



# „Establishing CAF structures and Resource Centres” - **case from Poland**

CAF Danube Governance Hub Forum

Vienna, 7th November 2019



# Agenda

- Introduction
- Structure of the Polish "CAF Resource Centre"
- Facilitation – services offered
- CAF network
- CAF promotion
- Lessons learned

# Introduction

# Poland here we are

38,5 millions inhabitants  
3,5 millions employed in ps  
900 000 working in pa  
120 000 working in cs



## **Structure of the Polish "CAF Resource Centre":**

- **process of establishment**
- **main actors**
- **main tasks**

# Structure of the Polish „CAF Resource Centre” - establishment process

• Head of the Civil Service and Director of the Public Administration Department (MIA) since 2004 in EUPAN DG meetings

2004

• Function of „National CAF Correspondent” appointed in the Civil Service Department, providing services to the HSC

2004

• Free of charge support in CAF usage co-financed with EFS; division was sustained – HSC provided support to civil service offices, MIA to local administration

2006-2010

# Structure of the Polish „CAF Resource Centre” - establishment process cont.

• Access to CAF External Feedback for local gov't ensured under the ESF project of MIA, with full organisation structure: CAF National Coordinator (MIA) and retrained group of EFAC

*2010 - 2014*

• The function of National CAF Coordinator delegated to the public body (NIST), subordinated to the MIA

*end 2016*

• Cooperation between Correspondent, Coordinator and CAF experts in CAF promotion and PEF implementation of PEF in local gov't offices

