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| **Component 4.4: ENHANCING THE EFFICIENCY OF PUBLIC ADMINISTRATION** | |
| **Investment/ reform CID reference** | **Reform 1** |
| **Investment/ reform name** | **Increased efficiency, pro-client orientation and the use of the principles of evidence-based decision-making in public administration** |
| **Type of change compared to CID** | [added] |
| **Legal base of the change (select at least one)** | Article 14(2) – loan request  Article 18(2) – update of the maximum financial contribution  Article 21 – amendment due to objective circumstances  Article 21a – REPowerEU non-repayable financial support (ETS revenue)  Article 21b (2) – BAR transfers  ☐ None of the above, correction of clerical error |
| **Elements modified (only for modified measures)** | Component / Measure description  Milestones and targets  Estimated cost  Green and digital tagging (potentially relevant, because there is a substantive change to the underlying measure)  DNSH self-assessment |

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| **Reform 1: Increased efficiency, pro-client orientation and the use of the principles of evidence-based decision-making in public administration**. | | |
| *Description and justification of the change* | | |
| **Modified elements** | **Current version** | **Amended version** |
| ***Component and / or measure description*** | **U. COMPONENT 4.4: ENHANCING THE EFFICIENCY OF PUBLIC ADMINISTRATION:**  *This component of the Czech recovery and resilience plan addresses the challenge of strengthening the application of the evidence-based approach to public policymaking, while enhancing the coordination between different levels (central and regional) of the public administration. It aims to address the lack of sufficient analytical capacities in the public administration in Czechia.*  *The component supports addressing the Country Specific Recommendation, according to which Czechia shall aim at reducing the administrative burden and improving e-government (Country Specific Recommendation 3 2019). It is expected that no measure in this component does significant harm to environmental objectives within the meaning of Article 17 of Regulation (EU) 2020/852, taking into account the description of the measures and the mitigating steps set out in the plan in accordance with the DNSH Technical Guidance (2021/C58/01).*    ***U.1. Description of the reforms and investments for non-repayable financial support:***  *Reform 1: Increased efficiency, pro-client orientation and the use of the principles of*  *evidence-based decision-making in public administration.*  *The following measures, aimed at enhancing the efficiency of public administration, shall be*  *completed under this reform:*  *• Setting up a central analysis team to raise awareness of the importance of evidence-based*  *policymaking principles among all relevant stakeholders in the public administration, while*  *supporting the relevant departments in the correct application of qualitative and quantitative*  *analytical methods.*  *• Developing a methodology for collecting data on the activities of the offices and sharing them*  *across public administrations.*  *• Developing an electronic tool for collecting data on public administration activities.*  *• Creating a database of relevant data such as information on processes, performance, personnel*  *capacities, in public administration, at central and local level.*  *• Implementing targeted pro-client training programmes for at least 1000 front-office officials.*  *The reform shall be completed by 31 December 2025.* | **U. COMPONENT 4.4: ENHANCING THE EFFICIENCY OF PUBLIC ADMINISTRATION:**  *This component of the Czech recovery and resilience plan addresses the challenge of strengthening the application of the evidence-based approach to public policymaking, while enhancing the coordination between different levels (central and regional) of the public administration. It aims to address the lack of sufficient analytical capacities in the public administration in Czechia.*  *The component supports addressing the Country Specific Recommendation, according to which Czechia shall aim at reducing the administrative burden and improving e-government (Country Specific Recommendation 3 2019).*  *It is expected that no measure in this component does significant harm to environmental objectives within the meaning of Article 17 of Regulation (EU) 2020/852, taking into account the description of the measures and the mitigating steps set out in the plan in accordance with the DNSH Technical Guidance (2021/C58/01).*  ***U.1. Description of the reforms and investments for non-repayable financial support:***  *Reform 1: Increased efficiency, pro-client orientation and the use of the principles of*  *evidence-based decision-making in public administration.*  *The measure aims to increase efficiency, pro-client orientation and use of the principles of evidence-based decision-making in the public administration. It builds on the recommendations of the OECD Public Governance Review, in particular in areas of Chapter 2 (Improving policy co-ordination and strategic planning at the centre of government), Chapter 3 (Promoting evidence-informed decision making), Chapter 6 (Attracting and develop skills in the public service). The following actions correspond to these sections:*  *Improving policy co-ordination and strategic planning at the centre of government:*   * *Adopting a summary report on the policy coherence for sustainable development, identifying funding needs for the strategies as well as existing sources of funding.