

| | Measure from the Existing AP 1 | Measure in the Revised AP 1 (RAP 1) | Present Status of the Measure | Time Frame | Comment | Responsible Institutions (by the RAP 1) |
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| STRATEGIC PLANNING, COORDINATION AND POLICY MAKING | PM. 1.1.3. Improve the Process of Annual Work Programme Drafting | SPCPM 1.1. Improve the Process of Annual Programming of Work of the CoM / Governments | Implementation ongoing | December, 2011 | Through the projects "Blueprint" and "SPPD" by the CoM / Governments of the Entities and the BD" | Council of Ministers of BiH, Governments of the entities and the BD BiH, Secretariat General of the CoM BiH and the Ministry of Justice of BiH, Secretariat General of the Gov. FBiH, Secretariat General of the Gov. RS, Secretariat of the Gov. BDBiH |
| | PM 1.3. Strengthening Central Capacities (cantons) | SPCPM 1.4. Ensure Strengthening of the Central Capacities of the Cantonal Governments in the FBiH | Not implemented | June 2012 | | Government of the FBiH |
| | PM 1.2. Strengthening Central Capacities (Brčko District) | SPCPM 1.5. Strengthen Central Capacities of the BD BiH | Not implemented | June 2011 | | Government of the BD BiH |
| | PM 3.2. Improvement of Verification of Harmonisation with Regulations (nomotechnics and style) | SPCPM 2.2. Standardise processes of drafting of legal regulations | Implementation ongoing | December, 2011 | Through the projects "Improvement", supported by the CoM / Governments of the Entities and the BD | Secretariat General of the CoM BiH and the Ministry of Justice of BiH Secretariat General of the Government of the FBiH, Secretariat General of the Government of the RS, Secretariat of the |

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| | | | | | | Government of the BD BiH, Legislation Office of the CoM BiH, Legislation Office of the Government of the FBiH, Republic Secretariat for Legislation of the Government of the RS, Legislation Office of the Government of the BD BiH |
| | PM 1.1. Strengthen the Role and the Capacity of the Secretariat General of the CoM BiH and the Secretariats of the Governments at Other Levels of Authority in BiH | SPCPM 2.4. Define Mechanisms of Vertical Inter-Institutional (Inter-Ministerial) and Intergovernmental Cooperation and Consultations | Implementation ongoing | June 2012 | Through the projects "Blueprint", supported by the CoM / Governments of the Entities and the BD | Council of Ministers of BiH, Governments of the Entities and the BD BiH, Secretariat General of the CoM BiH and the Ministry of Justice of BiH, Secretariat General of the Gov. FBiH, Secretariat General of the Gov. RS, Secretariat of the Gov. BDBiH |
| | PM 3.6. Improvement of Performance Management (Consultations) | SPCPM 2.5. Improve Consultations with the Interested Public | Implementation ongoing | December, 2011 | Through the projects "Blueprint" and "Improvement" supported by the CoM / Governments of the Entities and the BD" | Secretariat General of the CoM BiH and the Ministry of Justice of BiH, Secretariat General of the Gov. FBiH, Secretariat General of the Gov. RS, Secretariat of the Gov. BDBiH |
| | PM 3.7. All the Levels of Authority will Introduce the Methodology for | SPCPM 2.6. Ensure Effective System for Public Policy / | Implementation ongoing | Continuously by the end of | Through the projects | Secretariat General of the CoM BiH and the Ministry of |

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| Regulatory Impact Assessment | Regulatory Impact Assessment | | 2014 | "Blueprint" and "Improvement" supported by the CoM / Governments of the Entities and the BD | Justice of BiH, Secretariat General of the Gov. FBiH and the Federal Institution for Development Programming. Secretariat General of the Government of the RS, Secretariat General of the Government of the BD BiH. |
| PM 3.6.4. Comparative Work | SPCPM 2.7. Define comparative overview of solutions as mandatory constituent part of proposal of regulations / public policies | Implementation ongoing | December, 2014 | Through the projects "Blueprint" and "Improvement" supported by the CoM / Governments of the Entities and the BD | Secretariat General of the CoM BiH and the Ministry of Justice of BiH, Secretariat General of the Gov. FBiH, Secretariat General of the Gov. RS, Secretariat of the Gov. BDBiH |
| PM 2.6. IT support to drafting | SPCPM 2.8. Establish IT system for support to the process of preparation and adoption of regulations, which includes also elements of e-democracy and is integrated with the document management system, system of e-sessions of government and electronic database of regulations. | Not implemented | December, 2013 | Activity in the Revised AP 1 is significantly wider than the activity from the basic AP 1 | Secretariat General of the CoM BiH and the Ministry of Justice of BiH, Secretariat General of the Government of the FBiH, Secretariat General of the Government of the RS, Secretariat of the Government of the BDBiH, Legislation Office of the CoM BiH, Legislation Office of the Government of the FBiH, Republic |

