Introduction

Problem statement in general and its connection with important scientific or practical tasks. The attitude to soldiers and sergeants, and to the military in general in Ukraine was changed by the war in Donbass. They performed well in the battles for Ukraine's independence, and the sergeant corps became the foundation of the Ukrainian army.

The development of military affairs with the development of new models of weapons and military equipment created on the principles of new technologies increases the requirements for training of modern military specialists of the Armed Forces of Ukraine, forces to analyze the state of educational process in training centers (schools) for compliance with modern professional military education. In training centers (schools) train specialists with servicemen, sergeants, non-commissioned officers and officers who are part of crews (calculations, services) are trained according to NATO standards in accordance with the military accounting specialty during certified and non-certified training courses [1].

Analysis of the Recent Research and Publications. The analysis shows that armaments and military equipment are constantly being improved, tactics and strategy of troops (forces) are changing, but there is and remains a junior military specialist who is able to act in a difficult situation and perform combat tasks in any conditions. Over the past 20 years, among the publications that cover this issue, there are only those that outline certain fragments of the issue.

The issue of training of privates, sergeants and non-commissioned officers is repeatedly raised, however, remains insufficiently disclosed.

Selection of previously unresolved parts of the general problem to which this article is devoted. Given the requirements for further optimization of the structure of the Armed Forces of Ukraine, planned reform measures and increase their readiness to perform the tasks assigned, the main elements of the conditions for the introduction of priority should take into account:

– careful selection for military service is providing an opportunity to recruit the best representatives of the youth in the Armed Forces of Ukraine, preventing those who have not found themselves in public life from joining the army;

– military service is the performance of official duties by a serviceman only within the framework of a contract, which clearly states the conditions of service, in particular the rights of the person and the standardization of working hours, including the right to rest. Its main task is combat training and performance of assigned tasks, which should occupy 90% of working time;

– promotion with increased material motivation (financial support) [2–4].

Aim of the Research. The purpose of the article is to improve the training of specialists from among the rank and file, sergeant and non-commissioned officers in the training centers of the Armed Forces of Ukraine. Educating a sergeant as a commander-leader for the Armed Forces of Ukraine, who is able to manage personnel, train them, be responsible for their moral and psychological condition and readiness to perform assigned tasks.

Main part

The training of specialists of the Armed Forces of Ukraine is carried out in training centers and colleges for sergeants, which are similar in structure and tasks to the educational institutions of NATO member countries. To date, the Armed Forces of Ukraine have established specific training centers according to NATO standards:
The existing system of training military specialists in the National Center of the Armed Forces of Ukraine solves the problem of meeting the needs of troops (forces) with trained personnel at the relevant VOS. The experience of combat operations in the area of the Joint Forces (ATO) operation, as well as the experience of conducting TN, TSN and KSHN shows that the effectiveness of training depends on external and internal factors. Thus, external factors include:

- a fragmentary approach to solving the issue of material motivation for military service under the contract. A career as a professional soldier should go hand in hand with a career in business:
  - the basic salary should be higher than that of civilians. Decent financial support, benefits and compensations, stimulates the young man to bear the burden of military service and gives confidence and the ability to provide for his family and rent housing;
  - unsatisfactory level of selection by the Territorial Centers of recruitment and social support of candidates for military service under the contract, who by their moral and business qualities do not meet the requirements for training a specialist in the relevant VOS;
  - social infrastructure is an urgent need for a comprehensive solution to the issue of providing housing for both contract servicemen and officers;
  - unregulated provisions of the order of the General Staff of the Armed Forces of Ukraine dated 05.03.2012 №41 “On streamlining the activities of training centers of the Armed Forces of Ukraine” with other legislative acts that determine the procedure for the functioning of vocational education institutions.

Analysis of the experience of service in the NC shows that the Armed Forces of Ukraine have been dealing with the issue of transition to military service under a contract for some time. However, the real situation of training specialists in the NC looks rather unbalanced, it is unacceptable.

