

# Policy for determining civil servant payrolls in state administrative agencies in Vietnam

Nguyen Thi Thuy

*State Management Review, National Academy of Public Administration, Vietnam*

## Abstract:

According to the Party's perspective and the state's legal policies in Vietnam, determining civil servant payrolls is not simply adjusting the number of people participating in administrative work but is also closely related to development. Sustainability of the country. This requires a flexible personnel structure, ensuring diversity of skills and abilities, to promote the performance of state administrative agencies. However, implementing this regulation and perspective requires sensitivity, engagement, and flexibility. The realities and challenges in determining civil servant payrolls are a clear reflection of the complexity of this process. These challenges may include ensuring transparency in the staffing process, properly understanding candidates' abilities and skills, and the ability to adapt to changing work environments.

**Keywords:** Payroll; Officer; State Administration; Party's viewpoint; The provisions of the State; Vietnam.

## 1. Introduction

The activity of determining the payroll of civil servants in state administrative agencies plays an important role in encouraging the sustainable and effective development of the public administration system. This action not only ensures the smooth operation of administrative agencies but also reflects the implementation of the Party's views and state regulations on personnel management.

The requirement to innovate and modernize the personnel structure in state administrative agencies has become an important goal to optimize operational efficiency, as well as ensure transparency, fairness, and standards in the process. set the civil servant payroll. In this situation, understanding the Party's views and the state's regulations on civil servant payrolls not only helps shape political conformity but also ensures conformity with the development goals of the Party. country.

The introduction of the article will approach the basic issues and guide readers to learn about the article, by briefly introducing the importance of setting civil servant payrolls in public administration agencies. water, the connection between the Party's perspective and the state's regulations in this matter, and the main goals that the article will mention during the analysis and discussion process.

## **2. Theoretical basis for determining civil servant payrolls in state administrative agencies**

### ***2.1. Concept of civil servant payroll***

Civil servant payroll is an important concept in the field of human resource management of state administrative agencies. It is understood as a combination of job positions in state administrative agencies, including the number and structure of these positions.

The civil servant payroll represents the specific organization of an administrative agency, from determining the amount and type of work that needs to be performed to assigning workers to each specific position. It also defines the ranks and positions in the civil servant management system, from the highest management level to the lower levels. The payroll structure also shows the division and assignment of tasks, responsibilities, and authorities of each position in the agency.

Determining the staffing of civil servants requires careful consideration to ensure that state administrative agencies have enough human resources to perform their tasks and functions effectively. It must also be based on many factors such as the agency's development goals, financial capacity, diversity in employee skills and abilities, as well as the variability of the working environment.

In some countries, civil servant payrolls are often regulated and managed through legal regulations and state policies. Transparency, fairness, and efficiency in determining civil servant payrolls have a great impact on the operations of state administrative agencies and the development of the country.

### ***2.2. The role of determining civil servant payrolls in state administrative agencies***

Ensuring efficiency and quality of operations is the goal of determining civil servant staffing. It helps determine the number and structure of job positions needed to carry out the agency's mission and functions. This ensures that the agency has enough manpower and talent to operate effectively, following the correct guidelines and work processes.

Division of duties and responsibilities is another application of civil servant staffing. It helps divide the duties, responsibilities, and authorities of each position within the agency, creates clarity about who is responsible for specific tasks, and helps optimize work assignments.

Creating opportunities for development and advancement is an important aspect of civil service staffing. It can define ranks and positions in the civil service management system, creating career development opportunities for employees based on abilities, skills, and work performance.

Ensuring transparency and fairness is a priority in the process of determining civil servant payrolls. It is based on clear and transparent criteria to ensure fairness in the recruitment, promotion, and salary process, avoiding bias and injustice in human resource management.

Adapting to change is a flexible aspect of civil servant staffing. It can adapt to changes in the work environment, needs, and goals of the agency, helping public administration agencies quickly adapt to change and optimize performance.

Financial management is another important aspect of determining civil servant staffing. This needs to be done within the agency's budget and financial framework to ensure efficient use of resources and long-term sustainability.

### **3. Overview of the current state of civil servant staffing in state administrative agencies in Vietnam**

Changes in payroll according to the economic and political situation:

According to data from the Ministry of Home Affairs of Vietnam, in recent years, there has been an adjustment of civil servant payrolls according to the economic and political situation. For example, after the 2015 administrative reform, some central agencies reduced staffing to optimize operations and save resources.

Challenges in allocating and meeting human resource needs:

Reality shows that civil servant payrolls in state administrative agencies do not sufficiently reflect the distribution and meet actual human resource needs. Figures from the 2019 Population and Housing Census Report show that some local agencies lack staff in key areas such as education and health.

Difficulties in the recruitment and promotion process:

According to official documents the Government, the determination of payroll must ensure transparency, fairness, and objectivity. However, in reality, there are often difficulties in implementing the recruitment and promotion process based on true competency. Data from the Ministry of Home Affairs' 2020 Administrative Reform Index Report shows that some agencies still have difficulty implementing recruitment transparently and fairly.

