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## **PERSONNEL POLICY AND THE DEVELOPMENT OF CUSTOMS SERVICE IN TOMSK**

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The Customs service is a very important source of budget replenishment for government and guarantee of products quality and economic safety for society. There are many domestic customs houses, which provide control of export and import and operate in all regions of Russia.

In chapter 10, article 79 of CC (Customs Code) there is a term: Internal customs transit procedure, which implies customs operation that provides movement of foreign goods through Russia without paying customs taxes, duties and using economic restrictions and prohibitions, established under the laws of the Russian Federation about the state monitoring of foreign trade.

The biggest goal of internal customs transit procedure is to control goods and vehicles movements across Russian territory.

That means the goods, which are under internal customs transit procedure can move only by fixed route through Russian territory without any economic restrictions and prohibitions.

This procedure is not only under the state control. There is also the Foreign Trade participants control to defend their rights and to protect against unlawful actions of unscrupulous law enforcement services.

In 1950-60s Irkutsk, Zabaykalsk, Chita customs houses began to operate. In 1990 in Western Siberia, the customs House of Novosibirsk was established according to the order of the Main Department of the State Customs Committee of the USSR. In 1991-1992 Gorno-Altai, Kuzbass, Omsk and Tomsk Customs Houses were created. On 31 December 1992, the West-Siberian Customs Department was established in Novosibirsk. Later, in 1993 there was the East Siberian Customs Department constituted. The Department has been operating since June 22, 2000.

Nowadays, there is more than one third of the Kazakh-Russian border, China-Russian (1586 km.), Mongolian-Russian (3,500 km) and 4164 km of the outer boundary of the Laptev Sea and the Kara Sea under control of the Siberian Customs Department. Overall, the customs border in the Siberian Federal District covers about 12,000 km managed by 14 customs, 70 customs posts and 68 checkpoints.

Tomsk customs were established on 16 August in 1990. Many of the citizens began to travel abroad from USSR as a result of reorganization of "Iron Curtain". Initially, the Customs House in Tomsk was aimed to serve some Tomsk organizations: (Asino and Tomsk LPK, Oblpotrebsoyuz, Tomskinerservis, Tomsk technopark, VTOZond.). Tomsk Custom House was formed to provide the process of customs clearance for individuals travelling abroad as well as to serve cargo customs declarations.

Today Tomsk Custom House include three customs posts: Tomsk, Seversk, Asino customs posts which have their own specific functions. The main problems of Tomsk Custom House are:

1. foreign trade relations increase;
2. support of the trade development;
3. increase of federal budget income ;[4]

Nowadays, the biggest problem of customs service is smuggling. All the domestic customs houses are trying to cope with this issue. As elimination of smuggling guarantees the economic stability, foreign trade relations increase, safety of the national trade market and national manufacturers.

The main functions of customs are:

1. customs clearance of vehicles and other goods;
2. monitoring terms and accuracy of customs duties payments;
3. customs fee charges;

4. granting installments and delays of the payment of customs duties;

The main activities of Tomsk Custom House are:

1. Provision of social and military security;
2. Socio-economic governance;
3. General government;[4]
4. Control of fiscal and financial activities.

In addition, it is worth mentioning the fact that there is an Economic area of Technical Innovation Type in Tomsk. Economic area is the territory of the country with a specific treatment for foreign and national budget. This area is a big plus for Tomsk Custom House prestige. The economic area is granted special benefits and business stimulators used only in this zone, for example: preferential tax or duty-free regime for the goods transportation, tax exemptions, and preferential agreements for foreign investment.

Tomsk Custom House is actively involved in the process of World trade relations. Currently, in the region about 300 participants are involved in export-import operations with more than 60 countries. Tomsk has the biggest commodity circulation with China, Finland, Ukraine, Germany, Uzbekistan, Kyrgyzstan, Mongolia, Afghanistan, Czech Republic, and Italy.[3]

The main share of exports we can see in Table 1.[7]

Table 1

Name of products	Cost, thous. USD	Specific weight, %
<b>TOTAL</b>	<b>321 655.3</b>	<b>100.0</b>
Food commodities and Agricultural raw materials	3 760.6	1.2
Mineralproducts	2 774.6	0.9
Fuel-energy products	2 774.6	0.9
Chemical products	194 647.8	60.5
Wood and paper products	94 371.1	29.3
Textile products and footwear	2 184.6	0.7
Gemstones and noble metals	0.1	0.0
Metals	934.4	0.3
Machines, equipment and vehicles	22 590.2	7.0
Others	392.2	0.1

The main share of imports we can see in Table 2 [7].

