

el Periòdic News

POLITICS

ARNAU OJEDA GARCIA
ANDORRA LA VELLA

A total of 26 disciplinary files have been managed by the Ministry of Public Service since 2022, 16 of them corresponding to 2022 and 10 to the one referred to in 2023. This was stated by the Minister of Social Affairs and Public Function, Trini Marín, and the Secretary of State, Marc Cornella, during the appearance held last Monday before the legislative committee of Justice, Interiors and Institutional Affairs, in which it was stressed, however, that none of these files disciplinary actions ended in dismissals. To questions from the general counsel, they were more precise and emphasized that in 2022 there were 12 minor and 4 serious cases, while in 2023 there were 4 minor, 4 more serious and 2 very serious.

On the other hand, both the minister and the Secretary of State assured that «this summer we will start looking for the points to be updated in the Civil Service Law», since the main objective is to make a proposal in 2025. Even, Marín wanted to clarify that «it is not a modification, but to correct and avoid contradictions in the articles», as well as speed up some processes such as that of staff recruitment.

As for the ministry's objectives for this legislature (2023-2027), there are five marked projects. Aside from the update and creation of the text of the Public Service Law, Social Affairs also wants to analyze the remuneration policy; that is to say, analyze how Andorran civil servants are being paid and compare it with the national and international market. In addition, they also want to im-

The Ministry of Social Affairs has managed 26 disciplinary

10 of them correspond to 2022, although Marín emphasizes that there have been



Attendance of the Minister of Social Affairs and Public Service, Trini Marín, and the Secretary of State for Public Service, Marc Cornella.

Four serious and two very serious disciplinary proceedings during the year 2023

plement the evaluation of the performance, of which Cornella stated that «it is very advanced», due to the fact that only the last meetings are left to declare it closed. Its approval will be imminent, but not its implementation, since it will be necessary to have completed the IT modules that make this assessment possible. The goal is

that in 2025 this evaluation system can begin to be implemented.

The fourth of the objectives set for this legislature will be to develop and implement the professional career, which consists of establishing an assessment by skills and merit assessment to avoid stagnating the salary scale. Cornella acknowledged

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that «it is green», although there is indeed a draft that is being made together with the unions, but it is still in an initial phase. Finally, the fifth and last objective would be to develop and consolidate the 'software' with which we work in order to do the management as quickly as possible.

With regard to the selection and evaluation of staff, the aim is to «reduce selection deadlines and increase competition». In this sense, the selection regulations should be updated and we also want to work to implement a stock of temporary workers that would only be activated to cover those temporary jobs. In this sense, and regarding the coverage of jobs, 2023 has been closed with 117 selective processes, 30% of jobs covered with internal mobility and 2,781 active workers. Regarding the training data, in 2023 394,000 euros were invested in courses (383) with 2,560 workers participating in them,



Trini Marín

MINISTER OF SOCIAL AFFAIRS
AND CIVIL SERVICE

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technical training (2,444) and postgraduate master's degree specialized courses (6).

In relation to digitization, Marín emphasized that it is one of the main objectives of the ministry she heads, with currently 471 procedures that are already fully digitized. In addition, there are 290 that are also digital, but require attendance such as a passport or driver's license. With reference to the waiting time, the average made for 35,425 services with a prior appointment leaves a waiting time of three minutes. On the other hand, without prior appointment the data increases to 11 minutes. Even so, the ministry's idea is to continue promoting the prior appointment to the formalities service and putting in place the continuing education plan.

Finally, the Secretary of State wanted to assess the work of the civil servants: «We are convinced that things are done very well and possibly the public does not appreciate it or does not see it». In this sense, he mentioned the four values with which they work, integrity, service orientation, innovation and professionalism, and explained what are the strategic lines they follow, such as «improving functions, digitizing and automating processes and updating and deploying regulations». ●

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