* * *Entry into operation of an IT system for SDG-related monitoring indicators.*   *Promoting evidence-informed decision making:*  *• Setting up a central analysis team to raise awareness of the importance of evidence-based policymaking principles among all relevant stakeholders in the public administration, while supporting the relevant departments in the correct application of qualitative and quantitative*  *analytical methods.*   * *Adopting a new version of the Regulatory Impact Analysis methodology.* * *Updating climate-energy model covering all important climate and energy processes for Czechia.* * *Creating a database of relevant data from selected information sources, open data and data obtained through a newly created electronic data-collection tool on authorities’ activities.*   *Attracting and developing skills in the public service*   * *Establishing Entry into operation of an HR system allowing digital conduct of selected HR processes and filling-out of forms for selected HR processes and an HR Action Plan for civil service offices.* * *Implementing targeted pro-client training programmes for at least 1000 front-office officials.*   *•*  *The reform shall be completed by 30 June 2026.* |
| ***Milestones and targets*** | *Milestone 215*  *Name:*  *Completion of a database with relevant data on processes, performance, personnel capacities in public administration by the Ministry of Interior*  *Qualitative indicators (for milestones):*  *Acceptance protocols for the operational database provided by the Ministry of Interior*  *Indicative timeline for completion:*  *Q4 2025*  *Description and clear definition of each milestone and target:*  *A specific data warehouse shall be established and operational for the public administration, containing available individual data from selected information systems, open data and data obtained through a newly created electronic data-collection tool on authorities’ activities. The database shall be completed by the Ministry of Interior* | *Target 215*  *Name:*  *A*  *Completion of five actions promoting evidence-informed decision making and improving policy co-ordination and strategic planning at the centre of government*  *Quantitative indicators (for targets)*  *Unit of measure: Actions completed*  *Baselina:0*  *Goal: 5*  *Indicative timeline for completion:*  *Q4 2025*  *Description and clear definition of each milestone and target:*  *1. A specific data warehouse shall be established and operational for the public administration, containing available individual data from selected informationsources, open data and data obtained through a newly created electronic data-collection tool on authorities’ activities. The database shall be completed by the Ministry of Interior.*  *2. An updated climate-energy model simulating all important climate and energy processes, including the entire energy balance for Czechia shall be completed and updated input data for the model shall be used. The model and the data shall be assessed by a recognised international authority in the field of climate change and/or energy policy as in line with current international best practice. The outputs of the model shall be used for the drafting of at least one national strategy.*  *3. The government shall approve a summary report on the policy coherence for sustainable development. The report shall identify strategies to abandon and propose specific steps to resolve identified overlaps and inconsistencies. This shall take into account the strategies’ timetables (e.g. end of their duration, planned updates). Concrete actors and deadlines for resolving the identified issues shall be listed. Furthermore, the report shall identify funding needs for the strategies as well as existing sources of funding.*  *4. An IT system for SDG-related monitoring indicators shall be established. The System shall at least consist of a data repository (existing data repository may be reused / adapted), a web based application for importing and updating datasets, and an interface for custodian agencies. The data from the system will be available as open data*  *5. The government shall approve a new version of the Regulatory Impact Analysis methodology, which shall be based on pilots for at least three legislative proposals.*  *New Milestone 289*  *Name: An IT system and action plan for better HR in the public administration*  *Indicative timeline for completion:*  *Q2 2026*  *Description and clear definition of each milestone and target:*  *An HR IT system shall be established and used at three or more central government authorities or subsidiary organisations of central government authorities, of which at least one shall be a central government authority. The system shall at least allow digital conduct of selected HR processes and allow to fill out forms for selected HR processes.*  *• The government shall adopt an HR Action Plan for civil service offices (“služební úřady“), which will be based at least on:  1) pilots projects , at three or more central government authorities, of improved processes of hiring and developing managers and specialists; and  2) an empirical assessment of the Czech civil service and modelling of possible scenarios for its reform and/or development.* |
| ***Estimated cost*** | *CZK 33,7 mil.* | *CZK 298,5 mil.* |
| ***Green and digital tagging*** | *No change* | *No change* |
| ***DNSH self-assessment*** | *No change* | *No change* |