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РЕПУБЛИКА СРПСКА | REPUBLIKA SRPSKA
АГЕНЦИЈА ЗА ДРЖАВНУ УПРАВУ | AGENCIJA ZA DRŽAVNU UPRAVU

Spreading the CAF spirit in the Republic of Srpska

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Civil Service Agency of the Republic of Srpska

About the Civil Service Agency

- Central HRM institution in the Republic of Srpska Civil Service (and wider)
- Recruitment, Central Personnel Database, Training and Development, QM, Performance Appraisal, Personnel Planning, Professional Exam, etc.
- 16 employees
- Services for 5000-6000 employees



How it evolved?

- CAF in 2010
- CAF in focus of regional and European PAR projects/institutions/initiatives
- ReSPA – regional CAF forum-centre-hub
- KDZ and GIZ – main implementation partners



Eperiences and Lessons Learnt?

- Formal approach or „project“ approach?
- Learning by doing
- Constant information sharing - networking
- Not always successful
- CAF implementation acknowledgment – CAF Certificate
- Possibilities for advancement and support





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Thank you for your attention!