

SUMMARY

Legal and non-statutory settings guarantee development of a public administration officer professional career.

Guarantees of the development of an official's professional career, that constitute the essence of subject matter of the dissertation, is the issues not only beyond the faculty of law, but also not brought up in detail in literature so far. The guarantees should be sought in the international law, European law, Polish law, as well as amid extra-legal factors. It should be noted that there is a consent as for what a public service should be characterized by: constancy — especially in times of political changes — and, above all, neutrality. Therefore the entire system of the public service should be based on substantive prerequisites to protect a civil servant against antisocial behaviours — thus these substantive prerequisites are guarantees of the development of an official's professional career. In the European Union, as well as in Poland, foregoing features are the essence of the proper functioning of the public service.

Presentation of the guarantee settings of development of an official's professional career, both in the law and beyond standard-settings, is the main goal of the dissertation. Subsequent objective is: to find legal and non-statutory guarantees which either have, or else would have, an influence on official's career and, at the same time, to exclude social phenomena which cannot be regarded as such. Therefore, bearing in mind the foregoing, it was necessary to conduct scientific research to specify and to define such guarantee settings. The research, that was carry out, answers the following questions: do the guarantees of the development of an official's professional career arise from the law and whether non-statutory settings, if occur, have the same significance as legal guarantees?

The Polish as well as the European public administration discontinues traditionally hierarchized and formalised structure of official's work directly connected with a secured employment, an inflexible wage and career path and a promotion depending on the length of the period of employment. Nowadays, taking standard-settings of employment in private sector into consideration, one can notice its significant impact on course of employment in the public service. Such consequences are useful to implement reforms in the public administration applying, among others, to human resources management, what constitutes the certain novelty in the public sector.

We cannot longer maintain that the public service has an archaic structure and isn't keeping up with new standard-settings in the private sector. Many offices have best solutions, for instance from the scope of the human resources management, what transfers to the effectiveness of official's work. Forming the reliable and professional public administration, particular attention is paid to ethics — hence systematic development of ethics and professionalism became a priority concept in the area of recruitment, the management and the training programs. However, developing the civil service on reliable and ethical bases, not only the law should be observed but, as well, shaping an exemplary behaviour and official's attitude, which reflect the mission of the service and inspire confidence in public opinion.

One should notice that legislative guarantees of the development of an official's professional career are usually interlace with non-statutory settings. It isn't easy to distinguish such legislative guarantees which independently, self-reliant — without the commitment of an public administration officer, proper motivation or else resulting from good professional practice — constitute the guarantees of the development of the professional career. Assuming interlace between public and private matter is a fact, the professional career of an officer is becoming more and more unpredictable and more and more depended on his inner motivation.

Considering the fact that the public service should be "constant" during the period in which the public administration is changing, only both legal and non-statutory settings guarantee development of an official's professional career.