is to “clarify for civil servants the core values that should guide their everyday work.”

The project includes a code of conduct: “Core Values for all Civil Servants”



Why Public Ethos Now?

- We need to introduce competence from "outside" central government administration as to the role as civil servant.
- Increased complexity affects the competence acquired
- Core values also function as means of management and operational development.
- Core values and S(C)R are part of our image as an employer



The Six Core Values



1. Democracy
2. Legality
3. Objectivity and Equality
4. Transparency & Freedom of Expression
5. Respect
6. Efficiency and Service



Government's aspirations

- Contacts with the public should always be carried out in a manner characterized by mutual respect.
- To establish high levels of preparedness within all government agencies to handle ethical issues
- Improve knowledge and understanding of the core values, and how they relate to the professional role of a civil servant.

The project is also related the political aspirations of renewal and innovation in the civil service.



Krus approach

Two main strategies

Partnership with the sector.

Offer individual solutions



A Broad Palette

Open offers

- Literature, booklets and podcasts
- Fora for problem-solving and knowledge transfer
- e-learning programmes
- Ethical 'cafés'
- Management training

Plug-ins

- Toolboxes to reinforce core values in the organization
- Training for management for change
- Adaptation of open offers to in house strategies and HR-portfolio of agency



E-learning



Some points for discussion

Which issues interest you most to speak and hear about?

Discuss and agree on rankings.

... and if you or a colleague feels something is missing – please add it!

7 goes to the most important....