

University in Maribor

Faculty of Criminal Justice and Security

International programme

REGULATION OF THE PUBLIC SECTOR IN THE REPUBLIC OF SLOVENIA

Lecturer

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SLOVENIA - BASIC FACTS

■ RECENT (POLITICAL) HISTORY

- First democratic elections: 1990**

- Independence:**

 - national referendum: december 1990**

 - declaration: june 1991**

 - International recognition by EC: 15th january
1992**

- New constitution: december 1991**

- **Member of:**
 - **UN**
 - **Council of Europe**
 - **EU, Eurozone & Schengen area**
 - **OECD**
 - **OSCE**
 - **NATO**
- **Presidency of the Council of the EU (jan-june 2008)**

CIVIL SERVICE SYSTEM

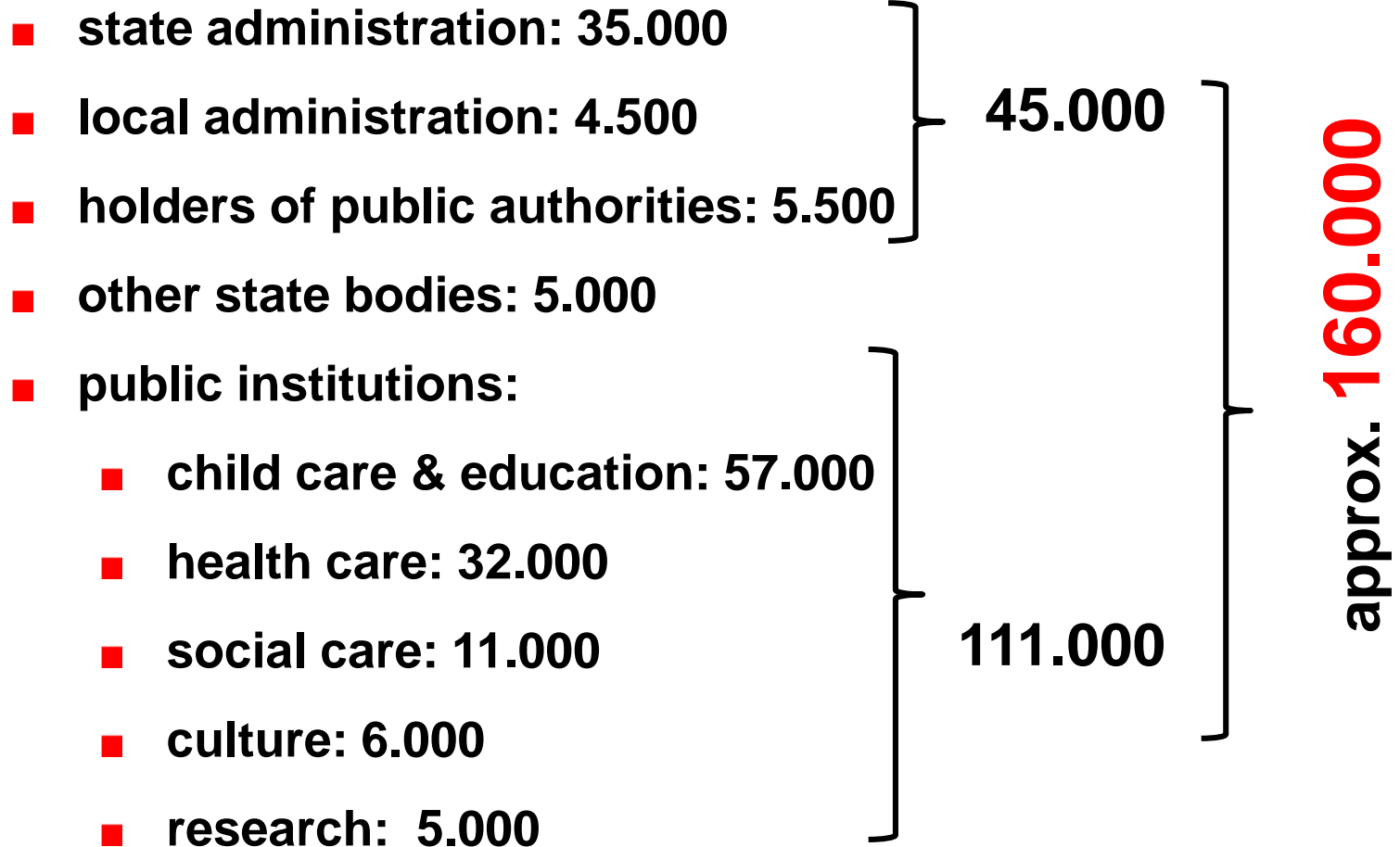
- **civil servant = individual employed in public sector**
- **public sector:**
 - **state bodies and the administrations of self-governing local communities**
 - **public agencies, public funds, public institutions, and public commercial institutions**
 - **other entities of public law that indirectly use state or local budgetary funds**