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| | | | | | | Secretariat for Legislation of the Government of the RS, Legislation Office of the Government of the BD BiH, Secretariats and Legislative Commissions of the Legislative Bodies. |
| | PM 5.1. Establish and maintain comprehensive database of legal regulations, which could be accessed from one place and through integrated web portal. | SPCPM 2.10. Establish and maintain comprehensive electronic database of legal and bylaw regulations, which could be accessed from one place and through integrated web portal. | Implementation ongoing | Continuously by the end of 2014 | Started individual implementation by the levels | Legislation Office of the CoM BiH, Office for Public Relations of the Government of the FBiH in cooperation with the Legislation Office of the Government of the FBiH, Republic Secretariat for Legislation of the Government of the RS, Legislation Office of the Government of the BD BiH |
| | PM 5.2. Provide full access to the secondary regulations. PM 5.4. In order to ensure work access to the key legislation, it is recommendable that every ministry or institution with important normative functions publishes collections of the primary and the secondary legislation, related to their appropriate areas of expertise. | SPCPM 2.11. Publish all regulations (legal and bylaw acts) and their integrated texts from the competency of the ministries, or other administration body or administrative organisation, at their web sites. | Partially implemented | December, 2012 (Continuously by the end of 2014) | | All the ministries and other bodies of administration in BiH |

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| | PM 5.3. With the objective of clarifying the status of legislation that is in force, it is necessary to prepare and publish integrated versions of the laws. | SPCPM 2.12. Prepare and publish integrated texts of the laws and other regulations. | Not implemented | December, 2012 (Continuously by the end of 2014) | | Legislation Office of the CoM BiH, Legislation Office of the Government of the FBiH, Republic Secretariat for Legislation of the Government of the RS, Legislation Office of the Government of the BD BiH, Secretariats of the Legislation Bodies, other competent institutions at all the levels of authority, all institutions. |
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| | Measure from the Existing AP 1 | Measure in the Revised AP 1 (RAP 1) | Present Status of the Measure | Time Frame | Comment | Responsible Institutions (by the RAP 1) |
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| PUBLIC FINANCE | <p>PF 1.2. Regular drafting of macro-fiscal framework for whole BiH</p> <p>PF 1.3. Regular making of consolidated account of the public sector</p> | <p>PF 1.1. Regular drafting of macro-fiscal framework for whole BiH</p> <p>PF 1.2. Regular making of consolidated account of the public sector</p> | Partially implemented | Continuously | | Fiscal Council and Advisory Group of the Fiscal Council of BiH; Department for Macroeconomic Analysis, Group for Consolidation of Fiscal Data (ministries of finance, DMA and CBBiH) |
| | <p>PF 2.3. Involvement of management of the institutions in drafting of the FBD and the budget</p> <p>PF 2.5. Timely involvement of the parliament in the process of enacting the budget</p> <p>PF 2.6. Introduce widened reporting to the parliament and the public</p> <p>PF 2.7. All extra-budgetary assets and extra-budgetary funds must be fully included in the midterm framework of expenses and the budget process</p> | <p>PF 2.3. Further strengthening of communication between the management of the institutions and the units for finance</p> <p>PF 2.5. Timely involvement of the parliament in the process of enacting the budget and widened reporting to the parliament and the public</p> <p>PF 2.6. All extra-budgetary assets and extra-budgetary funds must be fully included in the midterm framework of expenses and the budget process</p> | Partially implemented | <p>Continuously</p> <p>By the end of 2011</p> <p>By mid 2014</p> | | <p>Ministries of Finance and Budget Users;</p> <p>Ministries of Finance</p> <p>Ministries of Finance</p> |

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| <p>PF 3.1. Introduction of budget model of accountancy in the public sector</p> <p>PF 3.4. Introduction of the function of treasury in the whole administration</p> <p>PF 3.5. Improvement of the function of treasury</p> | <p>PF 3.1. Establish exact capacities for introduction of modern international accounting standards and budget model of accounting in public administration in BiH, and request donor assistance</p> <p>PF 3.2. Introduction of the function of treasury in the whole administration</p> <p>PF 3.3. Improvement of the function of treasury</p> <p>PF 3.4. Modernisation of treasury information system</p> | Partially implemented | <p>By the end of 2011</p> <p>By the end of 2012</p> | | <p>Ministries of Finance</p> <p>Ministries of Finance, directors of funds, mayors of municipalities; Ministries of Finance, Directorate of Finance of the BD PARCO</p> |
| <p>PF 4.2. Introduction of the PIFC in accordance with the relevant EU Standards</p> <p>PF 4.3. Introduction of internal audit</p> | <p>PF 4.1. Implementation of the PIFC (Public Internal Financial Control) Strategy</p> <p>PF 4.2. Introduction of internal audit</p> | Partially implemented | By mid 2014 | | <p>Ministries of Finance, Directorate of Finance of the BD; Ministries of Finance</p> |
| <p>PF 5.2. Implementation of organisation structure with strengthening of the capacities in the MF</p> | <p>PF 5.2.1. Strengthening of the units that are responsible for the budget and fiscal policy within the ministries of finance in BiH and the entities</p> <p>PF 5.2.2. Employment of sufficient number of IT experts to maintain electronic systems</p> <p>PF 5.2.3. Provide sufficient number of officers for reforms within the</p> | Partially implemented | Continuously | | Ministries of Finance |

