

*Capable Civil Service  
Based on Fairness and Accountability*

# Introduction of the Ministry of Personnel Management



Ministry of Personnel  
Management

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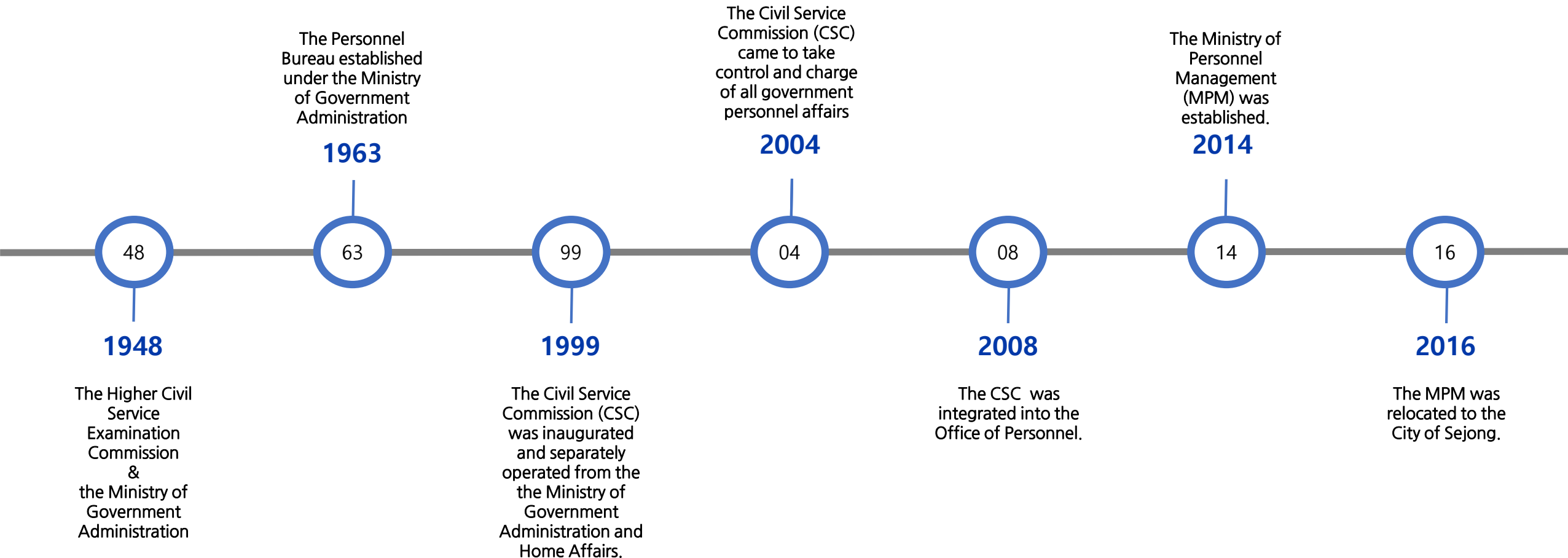
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**01**

# **Introduction**

# The History of the Ministry of Personnel Management

Since the establishment of the Korean Government, for 70 years, the Ministry of Personnel Management(MPM), as a key central agency of recruiting and developing government officials, has spared no effort and time to continuously improve the efficiency and fairness of government resource management.



# Key Tasks

The Ministry of Personnel Management is in charge of managing public officials throughout the working life cycle ranging from recruitment to performance management, competency development, service and discipline, ethics, pension, and occupation accident compensation.



## Recruitment

Recruitment exam, gender equality, people with disabilities, regional balanced recruitment



## Promotion & position management

Appointment and promotion system, personnel exchange, leave of absence, etc.



## Performance & remuneration

Salary, allowance, performance-based compensation, travel expenses, etc.



