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Autonomy of Administrative Apparatus and Professional Units Public of Thu Duc City, Ho Chi Minh City

¹Pham Dinh Kien, ²Bui Tuan Anh

^{1,2}Lecturer, National Academy of Public Administration, Vietnam

Corresponding Author: **Pham Dinh Kien**

Abstract

The essay emphasizes the important role of the National Assembly and the Government in establishing this mechanism. Through the establishment of the City People's Council. Ho Chi Minh City, democracy and people's responsibility in managing public affairs are enhanced. People's Council Ho Chi Minh City ensures that decisions about the administrative apparatus and public service units are made based on the needs and desires of the community, and comply with the criteria of fairness, transparency, and

due process. In addition, the essay emphasizes the importance of matching the volume and nature of work in organizing and operating the city's administrative apparatus and public service units. Thu Duc. Ensuring appropriate human resources and infrastructure helps the city quickly and accurately respond to local economic, social, and administrative development needs. This benefits people and businesses while promoting the city's sustainable development.

Keywords: City People's Council, Ho Chi Minh, Bureaucracy, Business Unit, Amount of Work, Nature of Work, Decisive and Appropriate

1. Introduction

In the context that Ho Chi Minh City aims to increase initiative, and self-responsibility and ensure efficiency in management and administration at all levels of government, departments, and units, the application of decentralization and delegation mechanisms rights is being considered as a potential option. This mechanism brings important benefits, including strengthening the leadership role of managers at all levels, enhancing the sense of responsibility of officials, and providing a basis for specifically evaluating work performance. More possible.

Shortening the processing time of authorized content by eliminating intermediary steps, such as appraisal by departments or submission to the Ho Chi Minh City People's Committee, is also an important advantage of this mechanism. This also contributes to the effective implementation of administrative reform, thereby improving the satisfaction of people and businesses.

In addition, the new draft resolution of Ho Chi Minh City that is about to be passed also proposes several adjustments in human resources to suit the characteristics of a special urban area. Accordingly, the number of officials and civil servants is arranged according to a specific ratio, for example, for 15,000 people or less, an average of 8 officials and 15 civil servants are arranged. This helps ensure that the team of officials and civil servants is distributed appropriately and according to the work needs of each locality. At the same time, this mechanism also avoids a shortage of human resources in localities with a large workload and a surplus of human resources in localities with a smaller workload.

The City Department of Home Affairs will be responsible for advising and promulgating regulations related to principles, standards, conditions, processes, income levels, and policies for officials, civil servants, and public employees. and workers. Thereby, soon putting the resolution into practice and ensuring management and administration are carried out effectively and transparently.

The application of decentralization and authorization mechanisms in the management and administration of local administrative units such as Ho Chi Minh City and Thu Duc City plays an important role in enhancing initiative, and self-responsibility and ensuring management efficiency. At the same time, this mechanism also brings various benefits, including facilitating flexible management and meeting local workloads and development goals, increasing accountability and consensus among management levels, and promoting administrative reform and satisfaction of people and businesses.

In this context, the decentralization and authorization of the City go hand in hand with the addition of functions and tasks, requiring a proposal from the central level to consider additional staffing for the City. Timely attention and support from ministries and branches is needed to guide the implementation of decentralization and authorization, especially in resolving difficulties and problems that arise during the implementation process.

The Ho Chi Minh City People's Council's proposal is to be allowed to use the city budget to increase the average income for officials, civil servants, and public employees with spending not exceeding 1.8 times the salary and position. At the same time, the City also proposed adding additional workers and part-time workers inwards, communes, towns, some associations with specific characteristics, and some central agencies in the area, so that they can enjoy increased average income depending on work efficiency. According to estimates, each officer, civil servant, civil servant, and worker in the city's state agency serves about 700 people (on average nationwide, one officer serves about 350 people). The city's labor productivity is also about 2.7 times higher than the national average.

In addition, with a large workload, officials, civil servants, public employees, and workers must arrange overtime in the evening every day, including Saturday and Sunday off days, to process documents. and reduce congestion in people's work, while ensuring compliance with the prescribed resolution time.