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| | | sectors for budget in the MFs | | | | |
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| Measure from the Existing AP 1 | Measure in the Revised AP 1 (RAP 1) | Present Status of the Measure | Time Frame | Comment | | |
| HUMAN RESOURCES MANAGEMENT | <p>HRM 1.</p> <p>General Approach to Modern Policies of Human Resources Management</p> <p>1.1. Harmonisation and direction of policies of human resources management and appropriate legal regulations</p> | <p>HRM 1.</p> <p>General Approach to HRM</p> <p>1.1. Define policy of development of HRM in the structures of public administration in BiH, based on harmonised principles</p> | Not started (according to the available information) | By the end of 2011 (rank of importance 2) | | Civil Service Agencies of BiH and the FBiH, Civil Administration Agency of the RS, Ministries of Justice in BiH and the FBiH, Ministry of Administration and Local Self Governance in the RS, competent body for human resources of the Brčko District of BiH |
| | <p>HRM 2.</p> <p>Organisational Setting</p> <p>HRM 2.1. Role of the central units</p> <p>HRM 2.3. Role of the peripheral capacities</p> | <p>HRM 2.</p> <p>Organisational Setting</p> <p>2.1. Level of the central institutions</p> <p>Strengthen capacities of the central institutions for HRM, parallel in the segments of development of strategies and/or policies, draft of regulations and providing instructions and advice to the individuals and institutions</p> <p>2.2. Level of the individual institutions</p> <p>Make the function of HRM independent , in the manner to be a separate organisation unit (where the size of the institution requires it),</p> | <p>2.1. Partially implemented</p> <p>2.2. Partially implemented</p> | By the end of 2012 (both / rank of importance 2) | <p>2.1. Incorporated as a component of the HRM project from the IPA 2011.</p> <p>2.2. Planned implementation through the project from the PARF – in the tender procedure</p> | <p>Civil Service Agencies of BiH and the FBiH, Civil Administration Agency of the RS, Ministries of Justice in BiH and the FBiH, Ministry of Administration and Local Self Governance in the RS, competent body for human resources of the Brčko District of BiH</p> <p>+</p> <p>INDIVIDUAL INSTITUTIONS AT EACH LEVEL</p> |

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| | separate from the general and legal affairs and to be by status and hierarchy equal to the organisation unit for financial affairs | | | | |
| HRM 3. Information Management HRM 3.1. Human Resources Data | HRM 3. Information Management 3.1. Make the HRM Information System operational (HRMIS ⁱ) and use it as a tool for managerial planning and decision making (link with IT 4.4.) | Implementation ongoing – started in the previous period (through an earlier project) | By the end of 2012 (rank of importance 1) | Prepared amendments to the Law on Civil Service of BiH, as a precondition for processing of personal data, at the level of the BD system is not used | Civil Service Agencies of BiH and the FBiH, Civil Administration Agency of the RS, Ministries of Justice in BiH and the FBiH, Ministry of Administration and Local Self Governance in the RS, competent body for human resources of the Brčko District of BiH + INDIVIDUAL INSTITUTIONS AT EACH LEVEL |
| HRM 4. Human Resources Planning HRM 4.1. Ensure appropriate HRM planning in the central and peripheral HRM units | HRM 4. Planning 4.1. Introduction of modern planning of HRM in the process of annual planning of the CoM | Implementation ongoing – started in the previous period | 4.1.1. By the end of 2011 (rank 3) | The measure has been implemented at certain administration levels through | Civil Service Agencies of BiH and the FBiH, Civil Administration Agency of the RS, Ministries of Justice in BiH and the FBiH, |

