



THE PROBLEM OF WORK EFFICIENCY OF THE BODIES OF LOCAL PUBLIC AUTHORITY: THE FULL-TIME ASPECT

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Summary

The article deals with problems of professional service in the bodies of local public authority. The questions of legislative regulation of administrative procedures and professional ethics, refresher training and further staff training of the bodies of local authority are under consideration. The choice of directions and aims of professional training in the management of municipal structures, the mechanism of realizing the policy of retraining and extension of qualification at the regional level are scientifically substantiated in this article.

Key words: local public authority, administrative reform, administrative elite, professional staff.

Аннотация

В статье исследуются проблемы профессиональной службы в местных органах публичной власти в Украине. Рассматриваются вопросы законодательного регулирования административных процедур и профессиональной этики, переподготовки и повышения квалификации кадров местных органов публичной власти. Научно обосновывается выбор направления и цели профессиональной подготовки управления муниципальных структур, выясняется механизм реализации политики переподготовки и повышения квалификации на региональном уровне.

Ключевые слова: местная публичная власть, административная реформа, управленческая элита, профессиональные кадры.

The statement of the problem.

The realization of constitutional provisions to a significant degree depends on the organization of the local public authority, the activities of its bodies and office-holders.

The problem of work efficiency of the bodies of the local authority is one of the central administration problems as the activities performed by people in relation to other people and exclusively in the interests of people. The quality of a human life directly depends on the degree of the efficiency of these activities. In the long run one may speak about the efficiency of a social system.

In any democratic country the authority works on behalf of people and for people. But unchangeable remains the fact that staff decides everything. However, in many respects the success of our engagement depends on a certain preparation, a sufficient level of knowledge and skills, necessary for execution of functional duties. The revival and development of the Ukrainian state is accompanied by the catastrophic deficiency of the staff of a new generation, new type employees of all levels – a necessity arises of forming a new administration elite of Ukraine [1, p.1].

The purpose and intent of this article. A new Ukrainian administration elite is a better part of Ukrainians, characterized not only by a high level professional competence, but also a high morality and national patriotism [3, p. 339].

To the basic moral-psychological qualities, which a modern Ukrainian manager is to have (either a local head or an employee of the executive authority), belong: humanism, national consciousness, patriotism, democratism, state and citizen-conscious position, intellectualness decency, honesty, the feeling of the duty and readiness to serve people. These are the qualities one may and be obliged to bring up in a young citizen of Ukraine by means of a national education, to form a Ukrainian manager out of him.

With the aim of providing the reformation of the system of the local public authority, the creation of the conditions for building up a democratic, social and lawful state, the consolidation and security of human and citizen rights, the elaborated Conception of administrative reform must be implemented. Its sense is in: firstly, complex reconstruction of the available state and managerial system; secondly, in developing local self-administration and new institutions of management.

In addition to this, the selection and alignment of highly-qualified, honest, patriotic and talented staff must be organized. Side by side with a necessary theoretical education in Ukraine it is desirable that they should have probation in the bodies of state authority and local public authority in the developed western countries. The matter is that a certain part of the staff of our administrative apparatus has got used to solve some questions 'in

general', not squaring its actions by the law or other legal acts, but acting only on a hunch and work experience, which, unfortunately, not always correspond to the requirements of the law and the regime of legality. Thus, the implementation of the administrative reform in reality and not only on paper is impossible without its appropriate staff provision.

It is necessary to recognize that even higher standards of authority of the Ukrainian society are spiritually and morally noxious, our elite is held in contempt as it failed to produce the appropriate fruit. That is why today the urgent necessity of substituting the old administrative elite by a new one, progressive, capable of leading the country out of the most atrocious social and economic crisis.

The Ukrainian administrative elite must be properly trained. For this, its new psychological modal is necessary, which would take into account the changes in social-economic and spiritual sphere, a new mission and conception of developing Ukraine as an independent democratic state. Not only the requirement of the administrative elite to successfully perform its basic functions of administration and planning, the organization and control taking into account new aims that confront the state and ways of achieving them underlie such a model, but also psychological requirements to the personality of a representative of such and elite that are mentioned above [2, p. 30].



By this time the problem of professionalisation service in local self-government, far from being solved, which greatly inhibits TEM-pi and effectiveness of social and economic changes in the country. Ago is the need to radically improve staffing seat-government bodies, the formation of a competent professional specialist-term no-type, can successfully resolve a wide range of issues of social and economic development of the territories under the new conditions LORDS dominion [4, p. 19–23].

As the experience of recent years, improvement of managerial ka-cleaved resource can not be solved using outdated educational technology. Education administrators who already have the object activities cannot be provided by traditional universities for educational, we used technologies for students who have not yet professional activity. In this regard, the content and forms of the kvalification of administrative staff necessary to approximate the real protsesusuchasnoyi practices and make them more effective in addressing the specific-governmental local problems.

It should form a scientific basis for development and implementation of regional, national policy professionalization of local government staff.

It is also important to determine the key issue of the formation of such policy that is scientifically informed choice of directions and goals training of managers of municipal structures, to determine mechanism for implementing the policy of retraining and professional at the regional level, to define the relationship and interdependence der national or regional personnel policy.

The transformation of service in local government in professional activity entails not only its improvement, but the appearance new professions, forming a layer of the employee professional local government, the development of forms of professional solidarity, the emergence of professional traditions, professional relationship, professional culture, etc. This means that work in the area of local self-government requires individuals to relevant professional skills, and from society- such social institutions that would ensure inclusion rights in this area of professional diyalnosti-individual professional ion, management of professional experience.

One may fully agree with certain thoughts that one of the causes of failures in Ukraine is an insufficient level of political culture of society. The future depends on the people, on their realized attitude to the processes, occurring in the country. It happens that people complain on some problems they come in touch in their lives, however they don't always mediate about the cause of arising these problems and about a person their solution depends on. They don't clearly realize for what work, for example, a people's deputy or a deputy of local councils (that is what are his basic duties). Is it a deputy's duty to be busy with repairing ways, schools, kindergartens, buildings, to reconcile neighbours on their borders and other things, or pass the laws or decisions on a local level according to which the whole society must live? People must know for what purpose and what authorities the deputies of different levels have, what education must these people have, the working experience, the level of culture and having command of a state language, how they can substantiate their programmes and mechanisms of their realization and other things. This problem becomes especially urgent on the eve of elections.

Conclusions. Taking into account the above mentioned, one may draw a conclusion that it is necessary to formulate scientific basics of elaborating and realizing rational policy of professionalization of local authority staff. It is also important to determine a bey problem of such a policy formation, which lies in a scientifically substantiated choice of directions and aims of professional training in the management of municipal structures, to clear up the mechanism of realizing the policy of retraining and extension of qualification at the regional level.

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