CIVIL SERVICE SYSTEM

- **not regarded as part of public sector:**
 - public enterprise
 - companies, where the state or local communities are controlling shareholders or have prevailing influence
- **not regarded as civil servants: holders of public office (functionaries)**

CIVIL SERVICE SYSTEM

■ statistics:



CIVIL SERVICE SYSTEM

- **system of legal regulation:**
 - **constitution**
 - **organic law - Civil Servants Act**
 - **sector specific law – e.g. Higher Education Act**
 - **subordinate legislation (decrees, rules)**
 - **collective agreements**
 - **internal acts**
 - **employment contract + individual acts**

CIVIL SERVICE SYSTEM

- **Civil Servants Act:**
 - **scope of application**
 - **1st part – general provisions + basic principles**
 - **2nd part:**
 - **additional principles**
 - **distinction between officials and professional-technical civil servants**
 - **employment procedure**

CIVIL SERVICE SYSTEM

- 2nd part:
 - work posts, positions and titles
 - rights & obligations
 - education & training
 - liability
 - termination of employment
 - Officials council

PUBLIC SECTOR SALARY SYSTEM

- **structure of salary:**
 - **base salary**
 - **bonuses**
 - **performance pay:**
 - **quantity of work**
 - **quality of work**
 - **market incomes**

PUBLIC SECTOR SALARY SYSTEM

Plačni razred	1. SEPTEMBER 2016	Plačni razred	1. SEPTEMBER 2016
1	440,380	34	1.606,680
2	458,000	35	1.670,940
3	476,310	36	1.737,790
4	495,370	37	1.807,290
5	515,180	38	1.879,590
6	535,800	39	1.954,780
7	557,210	40	2.032,980
8	579,510	41	2.114,290
9	602,700	42	2.198,840
10	626,810	43	2.286,810
11	651,880	44	2.378,280
12	677,950	45	2.473,410
13	705,060	46	2.572,340
14	733,270	47	2.675,250
15	762,600	48	2.782,250
16	793,100	49	2.893,540
17	824,840	50	3.009,280
18	857,830	51	3.129,660
19	892,130	52	3.254,840
20	927,820	53	3.385,030
21	964,940	54	3.520,440
22	1.003,540	55	3.661,250
23	1.043,680	56	3.807,690
24	1.085,430	57	3.960,020
25	1.128,830	58	4.118,410
26	1.173,990	59	4.283,140
27	1.220,940	60	4.454,470
28	1.269,780	61	4.632,640
29	1.320,580	62	4.817,960
30	1.373,400	63	5.010,670
31	1.428,340	64	5.211,100
32	1.485,460	65	5.419,540