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| | BiH / Governments, in all the structures of the civil service and at the level of individual institutions (4.1.1. Setting the institution that will be the bearer of HRM planning for the whole civil service (for every structure separately)) | | | individual activities by the administration levels (institute of HR planning in the RS). Planned further improvement – incorporated as a component of the HRM project from the IPA 2011 | Ministry of Administration and Local Self Governance in the RS, competent body for human resources of the Brčko District of BiH + INDIVIDUAL INSTITUTIONS AT EACH LEVEL |
| HRM 5. Recruitment and Selection HRM 5.4. Process of Selection HRM 5.8. Prospects for Advancement in Career in the Civil Service | HRM 5. Recruitment and Selection of Staff 5.1. Introduce harmonised criteria for evaluation of candidates in the process of selection ⁱⁱ 5.2. Introduce in use (and promote) usage of competencies (knowledge, skills, competencies, personal characteristics etc.) in the process of selection of candidates HRM 5.3. Promote values of the civil service and attraction of special categories of employees | Partially implemented | 5.1. By mid 2012 (rank 2) 5.2. By mid 2013, after that continuously (rank 3) 5.3. Continuously (rank 2) | Partial implementation in the previous period – through pilot projects in this segment. Measures 5.1. and 5.2. incorporated as a special component of the HRM project from the IPA 2011 | Civil Service Agencies of BiH and the FBiH, Civil Administration Agency of the RS, Ministries of Justice in BiH and the FBiH, Ministry of Administration and Local Self Governance in the RS, competent body for human resources of the Brčko District of BiH + INDIVIDUAL INSTITUTIONS AT EACH LEVEL |
| HRM 7. PERFORMANCE MANAGEMENT HRM 6.1. Performance Management (general) | HRM 6. Performance Management 6.1. Tie evaluation of work performance to the degree of | Implementation ongoing | By mid 2013 (rank 1) | Measure is being implemented through the activities of the | Civil Service Agencies of BiH and the FBiH, Civil Administration Agency of the RS, Ministries of Justice |

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| | | fulfilment of the agreed work objectives (regarding quantity and quality) | | | ongoing project from the PARF, necessary to ensure continuation of work upon completion of the project | in BiH and the FBiH, Ministry of Administration and Local Self Governance in the RS, competent body for human resources of the Brčko District of BiH + INDIVIDUAL INSTITUTIONS AT EACH LEVEL |
| | <p>HRM 7.</p> <p>Training and Development</p> <p>HRM 7.1. Training will be based on personal, organisational and performance needs</p> <p>HRM 7.2. Agencies will draft training strategy and programme of activities, based on common needs for development of staff and skills established in all the institutions</p> <p>HRM 7.3. Special requests for technical or expert training</p> | <p>HRM 7.</p> <p>Training and Development</p> <p>7.1. Link Training Needs Analysis (TNA) with the process of evaluation of work and annual interviews</p> <p>7.2. Improve coordination of preparation and implementation of training plans and development of common interest for all structures of the civil service (trainings from EUI, RESPA etc.)</p> <p>7.3. Ensure continuity in preparations and implementation of midterm plans of training and development of civil service at all the levels</p> | Implementation ongoing – continuous implementation | <p>7.1. By the end of 2014 (rank 4)</p> <p>7.2. Continuously (rank 3)</p> <p>7.3. Continuously (rank 2)</p> | Several various activities and projects have been implemented within this objective at all the levels (individual activities, projects and coordination activities). | <p>Civil Service Agencies of BiH and the FBiH, Civil Administration Agency of the RS, Ministries of Justice in BiH and the FBiH, Ministry of Administration and Local Self Governance in the RS, competent body for human resources of the Brčko District of BiH</p> <p>+ INDIVIDUAL INSTITUTIONS AT EACH LEVEL</p> |
| | <p>HRM 4.</p> <p>Human Resources Planning</p> | <p>HRM 8.</p> <p>Analysis of Jobs and Classification of Work Places in</p> | Partially implemented through pilot projects the | 8.1.1. By the end of | Partial implementation through pilot | Civil Service Agencies of BiH and the FBiH, Civil |

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| <p>HRM 4.2. Common classification of jobs / grades in the whole BiH</p> <p>HRM 4.3. Introduction of common profiles of competencies for specific positions in all the grades / sectors</p> | <p>Civil Service</p> <p>8.1. Classify work places in each individual structure of the civil service in BiH (8.1.1. Implement comprehensive analysis of work places and prescribe classification of work places (in various structures of the civil service in BiH) 8.1.2. Standardise job descriptions regarding contents and conditions for individual categories and types of work places) 8.2. Identify and establish key competencies for individual categories and work places of civil servants</p> | <p>previous period</p> | <p>2013 and 8.1.2. by the end of 2014 (rank 1)</p> <p>8.2. By the end of 2014 (rank 3)</p> | <p>projects in the previous period. Measures 8.1. and 8.2. incorporated as a special component of the HRM project from the IPA 2011</p> | <p>Administration Agency of the RS, Ministries of Justice in BiH and the FBiH, Ministry of Administration and Local Self Governance in the RS, competent body for human resources of the Brčko District of BiH</p> <p>+</p> <p>INDIVIDUAL INSTITUTIONS AT EACH LEVEL</p> |
| <p>HRM 8. Salaries</p> <p>HRM 8.1. Change structure of salaries in order to make it more attractive for the existing and potential employees, and develop common scheme of basic salary and common approach at the level of the whole BiH for transfers and harmonisation of salaries. These principles can be additionally developed at all the levels, in order to take into account various expenses of life and various possibilities in the budget sense.</p> | <p>HRM 9. Salaries</p> <p>9.1. Evaluate work places in the institutions of public administration</p> <p>9.2. Create assumptions to enable advancement of individuals through the system of salaries</p> | <p>Partially implemented</p> | <p>9.1. and 9.2. By the end of 2013 (rank 1 - both)</p> | | <p>Civil Service Agencies of BiH and the FBiH, Civil Administration Agency of the RS, Ministries of Justice in BiH and the FBiH, Ministry of Administration and Local Self Governance in the RS, competent body for human resources of the Brčko District of BiH</p> |