Table 2

Name of products	Cost, thous. USD	Specific weight, %
<b>Total</b>	<b>125 271.7</b>	<b>100.0</b>
Food commodities and Agricultural raw materials	2 771.3	2.2
Mineral products	24.4	0.0
Fuel-energy products	0.9	0.0
Chemical products	24 622.4	19.7
Leather and fur	3.7	0.0
Wood and paper products	54.3	0.0
Textile products and footwear	665.0	0.5
Gemstones and noble metals	8.1	0.0
Metals	3 621.7	2.9
Machines, equipment and vehicles	92 486.5	73.8
Others	1 014.2	0.8

The main aspect of the customs service quality is personnel. Next we will talk about the basic rules of recruitment to the customs office.

Special requirements at contemporary stage are submitted to the heads of customs agency and their structural units, to the efficiency and quality of their solutions, to methodological and instrumental techno-logical management base. The range of decisions is significantly expanded from strictly regulated operational to innovative solutions on the development of customs institutions, on the interaction and cooperation with the customs administrations of the Customs Union with the global Customs community. Any actions taken by the head of any customs authority of all levels of administration, should be timely, ultimately verified and evident, they should strictly comply with the legislation of the Customs Union, the legal acts of the national customs administrations, intergovernmental agreements on customs issues. Modern managers need to know: fundamentals of control theory, the theory of public administration and management, they should be theoretically prepared for the management of the customs authorities, customs activities and customs personnel taking into account the nature of the interaction with public authorities and participants of foreign economic activity. The aim of the specialist of customs in the management - to equip him with a system of knowledge that allows him to freely navigate in a variety of management activities on the basis of the application of the basic principles of the methodology of System Research and Management Science.

Personnel policy – a system of objectives, principles and deriving from them the forms, methods and criteria for work with personnel, and besides it applies provision to the entire team, in which control is exercised. Personnel policy of the enterprise – is a holistic human resources strategy that combines various forms of personnel work, style of its conduction in the organization and plans to use the labor force.

The quality of human resources depends on many things, and all who solve the problems faced before customs, go through the human resources office. In this way, 90 percent of the result of the work of the customs authority is largely dependent on the active, conscious and well thought-out position of a particular personnel employee. Human resources – is the core, on which many things are hold. Proper personnel policy, competent organization and carrying out practical work - is one of the main activities of the customs authorities. In general, the customs authorities of personnel engaged in the work of about 3 percent of the personnel. In general, in the customs authorities about 3 percent of the personnel are engaged in the personnel work.

The most important in work of human resources officer is the ability correctly identify potential of human and pick up for him a position in which it can bring the most benefit, to reveal himself as a specialist. Equally important is the provision of social security officials in conjunction with an increase in personal responsibility for the quality carry-out of official duties. Despite all the difficulties, work goes on, including the implementation of the Concept of customs clearance and customs control of goods in places close to the state, which are border of the Russian Federation.

Neither the crisis nor the social and financial problems do not cancel the work on the reorganization of the customs authorities. Therefore, first task is - to save human resources, save those professionals who a system needs today and that more will be needed tomorrow, when the concept will be implement in full volume. The problem of lack in the border regions of the Russian Federation qualified specialists is relevant for the participants of foreign economic activity, and for state control bodies. Engaging in cross-border regions of the Russian Federation qualified personnel and their training and retraining are associated with the need to address the complex issues of social security [2].

There is a competition to determine the level of competence of the candidate for the vacant position in the Tomsk customs. It suggests that the definition of the list of competencies that should have civil servant should be carry out in the coordinates of system: functions of the authority of government - professional competence of civil servants - basic requirements - the priority qualities. In this way, the priority qualities are directly dependent on the social functions of the particular public authority.