Important reasons for these problems are the internal factors which include:

- CCCs and JVs have the authority to select, distribute and send conscripts or candidates for training to military units and SCs. It happens that in the course of studying the documents of newcomers and conducting entrance control with them, it turns out that their level of education does not correspond to the educational and qualification characteristics of the specialist according to the specified BOC. Inefficient system of selection for military service under the contract is built exclusively on the achievement of the CCC and JV quantitative indicators in accordance with the order;
- lack of a clear legal document on the organization of the educational process (educational activities) in training centers. The existing order of the General Staff of the Armed Forces of Ukraine dated 05.03.2012 №41 “On streamlining the activities of training centers of the Armed Forces of Ukraine” is outdated, needs clarification and refinement;
- during the training of specialists in the NC (schools) in 2020 there were cases of omissions by officers of military authorities (customers) and military units to which servicemen are sent to conduct final control (final exams) with specialists after graduation. As a result, the content of programs (standards) was not adjusted, feedback measures (responses) between the military unit and the NC were not carried out, which led to simplification of training and had a negative impact on the quality of training of servicemen;
- low moral and business qualities of a significant number of military servicemen under contract lead to an increase in violations of military discipline, sometimes crime in military teams, especially typical are cases of military hooliganism: alcohol abuse, evasion of military service, illicit relationships;
- shortcomings in the creation of a fund of official housing and social infrastructure are barracks, multi-bed rooms in dormitories;
- the misperception by the commanders of a contract serviceman, as a conscript, does not take into account the need to balance his working time, and does not give him the right to rest, often trying to “drive” him into the service, which is designed for a conscript.

Modern fast-paced, informatized and high-tech society needs highly professional specialists in social management. In this case, a specialist in social management should be engaged in regulating social processes not “from above” but “from within” the social environment, ie to combine the subject and object of management. Such a specialist is a SERGEANT, he must have the skills to respond quickly to social changes that take place, both in public life and in the military [5–8].

A new step towards the formation of a professional military specialist and junior commander in the Armed Forces of Ukraine was the adoption of laws of Ukraine on 17.10.2019 № 205-IX “On Amendments to Certain Legislative Acts of Ukraine Concerning the Performance of Military Duty and Military Service” and dated 04.06.2020. № 680-IX “On Amendments to Certain Legislative Acts of Ukraine Concerning the Performance of Military Duty and Military Service”. In October 2020, a system was introduced to form a sergeant corps of the Armed Forces of Ukraine, which is close to the US Army. The new list of military ranks of privates and sergeants and sergeants corresponds to the current structure of positions of sergeants of the Armed Forces of Ukraine and corresponds to the column of codes of military ranks “NATO Code” in accordance with
In 2021, it is planned to complete the work on the formation of a full-fledged hierarchical structure of the sergeant and sergeant corps on all indicative indicators. According to NATO standards (OR-1 – OR-9), only those servicemen whose ranks are renamed will be re-certified. Thus, the rank of “sergeant” will be replaced by “chief sergeant”, “ensign” – “staff sergeant”, “midshipman” – “staff sergeant”. Soldiers who at the time of re-certification are in the military ranks of “senior ensign” or “senior midshipman” will be re-certified as “master sergeant” or “master sergeant”, respectively, other servicemen will be assigned new military ranks according to staff categories, they hug [9].

Sergeant Training Centers have been operating in the Armed Forces of Ukraine for several years now, where Ukrainian sergeants not only master leadership courses with the participation of foreign instructors but also share their experience with foreign colleagues. In addition, Ukrainian sergeants are constantly trained in foreign military schools and training centers. Among them are two academies of the US Armed Forces, NATO schools in Germany (Oberammergau), Switzerland, Lithuania, Latvia, Poland.