| | Measure from the Existing AP 1 | Measure in the Revised AP 1 | Degree of Implementation of the Measure / Status | Time Frame | Comment | Responsible Institutions (by the RAP 1) |
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| ADMINISTRATIVE PROCEDURE | <p>AP 1. Strategy of Simplification of Administrative Procedure</p> <p>AP 1.1. Adopt Administrative Decision Making Improvement Programme. On the main characteristics of such programme agreement should be achieved at all the levels of authority, while special, additional measures, could be undertaken by each individual level of authority.</p> | <p>AP 1. Simplification of Administrative Procedure</p> <p>1.1. Adopt Administrative Decision Making Quality Improvement Programme.</p> | Implementation ongoing | End of 2011 | The project "Draft of Administrative Decision Making in BiH Quality Improvement Programme" has been completed and it should be implemented after adoption by the governments | MJ BiH FMJ MALSG RS Government of the BD |
| | <p>AP 2. Strategy of Simplification of Administrative Procedure (Procedural Law)</p> <p>AP 2.3. LAPs of all the levels will explicitly stipulate delegation of authority to make decisions in administrative procedure by the manager of the body to their subordinates.</p> | <p>AP 1. Simplification of Administrative Procedure</p> <p>AP 1.7. LAPs of all the levels will explicitly stipulate delegation of authority to make decisions in administrative procedure by the manager of the administration body to their subordinates.</p> | Partially implemented | Mid 2012 | Measure is contained in the Administrative Decision Making Improvement Programme | MJ BiH FMJ MALSG RS Government of the BD CoM BiH and Governments Parliaments All institutions with authorities for administrative decision making |
| | <p>AP 4. Simplification of Administrative Procedure</p> <p>AP 4.2. Enable e-communication with the parties.</p> | <p>AP 1. Simplification of Administrative Procedure</p> <p>1.13. Enable electronic communication of the parties and the bodies</p> | Partially implemented | End of 2013 | Measure is contained in the Administrative Decision Making Improvement Programme | MJ BiH FMJ MALSG RS Government of the BD (sectors competent for administrative procedure) |

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| | <p>AP 7. Administrative Inspection</p> <p>AP 7.1. Build the role of administrative inspection</p> | <p>AP 3. Supervision</p> <p>3.2. Strengthen the role of administrative inspection</p> | Partially implemented | End of 2013 | Measure is contained in the Administrative Decision Making Improvement Programme | <p>MJ BiH FMJ MALSG RS Government of the BD (sectors competent for administrative procedure)</p> |
| | <p>AP 2. Strategy of Simplification of Administrative Procedure (Procedural Law)</p> <p>AP 2.5. Enacting second instance decision based on merit</p> | <p>AP 3. Supervision</p> <p>3.4. Introduce obligation of the second instance body to decide based on merit</p> | Partially implemented | End of 2011 | Measure is contained in the Administrative Decision Making Improvement Programme. Deadline for implementation of this measure, by the Programme, is foreseen by mid 2012. | <p>MJ BiH FMJ MALSG RS Government of the BD (all second instance bodies)</p> |

