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## STAFF OF INCOME AND FEES

The article focuses on the main approaches to understanding the meaning of the term «personnel» and provides a list of individuals who belong to the staff of the revenues and fees.

Peculiarity of any system of social control is manifested in the fact that people are its subjects and objects at the same time. Without a human resource such system would constitute a formal structure, a set of abstract legal status and schematic relationships. It is no coincidence in the Law of Ukraine «About State Service» figures office staff state agency, authority of Autonomous Republic of Crimea or its staff as a separate department or a public servant in that organ or its apparatus that ensures the implementation of public service leaders in government, authorities of

the Autonomous Republic of Crimea or unit of its authority. It is responsible for documenting entry into the civil service, its passage and termination, personnel selection, planning and organizing activities for improving the professional competence of civil servants, as well as perform other functions provided by this Law and other regulatory acts. This service is formed in each state bodies, bodies of Autonomous Republic of Crimea or its apparatus. Position of HR specialist introduced to staff of a public authority at the rate of 35 persons per one specialist of staff service. The staff service subordinated directly to the head of state service in state government authority (chief of staff) and in the case of absence of the position of chief of staff – to the head of a state authority.

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## COLLECTIVE LABOR DISPUTES, ITS NATURE AND SIGNIFICANCE IN UKRAINE

In Ukraine a legal base is created for adjusting of relations in relation to the decision of collective labour disputes. The special organs which have the proper plenary powers in this sphere are formed. Foremost National service of mediation and reconciliation, formed

in accordance with Law of Ukraine, belongs to such “About the order of decision of collective labour disputes (conflicts)” By a decree by President of Ukraine from November, 17 of 1998r., what is a constantly operating organ for an assistance the settlement of collec-

tive labour disputes (conflicts). There is a necessity of improvement of order of decision of collective labour disputes, conflicts, by acceptance unique was codification normatively legal act, that called to regulate all spheres of social labour relations. The institute of collective labour dispute, conflict, found fixing in the project of the Labour code of Ukraine, however decided is a far of problems. Debatable and not decided are yet quite a bit questions, in particular: determination of general and excellent signs between concepts collective labour divergence, collective labour dispute but a collective labour dispute, analysis to the conflict stage of decision of labour divergences, realization of guarantees, is for the participants of organs establishment of legal mechanism of implementation

of decisions of conciliatory commissions and labour arbitration, improvement of grounds and order of confession of strike, illegal, and also clear determination of law consequences of illegal strikes. The analysis of practice of decision of labour disputes rotined in Ukraine, that individual labour spores are concentrated on the judicial order of their decision, and collective labour spores, opposite, the extra-judicial order of settlement of labour disputes and deprived possibilities of consideration have only in a court. As labour spores decide instances and courts of different jurisdiction, a legislative base in relation to questions, related to the labour spores, is not systematized; there is a necessity of reformation of the system of decision of labour disputes for Ukraine.

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## LEGAL REGULATION OF LABOR CONTRACTS AS A FORM SUSTAINING WILL OF THE SIDES

In the labour law of Ukraine in the legal regulation of labor relations, the terms «termination», «termination of contract» and «dismissal» are used.

The term «termination» shall include all grounds for termination of employment, labor law and provided a basis as events such as the death of the employee (in connection with the death of an employee is excluded from the list of employees, the employment contract is terminated).

The term «termination of contract» applied only to cases where the con-

tract is terminated at the initiative of either sides and it means the termination by unilateral will of the employer or the employee, and at the request of the trade union body.

The term «dismissal» meets the technical design procedure has terminated the employment relationship. However, the term «liberation» is also applied to all cases of termination, if it is only an employee and means the same thing as the term «suspension» in relation to the employment contract. Dismissal of an employee (except in the case of death of