

PUBLIC OFFICIALS



History of public official's status in Europe. Traditional models.

Lecture #2

ORIGIN OF PUBLIC OFFICIAL'S STATUS

EUROPE

- First specific regulation of public official's status appeared in 18th century in Prussia and affected whole Europe.
- This regulation came from existing development, based on loyal relationship of public officials to monarch and superior, privileged relationship to common people.
- Public service in this conception means whole-life specific, career work in public administration, called **career system**.



CAREER SYSTEM

- Labor law relationships between officials and their employers have public law nature.

Signs of career system

- Law granted permanent service relationship
- Granted service and salary advancement
- Impossibility of service contract termination



CAREER SYSTEM

Advantages of career system:

Professional, loyal and experienced administrative personnel


Protection from politicalization of public administration

Disadvantages of career system:

Excessive formalism of public administration

Excessive certitude of administrative personnel

Egalitarianism of administrative personnel



ORIGIN OF PUBLIC OFFICIALS' STATUS USA

- In USA, with different historical experience, was no need to get over the patrimonial relationship between monarch and public officials.
- Vice versa, there was rather attempt to obtain liberty and that meant prevent wanton bureaucracy
- This development led to so called **merit system**, which is typical for its similarity with human resources management in private sector



MERIT SYSTEM

- Merit system is based on catalog of service positions with its detailed description. Free administrative positions could be filled by people from both private and public sector.

Advantages of merit system:

- Flexibility and adaptability
- Less tendency to egalitarianism
- Obtaining experience, competition, efficiency of private sector

Disadvantages of merit system:

- Less emphasis ethics
- Harder accomplishment of political neutrality



PRESENT PUBLIC SERVICE

- Main principles of modern public services comes from Declaration of the Rights of Man and of the Citizen, which states that:
 - *All citizens, being equal in the eyes of the law, are equally eligible to all dignities and to all public positions and occupations, according to their abilities, and without distinction except that of their virtues and talents.*“
 - Society has the right to require of every public agent an account of his administration.
- Third main principle states that public officials should by protected from wanton political power.



PRESENT PUBLIC SERVICE

- Neither the career or merit system doesn't exist in these days in their original form. They have been influenced by each other.
- Rationality and legitimacy of modern public administration is based on professional and impartial service to public.
- Max Weber saw public administration as work performed by impartial professional personnel, according to related rules in centralized hierarchical system.



NEW PUBLIC MANAGEMENT

- New conception of administrative personnel developed in 70s of 20th century in USA as a „New public management“ and spreaded to Australia, New Zealand, Netherland, northern European countries etc.
- Main goal of this conception is to achieve better effectivity and quality of public administration.
- New public management is typical by application of managerial processes and more liberal personal policy.

