

CASE STUDY: GOVERNMENT'S PERSONNEL PLAN ENABLED EMPLOYMENT OF 470 PERSONS IN STATE BODIES

I: INTRODUCTION: In mid-May 2016, the government of Montenegro adopted the Personnel Plan of State Administration and Government Agency for that year, which opened up a possibility of employing 470 civil servants and state employees.¹ Although the Law on Civil Servants and State Employees provides that the personnel plan of the state administration is to be adopted within 30 days from the date of adoption of the Budget Law for the current year, i.e. until the end of January, the government adopted this plan only in May, two months before the announcement of the parliamentary election in the country.²

II: HIRING 470 EMPLOYEES: In the election year of 2016, the number of classified vacancies is 12,406, and the Personnel Plan envisages employing an additional 470 civil servants and state employees, of which 419 as permanent employees and 51 fixed-term employees.

Type of contract	New employees
Permanent	419
Fixed-term	51

Table 1: Envisaged number of employees in 2016 on indefinite and fixed-term contracts

When it comes to employment in the state bodies, 74 civil servants and state employees were hired in the Ministry of Finance, 70 in the Ministry of Interior, 58 were employed in the Ministry of Justice, 48 in the General Secretariat of the Government, 45 in the Ministry of Agriculture and Rural Development, and 22 in the Ministry of Labor and Social Welfare.

State body	Envisaged employment in 2016
1. Ministry of Finance	74
2. Ministry of Interior	70
3. Ministry of Justice	58
4. General Secretariat of the Government	48
5. Ministry of Agriculture and Rural Development	45
6. Ministry of Labor and Social Welfare	22
7. Ministry of Sustainable Development and Tourism	16
8. Ministry of Education	12
9. Ministry of Defence	12
10. Ministry of Culture	10

Table 2: Envisaged number of employees in some of the state administration bodies in 2016

Author: MANS Investigation Center
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¹ Personnel Plan of State Administration and Government Agency for 2016, May 2016; link: http://www.gov.me/sjednice_vlade/157

² Parliamentary election in Montenegro was announced on 11 July, and held on 16 October 2016.