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SOCIAL PROTECTION AND SOCIAL SECURITY OF POLICE OFFICERS

Олена Нагорна, Карина Лагун. СОЦІАЛЬНИЙ ЗАХИСТ ТА СОЦІАЛЬНЕ ЗАБЕЗПЕЧЕННЯ ПРАЦІВНИКІВ ПОЛІЦІЇ. У статті розглядається соціальний захист та соціальне забезпечення працівників поліції, які виконують небезпечну та важливу роботу забезпечення громадської безпеки. Автори досліджують різні аспекти соціального захисту поліцейських, зосереджуючись на їх правах, пільгах та гарантіях, що надаються для забезпечення їхнього добробуту та безпеки.

У статті аналізується система соціального захисту поліцейських, включаючи підтримку у випадку травм та інвалідності, медичне страхування, пенсійну систему та інші соціальні вигоди. Автори також досліджують проблеми, з якими зіштовхуються поліцейські у сфері соціального забезпечення, такі як недостатня фінансова підтримка, недостатня медична допомога та використання права на страйк.

Також звертається увага на необхідність покращення системи соціального захисту поліцейських, включаючи збільшення фінансування, покращення умов праці та забезпечення належної медичної допомоги. Автори пропонують рішення, які можуть покращити соціальний захист поліцейських, зокрема шляхом розробки спеціальних програм та політик, які враховують їхні потреби та особливості.

Загальний висновок статті полягає в тому, що соціальний захист та соціальне забезпечення поліцейських є критично важливими аспектами їхньої професійної діяльності. Автори закликають до удосконалення системи соціального захисту, щоб забезпечити належні умови праці та безпеку для поліцейських, які віддають своє життя на захист громади.

Ключові слова: соціальний захист, соціальне забезпечення, працівники поліції, безпека, права, пільги, гарантії.

Relevance of the study. Social protection and social security of police officers is a topical and extremely important topic in modern society. Working in the field of law and order and ensuring public safety, police officers encounter difficult and risky situations that can affect their physical and psychological health.

Social protection aims to ensure that police officers receive the appropriate support and protection they need to carry out their professional duties. This covers a wide range of aspects such as social security, medical assistance, pension and injury or disability support, as well as psychological support and vocational rehabilitation.

Ensuring the social protection of police officers is important not only for the employee himself, but also for the efficiency and trust in the police as a whole. When employees feel that their safety and well-being is a priority for society, they can be more motivated and effective in performing their duties. In addition, it helps maintain a high standard of professionalism and ethics among police officers, which is critical to maintaining law and order in society.

Nowadays, there is increasing attention to the issues of social protection of police

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officers, there are various programs and legislative acts aimed at improving their situation. However, despite these efforts, there are challenges and issues that need further improvement. For the development and stabilization of society, it is important to pay attention to the social protection of the employees of the National Police of Ukraine. This aspect is inextricably linked to their professional position and ability to effectively perform their duties.

Recent publications review. In the Ukrainian scientific community, research into the social protection of police officers was conducted by such scientists as V. Andriyev, N. Bolotina, M. Inshin, M. Derevyanko, M. Klemparskyi, O. Kuchma, K. Melnyk, O. Moskalenko, P. Pylypenko, O. Protsevskyi, S. Synchuk, I. Sirota, B. Stashkiv, O. Tyshchenko, G. Chanysheva, L. Shumna, V. Shcherbina, M. Shumylo, O. Yaroshenko and others [10].

The article's objective is research and analysis of social protection and social security of police employees in Ukraine.

Discussion. In the conditions of modern Ukraine, where the country is in a state of war, the social protection of police officers acquires special importance. Given the complexity of their work and the high level of risk, it is necessary to ensure adequate monetary, medical, housing, material and food conditions for their life and professional activities.