PUBLIC SECTOR SALARY SYSTEM

SALARY GROUP	SALARY SUBGROUP
A - Offices in state bodies and local communities	<p>A1 - President of the Republic and holders of public office of the executive branch of power</p> <p>A2 - Holders of public office of the legislative branch of power</p> <p>A3 - Holders of public office of the judicial branch of power</p> <p>A4 - Holders of public office in other state bodies</p> <p>A5 - Holders of public office in local communities</p>
B - Management bodies at budget users	B1 - Principals, directors and secretaries
C - Official titles in state administration and local community administrations and other state bodies	<p>C1 - Officials in other state bodies</p> <p>C2 - Officials in state administration, judicial administration and local community administrations</p> <p>C3 - Police officers</p> <p>C4 - Military personnel</p> <p>C5 - Customs officers</p> <p>C6 - Inspectors, judicial police officers and other officials with special powers</p> <p>C7 - Diplomats</p>
D - Work posts in the field of teaching and education	<p>D1 - University-level teachers and university-level associates</p> <p>D2 - Lecturers at trade schools, high school and elementary school teachers and other expert associates</p> <p>D3 - Kindergarten teachers and other expert associates at kindergartens</p>

PUBLIC SECTOR SALARY SYSTEM

SALARY GROUP	SALARY SUBGROUP
E - Work posts in the field of health care	E1 - Doctors and dentists E2 - Pharmaceutical workers E3 - Nurses and health technicians E4 - Health care workers and health care associates
F - Work posts in the field of social care	F1 - Expert workers F2 - Expert associates
G - Work posts in the field of culture and information	G1 - Professions in the arts G2 - Other professions in the field of culture and information
H - Work posts and titles in the field of science	H1 - Researchers H2 - Expert associates
I - Work posts in public agencies, public funds, other public institutions and in public utility institutes and other budget users	I1 - Expert workers
J - Ancillary posts (applies to the entire public sector)	J1 - Expert associates J2 - Administrative staff J3 - Other technical staff
K - Work posts in the field of social welfare	K1 - Expert workers

ORGANISATION OF THE STATE

- **democratic republic**
- **social state governed by law**
- **separation of powers**
- **parliamentary system**
- **unitary state**

PUBLIC ADMINISTRATION

- **State administration**
- **Local administration**
- **Holders of public authorities**
- **Providers of public services**

1) STATE ADMINISTRATION

- **Government**
- **Government offices (10)**
- **Ministries (12)**
- **Bodies within ministries (34)**
- **Administrative units (58)**

MINISTRY OF THE INTERIOR

MINISTER

MINISTER'S OFFICE

INTERNAL AUDIT SERVICE

EUROPEAN AFFAIRS AND INTERNATIONAL COOPERATION SERVICE

SECURITY PLANNING SERVICE

PUBLIC RELATIONS OFFICE

NATIONAL MINORITIES SERVICE

INSPECTORATE
(body affiliated to the Ministry)

POLICE
(body affiliated to the Ministry)

POLICE AND SECURITY DIRECTORATE

Division for System Guidelines and Supervision of Police

Police Complaints Division

INTERNAL ADMINISTRATIVE AFFAIRS, MIGRATION AND NATURALISATION DIRECTORATE

Migration Office

Migration Policy and

STATE PROSECUTION DIRECTORATE

State Prosecution Administration and Supervision Division

SECRETARIAT

Organisation and Personnel Office

Organisation and Performance Evaluation Service

1D) BODIES WITHIN MINISTRY

- **monocrat body (director + deputy)**
- **types: inspectorate, agency, administration, ...**
- **tasks & reasons of establishment**
- **relationship vs. ministry**
- **territorial organisation**

1E) ADMINISTRATIVE UNITS

- **monocrat body (director)**
- **tasks**
- **relationship vs. ministry**
- **(territorial) organisation**



2) LOCAL ADMINISTRATION

- **local self- government as constitutional principle**
- **levels of local self-government**
- **Municipality (212)**
- **Cities (11 out of 212)**