*2017 up to now*

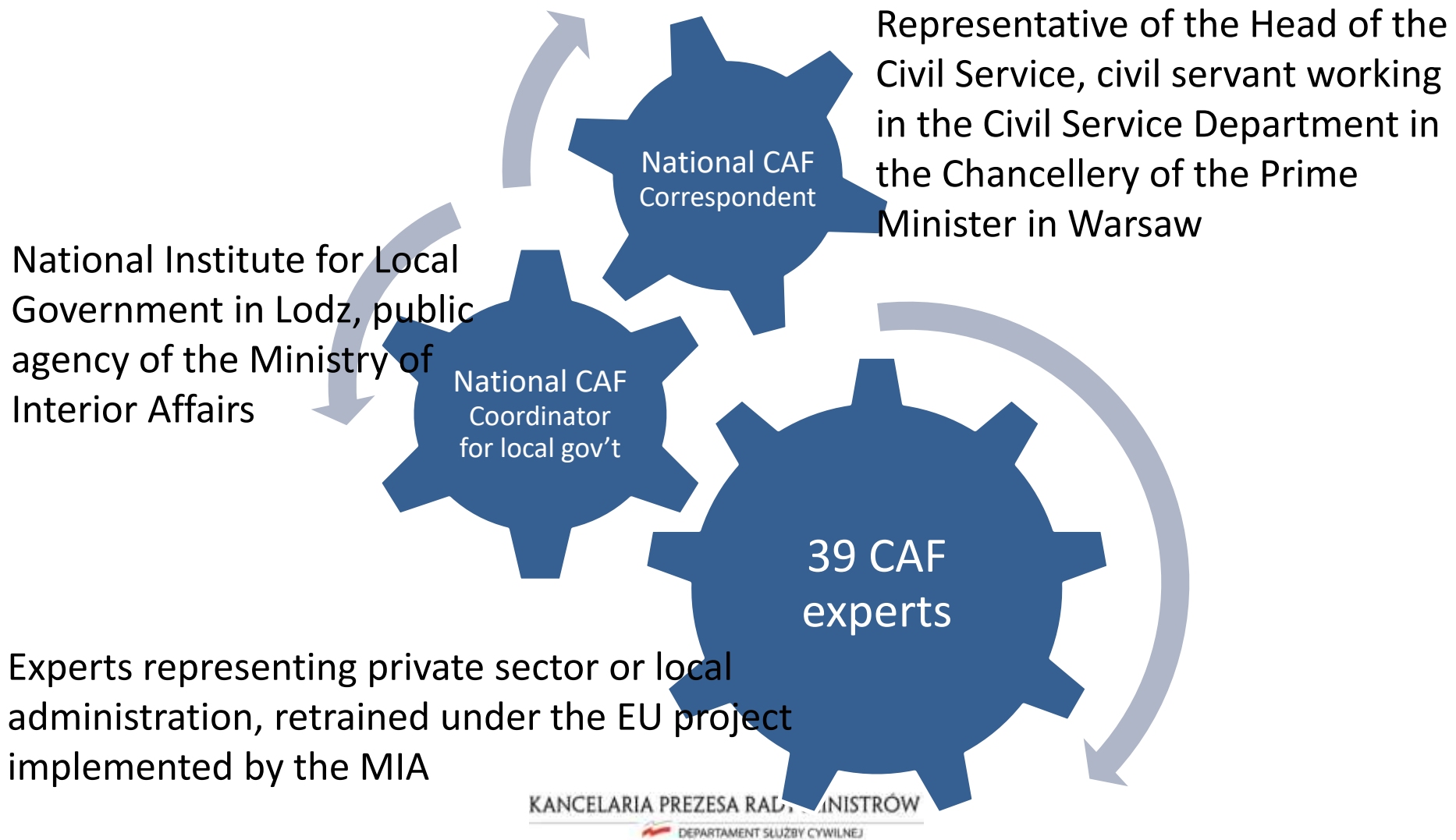
# CAF state of play in Poland



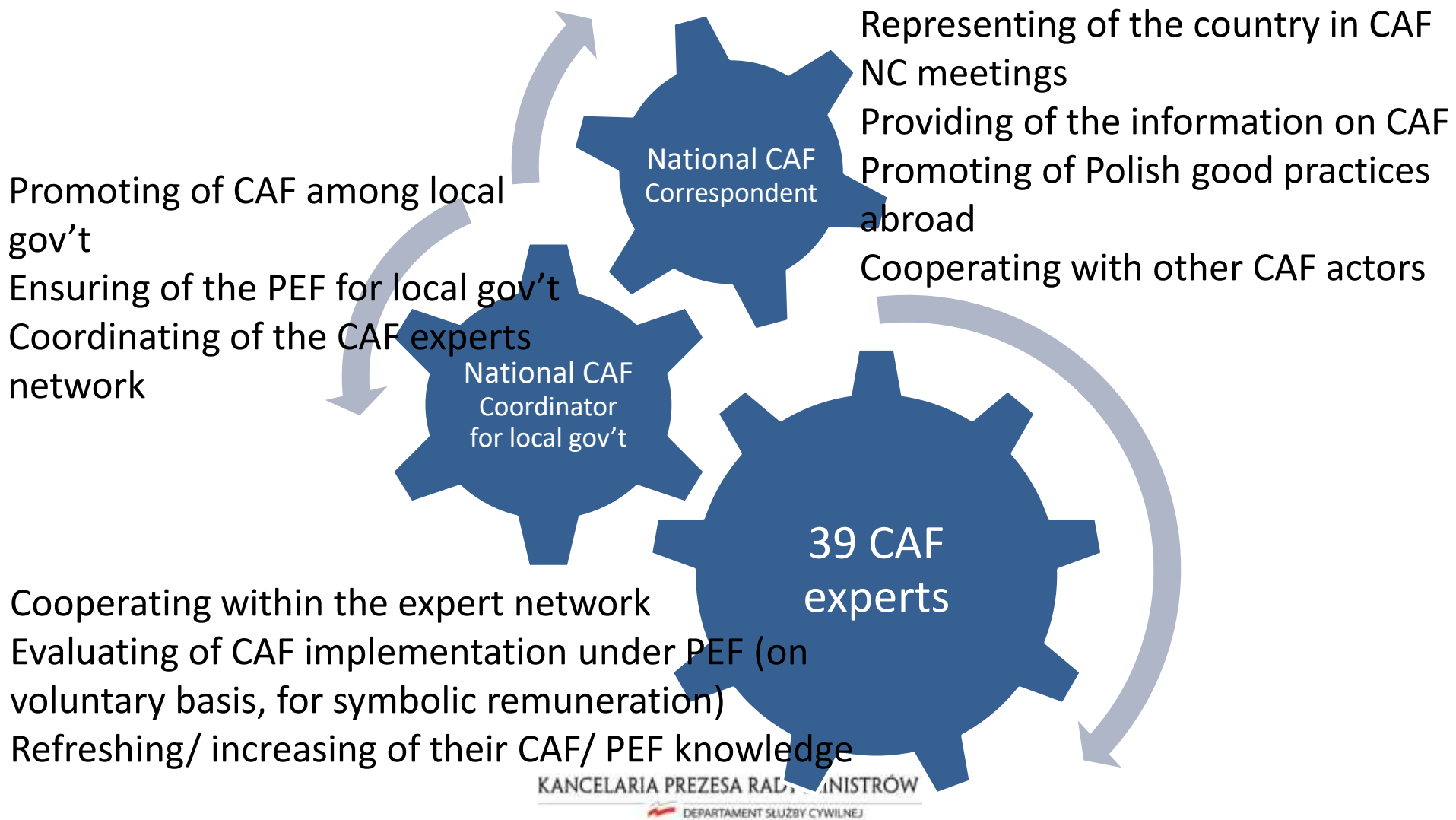
- 1. CAF resource centre not established as such. Instead: 3 cooperating actors:
  - - National CAF Correspondent
  - - National CAF Coordinator for local gov't
  - - 39 CAF experts
- 2. More than 400 CAF users (according to EIPA CAF Resource Centre data base)
- 3. More than 75 effective CAF Users



