

PUBLIC ADMINISTRATION

- The **Public Service Department** (formerly CISPE) was established under the Internal Administration Department of the then-called East Timor Transitional Administration (ETTA) in July 2000. The Office is in charge of the “**Timorization**” of the **public administration**, which includes the recruitment, selection and placement of East Timorese as civil servants during the transition to East Timor’s 20 May 2002 independence.
- “Timorization” of the civil servant refers to a **fully functional civil service managed entirely by East Timorese**. The purpose of “Timorization” involves:
 - ✓ Recruitment, selection and placement of the right East Timorese for the right positions within the public administration.
 - ✓ Building sustainable capacity of East Timorese to enable them to take full charge of the Civil Service within the shortest possible timeframe.
 - ✓ Institutional development of the Civil Service for its accountability and transparency.
 - ✓ Productivity improvement for a lean, low-cost, result-oriented and service-centred civil servant.
- As of mid-April 2002, The Public Service had recruited approximately **11,000 East Timorese civil servants**. This represents 75 per cent of the 14,819-strong staffing level approved by the National Council in the budget for the fiscal year that ends 30 June 2002. Recruitment to fill the remaining posts will be finalised according to final changes in many departments’ organisational structures.
- As of March 2002, the completed **recruitment by levels** was as follows: level seven – 30 staff; level six – 108 staff; level five – 287 staff; level four – 2,430 staff; level three – 4,884 staff; level two – 531 staff; and level one – 1,881 staff.
- Dozens of **ETTA and ETPA staff have also been sent abroad** to countries including Australia, Malaysia, New Zealand, Norway, Portugal and Singapore to undergo specialized training.
- As of July 2001, **all 13 districts have been headed by an East Timorese District Administrator** and an East Timorese Deputy District Administrator.
- In April 2002, a draft of the “**Civil Service Act**” (*Estatuto do Funcionalismo Público*) was completed for consideration and approval by SRSG Sergio Vieira de Mello.

