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CIVIL SERVICE MANAGEMENT SYSTEM IN UKRAINE: LEGAL CONSOLIDATION AND PRACTICE OF FUNCTIONING

The current system of civil service management in Ukraine has been established based on the Law of Ukraine «On Civil Service» of 2015. However, due to the registered legislative initiatives and the issues related to the legislative definition of the authority of the government institutions – elements of the above-mentioned system (the Cabinet of Ministers of Ukraine, the central executive body that forms and implements state policy in the field of civil service, the head of the civil service, the Commission on the Senior Civil Service, competition commissions in public bodies and personnel management services) – the further amendments to this system should be considered as highly probable.

The current system of the civil service management in Ukraine includes both the independent government institutions with the right to make decisions (CMU, NAPS, head of the civil service) and ancillary institutions (Commission, tender commissions and personnel management services). This approach to the civil service management shapes the authority of the above-mentioned institutions established by law and the peculiarities of its realization.

By their nature, the functions of the subjects of the civil service management system are general and special. The general functions include regulation, establishing, personnel control and planning. Special – are those functions that are implemented exclusively by a specific subject of the system. The supporting nature of the functions performed by auxiliary institutions is embodied in the authority of auxiliary institutions to facilitate the independent government institutions.

Further development of the functions of the subjects of the system of civil service management in Ukraine requires strengthening the regulatory function of the Cabinet of Ministers and the NAPS, as well as the improving of the status of auxiliary institutions.

Key words: *civil service management system in Ukraine; authority; functions; powers; organizational status; general functions; special functions; support functions.*