



**Republic of Korea**  
**Civil Service Commission**  
**- The Past, Present & Future -**

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**Republic of Korea Civil Service Commission**



# The Central Personnel Authority of the Korean Government

## **Mission** (as described in the National Civil Service Act Article 6)

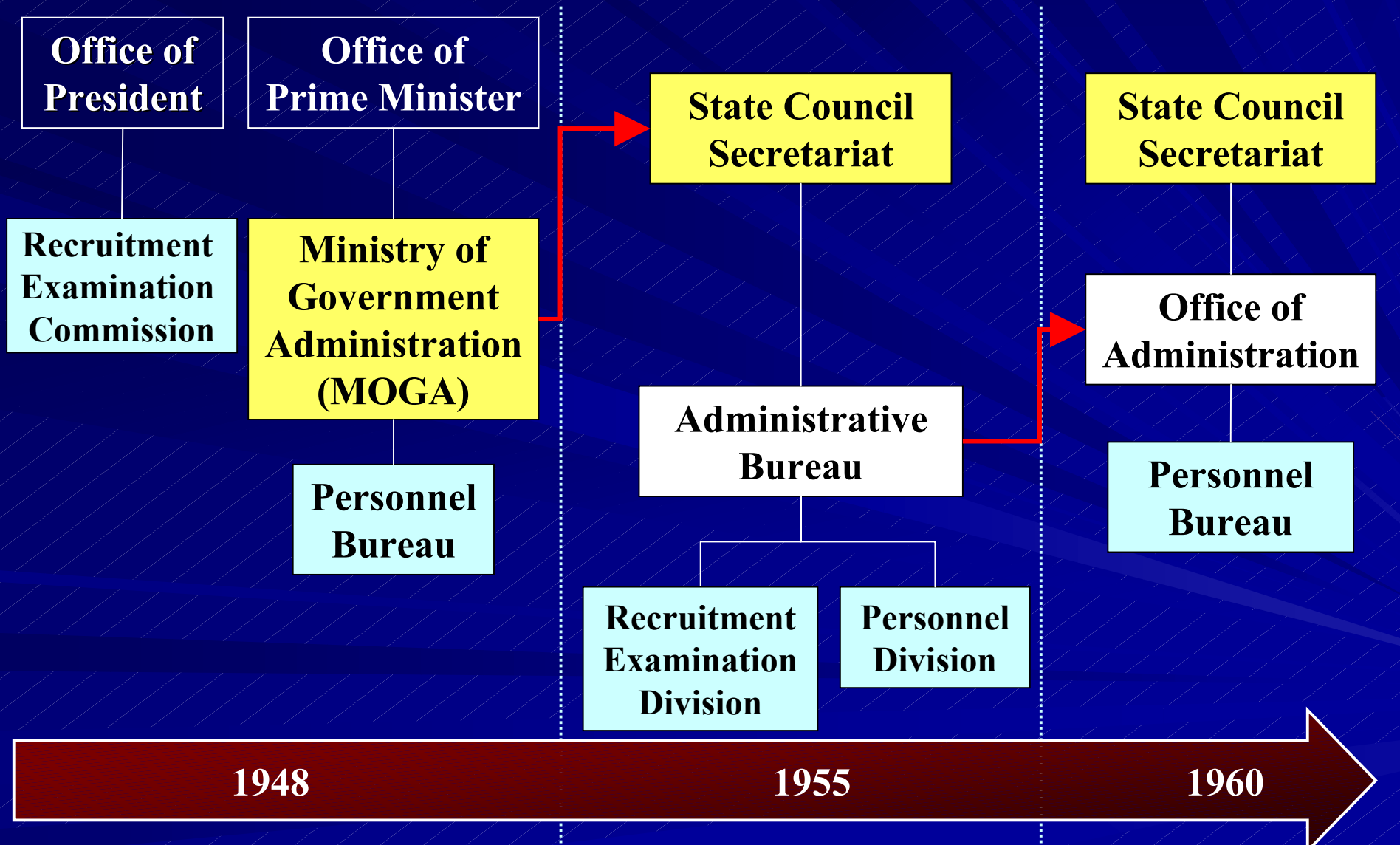
- To establish fundamental policy for personnel administration, and to enforce and operate this Act
- To administer comprehensive matters concerning the personnel management, for the purpose of operating balanced and efficient personnel management and development of its staff within the civil service

