



**Regional School of Public Administration (Phase 1)**  
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**HUMAN RESOURCES MANAGEMENT AUTHORITY**  
**REPUBLIC OF MONTENEGRO**  
**Provided by Mina Vojinovic**

## **MONTHLY PROGRESS REPORT** **SEPTEMBER 2007**

### **1. Steering Committee Activities**

- Montenegrin SC Member supported the proposal of the Kosovo SC Member for an additional gathering where ReSPA further development and institutionalisation would be discussed in the presence of all stakeholders and public administration experts from the region and EU member states. The gathering was not agreed by all the parties but the issue of ReSPA institutionalisation has been included in the Agenda of the next ReSPA SC meeting to be held in Pristina on 7 November 2007.

### **2. ReSPA Publications**

- **ReSPA electronic newsletter** (summer 2007 issue) containing contributions from Albania and Montenegro has been produced under co-ordination of Montenegro. The contribution from B&H was received too late to be included in the issue, so it was used for updating the website under "What's new in B&H?" Work on the winter issue to be started ASAP.
- Preparation of contribution describing the **Montenegro Civil Service Training System** still in progress. To be completed and delivered as soon as possible.
- **ReSPA website updates** for August have been completed and delivered. Updates for September including the information on training and other relevant events in Montenegro are in preparation; to be completed and delivered in early October.

### **3. ReSPA Events**

- SC Member successfully co-ordinated the recruiting of the candidates from Montenegro who participated in the Second Annual Conference of ReSPA which took place in Durres, Albania on 3-4 October 07 (*"Making Strategies Work" – Next Step for the Western Balkans*). ReSPA SC Member for Montenegro, Ms Jadranka Djurkovic took part in the Conference.
- During the recruitment of candidates from Montenegro who were to participate in the training organized by ReSPA in Paris on 15-19 October 2007 (*"The French budget*

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*process, financial laws and modernization of the public accounts management*") and Pristina on 24-25 October 2007 ("*Negotiation Techniques in a European Environment*") certain difficulties were encountered but eventually overcome. The difficulties encountered pointed once more to the fact that there is a relatively small number of civil servants in Montenegro who have both extensive experience in their field and fluency in English. Another reason is that the few persons who meet these criteria are already engaged in the intensive preparation of the National Plan for EU Integration which requires their constant presence at work. Eventually, suitable candidates were identified but with considerable delay. A mechanism shall be found to ensure timely appointments of candidates in future.

#### **4. Other Issues**

Nothing new to report.