

 Federal Ministry of the Interior

Positioning and interventions of National Public Service Organizations on HR matters

HR planning and HRD policies, strategies, interventions and mechanisms developed by the German Federal Ministry of the Interior

September 27th, 2016
Pretoria, South Africa

Federal Ministry of the Interior
Germany
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 Federal Ministry of the Interior

HR development & Training of employees


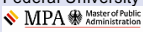

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Staffing and training public services- Institutions

The federal administration has 3 institutions for education and training of its officials.


- Federal Academy of Public Administration

- Federal University of Applied Administrative Sciences

- Federal Office of Languages


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 Federal Ministry of the Interior


Part of the Federal Ministry of the Interior: The Federal Academy of Public Administration





Central advanced training institution for the federal administration

- Senior officers
- International affairs
- Administrative modernization
- Soft skills
- About 1,000 trainings / 16,000 participants per year

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Part of the Federal Ministry of the Interior: The Federal University of Applied Administrative Sciences

 MPA  Master of Public Administration

- only interministerial university for public service at the federal level, established 1979
- trains new personnel for the higher non-technical federal administrative service (e. g. in foreign service, federal police, federal financial administration, federal intelligence service)
- Precondition: entrance qualification for a university of applied sciences, candidates must have successfully applied to the competent recruiting authority for the career of their choice
- 64,000 students successfully completed their studies so far; 2015: 3,300 students, 200 full-time instructors

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Part of the Ministry of Defense: Federal Office of Languages



- service provider for the foreign language needs of german federal and regional authorities
- language training (47 foreign languages) translation, interpreting
- Training centers at more than 60 locations throughout Germany
- also in-service training and autonomous e-learning
- Approx. 20,000 course students per year

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HR development on basis of Concepts for HR Development

- introductory training session for new employees
- mentoring programmes for new employees
- staff appraisals
- agreement on objectives
- performance-oriented payment
- developing of managerial skills
- performance appraisals
- employee survey
- feedback of employees to their superior



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HR Recruitment


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HR Recruitment

Selection of personnel for the public service

- There is **no central authority** responsible for the selection of personnel or for personnel development at the federal level
- But: the Federal Office of Administration as a **central service provider**
- There is **no centralized selection procedure**; instead, each agency advertises its vacancies (for civil servants and for public employees) and selects the suitable candidates



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Additional links and further information:

www.bakoev.bund.de
www.fhbund.de
www.bundessprachenamt.de

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Thank you very much
for your attention.

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