## **Constitutional Institutions**

- National Assembly
- Supreme Court
- **Government**
- Constitutional Court
- National Election Commission

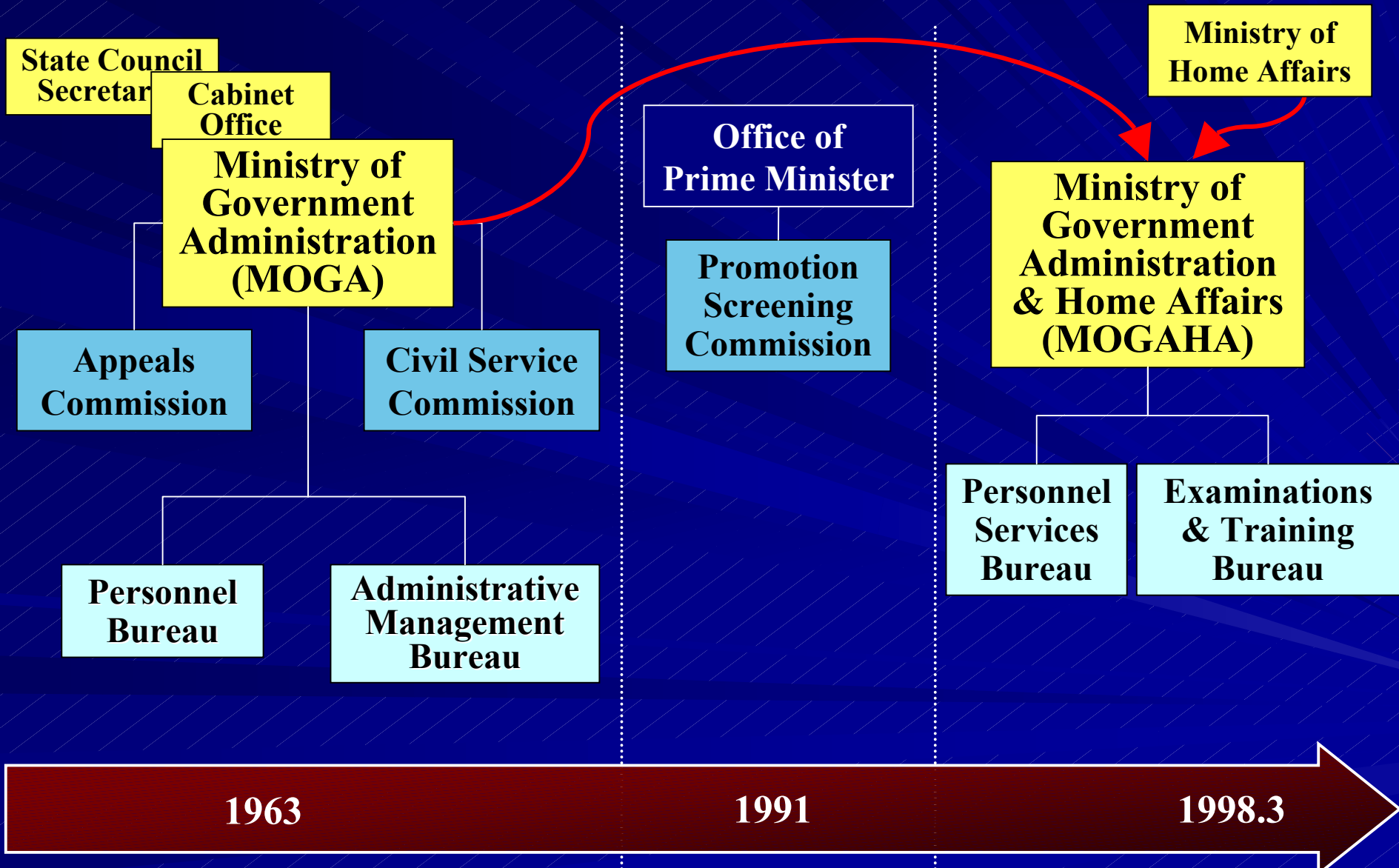


# The History of Central Personnel Authority within the Government





# The History of Central Personnel Authority within the Government (continued)





# The Founding of