

ЖАС ҒАЛЫМДАР ЗЕРТТЕУЛЕРІ ИССЛЕДОВАНИЯ МОЛОДЫХ УЧЕНЫХ RESEARCHES OF THE YOUNG SCIENTISTS

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REFORM OF THE CIVIL SERVICE SYSTEM. THE REPUBLIC OF KAZAKHSTAN

Abstract

Reform of the Kazakhstan system of government actualizes the problem of formation of an adequate system of public administration, public authorities.

Public authorities in the Republic of Kazakhstan to acquire new quality, adequate modern tasks and requirements, but it develops the negative trends that reduce the effectiveness and credibility of the government. The objective requirements in Kazakhstan necessitate the development and implementation of mechanisms that enhance the manageability and performance of government agencies.

Key words: Civil service, reform of the civil service system, public administration, public authorities, effective government.

Аннотация

Реформа казахстанской системы управления актуализирует проблему формирования соответствующей системы государственного управления и государственных органов.

Государственные органы в Республике Казахстан приобретают новое качество, соответствующее современным задачам и требованиям, но одновременно имеют место и отрицательные тенденции, которые уменьшают эффективность и доверие к правительству. Объективно требуется развитие и внедрение механизмов, которые улучшат менеджмент и работу правительственных учреждений в Казахстане

Ключевые слова: Реформа системы управления, государственное управление, государственные органы, государственная служба, эффективное правительство.

Аңдатпа

Қазақстандық басқару жүйесінің реформасы мемлекеттік басқаруды және мемлекеттік органдардың қажетті жүйені қалыптастырудың мәселесін жаңғыртады.

Қазақстан Республикасында мемлекеттік органдар қазіргі міндеттер мен талаптарға сәйкес жаңа сапаға ие болады, дегенмен, бір жағынан үкіметке сенім мен нәтижелілікті кемітетін орын және теріс үрдістер алады. Объективті түрде, Қазақстандағы менеджмент пен үкіметтік ұйымдардың қызметін жақсартуды дамыту және механизмдерді енгізу қажет.

Тірек сөздер: Басқару жүйесінің реформасы, мемлекеттік басқару, мемлекеттік органдар, мемлекеттік қызмет, тиімді үкімет.

Stages of the reform of civil service in the Republic of Kazakhstan.

During the years of independence has been formed independent Kazakhstan model of public service. In order to understand its features, place and role in the politics of the state to trace the main stages of its evolution. They can be divided into three parts.

Stage of development of Kazakhstan in 1991 and 1995 can be characterized as a period of liberalization of public service.

The country has legislated the separation of powers. There has been the dismantling of the Soviet party-management system and eliminated the one-party political monopoly.

At the second stage of the «institutionalization» (1995–1999) Deployed a large-scale work on the formation and development of a modern civil service. This period saw the adoption of the Constitution of the Republic of Kazakhstan and the Decree of the President having the force of law «On Civil Service».

Third Period – the period of deepening reforms in state Public Service (1999–2007) Can be determined from the adoption of the Law «On Public Service» (July 1999) and a number of by-laws. As a result, their implementation and development in the period as a whole was formed Kazakhstani model of public service.

Current issues in the public service of Kazakhstan.

According to international experts, Kazakhstan has achieved excellent results in the field of public administration and civil service reform. However, it should be noted a number of problems that have a negative impact on the professionalism and efficiency of the civil service.

Conventionally, they can be divided into three main sections:

The first unit. The problems associated with the receipt of the civil service.

1. Imperfection procedures competitions and subjectivity in making the post. This has led to low confidence in the bankruptcy procedures. In this competitive test only measures knowledge of the law, and competitive procedures themselves are often used as an opportunity to include the «right man» to the reserve and take it without competition. As a result of the professionalism of civil servants, especially at the regional level is still very low.

The second unit – this is a problem affecting the productivity and work motivation, with the passage of the civil service.

1. The absence of an effective system of quality assessment. This reduces the personal responsibility of each state employee and does not encourage initiative.

2. The lack of career planning of civil servants, the unresolved issues of their rotation. Low interest of government agencies in the training and growth of civil servants.