Social protection of police officers is one of the components of social protection of the population in general. In connection with the performance of specific duties and risky professional activity, police officers are constantly in the zone of increased risk and danger. That is why their social protection needs special attention and a careful approach, since their motivation, professional development and the effectiveness of the National Police as a whole depend on it.

Ensuring adequate social protection of police officers is an important task for the state and government. This requires the development and implementation of effective economic and legal measures that guarantee an adequate level of social security for police officers. Only in this way can the stability and development of the National Police and the high quality of its work in society be ensured [1, p. 121].

According to M. V. Loinova, the legal protection of police officers remains an unsolved problem that creates obstacles to the development and establishment of stability in society. When analyzing the current national legislation in the field of legal protection of employees of the National Police of Ukraine, it was established that despite the large number of normative legal acts that regulate the legal protection of law enforcement officers and their family members, attention is drawn to the declarative nature of the norms and the optionality of their implementation, as well as the lack of a unified approach to the legal regulation of social protection of the studied category of workers [2, p. 73].

Scientific sources focus attention on the social protection of police officers as a set of measures that should ensure the rights and interests of police officers and their family members in accordance with their status and nature of work. Social protection of police officers includes legally enshrined economic, legal and other rights, benefits and preferences, which not only provide this category of civil servants with a set of rights, but also provide an effective mechanism for the realization and protection of these rights.

Social protection of police officers should include a set of measures aimed at compensating for restrictions related to the nature of their activities, meeting social expectations of employees and neutralizing factors that prevent effective official activity [3, p. 96].

The main legislative act regulating the social protection of employees of the National Police of Ukraine is the Constitution of Ukraine. It defines the basic principles and state guarantees of social protection of citizens. In particular, Articles 46, 48, 49 of the Constitution guarantee the right to a sufficient standard of living, health care, medical assistance, social protection in case of disability, unemployment and old age [4].

In addition, the Code of Labor Laws of Ukraine also provides social and legal protection of workers in general, including police officers.

Provisions on social protection of employees of the National Police of Ukraine are also included in legislative acts, in particular, in the Law of Ukraine "On the National Police" dated 07/02/2015 No. 580 [4]. This law significantly changed the legal regulation of police activity and the status of police officers, introduced new legal institutions and revised the purpose and tasks of law enforcement. Compared to the previous Law of Ukraine "On the Police" dated 12/20/1990 No. 565-XII, the social guarantees of police officers in the new Law have been significantly expanded, in particular, the amount of compensation in case of incapacity or death

of police officers draws attention [5].

However, when analyzing this Law [5], insufficient attention to the issue of social protection of police officers can be noted. The declared norms do not reflect sufficient conditions of social protection, as well as the lack of the possibility of implementing the declared social guarantees due to the uncoordinated work of state bodies, the lack of clear regulatory and legal consolidation and the mechanism of application.

Among the legislative acts that define the general provisions regarding the social protection of employees of the National Police of Ukraine, it is worth noting the Law of Ukraine "On State Social Standards and State Social Guarantees", the Law of Ukraine "On Mandatory State Pension Insurance", the Law of Ukraine "On Mandatory State Pension Insurance" state social insurance" and Fundamentals of Ukrainian legislation on health care".

Some aspects of social protection of employees of the National Police of Ukraine are regulated at the sub-legal level. For example, the resolutions of the Cabinet of Ministers of Ukraine "On approval of the Regulations on the National Police" determine that the National Police is the central body of executive power, which is coordinated by the Cabinet of Ministers of Ukraine through the Minister of Internal Affairs. This police ensures the protection of human rights and freedoms, the interests of society and the state, the fight against crime, public safety and order [6, p. 163].

The order of the Ministry of Internal Affairs of Ukraine established the procedure and conditions for the payment of financial support to police officers of the National Police and students of higher educational institutions with specialized police training programs. This order defines the criteria for the payment of financial support, in particular, to students who have received special police ranks, and to institutions of higher education that train police officers.