CSC (1999.5)

## -Background and Organization-

- **Former President DJ Kim's election promise (Year of 97)**  
*the need for a central agency to guarantee a fair personnel system and to reform the civil service system*



**Problems: Organizational Limitations....**



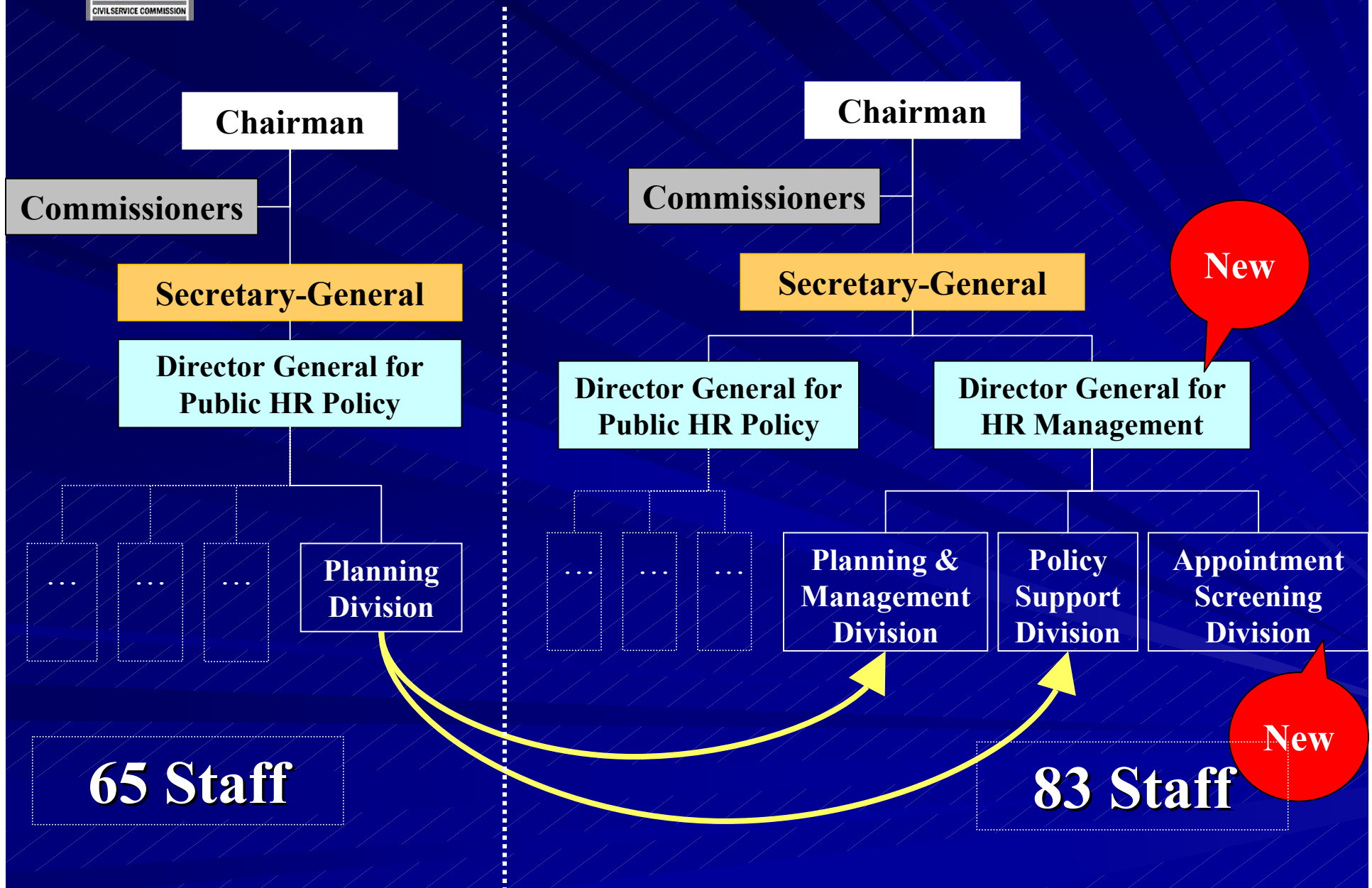
# Dual Central Personnel Agencies in the Government

