

**Kateryna SERCHENKO**  
**THE NORMATIVE-LEGAL BASICS FUNCTIONING SYSTEM**  
**OF PROFESSIONAL STUDIES AND COMPETENCE FOR**  
**CIVIL SERVANTS IN UKRAINE**

The system of training of civil servants has always been a key to the success of their professional development and activities. According to the strategic objectives of civil service reform in Ukraine, creation of the transparent legal framework and clear transition to the regulation of professional training and competence of civil servants is identified as one of the priorities for improvement.

The issue of legal security of training of civil servants has been the object of research of such scholars as E. Borodin, T. Goncharuk, N. Nyzhnyk, A. Obolensky, L. Prokopenko, S. Seregin, V. Soroka and others. However, despite of strong scientific research in these areas of the legal support of training of civil servants from the perspective of development, improvement of their strategic, communicative and technological competence has not been explored well today.

The article is a general description of the existing system of vocational training of civil servants by the analysis of the legal framework in Ukraine. The achievement of the goal is conditioned by the need to solve such problem as highlighting the current state of technological competence of civil servants and bases of its formation.

Professional career of civil servants is exercised within the Constitution of Ukraine, the Law of Ukraine «On civil service», Law of Ukraine «On education», decrees of the President of Ukraine, decrees and orders of the Cabinet of Ministers of Ukraine, orders of the National Agency of Ukraine on Civil Service. Activity of public authorities in the field of training, in-service training of civil servants is regulated by 80 legal acts.

Management of training, in-service training of civil servants is carried out by the National Agency of Ukraine on Civil Service together with the authorities covered by the Law of Ukraine «On civil service», and bodies managed by the training institutions, within their powers. The higher educational network of professional training of civil servants Ukraine is formed by the National Agency of Ukraine on Civil Service. It consists of institutes of the National Academy of Public Administration under the

President of Ukraine and other higher education institutions. Raising the professional competence of the civil servant is held in the form of professional programs, special courses, seminars, workshops, internships, other forms of the procedure specified in order to raise the level of professional competence of civil servants, and by training. In order to strengthen the role of the National Academy in the national system of professional training, and in-service training of civil servants, the objectives of state Decree of the President of Ukraine of December 9, 2011 approved the Concept of reforming the National Academy of Public Administration under the President of Ukraine, which defines the main directions of its reformation and transformation on a modern center for training and in-service training.

Another important document that determines the competence of civil servants is an Order on approving the procedure of enhance of the professional competence of civil servants (characteristic of the person is determined by the educational level, experience and level of language expertise and skills) developed by the National Agency of Ukraine of civil service. This procedure is designed to ensure public bodies with highly skilled workers, able to competently and responsibly perform management functions.

Imperfect legal framework on this issue leads to exogenous developments of regulations, inconsistencies regarding their development and adoption of dispersion in the approaches to the solution of staff issues in public authorities, which don't increases the attractiveness of the civil service. The analysis of the achieved results allows saying that the continuation of the modernization will positively affect the improvement of the national system of professional training of civil servants and professional competence as a whole and its components (namely strategic, technological and communication), according to the needs of economic and social development.