



The 5th BRITACOF

Deepening Tax Administration Cooperation for
High-Quality Belt and Road Development

Hong Kong, China 24-26 / 9 / 2024



Reinforcing Capacity Building of Algerian Tax Administration

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Training at the level of Algerian Tax
administration

Staff Recruitment and Rationalization

Training at the International
Cooperation Level

BRITA - ALGERIA Targets

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TRAINING IN THE ALGERIAN TAX ADMINISTRATION



1. Training in the Algerian Tax administration

1

Training Strategy

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Training Typology

3

Training Systems

4

Training Support Tools

1.1. TRAINING STRATEGY

Accompany the Tax Administration Digitalization **A**

through employees training on the deployment of the “JIBAYATIC” Information System



B Acquire new managerial competencies and communication for the new hired executives

through the acquisition of new responsibilities: team management, leadership, conflict management



Identify the training needs **C**

expressed by the structures and the development of basic training and staff development programs



D Training Cooperation

Maintain and develop relations of cooperation and exchange of educational programs, documentation and information with institutions and training organizations.



Training Strategy



1.2. TRAINING TYPOLOGY



Special Training

All long term trainings required by particular status for direct hiring in such position after a completion based on exams.

Statutory Training

All long term trainings required by particular status, before the tenure of a taxmen trainee or before a higher position promotion.

Staff Improvement

All short term specialized training in all of specialization fields of the Tax Administration.



1.2. TRAINING TYPOLOGY

Special Training

1. Training for access to Tax Divisional Inspector position (University degree + 2 training years).
2. Training for access to Tax Central Inspector position (University degree + 1 training year).
3. Training for access to Tax Controller position (High school leaving examination certificate (A-level) + 2 training years).

Statutory Training

1. Preparatory training for hiring new officials.

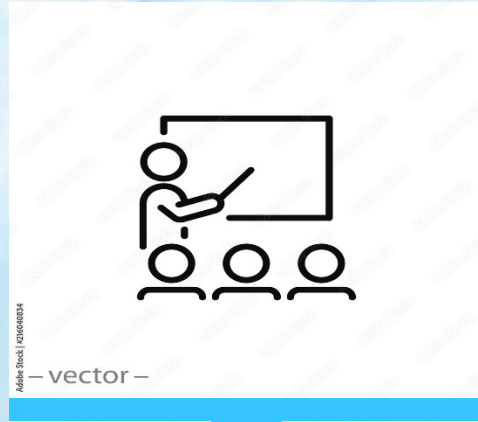
Medium duration training cycle (6 to 9 training weeks).
2. Prior training for promotion in a higher rank for the profit of staff who passed successfully the professional exams.

Medium duration training cycle (6 to 9 training weeks).

Staff Improvement

1. Special training for all types of tax services.
2. Preparatory training for tests and professional exams.
3. Improvement under the form of seminars and all other short-term forms

1.3. TRAINING IMPLEMENTATION SYSTEM



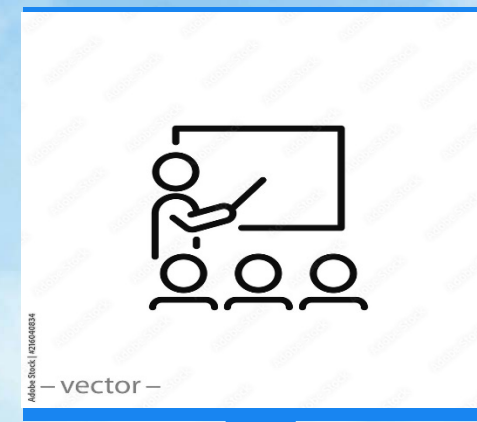
In-person training

the most used system (more than 60% of the training cycles of all types are running under in-person mode)



Remote training

This system has been introduced especially from the Covid 19 pandemic to fulfil the territory geographical dispersion and the increased need in training. It's deployed to cover the statutory training cycles and the staff improvement.