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| INSTITUTIONAL COMMUNICATION | IC 2. Communication Planning Government strategy and the action plan of communication. Improve communication planning within the institutions. Incorporate communication planning in the overall planning and allocation of budget funds of the institutions. | IC 1. Communication Planning Establishment of strategic framework for communications. Improve communication planning within the institution. Introduce communication planning in the overall planning and allocation of budget funds of the institutions. | Partially implemented | By the end of 2011 By the end of 2012 By the end of 2011 | Adopted strategies of the CoM BiH and the BD BiH | 1.1. CoM BiH, Governments of the FBiH, the RS, the BD 1.2. Institutions at all the levels 1.3. CoM BiH, Governments of the FBiH, the RS and the BD, Central units for IC, other institutions |
| | IC 4. Organisation Matters Increase capacities in the institutions | IC 2. Organisation Matters 2.1. Maintain and Develop Capacities in the Institutions | Partially implemented | By the end of 2011 | No new data after Annual reports on work and progress for 2010 | All, especially ministries of all the levels of authority and institutions that have a role in the process of European integration |
| | IC 5. Coordination and Standard Setting Improve coordination between the PR offices / officers at all the levels of authority. Improve networking with other information officers from the government and non-governmental sector. | IC 3. Coordination and Standard Setting 3.1. Improve communication between the PR offices / officers at all the levels of authority 3.2. Improve coordination in the field of strategic communication between various levels of authority 3.3. Ensure modern and efficient development of strategic communication sectors in the future | Continuous Activity | Continuously Continuously By mid 2014 | No new data after Annual reports on work and progress for 2010 | 3.1. Central units for IC and other institutions 3.2. Central units for IC and ST 3.3. Central units for IC |
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| <p>IC 7. Human Resources and IC 8. Training</p> <p>Direct new potentials to the key points of the system. Improve use and effectiveness of the existing human resources. Ensure that professional abilities of the PR officers suit the requirements of the job. Ensure training on public relations for the PR officers. Ensure training of the PR officers on other fields significant for their work. Provide the PR officers with the access to the experiences of the best European practice.</p> | <p>IC 4. Human Resources</p> <p>4.1. Standardise requirements and job descriptions for the PR officers</p> <p>4.2. Provide training on public relations and strategic communication for the PR officers.</p> <p>4.3. Ensure training of the PR officers on other fields significant for their work.</p> <p>4.4. Provide the PR officers / managers with the access to the experiences of the best European practice.</p> <p>4.5. Ensure that senior management understands and supports the work of the PR offices / officers</p> | <p>Continuous Activity</p> | <p>Continuously</p> <p>Continuously</p> <p>Continuously</p> <p>Continuously</p> <p>By the end of 2012</p> | <p>No new data after Annual reports on work and progress for 2010</p> | <p>4.1. Central units for IC, with key institutions for HRM</p> <p>4.2. Individual institutions with coordination of the central units for IC, in cooperation with the institutions and the CSAs</p> <p>4.3. Individual institutions with coordination of the central units for IC, in cooperation with the institutions and the CSAs</p> <p>4.4. Central units for IC, other institutions</p> <p>4.5. CSAs in cooperation with the central units for IC</p> |
| <p>IC 10. Activities Related with Media</p> <p>Clarify and simplify communication with media</p> | <p>IC 5. Activities Related with Media</p> <p>5.1. Clarify and simplify communication with media</p> | <p>Continuous Activity</p> | <p>By mid 2011, continuously</p> | <p>No new data after Annual reports on work and progress for 2010</p> | <p>5.1. Central units for IC, all institutions</p> |
| <p>IC 11. Media Monitoring</p> <p>Increase efficiency of media monitoring</p> | <p>IC 6. Media Monitoring</p> <p>6.1. Increase efficiency of media monitoring</p> | <p>Continuous Activity</p> | <p>Continuously</p> | <p>No new data after Annual reports on work and progress for 2010</p> | <p>Central units for IC</p> |
| <p>IC 12. Direct Communication with the Public - FOIA</p> | <p>IC 7. Direct Communication with the Public - FOIA</p> | <p>Continuous Activity</p> | | <p>No new data after Annual reports on work</p> | <p>7.1. Central units for IC, all institutions</p> |

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| | Ensure that all the institutions fulfil their responsibilities in accordance with the Freedom of Information Act (FOIA) | 7.1. Monitor implementation of the FOIA and ensure regular reporting in accordance with the law 7.2. Ensure that all the institutions fulfil their responsibilities in accordance with the FOIA | | Continuously Continuously | and progress for 2010 | 7.2. Central units for IC, all institutions |
| | IC 13. Web Sites Ensure that all the institutions have a web site Ensure quality and consistency of the web sites | IC 8. Web Sites 8.1. Ensure quality and consistency of the web sites | Continuous Activity | By the end of 2011, after that continuously | No new data after Annual reports on work and progress for 2010 | Central units for IC, all institutions (except those that use the web site of the other institution), other institutions |
| | IC 14. Direct Communication with Citizens Provide information to the citizens without intermediary | IC 9. Direct Communication with Citizens 9.1. Provide information to the citizens without intermediary Approximate the administration to the citizens | Continuous Activity | At least twice a year, continuously | No new data after Annual reports on work and progress for 2010 | Central units for IC, other institutions (individually) |
| | | IC 10. Public Campaigns 10.1. Continuously inform and raise awareness on certain topics through mechanisms of public campaigns | Continuous Activity | Continuously and as needed | No new data after Annual reports on work and progress for 2010 | All institutions with coordination of the central units |
| | IC 16. Measuring the Results Measure effectiveness of institutional communication Measure public opinions and degree of knowledge of the key areas of policies | IC 11. Measuring the Results 11.1. Measure effectiveness of strategic communications 11.2. Measure public opinions and degree of knowledge of the key areas of policies | Continuous Activity | Continuously At least once during the mandate of the CoM BiH / Governments, if possible once a year | No new data after Annual reports on work and progress for 2010 | 11.1. Central units for IC, all institutions 11.2. CoM BiH, Governments, central units for IC, all institutions |

