

Chapter 21

Modern Problems of Staff Training for State and Municipal Services in Russia

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ABSTRACT

This chapter is devoted to the description of the existing system of training, retraining, and advanced training of state and municipal employees in Russia and the proposal of options for solving the problems facing society and strengthening Russian statehood. The organization of training, retraining, and advanced training of state and municipal employees includes a system of measures to create new, re-profile, and improve existing educational institutions and optimize the mechanisms for competitive selection and selection of trainees and teachers. At the same time, education has a decisive role in training personnel for state and municipal service.

INTRODUCTION

The Russian state civil service has accumulated some chronic problems that affect the quality of public administration and lead to a discrepancy between the quality of the competencies of civil servants to the level required to achieve current goals and fulfill the tasks of the public administration system.

Attempts to reform the Russian civil service are being made regularly. A severe application to transformations in the personnel management system in the civil service was the Decree of the President of the Russian Federation “On the main directions of improving the public administration system,” which provided for the introduction of some tools aimed at assessing, developing and managing employees

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in the civil service (Decree of the President of the Russian Federation of 07.05.2012 No. 601) But a comprehensive reform did not take place; the problems remained unresolved.

Eight years later, the next reform of the civil service was announced, the critical measure of which should be to reduce the number of civil servants due to their lack of efficiency. According to its publicly announced goals, the maximum number of civil servants was decreased by 5% in the central offices of federal executive bodies and by 10% in their territorial divisions (Samtynova, 2021). Optimization of civil servants is essential in saving money and can also bring about qualitative changes in management. In addition to such large-scale transformations “from above,” various experts regularly voice proposals for reforming some aspects of the state and municipal service.

The basic principles of the state personnel policy are outlined in the federal program “Reforming the civil service of the Russian Federation (2003-2005)” (Decree of the President of the Russian Federation of November 19, 2002 No. 1336) and are reflected in the Federal law “On the state civil service of the Russian Federation”. They can be formulated as follows:

- accessibility: the openness of the civil service for the admission of citizens to any level of the official hierarchy. An open personnel policy presupposes the possibility of attracting highly qualified personnel to all levels “from outside” and equality of conditions for citizens’ access to public service;
- competitiveness: attracting the most qualified candidates to the civil service based on uniform requirements in the course of an open competition;
- publicity: personnel decisions and their foundations are available and controlled by civil society;
- competitiveness: the attractiveness of the civil service in the labor market;
- performance-based remuneration: direct dependence of the salary of a civil servant and his official growth on the results of his service activities;
- professional development: the existence of a system of continuous professional education of civil servants, carried out according to uniform standards. The professional training of state and municipal employees can be divided into professional and general civil, into intercorporate and setting relations between the corporation and the bureaucracy with citizens and other public institutions.

So, general civil principles suggest:

- *development of a heightened sense of responsibility and civic consciousness;*
- *introduction into the behavior of skills of motivating and motivated influence on others;*
- *honesty and non-exposure to corruption.*

Professional principles include:

- *availability of special knowledge in the fields of political science, economics, social psychology, history and theory of the world and national government, sociology, law, etc .;*
- *the ability to use this knowledge;*
- *the desire to constantly improve their professional level.*

Intra-corporate principles presuppose the establishment of leadership skills, including leadership qualities, and the ability to measure goals and ways to achieve them.

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