

IMPROVING THE SYSTEM OF PUBLIC CIVIL SERVICE IN THE REPUBLIC OF UZBEKISTAN BASED ON THE EXPERIENCE OF THE COUNTRIES OF THE ANGLO-SAXON LEGAL SYSTEM

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Abstract:

This article discusses the procedure for state civil service in the countries of the Anglo-Saxon legal system, legal bases, specific aspects of public service, its importance and relevance. Also, based on international experience, proposals were made to improve the system of the state civil service in the Republic of Uzbekistan.

One of the priority areas for improving the organizational and legal framework of the civil service system in the Republic of Uzbekistan is a scientific study of the experience of developed foreign countries. Most countries of the Anglo-Saxon legal system have an "**open Anglo-Saxon**" model of the state civil service (New Public Management). The "open Anglo-Saxon model" of the organization of the state civil service system is distinguished by open choice in the selection of employees, ensuring wage increases and services depending on performance, wage levels higher than in the private sector, the importance of privileges and guarantees provided to civil servants from the socio-economic side, the simplicity of the dismissal system.

Great Britain. A vivid example of the "open model" of public service can be seen in the Great Britain, which carried out large-scale public administration reforms in the 1970s. Because it was during this period that the first reform in the modern civil service was created, and it is connected with the Northcote-Trevelyan reform [1]. The second stage of reforms was launched by M. Thatcher in 1985 and became famous for the program called "Next Steps".

In this country, state service is also called "civil service". State (Civil) servants in this country fall into two main categories: "**political servants**" who are replaced when the government resigns, and "**professional administrators**" [2] who are hired by the Civil Service Commission to work on a full-time basis, independent of other administrative bodies. The competent body for the state (civil) service is the Civil Service Commission, and applicants for higher positions apply to this commission. Selection is carried out through written testing and interviews, and tests are conducted on the basis of the program of Cambridge and Oxford universities, which prepares the main part of the public administration elite. Candidates for administrative management bodies are accepted from among university graduates aged 20-28 upon their application. The selection will take place in the form of a lecture, test and interview

from general subjects. There are four important principles to follow when choosing a civil servant for the British public (civil) service. These are:

1. Openness (publication of vacant position open information);
2. Fairness (equal opportunities for all candidates and selection based on objectivity);
3. Professionalism (persons appointed to work have the necessary skills, knowledge and potential for the position);
4. Eligibility (selection of the most suitable candidate for the position) [3].

At the same time, this state guarantees civil servants a number of important benefits. First, they are guaranteed **lifelong employment**, with dismissal only in case of non-compliance with labor discipline. Secondly, civil servants are **exempt from contributions to the pension fund**, but are entitled to a pension in the amount of one third of their monthly salary upon retirement [4].

USA. The organization of the civil service in the United States is a product of the political system, which is distinguished from the civil service of other countries in the world by its uniqueness. The first step towards modern civil service in the United States began with the Civil Service Act of 1883. This law was called the "Pendleton Law" [5] in the reform of the civil service, and it was established that civil servants must pass examinations in their specialty before being appointed to office. Those who entered the civil service, if they want to move to a higher position, submit an application to the personnel department and pass the exam on the specified day, and then they can be promoted to a higher position based on the result. The decision to transfer a person to a higher position is made **based on the results of the examination**. The existence of such a system is the most important way to prevent various appointment of the acquaintances problem and corruption in the public service system.

Also in the United States, the professional performance of civil servants is constantly evaluated on the following scale: successful performance of official duties, satisfactory performance of official duties, and unsatisfactory performance of official duties.

Canada. There are many ambiguities in the definition of "public service" both in Canadian law and in the legal literature. This uncertainty is due to many reasons. In 1967, a law regulating general conditions of work was passed, and in this law the concept of "state service" was used for the first time. This law expanded the circle of persons for whom employment is carried out according to the general scheme [6].

After the adoption of the Civil Service Act in 1908 (in 1967, the civil service was changed to public service), the practice of organizing the civil service on the basis of political custom was put an end to. Also, the law on labor relations in public service was adopted this year.

In Canada, recruitment and promotion to the civil service is carried out on the basis of selection - in accordance with the principle of the "service system". Although this principle is not legally

enshrined in Canadian law, it allows for the selection of the most qualified personnel, taking into account their **knowledge, experience and skills** in legal regulatory practice and analysis. An important aspect of the civil service system in this country is that any disputes that arise in the course of civil service relations are resolved by the Civil Service Commission, which is a special body. Also, the issue of salaries of civil servants is strictly regulated. That is, depending on the position of civil servants, a pay scale is provided for each group.

New Zealand. New Zealand is one of the countries with a high rate of civil service reform, successful implementation of management concepts and the use of complex differentiated systems for assessing the performance of civil servants. In particular, GRICS (Governance Research Indicator Country Snapshot) evaluates the effectiveness of public administration in 209 countries of the world. According to the results of the assessment, New Zealand scored 96 points out of 100 on public administration efficiency indicators [7].

At the same time, New Zealand is one of the leading countries in the application of performance evaluation, planning, budgeting and effective payment systems of civil servants. By 1912, New Zealand had passed the Special Civil Service Act to regulate the field. In 1988, significant changes were made related to the reconstruction and creation of a new legal framework for public service issues.

As for the salary of a civil servant, the salary depends on the efficiency of the employee's work. Organizations independently determine the salary level of employees based on:

- based on market demand for employees with relevant skills or abilities;
- based on the factors of recruitment and retention of civil servants;
- on the basis of financial possibilities within the approved budget, etc. In general, an increase in the salary level can occur on the basis of the evaluation of the performance of the civil servant every month. In addition, one-time bonuses are also offered for special achievements [8].

Based on the experience of the countries of the above developed Anglo-Saxon legal system, we can say that, as in the United States of America, the experience of applying to the personnel department of an employee and passing an exam on the specified day, and being promoted to a higher position based on the result, should be introduced into the state civil service system of the Republic of Uzbekistan. This leads to openness and transparency in the field.

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