2. Restructuring Several Departments of Thu Duc City

The Ministry of Planning and Investment (MPI) has proposed to assign several functions and tasks within the authority of Ho Chi Minh City (HCMC) to the People's Council (People's Council) and People's Committee (People's Committee). And Chairman of Thu Duc City People's Committee (as prescribed in Articles 19, 21, and 22 of the Law on Local Government Organization 2015) in specific fields.

The reason behind this proposal is that the People's Committee of Thu Duc City is currently managing state management work with district-level mechanisms and authority, so it cannot take full advantage of its proactive role, and autonomy, and dare to do things, dare to take responsibility for the government to best serve people and businesses. After being assigned this authority, Thu Duc City's investment, business, and economic development activities will attract many domestic and foreign capital and resources. Thanks to that, state budget revenue will increase, creating an important foundation to contribute an estimated 30% to Ho Chi Minh City's gross domestic product (GRDP) and account for 7% of gross domestic product (GDP) of the whole country.

Another notable proposal is that the Ho Chi Minh City People's Council will decide on the organizational structure, job positions, number and functions, and tasks of specialized departments in Thu Duc City, as well as the structure, number of officials, civil servants, public employees, and part-time workers in the wards.

The reason behind this proposal is that after merging the three districts, the workload and tasks of the Thu Duc City government have increased three times compared to other administrative units in Ho Chi Minh City. However, Thu Duc City still has to reduce personnel according to the general policy of streamlining staff. This has been and will

continue to greatly affect state management and local socio-economic development when work overload is unavoidable. However, the transfer of this authority from the Government (as prescribed in the Law on Government Organization) to the Ho Chi Minh City People's Council for decision-making must be adjusted through laws/resolutions of the National Assembly. A typical example of this proposal is the establishment of the Department of Public Works and Transportation under the People's Committee of Thu Duc City. In addition, shortly, Thu Duc will establish the Thu Duc City Technical Infrastructure Management Center, which will be the agency responsible for being the focal point, unifying the reception and general management of the infrastructure system. Engineering, irrigation infrastructure systems, and social infrastructure systems in Thu Duc City. Some agencies such as the Compensation and Site Clearance Board; Land Registration Office Branch; and The Construction Order Inspection Team in Thu Duc City need to be reorganized in name, functions, and tasks to suit the development requirements of Thu Duc City. Currently, the People's Committee of Thu Duc City only has three vice chairmen of the People's Committee, which is not suitable for the workload and population size of more than 1.2 million people. Therefore, it is proposed to add a vice chairman of the People's Committee to meet management needs.

In addition, the Ministry of Planning and Investment proposed to establish and regulate the functions, tasks, and organizational structure of the Construction Inspectorate, the Land Fund Development Center, and the Land Registration Office under the People's Committee of Thu Duc City, within this city. At the same time, it is proposed to establish an Urban Committee under the People's Council of Thu Duc City, adjust the number of vice chairs and full-time delegates of the People's Council of Thu Duc City, as well as adjust the number of vice chairs of the People's Committee of Thu Duc City.

According to current regulations, the Thu Duc City People's Committee has three vice chairmen of the People's Committee and 13 specialized agencies with no more than three deputy heads. However, the Ministry of Planning and Investment believes that the current regulation of "three vice chairmen of the People's Committee" is not suitable for the state administrative management situation in the locality, because the workload of each position is very large due to the population size. Exceeds 1.2 million inhabitants.

Increasing the number of vice-chairmen of the Thu Duc City People's Committee to four must be regulated by law/resolution of the National Assembly.

In addition, another important proposal is regulations on decentralization and authorization. There are currently no specific regulations on decentralization and authorization between Ho Chi Minh City and Thu Duc City, causing some difficulties and challenges in practice because this is a new and unprecedented issue.

The Ministry of Planning and Investment also proposed to adjust the working regime and position allowances for leaders of the People's Council, People's Committee, committees under the People's Council, specialized agencies, and other administrative agencies under the People's Committee of Thu Duc City to be consistent with the current regulations. Scale, workload, and work capacity requirements.

