

Personnel in the System of Public Service as an Element of Countering Drug Crime: Legal and Managerial Dimension

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Abstract : The purpose of this article is a comprehensive study of the conceptual challenges of modern systems of public service personnel management and identify ways to increase their effectiveness and functionality in the context of European integration as an element of countering drug crime. Methods: To build an effective mechanism for managing the personnel of the public service and increasing the efficiency of its activities as an element of countering drug crime, the need to develop an integrated system of organizational measures has been proved, including: The implementation of basic legal norms; ensuring the rights of civil servants to professional development; resolving issues regarding the legal, social and organizational status of a civil servant; introduction of legal norms governing career planning, qualification examinations. Results: It is envisaged to prioritize the adoption at the state level of the “Concept of the State Personnel Policy of Ukraine” using modern personnel technologies, modernization of personnel services of state bodies as an element of countering drug crime, advanced training and reforming the remuneration system for civil servants. It is emphasized that the Concept should outline a system of views, initial provisions and ideas that will reveal general methodological approaches and organizational technologies in personnel management, the basics of personnel work as an element of countering drug crime. Conclusion: Attention is focused on the expediency of adopting the laws “On social and legal protection of civil servants” and “On professional education of civil servants” as an element of countering drug crime. It is emphasized that in modern realities it is necessary to modernize the structure and content of the work of personnel services of public authorities as an element of countering drug crime, since effective use of human resources largely depends on their activities. Restructuring of the activities of personnel services as an element of countering drug crime should be carried out in the following areas: Ensuring a comprehensive solution to the tasks of qualitative formation and effective use of personnel potential based on the management of all components of the human factor; implementation of active methods of search and improvement of personnel training planning as an element of countering drug crime.

Keywords: Narcotic drugs (substances); Personnel management; Public service; Personnel services; Personnel policy; Civil servants; Personnel; Professional development of personnel.