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ON CHARACTERISTICS OF KEY FORMS OF TRAINING PERSONNEL FOR THE ARMED FORCES OF UKRAINE

Abstract. Purpose. The purpose of the article is to describe the key forms of training personnel for the Armed Forces of Ukraine. **Results.** The article, relying on the analysis of scientific views of scholars on the interpretation of the concept of "form", offers the author's own approach to defining the category of "forms of training personnel for the Armed Forces of Ukraine". The author has formed his own approach to the list of relevant forms and provided their substantive characteristics. It is emphasised that nowadays, an important area of the State's activity is to improve not only the list of relevant forms, but also their content, which will be of great importance not only theoretically, but also practically. It is determined that the forms of personnel training for the Armed Forces of Ukraine should be understood as an external manifestation of the practical activities of specially authorised actors aimed at: a) creation of an environment conducive to the educational process of military personnel; b) direct personnel training (theoretical, practical, etc.). In view of the above, it is most appropriate to divide the forms of training for the AFU into two large groups: 1) administrative and legal forms aimed at creating the necessary conditions for the functioning of entities that provide training; 2) organisational forms aimed at direct training of personnel and are divided into: a) forms of collective; and b) individual training. It is determined that rulemaking as an administrative and legal form of personnel training for the Armed Forces of Ukraine enables to create an appropriate regulatory framework: first, for the activities of entities engaged in personnel support of the Armed Forces of Ukraine; second, for the work of educational institutions, their structural subdivisions, as well as commanders and teachers who train military personnel. **Conclusions.** The author concludes that the forms of collective training (military exercises; war games; conducting classes, including theoretical (in classroom), practical, tactical and specialised ones, etc.; training camps for reservists) and forms of individual training for the Armed Forces of Ukraine most meaningfully reflect the essence and content of activities related to training of personnel for the Armed Forces of Ukraine. Furthermore, in the present-day conditions, an important area of the State's activity is to improve not only the list of relevant forms, but also their content, which will be of great importance not only in theory, but also in practice.

Key words: forms, training of personnel, the Armed Forces of Ukraine, administrative forms, organisational forms.

1. Introduction

The effective functioning of the AFU requires proper training of personnel. The latter is the process of acquiring and forming a special set of professional theoretical knowledge and practical skills required for the effective performance of tasks and functions in the course of service, as defined by the current legislation. In view of the above, it would be fair to say that training of personnel is a crucial element of staffing, the purpose of which is to staff the AFU with specialists who can perform tasks aimed at ensuring the military security of the state at a high level. It should be noted that training of personnel for the AFU is a complex process that is reflected in a number of forms.

Some problematic issues related to the training of personnel for the AFU have

been considered by the following scholars in their scientific works: V.B. Dobrovolskyi, Y.I. Medvid, S.V. Miroshnikov, N. Ye. Pankova, R.V. Pidleteichuk, A.B. Smorchkov, O.O. Tomilin, V.V. Shtuchnyi and many others. However, despite a considerable number of scientific achievements, the issue of forms of training for the Armed Forces of Ukraine is not well studied in the scientific literature.

That is why the purpose of the article is to describe the key forms of training for the Armed Forces of Ukraine.

2. Definition of forms of training for the Armed Forces of Ukraine

Starting the scientific research, it should be noted that in the scientific literature the concept of form is quite substantially studied from

the perspective of legal science. For example, N.M. Pakhomenko argues that legal form is, first of all, a scientific complex category that reflects various social phenomena that require regulation, and also serves as a framework within law, streamlines and combines all legal phenomena and law as such. According to the scholar, in the context of legal forms, law is referred to as a certain social phenomenon that differs from other phenomena (politics, religion, morality), which, together with law, are determined by the material and economic conditions of society. In other words, the concept of "legal form" is a general reflection of the objective relationship between law and the phenomena it affects, determining its place among other forms (Parkhomenko, Lehusa, 2008).

O.A. Movchan convincingly proves that the legal form is an instrument for optimal solution of practical tasks. It regulates relevant relations, allows comparing behaviour with established patterns, introduces regulatory principles into life, promotes organisation and order, and orientates parties to legal relations towards the most rational behaviour and actions. As a category of legal theory, legal form is characterised by generality and abstraction. According to the author, legal forms are personified groups of provisions that have regulatory expression as separate structures, legal regimes which in practice become stable and sustainable (Moldovan, Chulinda, 2010, p. 222). According to O. Movchan, legal forms are established by the legislator, because with their help the state has the opportunity to bring to life the most effective behaviour. The legal form ensures organisation and discipline in public sectors, introduces protective sanctions and determines the degree of liability for violators of recruitment, etc. (Moldovan, Chulinda, 2010, p. 86).