Sergeant training has a consistent and strictly regulated process throughout the service and is divided into four levels:

- basic level - leadership course for positions of the level of military rank OR-4 - OR-5 is the initial leadership course in the presence of professional training or service experience for a certain BOC 1.5 - 4 years. Duration of training up to 1 month in 197, 202, 203 training centers for sergeants and up to 2 months of a basic level training course in training centers, schools of specialists. At the end of the course, graduates are issued a certificate and a certificate of training, which gives the right to hold the position of commander of the department, crew (service, calculation);
- intermediate level - leadership course for the next level of military rank OR-6 - OR-7. When selecting candidates for training at this course, the review is provided to servicemen who have served in the military as sergeants (officers) for at least 4-9 years. Training is conducted in 197, 202, 203 cpps, for up to 2 months. At the end of the course, graduates are issued a certificate and a certificate of intermediate level courses, which gives the right to hold the positions of chief sergeants of the platoon, company;
- advanced level - leadership course for positions of military rank OR-8. In the selection of candidates for training in this course, preference is given to servicemen who have served as chief sergeants and at least 13 years of age. The training is conducted at the Ivan National University of Defense of Ukraine named after Ivan Chernyakhovsky, lasting up to 2 months. At the end of the course, graduates are issued a certificate and a certificate of training, which gives the right to hold the rank of sergeant chief sergeants of the battalion and their equals;
- higher level - leadership course for positions of military rank OR-9. When selecting candidates for training at this course, preference is given to servicemen who have served as chief sergeants of battalions and are equal to them for more than 13 years. The training is conducted at the National Defense University of Ukraine named after Ivan Chernyakhovsky, lasting up to 2 months. At the end of the course, graduates are issued a certificate and a certificate of training at higher level courses, which gives the right to hold the position of sergeant chief sergeants of brigades, commands or types of the Armed Forces of Ukraine.

It should be noted that the system of training of sergeants and non-commissioned officers introduced three-level training courses for instructors: basic, advanced and academic. The duration of training is up to 3 weeks, and the basic level is up to 1 month. The distribution of powers and responsibilities between different levels of positions in the sergeant and sergeant vertical, meets the requirements of professional military training and education from the training platoon, company, cycle commission to the department of planning and organization of the training process training center. Preparation of all levels is carried out in 197 cps (Desna).

It should be added that the training of sergeants and sergeants in logistics, technical, medical and other specialties is carried out in the Military Colleges of sergeants (sergeants) (NASV Lviv; GDP MK NUTF OMA Odessa; VT Poltava; KhNUPS Kharkiv)). The duration of training on the basis of previously acquired education at the relevant VOS is up to 2.5 years. The VKSS curricula integrates the disciplines of the basic and intermediate leadership courses, which are held at the CPSU. Upon graduation, graduates receive an education at the level of “professional bachelor” and issued a certificate and a certificate of intermediate training of sergeants [10].

Advanced training of military servicemen under the contract of privates, sergeants (officers), who are part of the crews (calculations, services) are engaged in two-level certified training courses in schools of specialists in accordance with the order of the General Staff of the Armed Forces of Ukraine from 20.05.2019 № 186 “On approval of the Instruction on the procedure for certification of servicemen of the Armed Forces of Ukraine”. The term of certified courses is from 15 days to 1 month. Servicemen who have acquired certain individual abilities are issued a certificate of the 1st or 2nd qualification levels and are awarded a badge:

1 – qualification level - obtaining on the basis of professional training special knowledge, skills and practical skills that allow to solve specific (complex) professional tasks for a full-time position in the depart-
ment (crew, calculation) according to the specified BOC;

2 – qualification level - obtaining on the basis of the 1st qualification level in-depth special knowledge, skills and practical skills that allow you to independently solve particularly complex professional tasks in a full-time position in the department (crew, calculation), including interchangeability.

Certificates of qualification levels should be confirmed 2 times every 3 years for the 1st qualification level. In case of successful last confirmation it is allowed to pass certification on the 2nd qualification level, but not earlier than in two years. For the 2nd qualification level - 2 times every 3 years. In case of the last successful confirmation, the certificate is valid indefinitely. Of course, the order of the Chief of the General Staff on the procedure for accrual of additional allowances to the cash security in the presence of such a certificate is expected to come into force, however, the amount of allowances is unknown, as the implementation mechanism is being worked out.

