



KOMISI APARATUR
SIPIL NEGARA

FUTURE PUBLIC SERVICE IN INDONESIA



PRIJONO TJIPTOHERIJANTO

Commissioner

The Indonesian Civil Service Commission

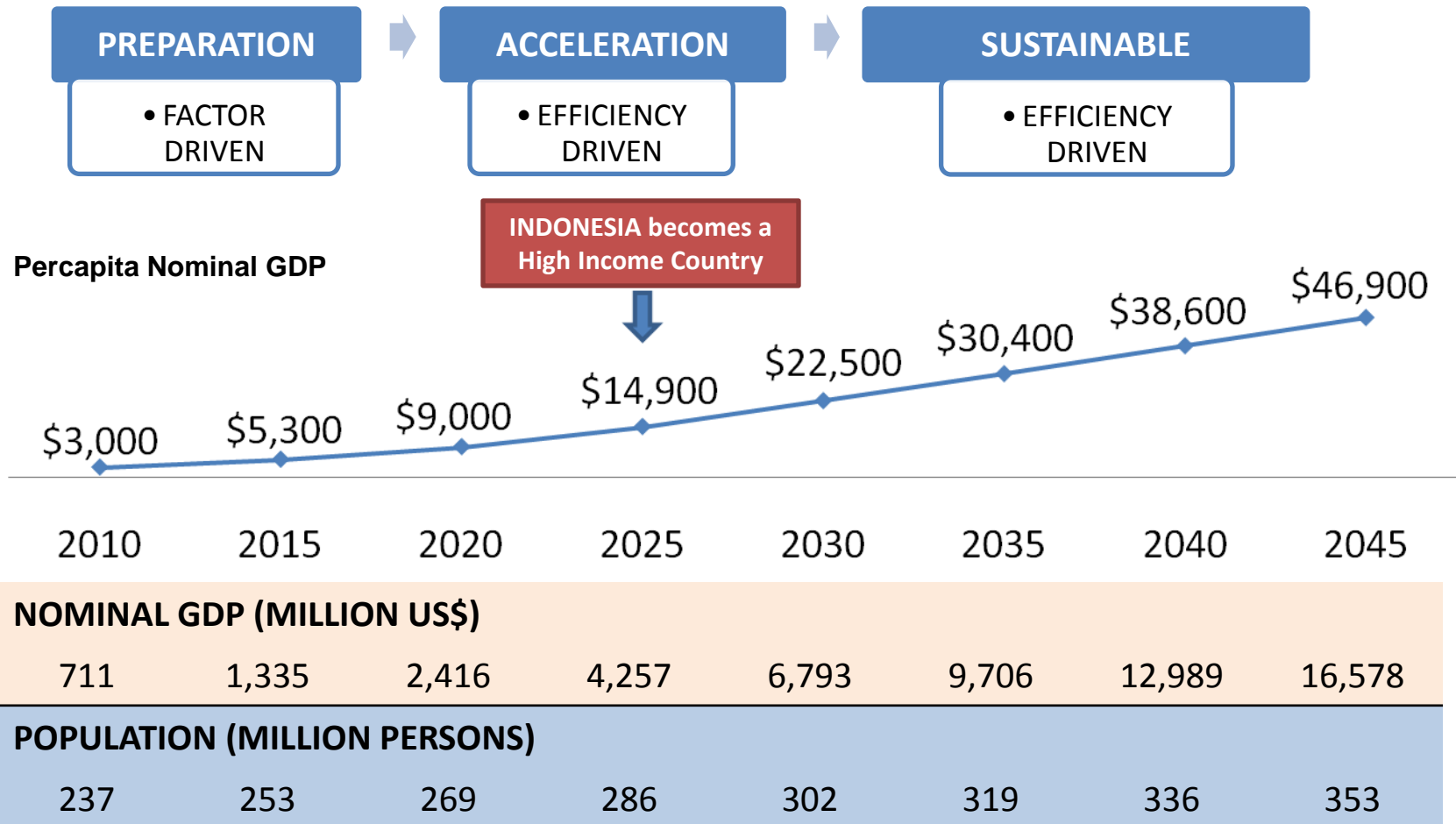
“The 2017 PSPA International Conference.”