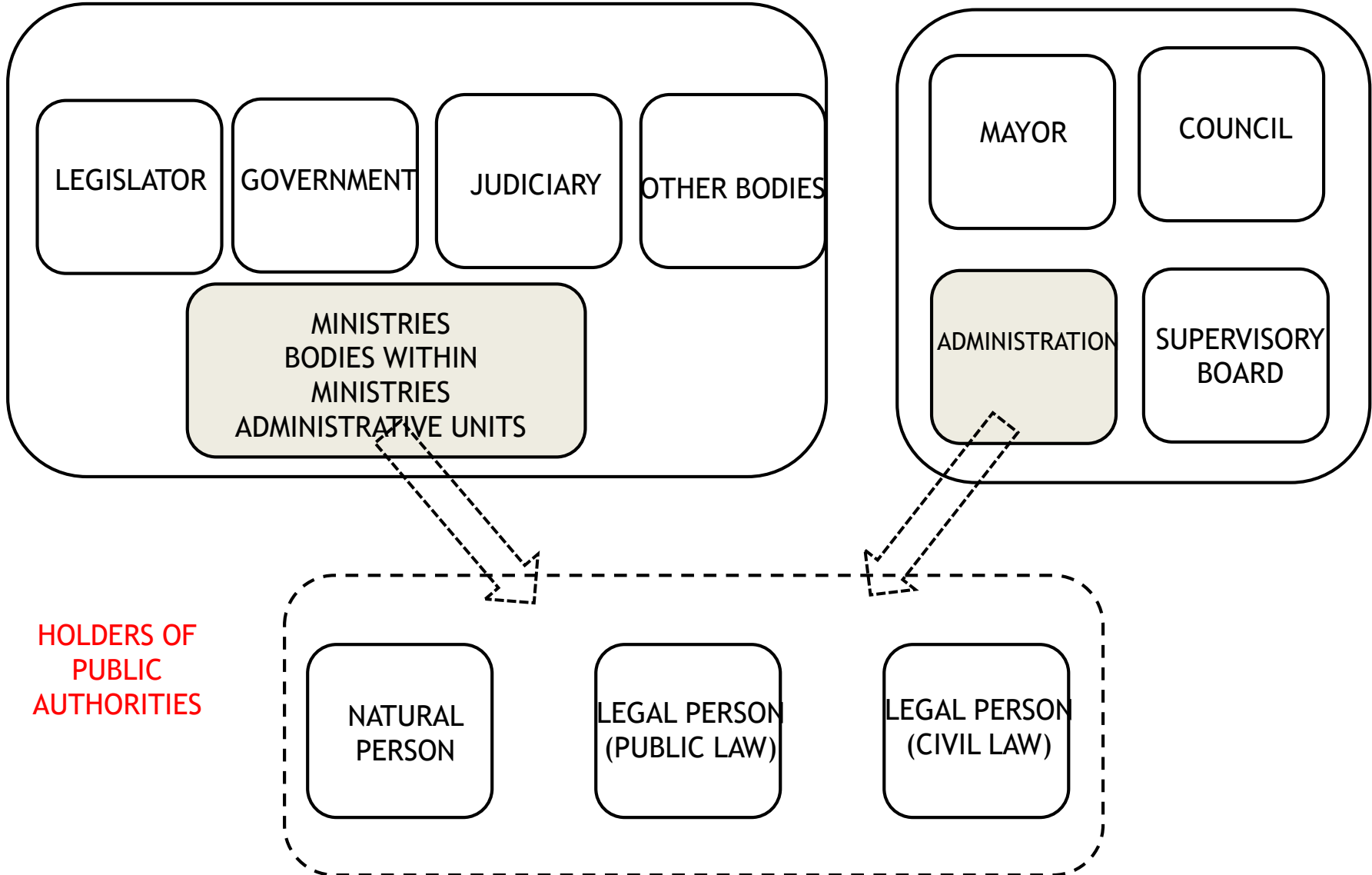
A) MUNICIPALITY

- **tasks**
- **organisation:**
 - **municipality council**
 - **mayor**
 - **municipality administration**
 - **supervisory board**

3) HOLDERS OF PUBLIC AUTHORITIES

STATE

SELF-GOVERNING LOCAL COMMUNITY



3) HOLDERS OF PUBLIC AUTHORITIES

- **tasks**
- **holders**
- **reasons:**
 - **more efficient and expedient performance**
 - **permanent and direct political supervision is not necessary or appropriate**

4) PROVIDERS OF PUBLIC SERVICES

- **public service = *service of general interest (EU)***
- **types:**
 - **ECONOMIC (water supply, waste deposal etc.)**
 - **NON ECONOMIC (education, health care etc.)**