## Pension & welfare

Pension, art exhibition, retirement management



## Talent development

Long-term and short-term training, basic and professional training



## Service system

Vacation, flexible working hours, Duty & disciplinary system



## Ethics

Property registration, asset disclosure, property inspection, denial notice & declaring gifts



## Occupation accident compensation

Occupation accident compensation system & mental health care center


# Organization

Number of people: 594 (403 at Main Office & 191 at affiliated organizations, as of the end of August 2022)


## Affiliated Organizations



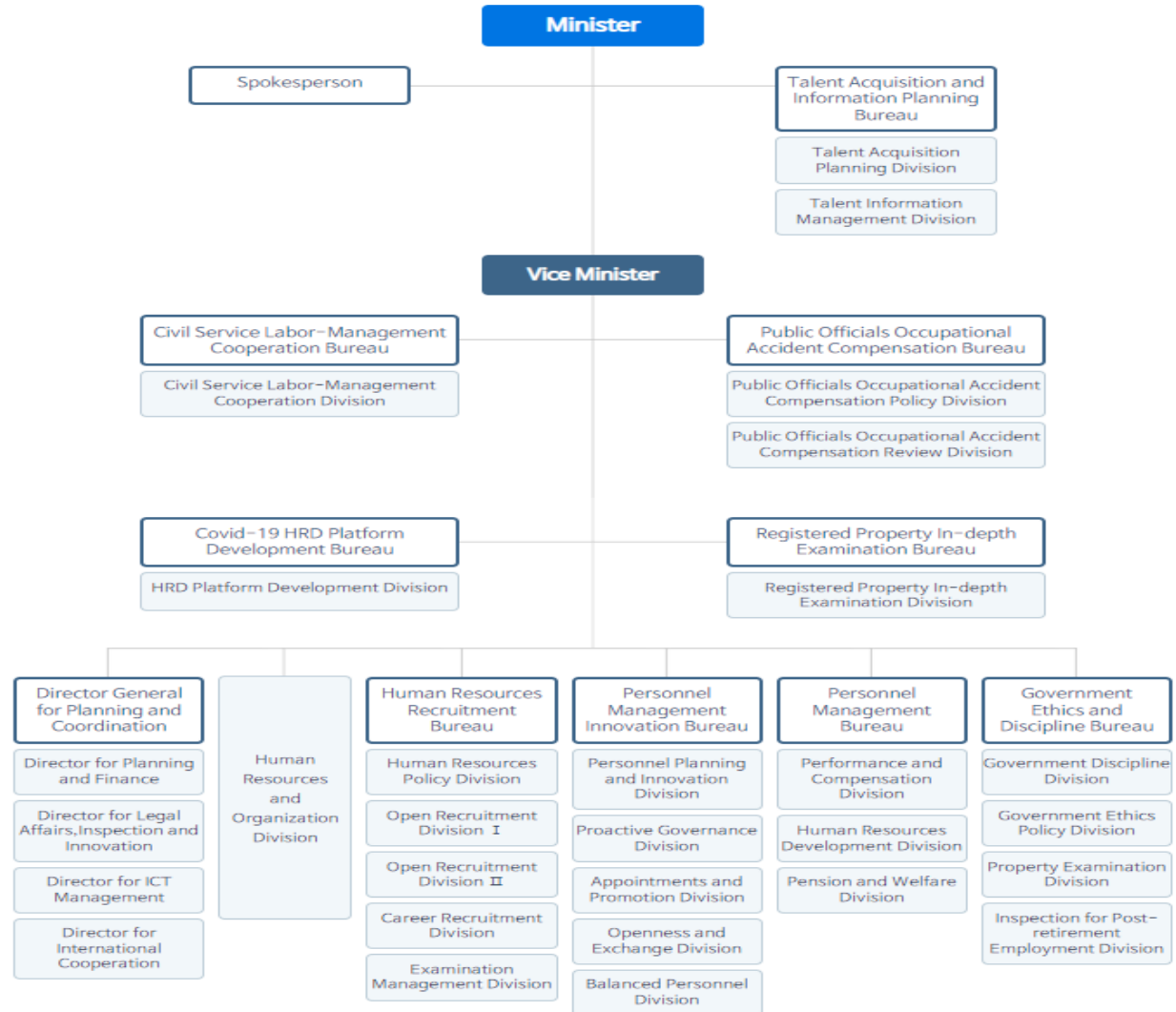
Ministry of Personnel Management  
National Human Resources  
Development Institute



