

Implementation of the Civil Service Act with regard to the stability of the service relationship

Abstrakt

The thesis aims to describe and evaluate the Civil Service Act. Particular attention is paid to its implementation, as well as to compensating the state of government before the law takes effect, and finally to the partial more detailed treatment of Kazuistic examples. At work, I have set out to objectively, with the help of available resources and data, whether in practice the objectives of the Civil Service Act are being met, that is to de-politicise the civil service, increase transparency and stability of government, increase professionalisation, but also enhance the efficiency and performance of service offices.

In the first chapter, in the context of those objectives, I set out working hypotheses that will be verified during the process of the thesis and confirmed or rejected at the conclusion of the work. For the purposes of this work, I defined three hypotheses:

1. The implementation of the Civil Service Act will increase the stability of State Government
2. Implementing the Civil Service Act will increase the expenditure on performing this service i.e. the civil service will be far more costly.
3. Implementing the Civil Service Act will not improve the efficiency of the civil service, but there will certainly be an increase in the number of civil servants over the period of the implementation being monitored

In the second chapter I briefly described the models of civil service performance, this description is followed by a paper on the uneasy process of creating the core material for this work, that is to say, Act No. 234 / 2014 Sb, on civil service. In the following sub-chapters, attention is paid to amendments to the law at issue.

The third chapter deals with the very implementation of the Civil Service Act, the focus is on some of the institutes and instruments of the law in light of the theme of this work, that is to say the stability of service relations. This gives a closer look at service offices, civil servants, the role of the Deputy Minister of the Interior for the Civil Service and secretaries of state in the civil service system. I am taking a very close look at the systemisation, including in the compilation of, among other things, the number of systemised posts and the increase in funding for staffing central government departments. The sub-chapter devoted to systemisation is seamlessly followed by a section that addresses changes in systemisation

with implications for the public servant and, logically, a part focused on the phenomenon of the abolition of a service post, which is later described in the Kazuistics section.

In fourth chapter, I described inquiries in the Ministry of Interior of the Czech Republic and the Ministry of Defense of the Czech Republic. In the investigation, I focused, first, in the analytical part, on the collection of available measurable data covering the number, structure and financial cost of staffing at both resorts, over a 10-year time series, that is to say from 2010. This enabled me to compensate even with the pre-effectiveness data of the Civil Service Act. I worked the data into tables. At the same time, based on managed interviews with departmental staff, I have attempted to describe the view of civil servants in meeting the objectives of the Civil Service Act as seen by its consumers.

Part five is more or less a description of the practical effects of applying the Civil Service Act in practice. I tried to describe how the change in systemisation was impacting with the abolition of the post introduced into the lives of public servants. I describe, first, the whole process that a public servant goes through, including the possible use of remedies. In the case, the Ministry of Health of the Czech Republic is depicted the pre-trial phase of the appeal presented on the basis of the approved systemization change. In the case of the Ministry of Agriculture of the Czech Republic, on the other hand, I describe the stage of the hearing before the courts, and this includes a major decision of the Supreme Administrative Court. The conclusion of the work was to evaluate the fulfilment of hypotheses.

Key words: civil service act, civil service