<b>Civil Service Commission</b>	<b>Ministry of Government Administration &amp; Home Affairs (MOGAHA)</b>
<ul style="list-style-type: none"><li>- Designing HR Policy</li><li>- Compensation</li><li>- Appointment Screening for Senior Civil Service</li><li>- Job Analysis</li><li>- Managing the HR Database for Public Service</li></ul>	<ul style="list-style-type: none"><li>- Administering HR Policy</li><li>- Recruiting</li><li>- Training</li><li>- Merit Protection and Appeals</li><li>- Welfare and Pension</li><li>- Discipline</li></ul>



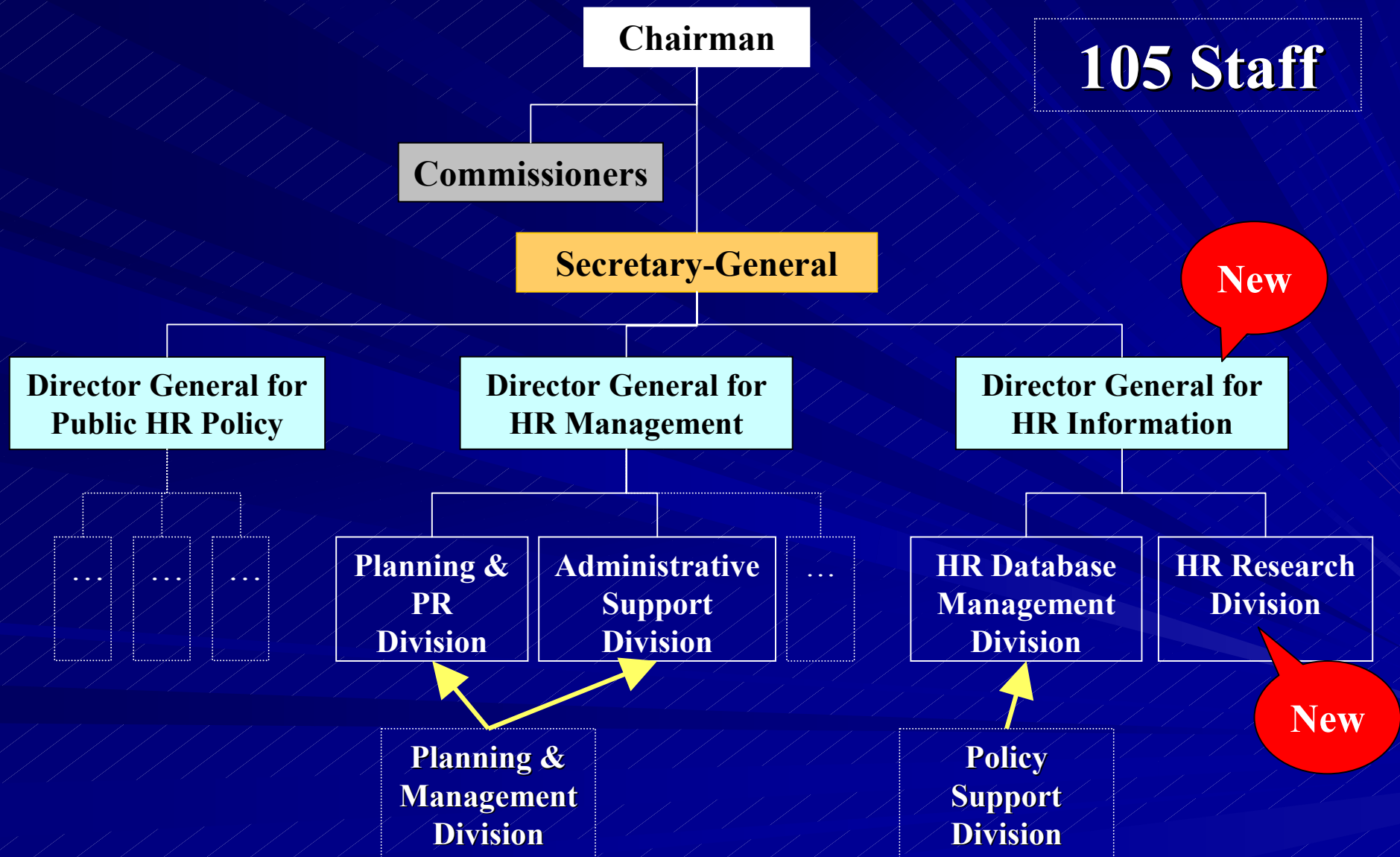


# 1<sup>st</sup> Organizational Restructuring (2001.4)





## 2<sup>nd</sup> Organizational Restructuring (2003.4)







# 3<sup>rd</sup> Organizational Restructuring (2004.5)

## Revised National Civil Service Act (2004.3)

### **MOGAHA's Personnel Management Functions**

Recruitment Examination  
Training & Education  
Personnel Management  
Central Officials Training Institute  
(COTI)  
Appeals Commission