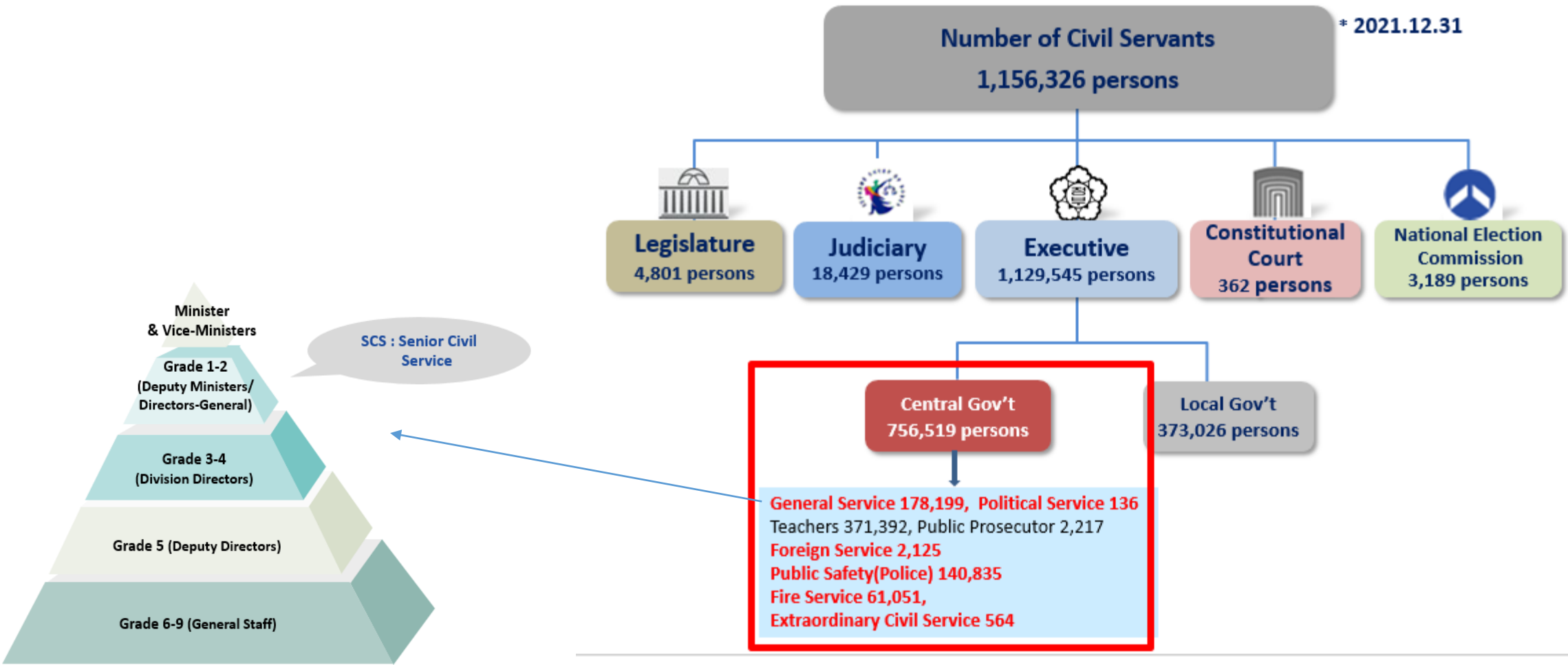
Ministry of Personnel Management  
Appeals Commission



Government Employees  
Pension Service (GEPS)



# Classification of Civil Servants



**02**

# **Global Initiatives**



# Global Initiatives

The Ministry of Personnel Management is actively participating in the international community and engaged in international cooperation to improve and innovate public governance and personnel administration.

- Signing MOUs
- Joint research / Seminars
- Participation in multilateral meetings
- Technical cooperation project (TC)



Cooperation with  
international  
organizations



Bilateral/  
Trilateral  
cooperation

- Signing MOUs
- Study Visits
- Joint events, employee competency training, etc.
- Official Development Assistance Project (ODA)
- Economic Development Experience Sharing Project (KSP)



Making a booklet on  
the Korean  
government's  
personnel  
management system  
(English/Spanish)

- Recruitment, e-Saram system, talent development, performance management, the Senior Civil Service, and public service ethics