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| | | IC 12. Cooperation with Civil Sector 12.1. Improve communication with civil society | Continuous Activity | By the end of 2011, after that continuously | No new data after Annual reports on work and progress for 2010 | Central units for IC, relevant institutions, all institutions |
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| Measure from the Existing AP 1 | | Measure in the Revised AP 1 (RAP 1) | Present Status of the Measure | Time Frame | Comment | Responsible Institutions (by the RAP 1) |
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| E-ADMINISTRATION | IT 1.1.2. Adopt relevant laws and other regulation that are missing, in accordance with the acquis communautaire requirements for use of IT | IT 1.1. Establish systems for supervision and accreditation of certifiers | Partially implemented | End of 2011 | Systems for supervision and accreditation of certifiers established in the RS | MCT BiH CENTRE FOR E-GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD MINISTRIES OF JUSTICE OF BiH AND THE FBiH MALSG RS |
| | | IT 1.2. Ensure interoperability and acknowledgement of all accredited certifiers in the territory of BiH | Not implemented | | | |
| | | IT 1.3. Equalise validity of electronic and standard (paper) submissions and documents | Not implemented | | | |
| | | IT 1.4. Enable use of all accredited security electronic signatures for operations with public administration. | Not implemented | | | |
| | IT 1.4. Establish standards for IT procurements | IT 1.5. Define commitments and/or principles, as well as standards for IT procurements (goods, services and works), including also modality of management of IT projects, standards, justification and criteria of procurement | Partially implemented | Mid 2012 for initial activities with the need for annual update | | CENTRE FOR E-GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD PUBLIC PROCUREMENT AGENCY of BiH |
| | IT 1.5.1. Define technical recommendations, rulebooks, technical and administrative procedures of | IT 1.6. Draft regulations for IT security | Partially implemented | End of 2011 for initial activities with | Implemented in the BD BiH and the RS | CENTRE FOR E-GOVERNMENT OF THE COM |

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| security, conditions and reference standards for secure transactions and secure exchange of data and documents within and outside of administration. | | | the need for annual update | | AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |
| IT 1.5.2. Establish a permanent process of risk analyses at all the levels of authority. | IT 1.7. Establish a permanent process of risk analyses at all the levels of authority. | Not implemented | End of 2012 for initial activities with the need for annual update | | CENTRE FOR E- GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |
| IT 1.5.3. Set the CERT (Computer Emergency Response Team) institution | IT 1.8. Establish the CERT (Computer Emergency Response Team) institutions | Partially implemented | End of 2012 | | CENTRE FOR E- GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |
| IT 2.1.1. Establish independent IT agency for information society IT 2.2.3. Adopt common methodological approach in order to facilitate coordination between the central and peripheral units | IT 2.1. Establish a strong central unit, at those levels of authority where it still does not exist, responsible for coordination and assistance to development of e-Administration | Partially implemented | End of 2011 | Formal central unit does not exist in the FBiH, and at the state level it has to be staffed | CENTRE FOR E- GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |

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| IT 2.1.2. Strengthen established centres of knowledge from the field of IT in the entities and the Brčko District of BiH and establish appropriate centres in the regions / cantons, which would maintain strong and formal links with the state AIS. | IT 2.2. Continuously strengthen all the established central units responsible for coordinating and assisting development of e-Administration, especially in terms of strategic capacities to coordinate the activities of e-Administration, development of policies/strategies, drafting regulations and providing guidance and advice to individuals and institutions, either by hiring new people or through additional training for the existing staff. | Continuous Activity | Mid 2012 for initial activities with the need for continuous strengthening | Continuous Activity | CENTRE FOR E-GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |
| IT 2.7. Professional IT staff | IT 2.3. Ensure professional IT staff in public administration | Continuous Activity | Constantly, with proviso that the degree of implementation is measures annually, i.e. at the end of each year | Continuous Activity | CENTRE FOR E-GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |
| IT 2.4. Increase support of the top management for development and use of the IT | IT 2.4. Increase support of the top management for support to development of e-Administration | Continuous Activity | Constantly, with proviso that the degree of implementation is measures annually, i.e. at the end of each year | Continuous Activity | CENTRE FOR E-GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |
| IT 3.1. Make arrangements for use and improvement of the existing potentials | IT 3.1. Make arrangements for use and improvement of the | Partially implemented | End of 2011 | Continuous Activity | CENTRE FOR E- |

