

New Methods of Performance-based Management in Public Administration

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Goal

- To build a comprehensive system of performance-based governance in Russia



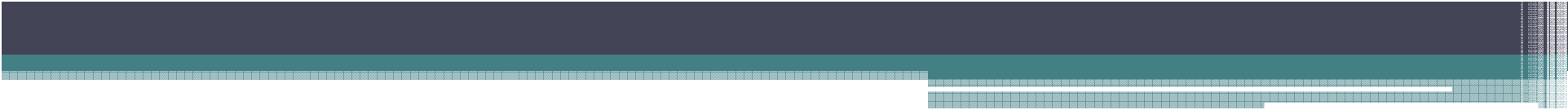
Why Russia needs performance-based management (PBM)

- Backward technologies
- Inadequate resources for development
- Low level of satisfaction in public services
- Budgetary overspend on public services
- Demand for long-term stability in governance and public service



PBM in the UK - Labour experience

- 30 Public Service Agreements (PSA) with long-term targets and performance indicators
- Cross-departmental priorities
- Strategy & Delivery units in the Cabinet



PBM in the UK - Conservative & LibDem Vision

- Coalition Agreement on government reform
- Department “business plans” on policies to implement the Coalition Agreement
- Short-term (one year) planning



PBM in Russia today

- Accounts-based budgeting
- Targets and objectives are set according to financial resources acquired
- Detailed normative regulation of PBM
- Difficult inter-departmental cooperation



PBM in Russia: what is to be done

- Long-term vision for policy-making at the federal and regional levels
- Enhanced inter-departmental interaction
- Balance between political responsibility and financial autonomy
- Strategic monitoring (targets are achieved) instead of financial monitoring (money is spent) as the main instrument of control



Road Map to PBM

- Research and reports to decision-makers
- Conferences and discussions (“non-papers”)
- Green papers
- White papers
- Clear inputs (targets, objectives, actions & indicators) from decision-makers
- Relevant outputs, outcomes & impact for society



Challenges to be overcome

- Obsession with process
- Official incompetence
- Priority of loyalty over professionalism
- Corruption



Perspective Application

- Public services
- Foreign policy
- Anti-corruption policy



Thanks for your attention and
inputs!