Challenges of transparency and fairness:

Based on research documents and reports of international organizations such as Transparency International, Vietnam is facing challenges in transparency and fairness in the management of civil servant payrolls. Data from Transparency International's Anti-Corruption Index Report shows that Vietnam still has some problems related to handling damages from corrupt practices during the payroll determination process.

Efforts to improve and adjust:

Vietnamese authorities have made efforts to improve and adjust the state of civil servant payroll. For example, the Ministry of Home Affairs has implemented many training and consulting programs on human resource management to improve the payroll determination process and promote transparency and fairness.

The current state of civil servant payrolls in state administrative agencies in Vietnam shows complexity and diversity, with challenges and difficulties that need to be overcome to ensure transparency, fairness, and efficiency in public administration. Human resource management and agency operations.

#### **4. Viewpoints of the Communist Party of Vietnam on determining the payroll of civil servants in state administrative agencies in Vietnam**

In the process of building and developing the country, civil servants have played an important role in implementing policies, managing, and providing necessary public services to the people. The Communist Party of Vietnam's perspective on determining the staffing of civil servants in state administrative agencies focuses on building a team of high-quality civil servants, ethical, responsible, and dedicated to the people, serving the cause of building and protecting the Fatherland.

Important roles of civil servants:

From the Party's perspective, civil servants not only play the role of managing and implementing State policies but also act as a bridge between the government and the people. They undertake the important task of providing necessary public services to the people, helping to improve the quality of life and promote socio-economic development.

Building and managing a team of civil servants:

The Communist Party of Vietnam emphasizes the need to build a team of civil servants with high quality, good ethics, strong professional knowledge, and professional working skills. To ensure this, the Party emphasizes the selection and training of civil servants based on capacity, moral qualities, and ability to perform tasks.

Quality and ethics of civil servants:

The Communist Party of Vietnam considers ensuring the quality and ethics of civil servants an important factor in ensuring transparency, honesty, and efficiency in management and policy implementation. This reflects a widespread awareness of the importance of those working in public administration and their impact on people's lives.

The party's focus on ethics and personal qualities is not only demonstrated through selection and training but also through the building of organizational culture. For example, regularly organizing study sessions on revolutionary ethics, rotating "asset declaration" to prevent corruption, as well as building a system of testing and evaluating capacity and Ethics shows respect for each category of civil servants

Ethical standards and responsibilities:

In the Party's view, civil servants need to adhere to high ethical standards, be honest, not corrupt, not harass, and not take advantage of personal power. This helps ensure transparency, fairness, and efficiency in policy management and implementation.

#### Dedication to the people:

The Communist Party of Vietnam's viewpoint is that civil servants need to have a spirit of dedication and responsibility to the people, always listen, sympathize, and solve people's problems in the best way. This helps build good relationships between the people and the government while promoting the country's sustainable development.

#### Ensuring fairness and transparency:

The Communist Party of Vietnam emphasizes the need to ensure the process of selecting, appointing, and promoting civil servants is fair and transparent, avoiding acts of bias and showing curiosity. Fairness in civil servant payrolls ensures diversity and encourages creativity and interaction between generations.

The Communist Party of Vietnam's perspective on determining the staffing of civil servants in state administrative agencies focuses on building a team of ethical, responsible, and dedicated civil servants. This plays an important role in implementing policies, managing, and providing public services to the people, thereby contributing to promoting the country's sustainable development.

### **5. State policy in Vietnam on determining civil servant payrolls in state administrative agencies in Vietnam**

Practice in recent years has shown that the state administrative apparatus in our country is still cumbersome and ineffective. Therefore, the policy of streamlining staff in administrative and public service agencies has been proposed as a solution to overcome this situation.

Resolution No. 16/2000/NQ - CP dated October 18, 2000, of the Government on streamlining payrolls in administrative agencies and public service units determined: "Staff streamlining is carried out along with Review and clearly define functions, tasks, and organizational structure, to improve the quality of the staff, civil servants, and public employees, improve the quality of operations, effectiveness, and efficiency of the organization. , apparatus, as a premise for fundamentally innovating the state administrative system in the coming time" and the goal: "From now until the end of 2002, strive to reduce about 15% of the payroll in administrative agencies." state and indirect staffing in public service units".