Note that significant changes have taken place in the system of monetary support of sergeants. Previously, they received the maximum salary only in accordance with the 12th tariff category, and now, due to the innovation, this list has been expanded to the 25th category - by partially imposing sergeant tariffs on officers. The introduced system of monetary support is based on the base rate for a military rank. Salaries for military ranks are currently defined in the following amounts: recruit - UAH 440; chief sergeant - UAH 880; staff sergeant and staff sergeant - 950; master sergeant and master sergeant - 1020; senior master sergeant and senior master sergeant - UAH 1,040; chief master sergeant and chief master sergeant - 1060 compared to the salary of a junior lieutenant - 1090 hryvnias [11–12].

According to the report of the Chief of the Main Directorate of Doctrines and Training of the General Staff of the Armed Forces of Ukraine, Major General Oleksiy Taran, significant changes took place in the implementation of organizational directives in 2017 - 2019 – 2084 officer positions were replaced by sergeant and officer, and in 2020 84 officer positions. The remaining more than 2,000 will change status in the next two years. Over the past few years, more than 3 (three) thousand sergeants and sergeants have been transformed into officers. The main goal is to stop the outflow of the most experienced sergeants and officers from the Armed Forces of Ukraine.

Conclusions

Thus, it can be concluded that today “sergeant reform” is actually very important from the point of view of leaving the Soviet Union, when decisions are made exclusively by officers, and now sergeants differ from the military, both in education and ability to make decisions.

Thus, the described current structure of positions and the corresponding military ranks of sergeants and non-commissioned officers is similar in its levels and career opportunities to the structure of positions of officers.

The experience gained during military service in positions from private to senior sergeant and non-commissioned officer, gives the opportunity to train personnel, participate in the planning of hostilities, peacekeeping operations, develop solutions together with officers to manage troops (forces) from platoon and ending with military authorities at all levels (including strategic).

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ПІДГОТОВКА РЯДОВОГО, СЕРЖАНТСЬКОГО І СТАРШИНСЬКОГО СКЛАДУ В НАВЧАЛЬНОМУ ЦЕНТРІ ЗБРОЙНИХ СИЛ УКРАЇНИ

В роботі проаналізовано систему підготовки спеціалістів у навчальних центрах Збройних Сил України та вироблено рекомендації щодо підготовки сержанта – лідера, який здатний керувати особовим складом, навчати його, відповідати за його морально-психологічний стан і готувати до виконання завдань за призначенням. Аналіз досвіду служби у навчальному центрі свідчить, що в Збройних Силах України питанням підготовки спеціалістів займаються вже певний час, проте, реальна ситуація виглядає досить незбалансовано, що виявляється неприпустимим. Сучасний швидкоплинний, інформатизований та високотехнологічний соціум потребує високопрофесійних спеціалістів з соціального управління. При цьому спеціаліст-професіонал з соціального управління повинний займатися регулюванням соціальних процесів не “згори”, а “з середини” соціального середовища, тобто поєднувати в собі суб’єкт і об’єкт управління. У зв’язку з цим в Збройних Силах України підготовка сержантського (старшинського) складу набула послідовного і регламентованого процесу та поділяється на чотири рівні підготовки: базовий рівень, середній рівень, підвищений рівень, вищий рівень. Слід відмітити, що в систему підготовки сержантського і старшинського складу запроваджено трьохрівневі курси підготовки інструкторів: базовий, підвищений і академічний. Підвищенням кваліфікації військовослужбовців як базовий, так і підвищений рівень, їхні зміцнення та розвиток. Аналіз проводиться на основі досвіду, отриманого в ході розв’язування призначенних задач у військових підрозділах. Отриманий досвід пропагує прийняття планування бойових дій, миротворчих операцій, розробляти рішення разом з офіцерами від рядового до вищого сержантського і старшинського складу, здатними до виконання військових завдань на основі досвіду, отриманого в ході розв’язування призначенних задач у військових підрозділах.

Ключові слова: сержантський склад, навчальний центр, старшинський склад, досвід, кар’єра.