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CORRUPTION RISKS OF "APPOINTMENTS" AND "COMPETITIVE SELECTIONS" IN THE NATIONAL POLICE OF UKRAINE

The article investigates the issue of corruption risks when appointing to positions in the National Police of Ukraine, including the competitive selection of personnel. Relevance of these questions is proved by statistics of the National Police of Ukraine. For identifying problematic issues of corruption risks in "appointments" and "competitive selections", the legal framework for settling and preventing conflicts of interest was reviewed.

The main corruption risks in the process of appointment to positions in the National Police of Ukraine, including the competitive selection of personnel, have been analyzed, namely: the influence of officials or other persons on the competitive procedure in order to facilitate the recruitment of persons close to them; failure of a member of the competitive commission to report a conflict of interest; submission by the applicant of false information. For the elimination of corruption risks it was proposed: defining in detail the recruitment policy and procedures in a normative document; ensuring proper documentation of the contest procedure, recording of stages and results of the contest on special forms (for example, recording of the results of the interview on the form, which is issued one for each candidate, to ensure etc.) or in minutes, shall be immediately signed by the commission members; establishing procedures for disclosure of information about the conflict of interest by the members of the tender commission and refusal to include them in the commission; introducing written assurance of the absence or existence of a conflict of interest; carrying out random checks of the members of the competition commission in order to detect the

presence of a conflict of interest; introducing a mandatory requirement for a written justification for the creation of a new position (sometimes positions may be created artificially for the employment of acquaintances or relatives or due to illegal instructions from above) to include independent representatives in the composition of the competition commission (for example, from the public, representatives of the scientific community, etc.); preventing prolongation of the tender procedure in order to avoid the possibility to influence its objectivity through relations with the members of the commission; warning the applicants for the post of responsibility for providing false information about themselves; ensuring check the reliability of the information provided by the applicant to the post with originals or certified copies of the relevant documents, as well as its compliance with the qualification requirements (in the case where no special check is carried out) as much as possible to disseminate information about vacant positions and announced competitions to ensure that applicants meet the established criteria and attract more people to the competition, which will promote the competitiveness of this procedure; preventing the involvement of internal candidates for the position (persons already working in the body), to any measures on the organization of personnel selection, competition; preventing the provision of advantages to internal candidates; reflecting in the documentation on the results of the competition the motives of the adopted decision.

Corruption risks have been identified and the transparency of procedures for filling vacant positions in the National Police of Ukraine has been hampered. Taking into account during appointment for positions in the National Police of Ukraine, including during the competitive selection of personnel, outlined in the study of problematic issues and the adoption of the proposed measures will improve the quality of personnel and will make it impossible to appoint incompetent police officers and the selection of management positions of persons who by their professional qualities are capable of effective administration.

Keywords: corruption, conflict of interests, National Police of Ukraine, prevention, anti-corruption legislation, appointment, competitive selection.

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