

# საქართველოს ახალგაზრდა იურისტთა ასოციაცია GEORGIAN YOUNG LAWYERS' ASSOCIATION



## **GYLA Calls on Public Agencies to Elaborate Transparent and Objective Regulations for Providing Salary Bonuses**

Providing salary bonuses to public servants has been closed to public recently. Although following the 2012 parliamentary elections, majority of public agencies provided access to the information, certain problems remain. In this light, following the 2012 parliamentary elections NGOs and media outlets have reported about

provision of salary bonuses in public agencies on a number of occasions (including provision of bonuses in the ministries, the Government Chancellery and the parliament in November-December, 2012). Consequently, GYLA deems it expedient to update public on further developments.

Under the law of Georgia on Public Service, a public servant has the right to receive a remuneration for labor (salary) after s/he is hired and before s/he is discharged. Remuneration for labor of a public servant entails wages, bonuses and supplements as prescribed by law. However, notably the legislation does not envisage any other type of important legal regulations that apply to provision of salary bonuses. Therefore, decisions about providing bonuses are mostly made solely by managers, lack substantiation and are not based on relevant criteria for evaluation of an individual. The problem is further complicated by the fact that most of the public agencies have no legal act whatsoever to regulate provision of bonuses. Absence of the legal act in its turn further promotes the unfair practice.

We believe that both legislative and executive authorities need to take meaningful actions for tackling the problems in the existing practice of providing bonuses to public servants. In particular, corresponding legal amendments drafted and adopted, and objective and transparent regulations must be elaborated and introduced. Further, maximum civil involvement must be ensured.

GYLA calls on all relevant agencies to elaborate in a timely manner transparent and objective regulations for providing salary bonuses. In the meantime, they should refrain from resorting to the existing practice until these regulations are elaborated. Further, GYLA plans to publish a research in the nearest future about legal acts and regulations in all Georgian ministries that apply to provision of bonuses.