In addition to the above issues, motivational, requires the solution of the problems associated with poor recognition, particularly acute at the conclusion of public service. They are:

1. Remains a major challenge to ensure the legal protection of civil servants, especially in terms of unjustified dismissal. As before, the heads of government agencies, especially the newly appointed, forcing state officials to release post «voluntarily.» There are also psychological problems adjusting to the new professional environment. Often there are facts of unethical behavior and squeezing «them.»

2. The sharp decline in social status of civil servants on retirement, fear of «retirement age.» This is largely due to the low social security for the completion of Civil Service (pensions, health care).

These problems do not encourage civil servants to carry out professional responsibilities and provide quality services. And this, in turn, gives rise to a misconception in the society at large about the whole system of public service. Formed opinions about the closing of irresponsibility, corruption and incompetence.

The analysis of the ongoing reform in public service of Kazakhstan.

At this point in Kazakhstan established the National Commission for Human Resources Public Administration under the President of the country. Civil servants more clearly are divided on political and administrative.

The highest and the thin layer of civil servants will be political. The second important aspect of the new model will be the division of administrative officials for the two main hull, tentatively named «A» and «B».

The main regulator of the system of selection will be the National Commission for Human Resources.

The selection procedures in this body should ensure transparency and adherence to the principle of meritocracy. To enter the building «A» set clear and precise criteria for candidates, including systemic vision of the state's problems, the ability to make appropriate management decisions to effectively manage civil service personnel.

The system of selection will include the possibility of recruiting a permanent building «A» of the most professional and effective working employees of building «B». In addition, the system will operate «social elevator» that allows professional experts who are not public officials (heads of national and socio-entrepreneurial corporations, top executives from the private sector and state-owned companies, workers in the sphere of science, education and culture) qualify for entry into the body «A».

Particular attention will be paid to the reputation and integrity of the candidate for admission in this case. Along with this will be assessed past achievements and performance indicators, as well as the potential for further growth of the civil servant. Thus, it will strengthen the prevention of corruption manifestations of the elements in the «elite» cadre pool of civil servants. Public employees who are directly or indirectly involved in the manifestation of corruption offenses, will be immediately dismissed from the civil service.

According to the results of selection with the ability of the candidate will develop an individual career plan that defines its main stages of promotion. It represents a clear step strategy manual for the promotion. The plan includes a list of goals that wants to achieve a civil servant, the tasks that need to be addressed at the same time, the time frame.

In general, the selection of qualified applicants will be evaluated and the efficiency of the applicant. Priority will be given to applicants with experience of public service in central and local government bodies, the experience of working for international companies and organizations, domestic and foreign education in the best universities, knowledge of foreign languages.

In building «B» of the state administrative service will include other administrative civil servants outside the building «A».

The main objective of building «B» will be the implementation of public policy, and in the activity of civil servants corps will follow the prescriptions of civil servants of the case «A». The activities of civil servants corps «B» is based on professionalism, political neutrality, rendering the population «of public services of high quality.

In order to move away from egalitarian wage system, as well as to increase the motivation of civil servants will be introduced special techniques to promote the most professional and executive civil servants.

With this division of political and administrative functions of the public service of Kazakhstan will conform to international standards, which are based on the de-politicization, professionalism and neutrality of the public service.

In addition, for a more efficient management of the public service will be upgraded status of personnel services of public officials.

Given the problems identified will be improved evaluation system of civil servants at admission, passing and movement. The new evaluation system will be aimed at the formation of anti-corruption behavior and ideology of public service, planning and career management.

An important element of the new model will strengthen mechanisms for motivating and encouraging. Also increases the need for further improvement of the system of training and development of civil servants.

Further professionalization of the civil service, which will have the body of qualified personnel to ensure continuity, maintain professional traditions and meritocracy, will contribute to the effective implementation of the functions of the state and plans of the political leadership of the country at the present stage of development of Kazakhstan.

Resume. These measures will help to finalize the process of further de-politicization of public administration, transfer of government functions to the competitive environment, the transfer functions of government in place, implementation of the principles of local self-government. Under the new model, the mission of public service is to improve the country's competitiveness and strengthen public confidence in the power of the state apparatus by providing high-impact, professional and responsible staff.

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