Train the trainer

The specification of the tax Administration configuration has leded this later to consider in a regular basis a trainer train cycles in order to ensure the necessary resources to guarantee the trainings specialties to be delivered to the whole of staff .

1.2. TRAINING SUPPORT TOOLS

The training Academies

The National School of Taxes (ENI)
This Academy created in 1994, able of organizing specialized training cycles (long term), in addition to staff improvement skills

Tax and Customs Economy Institute (IEDF)
This Academy Created by bilateral convention Algeria-Tunisia in Sept 3rd 1981 , made to produce a staff for conception and high specialized and qualified supervision



Other Partners

Superior Management and Planning institute (ISGP) & Algerin Institute High Financial Studies (IAHEF)
This institute, under the guardianship of Finance Ministry, is specialized in the improvement of the Ministry of Finance employees

Other Institutions
Training operators belongs to public and private sectors consulted in the context of the public procurement.



The Information System

JIBAYATIC
information system made to complete the various business processes (tax base, tax collection, tax control, tax litigation , etc.). The system has a training environment addressed to final users.

MASSARI
Information System entirely developed by the internal skilled staff of Tax Administration. The managers of the human resources and budget users of this application, take profit of in-person and remote regular training for exploring this system.





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2

STAFF RECRUITMENT AND RATIONALIZATION



2. Staff Recruitment and Rationalization

1

Staff distribution in Tax Administration Headquarter

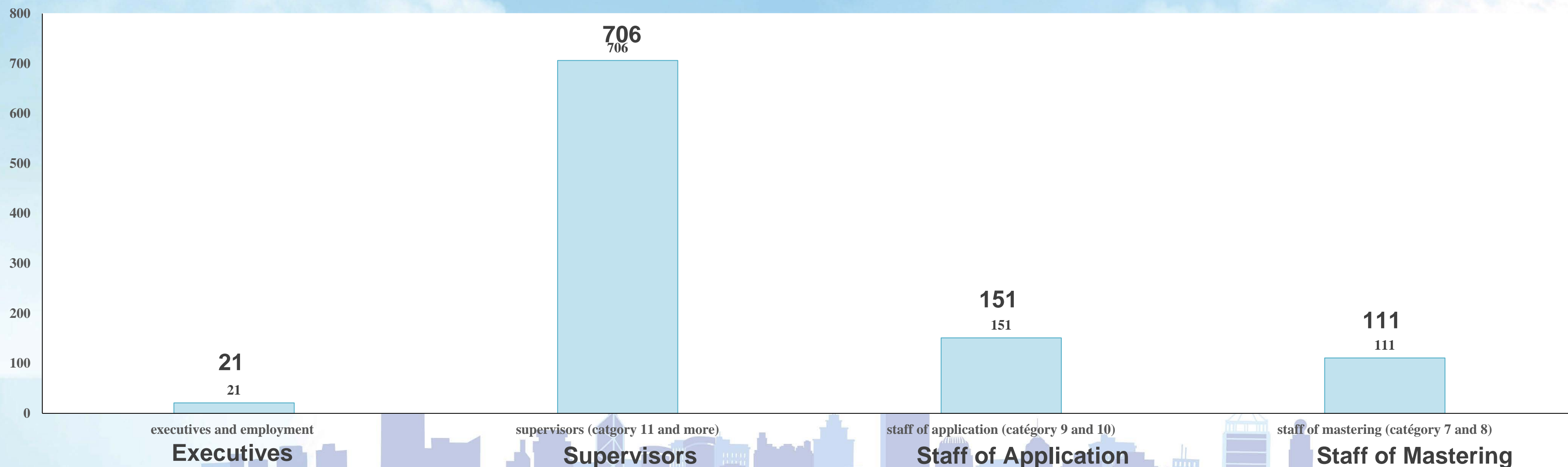
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Staff distribution in Local Tax Administration



2.1. Staff distribution in Tax Administration Headquarter

Staff by categories (Headquarter of the tax Administration)



