

Civil service Act – Implementation and effectiveness

Abstract

The new Civil service Act (CSA) № 234/2014 entered more than year ago into full effectiveness. This thesis will introduce readers to period before the effectiveness, which the author already described in his diploma thesis named Civil service Act – Development and result, but mainly this thesis is focused to description and analysis of period of implementation the CSA into praxis and pointing out the main problematic issues which occurred during the implementation process. Importance is given to governmental activities, which are significant during implementation process, Parliament, which adopted dozens of changes, which technically, but also systematically, changed CSA already during its first months of effectiveness. As well offices under CSA are mentioned as the last part of the chain in the implementation process. Special attention is given to functionality of Section for CSA by Interior ministry, issuing bylaws important for implementation. In practical effectiveness part of this thesis focused author his interest to first problematical issues which occurred during the process of implementation the CSA into praxis. Especially diplomatic service issues and Energetical regulatory office affair are described. Another issue mentioned is connected with difficulties during selection process of new staff under CSA regime, caused mainly due to difficult administrative procedure and low incomes in comparison with private sector. Last, but not at least, problems with application of passive voting right to head of departments and sections under CSA regime is analysed. In the end of this thesis is the author trying to balance advantages and disadvantages of CSA, which he already stated in his diploma thesis in 2015, but this time based on facts described in this thesis. A comparison is made with the Slovak republic, where they have currently in the legislation process the new complex version of Slovak CSA. But unfortunately as well this new version of their CSA, according to humble opinion of the author of this thesis, does not have the ambition to change negative atmosphere of Slovak protectionism and corruption, which is effective in their governmental offices.