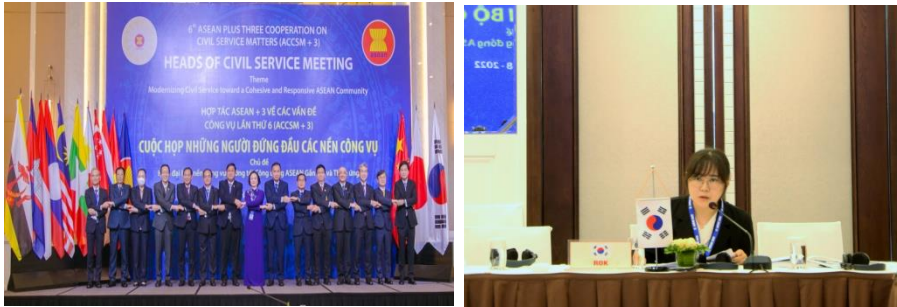
# Cooperation Projects with International Organizations



Ministry of Personnel  
Management

MPM has kept close partnerships and cooperation with a number of international organizations.

The Ministry of Personnel Management has continuously strived to build mutually beneficial cooperative network through a number of different initiatives, including international conference. It also provides an in-depth consulting service and policy advice on personnel administration in areas such as establishment of related facilities and infrastructures, and introduction of policies concerned.



Hosting the first-ever international Conference in November 2022

- Aims to implement the ACCSM+3 Workplan 2021-2025, and further promote the MPM's existing cooperation with the ASEAN



Technical cooperation project (TC) with the Central American Bank for Economic Integration (CABEI)

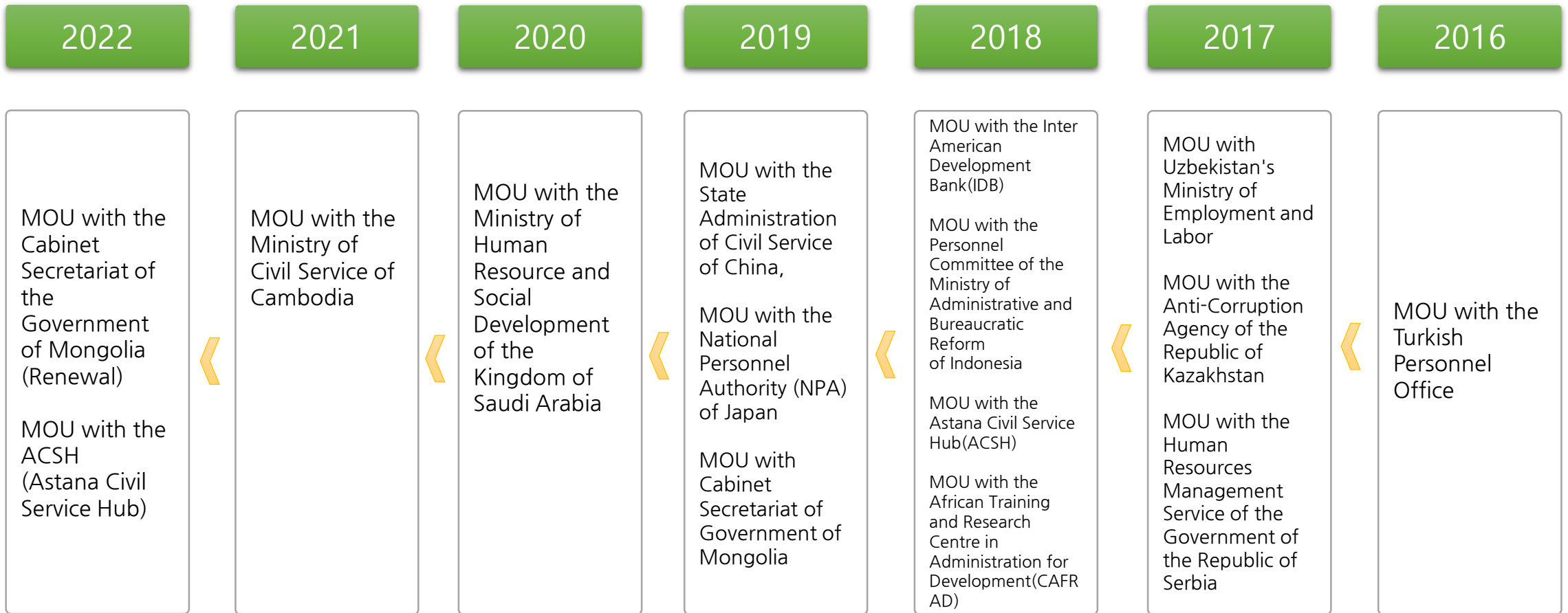
- Aims to improve human resource management and governance of CABEI