Also, on February 28, 2022, the Cabinet of Ministers of Ukraine adopted Resolution No. 168 regarding payments to military personnel, police officers and their families during martial law. According to this resolution, police officers are given an additional remuneration in the amount of 30,000 hryvnias per month, and for those who participate in hostilities or ensure national security and defense, the amount of this additional remuneration increases to 100,000 hryvnias, depending on the duration of their participation [7].

This approach to the social protection of police officers is correct, because during a full-scale war, the scope of tasks for the National Police increased significantly. They are engaged in the daily work of exposing looters, counter-subversive activities, helping the military, evacuating civilians and performing a wide range of humanitarian tasks. So, new tasks have appeared that were not there before, and Ukrainian police officers show high professionalism in their performance.

After studying a significant volume of normative legal acts, it is important to note that the legislation regulating the social protection of employees of the National Police of Ukraine is constantly developing and improving. However, a significant number of these acts do not always guarantee integral and comprehensive social protection for this category of persons. When analyzing these normative legal acts, it was found that they are scattered and unsystematic, since specific types of social protection of employees of the National Police of Ukraine are not reflected in a single and complex normative legal act [8].

In order to ensure a clear understanding of the content, scope, size and procedure of implementing a specific type of social protection for employees of the National Police of Ukraine, a systematic analysis of several regulatory acts (laws, resolutions, orders) is necessary at the same time.

The researchers of this issue point out, and we agree with them, that the social protection of the National Police employees provided by the legislation is progressive and successful. However, certain provisions need to be reviewed and finalized, in particular regarding the expansion of social guarantees, improvement of living conditions, medical and rehabilitation services for police officers. It is also necessary to deeply study the regulatory framework regulating the social service of National Police employees, to conduct informational discussions and legal consultations with employees regarding their rights to social service. In addition, employees of the National Police should be able to independently choose the type of compensation for performing official duties on weekends, holidays and non-working days [8].

Only the application of a full range of measures will help create an effective system of social services for police officers and increase the prestige of service in the National Police of Ukraine.

Despite the fact that the social protection of National Police employees is provided for

by a number of legislative acts, many issues remain unresolved, especially in modern conditions.

We believe that effective social protection of police officers is impossible without proper regulatory and legal support, which not only defines social rights, but also guarantees their effective implementation. According to K. Bugaichuk, in order to improve the mechanism of social protection of law enforcement officers and provide them with proper working conditions, as well as to strengthen the motivation to perform official duties, it is necessary to make changes to the Law of Ukraine "On the National Police". This, of course, will be reflected in the level of security of both individual citizens and the state as a whole. The author also draws attention to the need to clearly define and provide additional guarantees regarding the length of police officers' working hours, housing and salary [9, p. 60].

Analyzing the Law of Ukraine "On the National Police", it is noted that not enough attention has been paid to the issues of social protection of National Police employees, since the declared norms do not provide adequate conditions for social protection, and there is practically no possibility of implementing the declared social guarantees due to the disagreement of the work of state bodies, the lack of a clear regulatory and legal consolidation and application mechanism.

The issue of social protection of police officers belongs to the urgent and complex issues of modern society. Despite the significant contribution that police officers make to public safety, they often face significant difficulties and challenges in their professional activities.

One of the main problems is the risk to the physical and psychological health of police officers. They face stressful situations, violence, and danger to their lives every day. This can lead to injuries, post-traumatic stress disorder and other psychological problems. Inadequate funding and limited resources can also affect the quality of medical care and rehabilitation programs for police officers.

The second problem is insufficient social support and protection in cases of professional misconduct. Police officers may face prosecution, threats and other dangerous situations as a result of their work. It is important that the justice system and judicial authorities effectively protect the rights and interests of police officers and provide them with the necessary support and protection [9, p. 61].

The third problem is inadequate working conditions and low pay. The police profession is associated with great risks and demands, but the remuneration and social guarantees do not always meet these demands. Insufficient pay and poor working conditions can lead to low motivation, exhaustion and a decrease in the quality of performance of official duties.