Manila, Philippines October 16-18, 2017

INDONESIA'S ECONOMIC DEVELOPMENT STAGE



KOMISI APARATUR
SIPII NEGARA

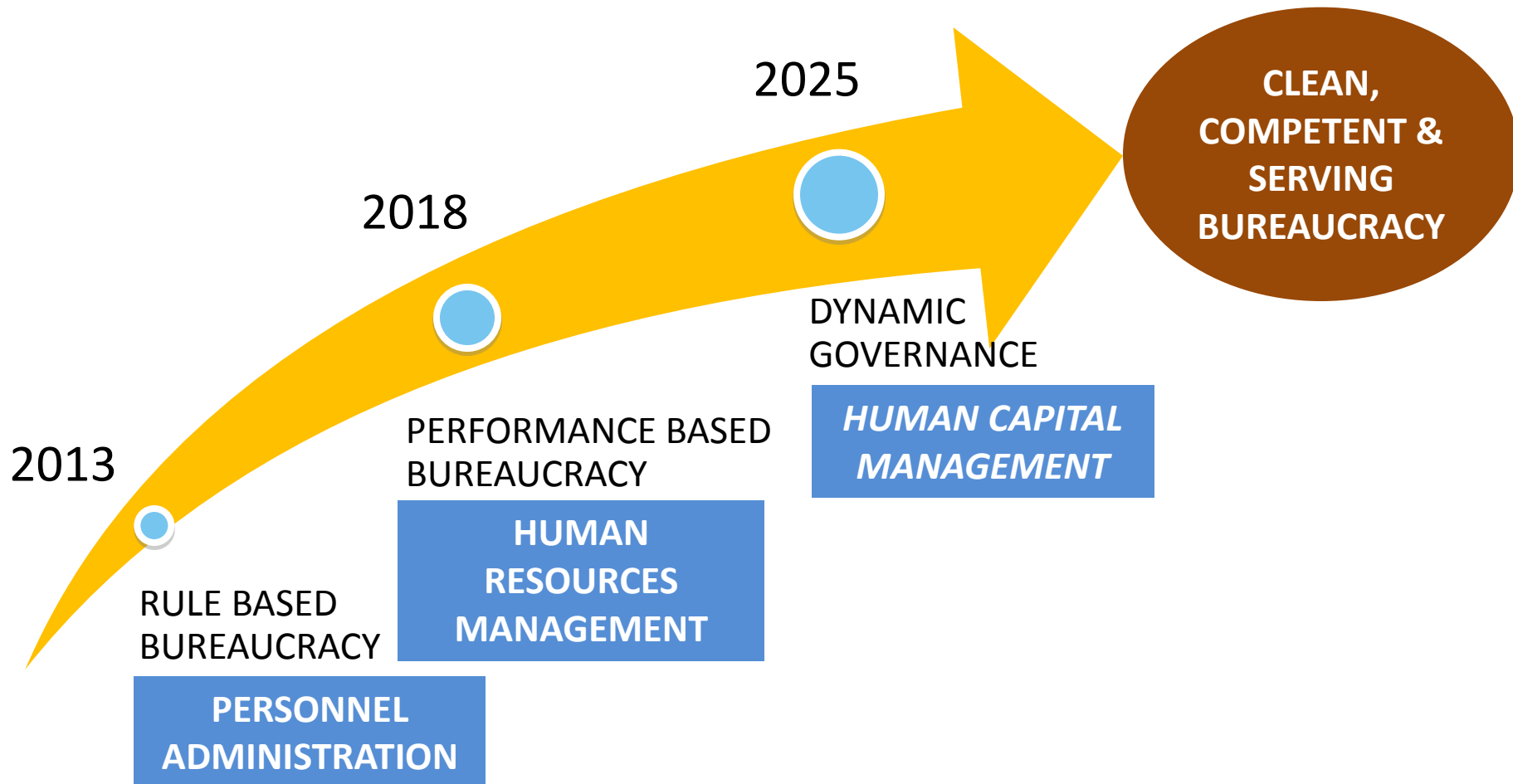


Source : National Economic Commission, Projection of Indonesian Economy, 2011-2045

BUREAUCRATIC REFORM & CIVIL SERVICE MANAGEMENT



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PARADIGM CHANGED



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From a “comfort zone” to a
“competitive zone”

COMFORT VALUES



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- Security
- Orderness
- Sustainable
- Rules Driver
- Loyallity
- Normal Standard
- Formal Evaluation/Procedural

DYNAMIC VALUES



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- Work to create value-added
- Work is not tied to a formal schedule
- Work-based on "customer driven"
- The approach to the work is "holistic"
- Utilizing a network to improve the quality of output.
- Insecurity is a reality that must be faced

FACTORS boosters CHANGES



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SIPIL NEGARA

- Objective selection (open recruitment),
- Promotions based on performance (merit system),
- Accountability, transparency
- Professional Payroll (basic pay and incentives),
- Distinction between "government employees" (politicals) with Civil Servants (PNS) (Career system and political appointee),
- Establishment of the State Commission on Civil Apparatus (KASN / CSC),
- Growing cultures of "competition" (competitive spirit),
- The use and understanding of IT and social media (facebook, tweeter, etc)

END RESULT



KOMISI APARATUR
SIPIL NEGARA

Public Servants with characteristic of:

**“Patriot, Smart and Agent of
Changes”**



KOMISI APARATUR
SIPIL NEGARA

THANK YOU
SALAMAT PO