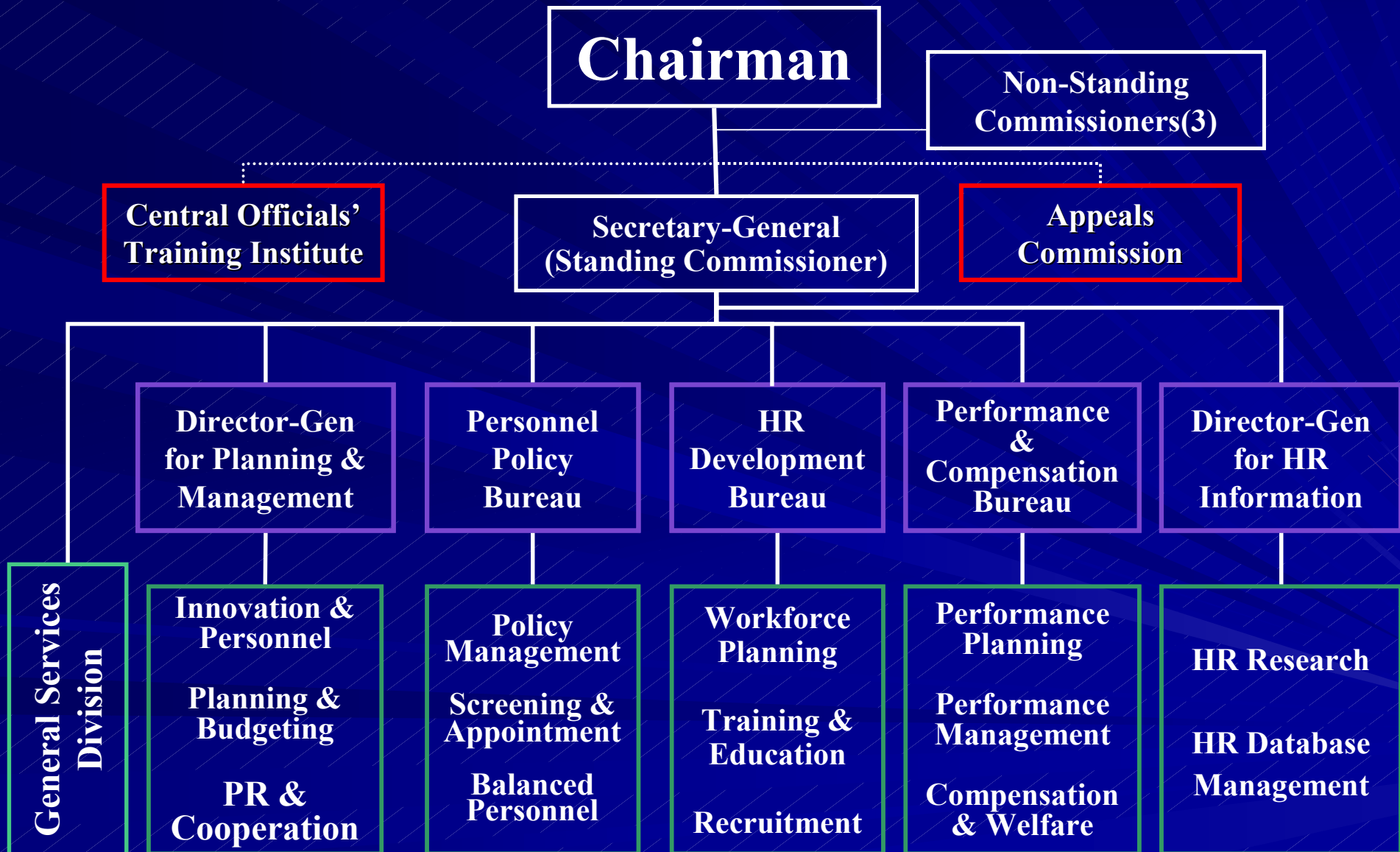
As of  
June 12, 2004

**New  
CSC**

**5 Bureaus  
15 Divisions  
353 Staff**



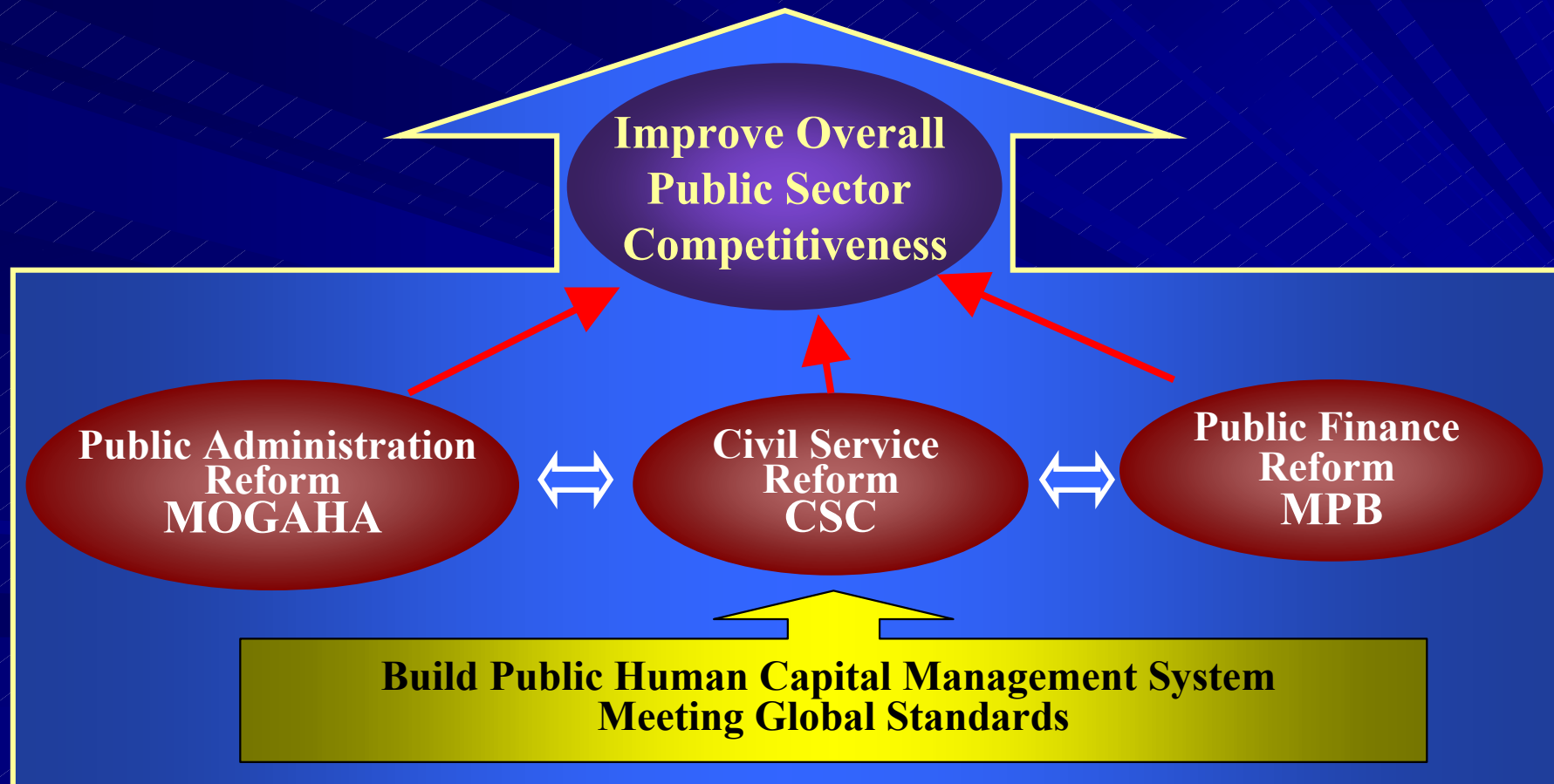
# New CSC Organizational Structure





# Participatory Government's Direction and Motive for Civil Service Reform

**Become the Northeast Asia Hub  
and Reach \$20,000 GDP per capita**





# Major Civil Service Reform Tasks

**Management System**

**Centralized → Decentralized & Autonomous  
choice & concentration**

**Recruitment Method**

**Closed → Open,  
right person in right position**

**High Quality Workforce**

**Generalist → Specialist, Humanist  
with good leadership**

**Performance Management**

**Seniority-based → Performance-based,  
Senior Civil Service System**

**Government Culture**

**Ranking, one-way communication  
→ democratic, two-way**