L.P. Hruzinova has identified the following essential features of forms from the legal perspective: 1) a legal form is an organisational form of activities that is always associated with consideration of a legal case: an offence, a dispute about law, a complaint. In this case, a legal case means a life circumstance directly provided for by law (or other regulatory act) that requires appropriate confirmation and legal support; 2) the legal form of activities is carried out exclusively by authorised state bodies, officials and other entities; 3) the legal form of activities is always expressed in transactions with legal provisions (associated with the use of substantive or procedural law as a derivative tool); 4) the results of the legal form of activities are always fixed in the relevant procedural documents, which are official in nature and have the form established by law; 5) the legal form

of activities requires the establishment of a number of guarantees (relations that develop in the course of consideration of cases are regulated by the system of procedural law); 6) the legal form of activities is directly related to the need to use various methods and means of legal technique (Hruzinova, Korotkin, 2003).

Therefore, the forms of personnel training for the Armed Forces of Ukraine should be understood as an external manifestation of the practical activities of specially authorised actors aimed at: a) creation of an environment conducive to the educational process of military personnel; b) direct personnel training (theoretical, practical, etc.). In view of the above, it is most appropriate to divide the forms of training for the AFU into two large groups: 1) administrative and legal forms aimed at creating the necessary conditions for the functioning of entities that provide training; 2) organisational forms aimed at direct training of personnel and are divided into: a) forms of collective; and b) individual training.

V.V. Halunko argues that administrative forms are forms of activities of public administration - external expression of groups of administrative actions of public administrators which are homogeneous and legal in nature, carried out within the regime of legality and competence, to achieve the administrative and legal goal of public provision of human and civil rights and freedoms, normal functioning of civil society and the State (Halunko, Kurylo, Koroiied, 2015).

V. Neviadovskyi argues that administrative and legal forms are: first, a special and rather complex expression of law. For example, its specificity is that the form is a set of legal instruments of influence, and not a separate rule. The latter, depending on their belonging to the relevant branch of law, are expressed in the relevant rules. The complexity of the forms is explained by the fact that they have an internal structure that combines a homogeneous methodology; second, the forms show a specific segment of legal reality to which the law is directed. For example, in the context of general legal or administrative and legal framework, legal influence is directed at the entirety of relations regulated by law or its separate branch, in particular, administrative law. On the other hand, forms of law outline legal influence, defining its specific goals and means of achieving them; third, forms are legally conditioned and determined by legislation (Nechyporenko, 2015).

V. Bashtannik and I. Shumliaieva argue that in administrative law, a form is an external practical expression of specific actions performed by public administration bodies. That is, it is a set of real, tangible actions of state bodies and their officials. According to scholars, the common

features of such forms are: 1) they are formed in the process of executive and administrative activity; 2) they are universal in relation to specific areas and branches of public administration; 3) the types of these forms depend on the type of administrative activity, etc. With regard to the classification of administrative and legal forms, scholars believe that the latter are divided into two groups: legal and non-legal. Legal activities are those that directly entail certain legal consequences and are performed on the basis of sufficiently complete legal registration. Non-legal forms have no direct legal significance and do not lead to specific legal consequences (Bashtatnyk, Shumliaieva, 2018).

3. Administrative and legal forms of training of personnel for the Armed Forces of Ukraine

Therefore, considering the list of administrative and legal forms of training for the AFU, we should first of all highlight such a form as rulemaking. According to A.O. Nechyporenko, rulemaking is a complex scientific category characterised by the following: the initial stage of the legal regulation mechanism, an element of the legal system and legal culture of society, in the process of which needs and interests are transformed into mandatory, formally defined regulations and rules; a means of organising social management, but the process of rule-making is itself regulated by law and other social norms; purposeful activities that proceed in certain time intervals and contain internal elements - phases of the process of the legal norm's origin and entry into force, which change social life (Nechyporenko, 2015, p. 5).

T. Kurus argues convincingly that rulemaking is a special form of activity of competent rulemakers in the preparation, development, adoption and official promulgation of legal provisions based on the knowledge of objective social needs and interests of society (Kurus, 2013, p. 9). The key features of rule-making include the following: it is carried out by authorised actors: a) the State, its bodies (parliament, government, ministries, local administrations, etc.); b) civil society (people), its organisations; it is a form of power and volitional activity of authorised actors, which includes the study, generalisation and systematisation of typical specific legal relations arising in society; it is not a directive of the will of authorised actors, but a procedure for formulating norms that are inherent in social relations and have become typical actions of their participants; it is expressed in the authorisation of existing or establishment of new ones, amendment or suspension of existing and cancellation of outdated legal provisions on the grounds provided for by law; it is completed in a written act-doc-

ument called a legal regulation (law) (Kurus, 2013, p. 10).