However, after 16 years of implementation, this policy has not been implemented as expected. Not only has the goal of reducing payroll by 15% not been achieved, but the apparatus of state agencies and public service units are increasingly inclined to "bulge". Only in the state administrative agency sector, the number of new civil servants added to the payroll in 7 years is 36,952 people, an increase of 15.48% from 238,668 people (2007) to 275,620 people (2014). The payroll of public service units increased rapidly, from 1.63 million people in 2010 to 2.31 million people in 2014, an increase of 680,000 people. According to a report from the Ministry of Home Affairs, after 5 years of implementing Decree No. 132/2007/ND-CP on staff streamlining policy, by the end of 2012, the total number of officials and civil servants from central to district level is 388,480 people (an increase of more than 42,000 payrolls);

Commune-level officials and civil servants are 257,675 people (an increase of more than 14,000 payrolls). Within 10 years (from 2003-2013) of implementing the streamlining policy, the number of payrolls not only did not decrease but also increased by 20%.

Due to the pressure to increase staffing, according to calculations of the state budget, for every 100 VND collected, up to 65% is spent to pay salaries to officials, civil servants, and public employees who are not yet officials, civil servants, and public employees. but are entitled to allowances of a salary nature. The concern is that the budget is having to pay salaries to a section of officials and civil servants who have limited capacity, lack public service ethics, lack the spirit of serving the people, and lack the awareness of training. Therefore, downsizing is a direct and drastic solution to remove unsuitable officials, civil servants, and public employees from the civil service, creating conditions for virtuous and talented people to enter the civil service. , building a team of cadres and civil servants with a reasonable structure, sufficient capacity, ethics, and public service responsibility to meet the requirements of state administrative management in the context of globalization and industrialization, today. modernize the country.

To realize the determination to streamline staffing and streamline the apparatus, Politburo issued Resolution No. 39-NQ/TW on streamlining payrolls and restructuring the team of cadres, civil servants, and public employees... On December 10, 2015, the Prime Minister issued Decision No. 2218 on the Government's Plan to concretize and implement Resolution No. 39-NQ/TW dated April 17, 2015, of the Politburo on streamlining staff and restructuring the team of officials, civil servants, and public employees. Previously, since 2014, the Government issued Decree No. 108/2014/ND-CP dated November 20, 2014, on staff streamlining policy, with specific and detailed guidance on several articles of the Law. Decree No. 108/2014/ND-CP. On that basis, ministries and branches also have documents guiding the implementation of specific staff streamlining policies within the scope of assigned management areas.

Resolution No. 39-NQ/TW of the Politburo sets the goal of streamlining at least 10% of the payroll of all units by 2021, and many ministries, branches, and localities have implemented implementation plans. demonstrates a great determination to streamline the apparatus and restructure the team of officials, civil servants, and public employees. The participation of the entire political system in the process of implementing the downsizing policy is a great advantage to ensure the success of this policy.

However, in reality, the results of implementing the staff streamlining policy have not yet met expectations. According to a report from the Ministry of Home Affairs, in the first month of 2016, the whole country reduced 10,000 payrolls. The achieved rate of downsizing is still lower than the requirement of 1.5% per year, equivalent to 40,000 layoffs out of a total of more than 2.6 million civil servants and public employees currently available. Besides, there is also a situation where among the streamlined payrolls, there are cases where the streamlining does not meet the standards and conditions.

## 6. Conclusion

In the context of globalization and development, determining the staffing of civil servants in state administrative agencies plays an important role in ensuring the effectiveness and development of the civil service sector. Experience in determining civil servant payrolls from countries with similar socio-economic conditions and administrative systems to Vietnam brings valuable lessons for the process of developing and improving the domestic personnel structure.

## REFERENCES

1. Le Thi Quynh Trang. (2018). *"Building a state civil servant payroll to adapt to the task of socio-economic development in Vietnam today."* Master's thesis, Hanoi National University.
2. Nguyen Duc Thang. (2020). "Civil servant payroll policy and management in Vietnam today." *Journal of Political Science*, No. 135(1).
3. Nguyen Van Duc. (2017). "Payroll policy and administrative reform in Vietnam today." *Journal of Management and Economics*. Vol 12, No3, 2017
4. Tran Huu Thang. (2016). *"Improving the work performance of civil servants in state administrative agencies."* Doctoral thesis, University of Social Sciences and Humanities, Vietnam National University, Ho Chi Minh City.
5. Phan Thi Thuy Loan. (2019). "Performance management of civil servants in state administrative agencies in Vietnam." *Journal of Economic and Management Sciences*.
6. Le Thi Thu Ha. (2018). "Reforming staffing and improving operational efficiency of state administrative agencies." *Journal of Political Science*.
7. Dang Thi Thanh Tam. (2015). "Managing civil servant payroll at state administrative agencies in Vietnam." *Journal of Economic Sciences*.
8. Ministry of Home Affairs. (2020). *"Civil servant payroll policy 2020 and vision to 2030."* Ministry of Home Affairs, Civil Service Agency, Civil Service Policy.
9. Nguyen Van Hanh. (2017). "Improving the quality of civil servants in state administrative agencies in Vietnam." *Journal of Political Science*.
10. Le Thi Huong Thao. (2019). "Reforming the payroll of civil servants and party members in state administrative agencies in Vietnam." *Journal of Political Research*.