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| that will guarantee a safe and reliable transfer of data between the institutions at all levels of government and between them and the users of public services. | existing potentials that will guarantee a cheap, reliable and safe access to information and enable transfer of information, both within the public sector, including also exchange of information between various levels of authority, municipalities included, and externally between the public sector and the users of public services. | | for analysis End of 2014 for implementation of the project | | GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |
| IT 4.1. Build standards for systems architecture and development of information systems and applications | IT 4.1. Define common framework and standards for information systems architecture and development of applications. | Implementation ongoing | End of 2011 | Project "Design and Establishment of Interoperability Framework and Standards for Data Exchange" | CENTRE FOR E-GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |
| IT 4.2. Establish interoperability framework for e-Administration | IT 4.2. Establish interoperability framework for e-Administration, with the objective of ensuring compatibility of information systems and processes, and providing unified and user-directed services of public administration. | Implementation ongoing | End of 2011 | Project "Design and Establishment of Interoperability Framework and Standards for Data Exchange" | CENTRE FOR E-GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |
| IT 4.3. Draft strategy for public registers and implement it | IT 4.3. Establish electronic base public registers (population, registrar records, personal documents, business subjects, electronic cadastre and land | Implementation ongoing | End of 2011 for analysis Mid 2012 for | Project "Design and Establishment of Interoperability Framework and Standards for Data | CENTRE FOR E-GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF |

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| | registry, tax register, social rights, etc.) | | the programme | Exchange” | THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH SECTOR FOR IT OF THE BD |
| IT 4.4. Uniformly implement the information systems that support common horizontal functions | IT 4.4. Establish and implement the information systems that support the key horizontal functions: HRMIS, electronic public procurements, document management system (DMS), e-Sessions of Government. | Partially implemented | HRMIS: end of 2011 | HRMIS – needs to become operational | CIVIL SERVICE AGENCIES CENTRE FOR E-GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH GOVERNMENT OF THE BD BiH |
| | | | e-Public Procurements : end of 2014 | e-Public Procurements – publication of public procurements automated | PUBLIC PROCUREMENT AGENCY of BiH MINISTRIES OF FINANCE CENTRE FOR E-GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBiH GOCERNMENT OF THE BD BiH |
| | | | DMS: end of 2013 | DMS – implemented in some individual institutions | MINISTRIES OF JUSTICE MALSG RS CENTRE FOR E-GOVERNMENT OF THE COM |
| | | | e-Sessions of Government: end of 2012 | e-Sessions of Government – needed integration with the DMS | |

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| | IT 4.6. Design BiH portal | <p>IT 4.5. Establish a BiH portal that would be organised around everyday life events, covering services from the competency of the state bodies. Make link on this portal to the portals of the entities and the BD BiH.</p> <p>IT 4.6. Establish entity and BDBiH portals that would be organised around everyday life events, covering services from the competency of the entities</p> | Partially implemented | | | <p>PARCO CENTRE FOR E- GOVERNMENT OF THE COM</p> <p>AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF</p> |

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| | | and the BDBiH. | | | | THE FBIH SECTOR FOR IT OF THE BD |
| | IT 4.7. Implement 20 e-services from e-Europe 2005 | <p>IT 4.7. Implement common services for e-Services</p> <p>IT 4.8. Implement the following priority transaction e-Services for the citizens: e-Tax to the total income of citizens, registration of motor vehicles, certificate on movement (change of residence and change of address).</p> <p>IT 4.9. Implement the following priority transaction e-Services for business subjects:</p> <p>PHASE 1</p> <ul style="list-style-type: none"> - Initiation of business activity by the system "one-stop-shop" (court registration, registration in tax administration, registration with statistics) <p>PHASE 2</p> <ul style="list-style-type: none"> - Initiation of business activity by the system "one-stop-shop" - continuation (application to the employment institutions, pension and health insurance) <p>PHASE 3</p> <ul style="list-style-type: none"> - Services for the existing business subjects (VAT, vacancy announcement, registration and deletion of employees, statistics and other reporting to the state bodies) | Not implemented | <p>End of 2012</p> <p>End of 2014</p> <p>End of 2013 for the PHASE 1</p> <p>End of 2014 for the PHASE 2</p> <p>End of 2014 for the PHASE 3</p> | | <p>CENTRE FOR E- GOVERNMENT OF THE COM AIS RS SECTOR FOR IT WITHIN THE SG OF THE GOVERNMENT OF THE RS GOVERNMENT OF THE FBIH GOVERNMENT OF THE BD BiH SECTOR FOR IT OF THE BD TAX ADMINISTRATION OF THE FBIH TAX ADMINISTRATION OF THE RS IDDEEA MCA BIH INTERIOR MINISTRY FBIH INTERIOR MINISTRY RS CANTONAL INTERIOR MINISTRIES TAX ADMINISTRATIONS MINISTRIES OF JUSTICE REGISTRATION COURTS STATISTICS INSTITUTIONS EMPLOYMENT BUREAUS INSTITUTIONS FOR HEALTH/PENSION INSURANCE</p> |

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ⁱ Having in mind the contents of the AP1 in the segment of human resources management, as well as the results so far in implementation of the HRMIS, it is recommended to work on full operability of the HRMIS, where the end users deem it the most appropriate solution

ⁱⁱ In the segment of human resources, under equalised criteria, it is implied to find more effective structure and criteria for organisation of exams, including the written test (where it exists) and interview. This, with everything else, implies also finding efficient solution regarding points criteria for written and oral part of the exam (if the exam consists of these two parts).