According to O. V. Petryshyn, rulemaking is the activity of authorised actors to develop, review, adopt and officially promulgate legal acts, which is carried out with due regard to a certain procedure (Petryshyn, 2014). The scientist proposed a fairly broad list of features of this scientific category: 1) rulemaking is a phase of law-making, and during rulemaking, normative legal acts should enshrine the rules of law that result from generalisation of the most important recurring social relations and are a means of eliminating harmful social practices; 2) rulemaking is a legal form of public authority activity along with law application, interpretation of law, control and supervision, and constitutional activities; 3) the result of rule-making activity is legal regulations, which formally enshrine the provisions of law; 4) rule-making is carried out by authorised actors, such as bodies and carriers of public authority; 5) rule-making is carried out according to a certain procedure regulated by law (Petryshyn, 2014).

Therefore, rulemaking as an administrative and legal form of personnel training for the Armed Forces of Ukraine enables to create an appropriate regulatory framework: first, for the activities of entities engaged in personnel support of the AFU; second, for the work of educational institutions, their structural subdivisions, as well as commanders and teachers who train military personnel.

The next administrative and legal forms of training are law application and law implementation. According to I.Yu. Khomyshyn, law application is an activity which ensures the continuity of the process of implementation of regulatory and legal provisions by granting subjective rights to some participants in legal relations and imposing relevant legal obligations on others, or by considering (resolving) issues of the consequences of legal disputes and offences, as well as bringing the perpetrators to legal liability (Khomyshyn, 2010). Y.L. Vlasov writes that law implementation is a managerial and organisational activities of competent state bodies and officials performed in a procedural manner, aimed at resolving specific cases by issuing individual legal prescriptions, that is, making a decision on the basis of law in a particular case. The main social purpose of the application of legal provisions is to create conditions and ensure the implementation of other forms of implementation of legal provisions. In many cases, the actual implementation of legal provisions in legal reality, conscious and volitional actions of people depends on the quality and efficiency of activities in the application of legal provisions (Vlasov, 2005, p. 25).

The next group of forms of training of personnel for the AFU is organisational, the content thereof actually follows from the forms of administrative and legal ones. It is most appropriate to group these forms into:

1) Forms of collective training, such as:

– military exercises. Military exercises are a specific pedagogical process, the essence of which is to acquire a system of knowledge, skills and abilities, to develop creative thinking, strengthen will and character, to form moral, psychological and combat qualities, and to be ready to perform a combat task. The content of training is the system of knowledge, skills and abilities that personnel acquire during their service. This system is determined by curricula and the combat training programme in all subjects (Lepe-shynskyi, Hliebov, Listkov, Terekhov, 2011). Field training is the preparedness of servicemen, the cohesion of units, military units, command and control bodies and their ability to conduct combat operations in different conditions or perform other assigned tasks. The essence of field training of servicemen is their knowledge of weapons and military equipment, the ability to use them in combat, and to act confidently on the battlefield in different terrain, day and night, in all weather conditions. The essence of the field training of military units (subunits) is the ability to act in a coordinated manner in combat against a strong enemy using available means of destruction. The essence of field training of commanders and departments of military units (subunits) is the ability to plan combat actions in a short time and manage military units (subunits) in combat (during combat actions) in accordance with the current situation (Umanets, 2021).

– war games. Military (military-specialised, military-historical) games are conducted with students and cadets on the most important complex topics of the disciplines. Command and staff exercises are conducted after students and cadets have mastered the theoretical foundations of the relevant disciplines, learned the duties of officials and gained practical skills in their performance: preparation and planning of operations (combat actions), command and control of troops (forces) and their comprehensive support (Order of the Ministry of Defence of Ukraine on the approval of the Regulation on the peculiarities of the organization of educational activities in higher military educational institutions of the Ministry of Defence of Ukraine and military educational units of higher education institutions, 2020).

