**PEMPAL TCOP thematic videoconference on**

**Russian Federation Experience in in treasury bodies’ performance evaluation**

**November 14th, 2013**

According to the TCOP Activity Plan for 2013-2015, a thematic videoconference was held on November 14th, 2013, devoted to the Russian Federation experience in treasury bodies’ performance evaluation. This videoconference was a follow-up discussion after the TCOP workshop held in April 2013 in Kiev. The meeting was attended by representatives of Armenia, Azerbaijan, Belarus, Georgia, Moldova, Kazakhstan, Uzbekistan, Ukraine and Russian Federation. The meeting was attended as well by members of the TCOP resource team: Elena Nikulina and Ion Chicu.

Many participants to the workshop in Kiev have expressed their interest to learn more about Russia’s experience in evaluation of the efficiency of treasury system. In order to respond multiple questions of the TCOP members, Alexander Demidov, deputy head of Federal Treasury of Russia, prepared a presentation on his country’s experience in treasury bodies’ performance evaluation, and presented it during the videoconference. The presentation is embedded below.



In his presentation Alexander Demidov has familiarized the attendees with the approaches applied in Russian Federation in order to ensure a balanced treasury system. Also, he presented in detail the methodology of calculating the personnel workload in the treasury system of his country. Alexander Demidov has talked about the justification of the need to establish a performance evaluation system, as well as about the performance evaluation methodology applied in the Russian treasury system.

Detailed information on the mode of determination of the organizational and personnel structure on the basis of assigned functions and competences has been brought to the videoconference participants. A 6 levels process is being used in the treasury of RF in order to determine the appropriate organizational structure, including: analysis of Federal Treasury functions, description of business processes, determination of operations related to the business processes, needed time estimation, determination of number of operations, and calculation of workloads for specific functions.

The speaker demonstrated several formulas used for calculating the personnel needs in the treasury bodies, personnel strengths, employee’s performance index, performance index of structural subdivisions of Federal Treasury, etc. He also brought many practical examples on the discussed topic.

 A questions&answers session followed after the presentation. The videoconference participants were in particular interested to learn more about the way the performance evaluation system was developed and approved (Answer: The system was developed by a working group created within the Federal Treasury. The methodology was approved by the management of the Federal Treasury). Also, several questions referred to the logistics of organizing the evaluation process, timeline, staff involved, etc (Answer: There is a division within the Federal Treasury responsible for evaluation process. Evaluation lasts 9 months and is performed by 5 specialists). Several questions were related to the risk assessment process in the treasury subdivisions, and Alexander Demidov brought concrete examples in this area. He expressed his readiness to continue sharing this experience for the TCOP members in the future.