

Summary

Subject matter: The improvement of the practice of the resolution of the conflict of interest in the system of the state service (on the example of the AFMS with KBR).

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Customer organization: Administration of the federal migration service of Zolsk district, KBR.

Topicality of the research: is conditioned by the current active processes of modernization of the system of public administration and improvement of the effectiveness of the functioning of state service, whose integral part is the development of the ways of the resolution of administrative crisis and conflicts.

Objective: of the research is the analysis of the theoretical foundations of the conflicts of interest, and also the practice of their resolution in the system of public civil service.

Tasks:

- to reveal the notion of public civil service and the legal status of a civil employee;
- to study the legal characteristic of the conflict of interest in the system of public service;
- to analyze the home experience of the resolution of the conflict of interest;
- to examine the organizational and administrative characteristic of the AFMS with KBR;
- to analyze the main directions of the work on the resolution of the conflict of interest;
- to formulate the main directions of the improvement of the work on the resolution of the conflict of interest in the system of public civil service.

Theoretical and practical significance of the research is conditioned by the fact that the scientific and practical problems touched on by the author are immediately connected with the solution of concrete tasks on the improvement of the practice of the resolution of the conflicts of interest in civil service. On the basis of the research one can draw conclusions and introduce practical proposals on the issue under study.

Results of the research: We have found the solutions of the target tasks to achieve the main goals – the analysis of the theoretical and practical foundations of personnel training in the organs of municipal service in order to identify the existing problems and form recommendations on their elimination.

Recommendations:

1. At present the legally established ways of the prevention and resolution of the conflict of interest in civil service are in short supply. In this connection it is necessary to take measures aimed at the identification of the causes of the origin of the conflict of interest, to anticipate the dynamics of the development of the conflict, to develop the ways and methods of the prevention and resolution of the conflict of interest, to implement the assessment of the effectiveness of its resolution in order to exclude the situation that can trigger off its repetition;
2. The development of the clear policy of training employees of the FMS of the RF;
3. To establish a precise algorithm of the process of the declaration by civil employees of their incomes;
4. To integrate into the work of all public services and agencies the committees on the observance of the requirements to the official behaviour of civil employees and resolution of the conflict of interest.