In this case, each of the functions in relation to a particular position or group of positions should be presented the specific requirements and different categories

of civil servants in the same governing authority should have a different set of qualities. Another approach lies in the fact that, in accordance with the description of activity it is made evaluation criteria of candidates who meet the following conditions: criteria should allow candidates to compare with each other and build overall rating; a set of universal criteria relevant to most civil service positions is compiled.

As a result, creates a criterion model of the modern state civil servant. An essential requirement for the selection of key leadership positions of the civil service are:

- The need to define your own goals and planning ways to work, innovation;
- The complexity of the operation, high load, high demands to the professional and personal qualities and skills;
- Availability of management potential.

Following the results of the analysis and design of professional activity the criteria, those are grouped into blocks are compiled. The candidate, in addition to possessing the necessary personal and professional qualities and professional competence, must comply with the modern culture of public service.

Evaluation criteria are:

Block 1. Professional competence of civil servants

Educational level. Level, the profile and quality of primary and secondary vocational education.

Professional experience. The duration and characteristics of professional activity in the relevant field; achieving concrete results in professional activities; particular career.

Special professional knowledge and skills. The level of expertise in the relevant area to effectively perform their duties; knowledge of the Russian legislation regulating the professional activity; knowledge of modern professional technology.

Willingness to self-development, a constant desire to improve their knowledge and skills, broaden their horizons and acquire knowledge and experience in related professional fields.

General instrumental skills. Skill level increases the overall efficiency of professional work (computer skills, general literacy, knowledge of foreign languages, etc.) [1].

Block 2. Personal and professional qualities of the civil servant.

Analytical skills. Level of consistency and flexibility of thinking that helps to solve complex problems that require analysis and structuring of information; ability to find new, innovative solutions [1].

Communicative competence. Compliance with the ethics of business communication; the ability to convincingly defend their own point of view and to persuade opponents; possession of skills of business negotiations.

Responsibility. Validity and independence in decision-making; willingness to follow the undertaken obligations to achieve results. Following the principles of activity in the service of society and the state, the rule of law, the rules of professional ethics.

Organizational skills. The ability to achieve results through effective planning their own activities and those of subordinates, setting goals, the distribution of functions, powers and responsibilities. The desire to take the initiative in solving the problems, the ability to operate effectively in terms of physical and emotional stress.

Assessment of candidates according to the criteria can be done by issuing the members of the competition committee points on the following scale:

- 0 - does not meet the stated requirements;
- 1 - partially meets the stated requirements;
- 2 - fully meets the stated requirements;
- 3 - exceeds the stated requirements.

A list and brief description of the evaluation criteria approved by the competition commission.

During the competition, competitive tasks and procedures based on the assessment methods of professional and personal qualities of the candidates that do not conflict with federal laws and other normative legal acts of the Russian Federation are used.

In conclusion, it should be noted that all the customs authorities and especially their regional customs service are important part of the customs activity process. Tomsk customs has power to carry out customs clearance and customs control in a particular area, and therefore plays an important role in the activities of the Customs Service.

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## **DALI LIGHT CONTROL SYSTEM**

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This report covers what DALI is, how it works, the required components, and the advantages and disadvantages of using a DALI system. DALI is short for Digital Addressable Lighting Interface. A DALI system is a method of controlling light fixtures in a space. DALI is a protocol, in which DALI devices communicate with each other.

Any new technology is expected to be better than its predecessor in that. It should be more flexible and have greater functionality. In 1990, European ballast manufacturers such as Philips, Osram, Tridonic, Hucu, Trilux, and Vossloh-Schwabe began researching new ballasts that could communicate individually with a control unit. The reason for this research was to explore the possibilities of a lighting control system with greater flexibility than a 0-10V dimming system [6].

DALI has primarily been designed for convenient control of the lighting inside enclosed spaces. These lighting systems support several operating modes, for example:

- The presence control only.
- Light level control only.
- Manual control.
- Fully automatic.

Compact reliable occupancy sensors and light-level sensors inform the automatic switching and dimming. However, occupants may use local wall switches or hand-held remote controls for manual dimming and switching of lights in their work area to override the automatic control temporarily or to reprogram the DALI control [3].