Technical cooperation project (TC) with the Inter American Development Bank (IDB)

- Aims to promote a TC on electronic personnel management system (e-Saram) and Public Ethics and Transparency Initiative (PETI)

# The MOU Status

The Ministry of Personnel Management has signed MOUs with 13 countries and institutes since its launch in 2014.



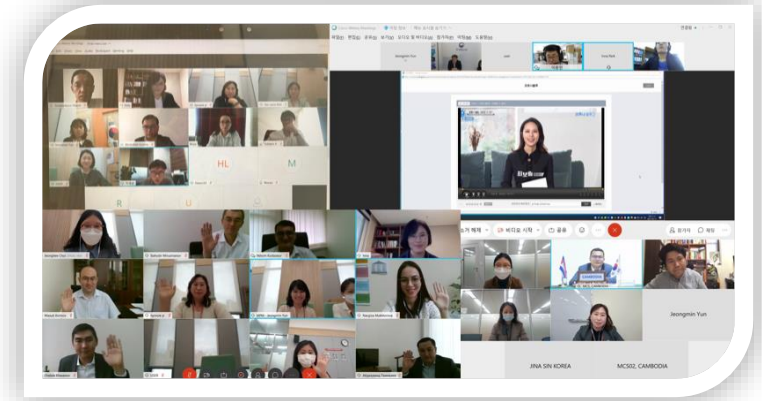
# Examples of customized support to our partners- holding joint events, capacity building training



Ministry of Personnel Management

The Ministry of Personnel Management is promoting various cooperative projects with key partner countries.

- **(Central Asia)** Attended a seminar hosted by the Government of Uzbekistan (June 2018)
  - Provided an advice on the enactment of the National Public Officials Act and presenting progress
- **(Middle East)** Held a webinar with the Ministry of Human Resource and Social Development of the Kingdom of Saudi Arabia (June 2020)
  - Shared two countries' experience on changing working environment from COVID 19, such as remote working and online meetings.
- **(ASEAN)** Held webinars on personnel administration with the Ministry of Administrative and Bureaucratic Reform of Indonesia (November 2021) and the Ministry of Civil Service of Cambodia (March 2022)
  - Introduced Korea's e-Saram system and discussed the way to introduce such system to the countries.
- **(ASEAN)** Held a webinar on strategic workforce plan with the National Civil Service Agency of Indonesia (July 2022)
  - Shared Korea's recruitment and staffing system in line with the long-term strategic national workforce plan



# Official Development Assistance Project (ODA) & Economic Development Experience Sharing Project (KSP)

The MPM is working on the KOICA ODA projects and the KSP project of the Ministry of Economy and Finance upon key partner's requests and demands.

## KOICA ODA Projects

- **Project** : Multi-year support by combining physical cooperation such as establishment of facilities and infrastructure, resources for equipment, and human cooperation such as policy advice, technology transfer, and invitational trainings
- **Development consulting** : Providing software-oriented technical services such as development strategy and system establishment, basic research, comprehensive development plan establishment, feasibility study, and policy advice for recipient countries
- **Global training** : Inviting key personnel (public officials, policy makers, technical personnel, etc.) from many recipient countries, strengthening individual, organizational, and institutional capabilities, and promoting friendly cooperation with Korea.