– conducting classes, including theoretical (in classroom), practical, tactical and specialised ones, etc.;

– training camps for reservists. Training camps are the main form of training for reserv-

ists and persons liable for military service, aimed at restoring (acquiring, improving) individual capabilities required for operations in positions within units. Depending on the purpose of the training, the training is divided into the following types: training of reservists - training of reservists in a military unit during their service in the military reserve to acquire the ability to perform duties in positions both individually and as part of a unit in accordance with the standards of training of the unit; training camps for reservists in military specialities (hereinafter referred to as "MS") - training (retraining) of reservists in MS in training centres and military educational institutions in accordance with the positions to which they are appointed; training for persons liable for military service - training of persons liable for military service in military units (institutions) to which they are assigned for recruitment during a special period of mobilisation to acquire the capabilities to perform duties in positions both individually and as part of a unit in accordance with the standards of training of the unit; training camps for the training of specialists in shortage of military specialities - training of persons liable for military service in shortage of military specialities in the areas of manning military units (institutions); training camps for general military training - general military training of reservists and persons liable for military service who do not have military training in training centres, at general military training grounds or military units of territorial defence (Order of the Ministry of Defence of Ukraine on approval of the Instructions for organizing and holding meetings with reservists and conscripts in military administration bodies, units, military units, institutions and organizations of the Ministry of Defence of Ukraine, the Armed Forces of Ukraine and the State Special Transport Service, 2022).

2) Forms of individual training for the AFU. Individual training is a purposeful and organised process of consistent training and education of all categories of servicemen aimed at developing the required level of knowledge, skills, professional competence, physical and psychological qualities to perform duties in their position (speciality) both in peacetime and in a special period (Instruction "On combat training in the armed forces of Ukraine", 2023). The most appropriate forms of training are course training, training camps, exercises defined by individual training programmes in the subjects of study (lectures, seminars, practical and group classes, group exercises, drills, training, etc.), internships, independent work, control measures, etc. (Ukrainian Military Pages website, 2016).

4. Conclusions

Therefore, the above forms most meaningfully reflect the essence and content of activities related to training of personnel for the Armed Forces of Ukraine. Furthermore, in the present-day conditions, an important area of the State's activity is to improve not only the list of relevant forms, but also their content, which will be of great importance not only in theory, but also in practice.

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ДО ХАРАКТЕРИСТИКИ КЛЮЧОВИХ ФОРМ ПІДГОТОВКИ КАДРІВ ДЛЯ ЗБРОЙНИХ СИЛ УКРАЇНИ

Анотація. Мета. Метою статті є надати характеристику ключовим формам підготовки кадрів для Збройних сил України. **Результати.** У статті, спираючись на аналіз наукових поглядів вчених щодо тлумачення поняття «форма», запропоновано авторський підхід щодо визначення категорії «форм підготовки кадрів для Збройних сил України». Сформовано власний підхід щодо переліку відповідних форм, а також надано їх змістовну характеристику. Наголошено, що в умовах сьогодення, важливим напрямком діяльності держави є вдосконалення не тільки переліку відповідних форм, а й їх змісту, що матиме важливе не тільки теоретичне, а й практичне значення. Визначено, що формами підготовки кадрів для Збройних сил України слід розуміти зовнішній прояв практичної діяльності спеціально-уповноважених суб'єктів, яка спрямована на: а) створення належних умов для здійснення навчального процесу військовослужбовців; б) безпосередню підготовку (теоретичну, практичну, тощо) кадрів. З огляду на зазначене вище, форми підготовки кадрів для ЗСУ найбільш доцільно поділити на дві великі групи: 1) адміністративно-правові форми, які спрямовані на створення необхідних умов для функціонування суб'єктів, що здійснюють підготовку кадрів; 2) організаційні форми, що спрямовані на безпосередню підготовку кадрів та поділяються на: а) форми колективної; та б) індивідуальної підготовки. З'ясовано, що нормотворчість, як адміністративно-правова форма підготовки кадрів для Збройних сил України дозволяє створити належне нормативно-правове підґрунтя: по-перше, для діяльності суб'єктів, що здійснюють кадрове забезпечення ЗСУ; по-друге, для роботи навчальних закладів, їх структурних підрозділів, а також командирів, викладачів, які здійснюють підготовку військовослужбовців. **Висновки.** Зроблено висновок, що форми колективної підготовки (військові навчання; воєнні ігри; проведення занять, зокрема теоретичних (аудиторних), практичних, тактико-спеціальних, тощо; навчальні збори резервістів) та форми індивідуальної підготовки кадрів для ЗСУ найбільш змістовно відображають сутність та зміст діяльності, пов'язаної із підготовкою кадрів для Збройних сил України. Разом із тим, в умовах сьогодення, важливим напрямком діяльності держави є вдосконалення не тільки переліку відповідних форм, а й їх змісту, що матиме важливе не тільки теоретичне, а й практичне значення.

Ключові слова: форми, підготовка кадрів, Збройні сили України, адміністративні форми, організаційні форми.