



The need to improve the personnel training system for public security activities of internal affairs bodies

Aliev Mansur Sarsenbaevich

ABSTRACT

The article describes the analysis of the experience of some foreign countries in the training of personnel for the public security service of internal affairs bodies (police) and the ways of improving the system of training personnel for the activities of public security of internal affairs bodies in Uzbekistan.

Keywords:

In reforming the personnel training system, it is important to focus on the training of personnel with high morale. After all, "For the formation of a highly moral society, first of all, it is necessary to raise a physically strong, healthy, spiritually mature generation, in this process, to implement a number of activities that raise the morale, and to improve the existing technologies. After all, in the work of internal affairs bodies, the role of fully realizing the noble idea of "for human dignity", ensuring public safety and early prevention of crimes is considered to be important. It is necessary and necessary to implement the principles of legality, observance of the rights, freedoms and legal interests of citizens and respect for these rights, freedoms and legal interests in the implementation of assigned tasks.

The staff of the Department of Public Security of the Ministry of Internal Affairs of the Republic of Uzbekistan is the most numerous in terms of personnel, and the main activity is the structure that engages in direct communication with citizens. Along with the achievements and

positive results in the activities of the public security structures of the internal affairs bodies, there are still certain problems related to personnel and deficiencies manifested in the lack of professional qualifications and experience, without which it is impossible to achieve efficiency.

As noted in the literature, "a modern civil servant should be able to meet today's high moral requirements, embody modern techniques and knowledge instilled in him with national and universal values, be enlightened, understand his duty to his field, family, community, people, country, nation, his life. and he must mobilize his activities without deviating from this duty"

In order to prevent any threats to the peace and tranquility of our country and to improve the system of training highly qualified specialists in the field of combating crime based on advanced international standards, as well as to increase the personnel capacity of law enforcement agencies and the Armed Forces based on the requirements of the times, the

President of the Republic of Uzbekistan 2021 Resolution PQ-5077 dated April 15 "On measures to further improve the system of training professional personnel in the field of public safety" was adopted. According to the decision, the Military-Technical Institute of the National Guard was reorganized into the University of Public Security of the Republic of Uzbekistan, and for the Ministry of Internal Affairs and the National Guard, the purpose of training qualified personnel in the areas of maintaining public order, traffic safety, and implementing the requirements of the passport system. loaded.

In this regard, in-depth training of qualified specialists capable of effective organization of public safety activities in relevant specializations and jurisprudence, as well as military and physical training, was listed as one of the University's activities.

Also, the Resolution of the President of April 15, 2021 "On measures to introduce a qualitatively new system of training professional personnel for internal affairs bodies" No. PQ-5076 was adopted, and a completely new system of training specialists for internal affairs bodies was introduced. At the same time, in order to ensure the growth of employees in the service according to their qualifications, as well as to further increase the intellectual and professional potential of leading personnel in effective management of forces and means, starting from the 2021/2022 academic year, the Academy of the Ministry of Internal Affairs will introduce a two-stage process of personnel training, including bachelor's and master's degrees higher education system was introduced. At the same time, the procedure for professional training, special professional training, retraining, professional development, higher education, training of management personnel, post-higher

education and monitoring of these activities was determined.

It should be noted that in the literature work with personnel in internal affairs bodies a number of suggestions and recommendations for improving the track have been made. In particular, S.P. Egorychev suggests the formation of the educational system, the position of the employee in society, the profession and life experience, the level of professional satisfaction in order to optimize the activities of the internal affairs bodies, and the purposeful motivation to master the technologies of the employee of the internal affairs bodies. In our opinion, in order to solve these issues, it is appropriate to develop special programs for the development of the professional potential of employees in the field of sector services. In this regard, other studies have emphasized the importance of the development and consistent implementation of a comprehensive, multi-level target program for the introduction of modern methods and mechanisms for the formation of employees of internal affairs bodies.

In the preparation of personnel for the public security service, continuous training is provided by the Ministry of Internal Affairs Academy and the Institute of Professional Development on the basis of a continuous educational career system, the President of the Republic of Uzbekistan dated January 20, 2023 "Additional measures to turn internal affairs bodies into a pro-people professional structure and direct them to work in closer cooperation with the population" On the basis of PQ-10 Decision No. 10 "On Activities", the introduction of continuous training on the "Citizens Work Module" to increase their personal responsibility in providing effective service in the field will definitely have a positive effect.

But until now, as a result of the lack of organization of training aimed at mistakes and

shortcomings in the practice of law enforcement during the service activity, most of the disciplinary punishments come at the expense of public security structures of Internal Affairs bodies.

At the same time, if appeals are not legally resolved by the officials of these structures, wrong decisions are made regarding reports of crime, administrative punishments are applied incorrectly, or insincere relations with citizens are created, this creates a negative opinion of civil servants and lack of confidence in the ongoing large-scale reforms.

During June of this year, the Turkish national police system was studied. It should be noted that there are departments in the national police system of Turkey, and training centers (Academies) have been established under each Department. The main focus is on the continuous improvement of knowledge and skills of employees.

Society is constantly changing, and the way of life of the population is updated every day. In the era of modern technology, we are watching the influence of the Internet and social networks. Due to the need to regularly improve the responsibility, knowledge and skills of the personnel of the department, it is necessary to establish a Training Center under the Department of Public Security of the Ministry of Internal Affairs of the Republic of Uzbekistan. The main task of the center will be to organize short-term training of employees aimed at eliminating current shortcomings. The management apparatus of the Ministry of Internal Affairs of the Ministry of Internal Affairs analyzes the shortcomings made every month, and the mistakes made by the executors are presented to the Center. In turn, it provides training by the employees of the Center through programs aimed at eliminating the shortcomings made by the service personnel. Through this, the knowledge and skills of the

employees are increased. The main thing is that all personal content is included in the preparations.

Appropriate groups of the center should be organized in the regions. It would be desirable to select employees with a legal specialty and at least 10 years of practical experience for the center.

Depending on the need, the Center should be given the right to attract specialists from all field services, especially those who carry out activities related to the fields of psychology and information technology, to the training sessions.