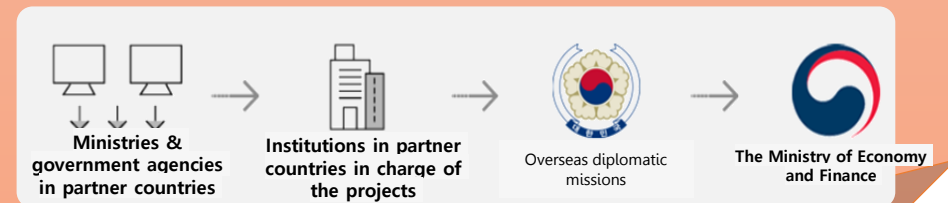
## Status

- (NHI) Global training, DEEP\* Project with Uzbekistan(From 2017 to 2021)  
\* Development Experience Exchange Partnership Program
- (MPM) ODA project to establish performance-based system in Mongolia (from 2022 to 2025)



## KSP(Knowledge Sharing Program) of the Ministry of Economy and Finance

- **(Supervised by)** The Ministry of Economy and Finance
- **(Overviewed/executed by)** The Korea Development Institute (KDI)
- **Policy advice** : Devising policy alternatives through field research and joint research, providing training opportunities for policy practitioners in partner countries, and dispatching policy advisors
- **Proposal process**
  - Submission of proposal → Review and feasibility study → Project selection → Project start

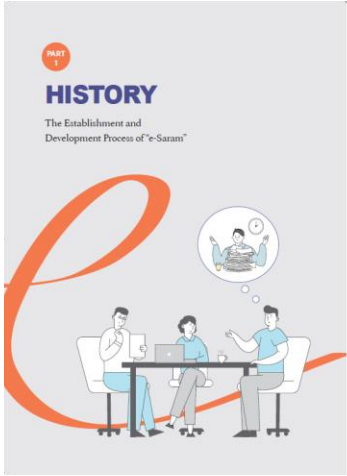
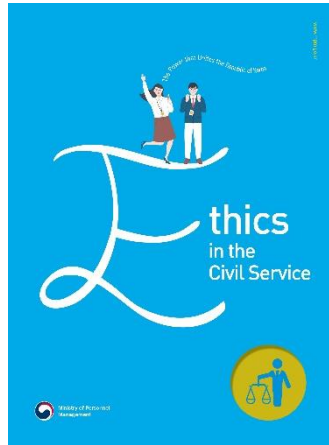
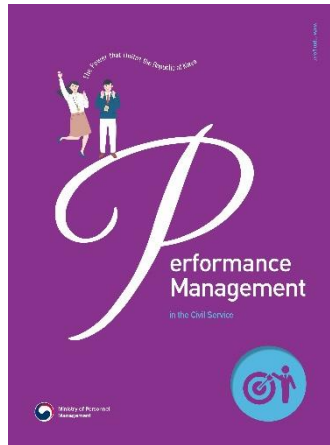
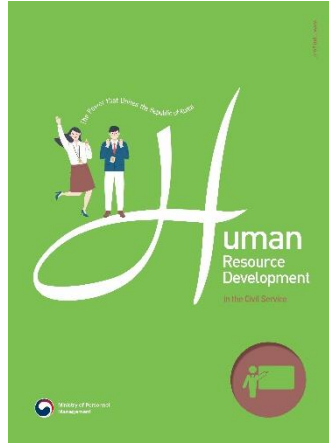
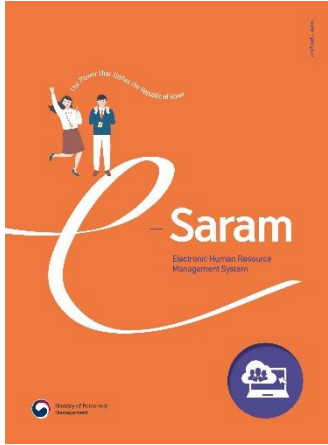




# Publication of a Booklet on Korea's Personnel Management System



In order to quickly respond to rising requests for information on the personnel system of Korean government officials and provide a standardized content, the MPM has published a booklet introducing our personnel system in English and Spanish.



**Background of Introducing "e-Saram"**

Back in 2000, the HR management of the one million public servants of the Republic of Korea was based on paper records and manual work, and as a result multiple issues were generated. To resolve such issues, an electronic HR management system was introduced.