The Ministry of Planning and Investment affirmed that the People's Committee of Thu Duc City will balance the local budget to ensure it meets increased financial needs, and assessed that the above proposal "does not significantly affect Thu Duc City's salary source".

1. It is Necessary to Develop a Special Urban Law for Ho Chi Minh City

Draft Resolution on piloting several specific mechanisms and policies to develop Ho Chi Minh City to replace Resolution 54/2017/QH14 includes 12 articles, adjusting seven areas including Investment management; (2) Budget and finance; (3) Urban management and environmental resources; (4) Priority industries and occupations to attract strategic investors to Ho Chi Minh City; (5) Science and technology management, innovation; (6) Organization of the city's apparatus; (7) Organization of Thu Duc City apparatus.

In the dossier for developing the National Assembly's Resolution on piloting several specific mechanisms and policies for the development of Ho Chi Minh City sent by the Ministry of Planning and Investment to the Ministry of Justice for appraisal, the drafting agency proposed many policies related to the organizational structure of Thu Duc City.

The goal of these policies, according to the Ministry of Planning and Investment, is to create conditions for Thu Duc City to proactively handle administrative procedures and work contents under the authority of the People's Council, People's Committee, and Chairman of the People's Committee. Ho Chi Minh City.

The policies also aim to bring Thu Duc City to development in the right direction as the "new growth pole" of Ho Chi Minh City, and the "nuclear" connecting and promoting the economy of the City and the Southern Key Economic Region.

With the above goal, the drafting agency has proposed 6 policy mechanisms for Thu Duc City, including the assignment of several functions and tasks under the authority of the People's Council, People's Committee, and Chairman of the People's Committee of Ho Chi Minh City to the People's Council and People's Committee, Chairman of Thu Duc City People's Committee; assigns several tasks according to the law within the functions of specialized departments and branches to the People's Committee of Thu Duc City.

The drafting agency commented that, if applied, this policy mechanism will have a strong economic impact, shorten the time to resolve administrative procedures, and proactively solve problems under the jurisdiction of Ho Chi Minh City.

It is expected that after being assigned authority in the fields of investment management, budget finance, economic management, urban management..., investment, and business activities, Thu Duc City will attract many investment resources, helping to increase state budget revenue, while contributing to the overall growth of Ho Chi Minh City.

The next proposal is to allow the establishment and regulation of functions, tasks, and organizational structure of the Construction Inspectorate, the Land Fund Development Center, and the Land Registration Office under the People's Committee of Thu Duc City. This policy aims to unify management, and administration, and meet the city's workload in the country's first centrally run city, meeting the

goal of establishing Thu Duc City according to Resolution No. 1111/UBTVQH14.

The units, after being established by Ho Chi Minh City, will be fully managed by Thu Duc City in terms of organizational structure, leadership personnel, number of staff, ensuring facilities... to carry out tasks. Work coordination and data connection of the entire system is still carried out according to current regulations.

Establishing an Urban Committee under the People's Council of Thu Duc City, adjusting the number of Vice Chairman and full-time delegates of the People's Council of Thu Duc City, and adjusting the number of Vice Chairman of the People's Committee of Thu Duc City is the third proposal. Given.

With the current huge workload, the Ministry of Planning and Investment argues that increasing the number of Vice Chairman of the People's Council and establishing the Urban Committee of the People's Council of Thu Duc City will promote the agency's supervisory role. Local State power. The establishment of this additional unit is necessary to carry out supervision work in the urban sector and strengthen inspection, supervision, questioning, and in-depth criticism of difficult and pressing issues in the city. Voters, promptly report to the People's Council of Thu Duc City for handling, thereby enhancing the role and position of Thu Duc City's elected body.

In addition, increasing the number of Vice Chairman of the People's Committee will help direct and administer work more promptly.

The fourth proposal, the People's Committee and Chairman of the People's Committee of Thu Duc City are authorized to the Heads of specialized agencies and People's Committees of wards. Decentralization and authorization will help improve the responsibilities and powers of specialized departments and ward People's Committees as well as enhance the initiative of these levels in performing tasks. Thu Duc City's administrative management apparatus also operates better in serving people and businesses.