# Structure of the Polish „CAF Resource Centre” - main actors



# Structure of the Polish „CAF Resource Centre” - main tasks

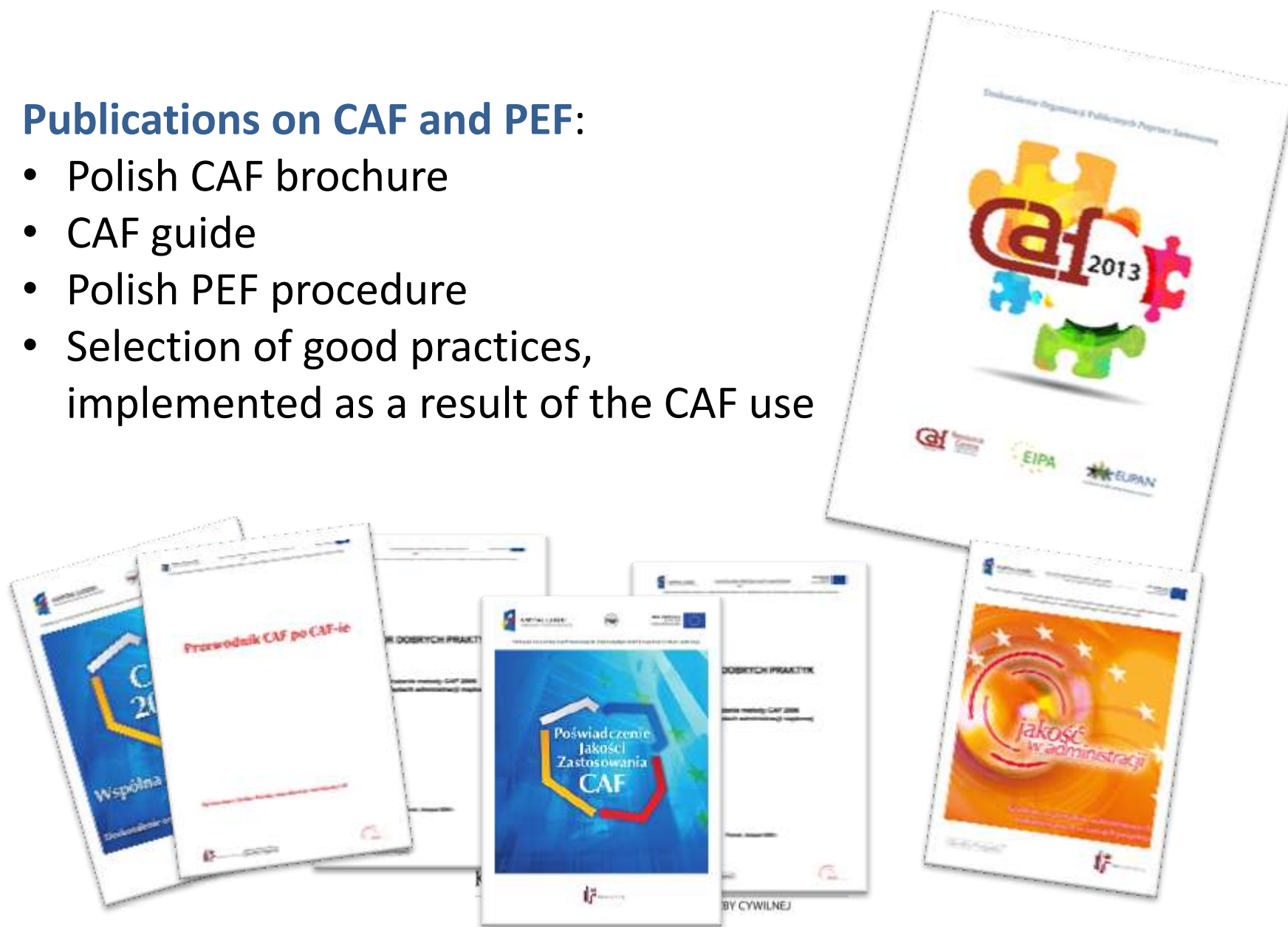


## Facilitation – services offered

# Facilitation – services offered

## Publications on CAF and PEF:

- Polish CAF brochure
- CAF guide
- Polish PEF procedure
- Selection of good practices, implemented as a result of the CAF use



# Facilitation – services offered

Dedicated **website on CAF:**

[www.caf.kprm.gov.pl](http://www.caf.kprm.gov.pl)



Dedicated tab on the NIST website:

<https://www.nist.gov.pl>

# Facilitation – services offered

Free of charge **training activities** on CAF for gov't administration (2017-2018)



Free of charge training activities on CAF in all 16 regions for local gov't (2017)





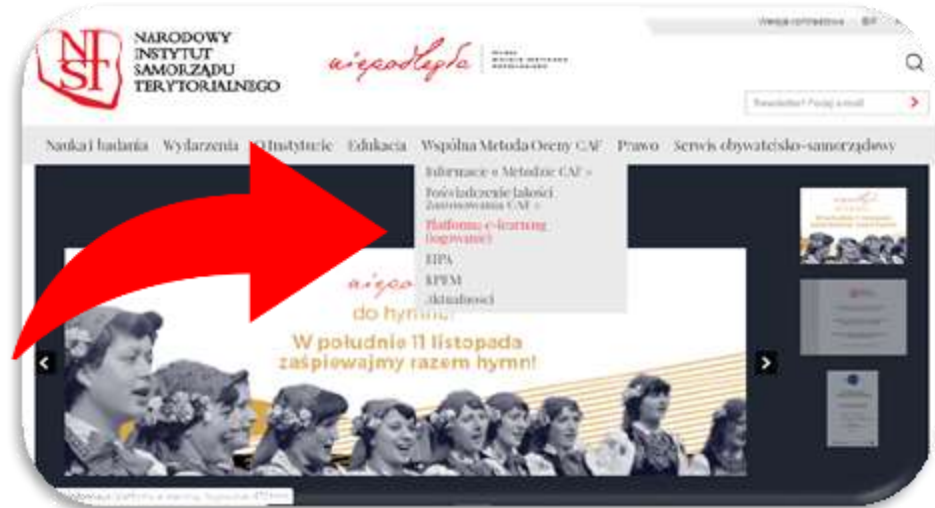
# Facilitation – services offered



Free of charge **CAF External Feedback** and possibility obtain apply for Effective CAF User Label for local gov't

# Facilitation – services offered

On CAF Coordinator website



free of charge **preparatory on-line training** for candidates for CAF External Feedback Actors (to be used in the future)



# CAF network

# CAF network

**Network of CAF Experts** (CAF External Feedback Actors), coordinated by CAF Coordinator:

- meetings of CAF experts, CAF Correspondent and CAF Coordinator
- cooperation in the process of updating the method
- cooperation in drafting the *road map* of CAF2020 prom.



# CAF promotion

# CAF promotion – steps undertaken after 2017



Promotion of CAF among the main entities influencing the civil service system: Public Sector Council and all DGs



Research on CAF knowledge, interest and needs among the DGs



Training events for possible CAF users and possible CAF leaders for civil service offices and local gov't administration



Ensuring latest news, documents, FAQ on CAF on CAF website

# CAF promotion – steps undertaken after 2017



Updating CAF External Feedback procedure for self-gov't



Promoting CAF External Feedback procedure during the meetings with the potential applicants and on NIST websites