<b>Application of Simple, Repetitive Work</b>	Human resources, time, and financial resources were wasted and operational human resource management proved difficult as the work undertaken by public servants was often repetitive in nature and qualitative work, and due to manual document management.
<b>Efficiency, Mobility, Developing of Data</b>	By introducing manual HR management based on paper documents, scientific data management was unavailable from recruiting, appointment, training reports to promotion, resignation, and the resulted in low-recruiting, wrong and outdating of data.
<b>Insufficient Resource Management</b>	Among approximately 20,000 agencies, 10,117 personnel administration agencies already existing in HR management management including 80,000 of exclusive resources.
<b>Lower Reliability in Salary Management</b>	Salary recalculation and payment were possible from a lack of or premature adjustment of salary and possible for fraud caused from insufficient operational management.
<b>Non-uniform Statistical Data</b>	It was difficult to calculate exact statistics on human resource composition and human resources in HR policy because data including recruiting, promotion, transfer, and labor cost planning.
<b>Poor Human Resource Management</b>	Lack of interest for specialists in HR management resulted in lower stability of human resources in HR policy because data including recruiting, promotion, transfer, and labor cost planning.

◀ e-Saram English booklet



**Descripción general de la Ley del Código de Ética del Servidor Público**

**Definición de la Ética en el servicio civil**

La Ética en el servicio civil es "la ética profesional que debe ser cumplida por el servidor público por ser un actor que presta servicio al pueblo". La Ética es realizar "dilemas complejos con los valores como servicio público y hacer más allá de las necesidades que hacen como funcionario público para que haya prosperidad."

**Contenido y fundamentos legales de la Ley del Código de Ética del Servidor Público**

En relación a la Ética en el servicio civil, están las siguientes regulaciones: reglamento, disposiciones obligatorias de la Ley del Código de Ética del Servidor Público y la Ley del Servicio Público de Nivel Nacional, Código de Conducta del Servidor Público y la Ley para la Prevención de Corrupción y sobre la Función y Operación de la Comisión Anticorrupción y de Servicios Cívicos.

**Objetivo de mantener la honestidad, prohibición de uso o disposición de recursos, Código de Conducta del Servidor Público, servicios de asesoramiento, etc.**

**Misión para el Desarrollo del Servidor Público de Nivel Nacional en Corea**

- Completarse con sus misiones, seriedad y justicia, confiabilidad, consideración de las quejas, etc.
- La Ley sobre la Prohibición de Pérdida de Integridad y Desarrollo de Valores Éticos de Valor
- El Proceso de perfeccionamiento humano en el trabajo.

**Proceso de perfeccionamiento profesional**

El objetivo principal de la Ley del Código de Ética del Servidor Público es "la Ley del Código de Ética del Servidor Público, como un código de conducta para el personal público, promover la confianza pública en el servicio público y establecer un sistema de ética profesional que mejore la calidad de los servicios públicos y el bienestar de los ciudadanos".

PETI Spanish booklet ▶

# International Evaluation of Korea's Personnel Administration



Ministry of Personnel  
Management

As can be seen from “Government at a Glance 2021” and “International Civil Service Effectiveness Index (InCise)” published by the OECD, Korea's personnel administration is being highly evaluated in the international community.

## OECD's Government at a Glance 2017



Korea ranked the first in terms of personnel data establishment and availability of the central government, and the fourth in performance management.



## OECD's Government at a Glance 2021



In personnel management evaluation, Korea ranked the 3rd in the categories of public official recruitment and senior civil service management.



### 3.6 Human resource management

Country	Rank
Canada	1
Ireland	2
Republic of Korea	3
Japan	4
UK	5

This indicator now measures 4 themes, an increase of 2 since 2017; the extent to which civil services recruitment systems are meritocratic; attracting and retaining talent; performance management systems and practices; and the extent of human resources (HR) data collection.

There are now 9 metrics, an increase of 4 since 2017, and 2 data sources (previously just one); the Quality of Government expert survey by the University of Gothenburg's Quality of Government survey; and the OECD's survey on Strategic Human Resources Management.

The indicator scores for the first 4 countries are all very close, although specific metrics scores vary widely. Canada only just surpasses Ireland for the top position. This is mainly because of its relatively higher score for the metric which assesses the extent to which separate HR management practices are in place for senior civil servants.

The Republic of Korea's score is the highest out of the top 5 countries for the metric which assesses the extent to which databases are used for HR management. Of this group, Japan achieves the top score for the extent to which performance assessments are used in HR decision making.

## 2019 International Civil Service Effectiveness Index (InCise)

- No. 1 in the world for computerized personnel management of civil servants,
- No. 3 in the world for civil service personnel management index



**Thank you!**