Finally, it is important to consider gender aspects in the context of social protection of police officers. Policewomen may face special challenges and forms of discrimination in the performance of their duties, and need additional support and protection.

It is also worth noting that the issue of social security for police officers is a serious challenge for society and the law enforcement agency itself. Police officers, who perform important public safety and order functions, need adequate social protection and support to carry out their duties effectively and safely.

One of the key problems is insufficient social security guarantees for police officers. This covers aspects such as health insurance, disability benefits, pensions and other types of social benefits. Often, police officers face difficult situations, injuries and challenges that can affect their health and life. Insufficient support and compensation can disrupt their physical and psychological well-being.

Another problem is related to the insufficient financial base for the social security of police officers. Insufficient budgets and limited resources can prevent adequate social protection for police officers. This may include underfunding medical programs, low pension benefits, and limited opportunities for professional development and support [10, p. 228].

In addition, the problem of social security also concerns insufficient psychological support for police officers. Police work is often associated with stress, traumatic situations and high risk. It is important to ensure that adequate support is provided by appropriate psychological services, counselors and programs to help police officers cope with stress and trauma and to maintain their mental health.

Solving these problems requires an integrated approach and joint efforts by the government, the police, the public and other stakeholders. It is necessary to provide adequate financial resources for the social protection of police officers, improve working conditions and

ensure access to quality medical care and psychological support. It is also necessary to strengthen the justice system to guarantee the protection of the rights and interests of police officers in cases of professional misconduct.

Conclusions. Social protection and social security of police officers is an important component of their professional activity and reflects the importance that society attaches to their role in ensuring law and order and security. Despite the existence of a number of legislative acts that regulate the social protection of police officers in Ukraine, a number of problems emerge that require attention and resolution.

Studies show that the regulatory and legal provision of social protection of police officers is insufficient and does not provide full and comprehensive protection of this category of workers. Dispersion and non-systematic norms, lack of clear legislative consolidation and mechanism of application of social guarantees are one of the main reasons for this situation.

In this regard, an important task is to strengthen the regulatory and legal provision of social protection of police officers. This involves revising and finalizing legislation, defining clear rights and guarantees for police officers in matters such as working hours, housing, wages, etc. In addition, it is necessary to create an effective mechanism for ensuring social guarantees and the realization of the rights of police officers by state bodies.

Effective social protection of police officers is essential to maintain their motivation, improve working conditions and ensure their safety. Given the modern challenges and risks associated with the police profession, it is necessary to create a comprehensive and effective system of social services for police officers, which will include guarantees regarding housing, medical, pension and other security, as well as ensure the availability and expansion of social rights and benefits.

Ensuring full-fledged social protection and social security for police officers will contribute to increasing the prestige of service in the National Police of Ukraine and maintaining the high level of professionalism of this important category of civil servants.

Conflict of Interest and other Ethics Statements

The authors declare no conflict of interest.

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ABSTRACT

The article examines the social protection and social security of police officers who perform the dangerous and important work of ensuring public safety. The authors examine various aspects of the social protection of police officers, focusing on their rights, benefits and guarantees provided to ensure their welfare and safety.

The article analyzes the social protection system for police officers, including support in case of injuries and disabilities, health insurance, pension system and other social benefits. The authors also explore the challenges faced by police officers in the field of welfare, such as insufficient financial support, inadequate medical care and the use of the right to strike.

Attention is also drawn to the need to improve the social protection system of police officers, including increased funding, improved working conditions and provision of adequate medical care. The authors propose solutions that can improve the social protection of police officers, in particular by developing special programs and policies that take into account their needs and characteristics.

The general conclusion of the article is that social protection and social security of police officers are critically important aspects of their professional activity. The authors call for improvements to the welfare system to ensure proper working conditions and safety for police officers who give their lives to protect the community.

Keywords: *social protection, social security, police officers, security, rights, benefits, guarantees.*