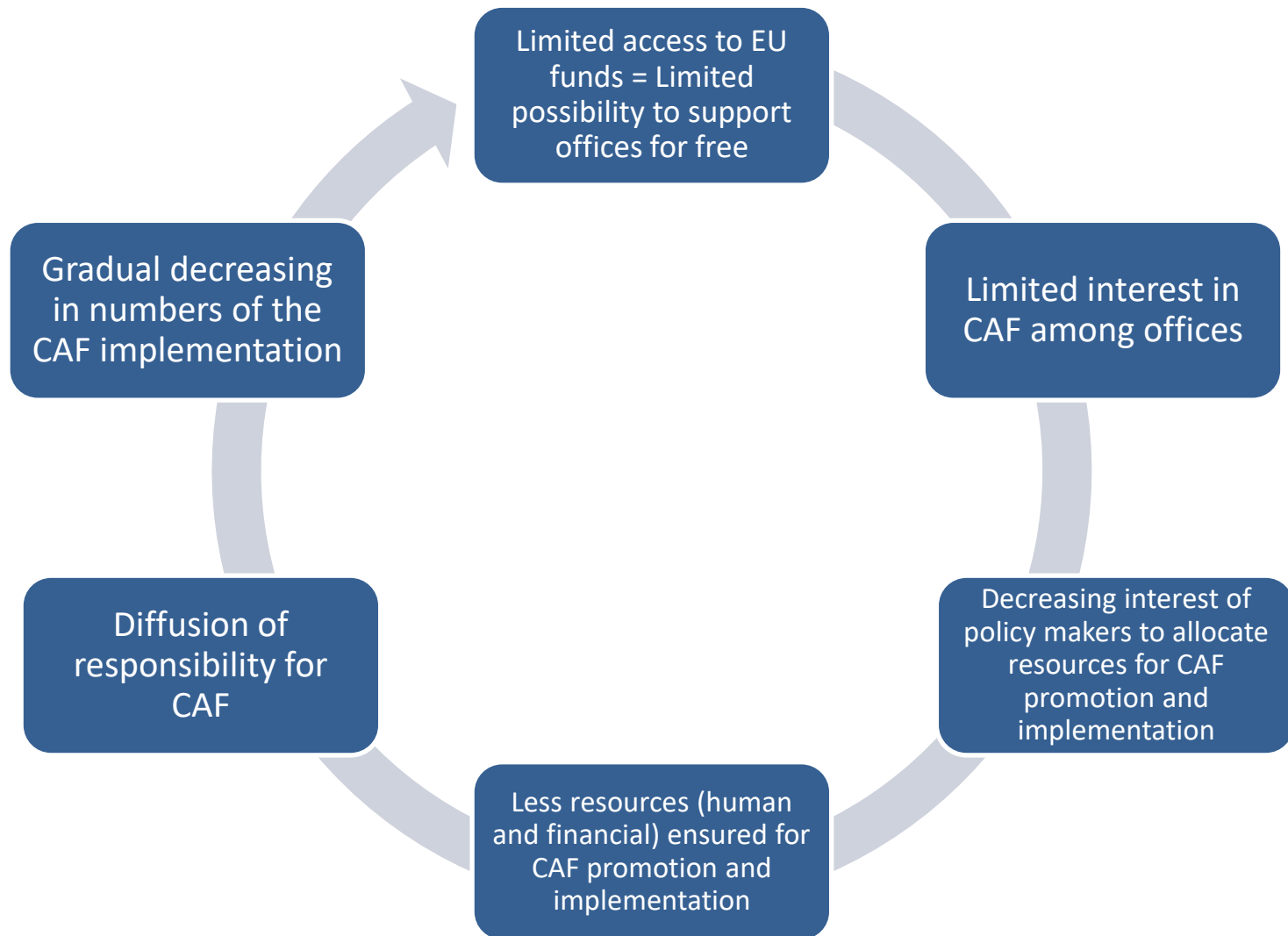
Ensuring latest news, documents, FAQ on CAF on CAF website



On process – action to ensure PEF for the whole public administration

# Lessons learned

# Polish experience in CAF promotion and implementation – lessons learned



# Polish experience in CAF promotion and implementation – lessons learned cont.

1. Leaders' commitment is crucial for CAF implementation and the method repeatability in organisation
2. External financial resources (e.g. ESF) are often the condition of effective CAF implementation
3. Network of experts representing public and private sectors is an advantage
4. CAF is not the *perpetuum mobile*. People changed, leaders changed - permanent information and promotion actions are necessary
5. One body responsible for CAF promotion and implementation to avoid the diffusion of responsibility or strong commitment to cooperation between bodies responsible, stable access to resources (human and financial) - the best possible solution
6. PEF is important incentives for offices to use CAF



**Good luck!**  
**CAF is worth the effort!**

**Thank you for your attention**

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