# Current Problems Faced by CSC

## Structural Difficulties

- Regulated by other agency concerning budgeting and organization structuring
- No legal authority to set rules or provisions

## Functional Limitations

- Other personnel functions such as working condition, discipline, ethics, pension still remain in MOGAHA
- Little involvement to the Government Affiliated Organizations' Human Capital Management





# CSC Strategic Direction (1)

## Functional Improvements and Expected Changes

1. Grant legal authority to make rules and provisions
2. Transfer working conditions, discipline, pensions, & awards → CSC
3. Grant autonomy to determine own organizational structure and budget management
  - ※ Concurrently pursue finance & budget accounting system reform
4. Grant authority to oversee personnel management system practices within government affiliated organizations.
  - ※ Amend the Government Affiliated Organization Management Act





## CSC Strategic Direction (2)

**In the long-run,**

Each  
Government  
Agency

~~Patronage & Spoils System~~

More autonomy in Personnel Management



**Council System**  
(1 Perm. + 3 Non-Perm.  
Commissioners)



**1 Agency Head**  
(Commissioner) with  
Guaranteed Term



# Closing

Our most important asset is our people,  
who is the core of the future government

Therefore

We should focus on the nurturing a competent  
government workforce.

And

With the competent workforce, we are trying to upgrade  
government administration and service delivery to the people.

- Mission of the CSC-

**Thank you for your attention.**

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