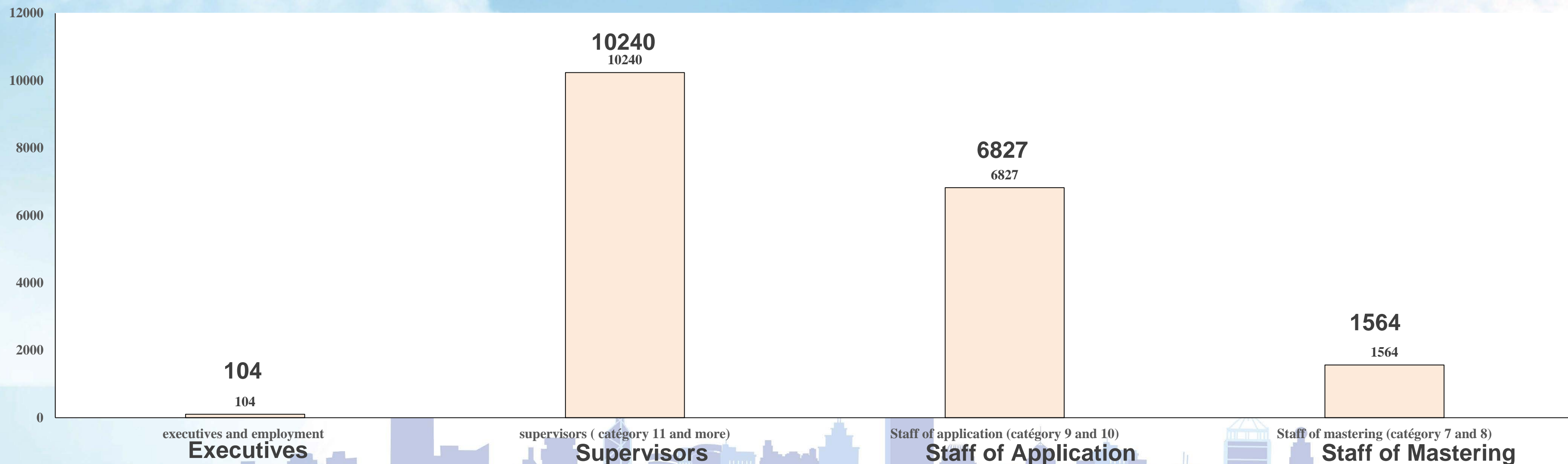
Real Employment up to march 31th 2024

real employment up to march 31th 2024



2.1. Staff distribution in Local Tax Administration

Staff by categories (local tax Administration)



Real Employment up to march 31th 2024

Real employment up to march 31th 2024



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3

Training at the International Cooperation Level



3. Training at the International Cooperation Level

Trainings on the International Tax Conventions.

Trainings Covered by BRITACOM (BRITACEG)

Technical Assistance Mission of the organization of Cooperation and Economic Development (OECD).



Trainings on Automatic Information Exchange for Tax Purposes.

Trainings on the Multilateral Instrument (MI) and the Multilateral Convention BEPS.



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4

BRITA - ALGERIA TARGETS



4. BRITA - ALGERIA TARGETS

Initial training (long-term):

1

BRITA-Algeria can become an initial training hub, that can meet the needs of the whole of Africa because Algeria has always been sought after in the field of specialized training in taxation given the capital experience it has through its network of specialized training establishment;

Train the trainers:

2

requires the mobilization of a core of trainers and permanent experts specialized by fields of activity. The training methods may be considered within the framework of a pooling of selection procedures and programs;

Advanced training and seminars:

3

Capacity building in requesting countries can be achieved by excellence through short-term training actions and seminars organized by specific and targeted theme, whether in-person and/or remote mode as needed;

Technical assistance:

4

can, as part of its activity, plan the setting up of support and technical assistance actions for the benefit of requesting countries on specific issues by mobilizing the network of trainers and experts who are already involved in training.





The 5th Belt and Road Initiative Tax Administration Cooperation Forum



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Thank you