Still, in the new policy mechanisms for Thu Duc City, the drafting agency proposed adjustments in the direction of improving working regimes and position allowances for leadership positions of the People's Council, People's Committee, and Committees under the Association. People's Council, specialized agencies, and other administrative agencies under Thu Duc City People's Committee, by the scale, workload, and working capacity requirements.

This proposal is based on local reality and aims to encourage and motivate officials and civil servants to perform public duties, meeting the city's workload in the first centrally run city.

Another proposal is that the People's Council of Thu Duc City is allowed to decide on the organization of the apparatus, job positions, number, functions, and tasks of specialized departments under the city; structure of the number of officials, civil servants, public employees, and part-time workers in the wards.

Reflecting the current shortcomings, the Ministry of Planning and Investment said that after merging 3 districts, the workload of the Thu Duc City government increased 3 times compared to other districts. However, the policy of streamlining staffing has caused localities to be overloaded, greatly affecting State management, and reducing the operational efficiency of the apparatus.

Similarly, the team of ward-level officials and civil servants in Thu Duc City also faces difficulties as the number of residents increases. "Currently, Thu Duc City has 2 wards with a population of over 100,000 people and many wards with a population of over 80,000 people"-the Ministry of Planning and Investment stated and said that this reality is posing many challenges for Thu Duc City on all fronts. All fields of economy, society, defense, security.

Regarding this context, the Ministry of Home Affairs recently proposed to supplement several articles of Decree No. 33/2021 of the Government detailing and guiding the implementation of Resolution 131/2020 of the National Assembly on the organization. Urban government in Ho Chi Minh City. Accordingly, this agency proposed that the number of civil servants working at the Ward People's Committee in Ho Chi Minh City be determined according to the population size of the ward. Specifically, the number of civil servant payrolls working at the Ward People's Committee in Ho Chi Minh City is determined in the following direction: Wards in districts with 15,000 people or less are counted as 15 civil servant payrolls; with over 15,000 inhabitants, for every additional 5,000 inhabitants, the civil servant payroll will be increased by 1; Wards in cities with 7,000 or less people are counted as 15 civil servants; has over 7,000 people, for every additional 3,500 people, there will be an increase of 1 civil servant payroll.

The number of people working part-time in a ward, as proposed by the Ministry of Home Affairs, is determined according to the classification of the ward's administrative unit and the population increase compared to the standard of the ward's population size.

Accordingly, the number of people working part-time in the ward is calculated according to the classification of the ward's administrative unit, including type 1 with no more than 14 people, type 2 with no more than 12 people, and type 3 with no more than 10 people.

Calculated according to the increased population, the ward in the district has over 15,000 people, for every 5,000 more people there is an increase of 1 person working on a part-time basis. The ward belongs to a city with over 7,000 inhabitants, for every additional 3,500 inhabitants, there is an increase of 1 person working on a part-time basis.

The draft Decree also proposes that no more than 3 people working part-time in residential groups will receive monthly allowances from the budget.

3. Mechanisms that Allow the People's Council of Ho Chi Minh City to Decide on the Administrative Apparatus and Public Service Units of Thu Duc City by the Volume and Nature of Work

The National Assembly and the government have a mechanism to allow the People's Council of Ho Chi Minh City to decide on the administrative apparatus and public service units of Thu Duc City appropriate to the volume and nature of work for the following reasons:

3.1 By the principle of management decentralization

Management decentralization is a basic principle in Vietnam's state management system, considered a flexible and effective approach to carrying out the tasks of national management and development. The National Assembly and the government have recognized that decentralization and authorization to local management levels such as Ho Chi Minh City and Thu Duc City play an important role in

creating favorable conditions for effective management and appropriate to the volume and nature of local work.

Decentralization of local management helps create flexibility and quick response to specific issues facing each locality. Cities such as Ho Chi Minh City and Thu Duc City are experiencing rapid development and diversification in many fields, from economics and infrastructure to society and the environment. The characteristics and requirements of each urban locality require management that is flexible, responsive, and appropriate to local realities.

The decentralization and authorization of decisions on the administrative apparatus and public service units to Ho Chi Minh City and Thu Duc City allow these localities to proactively participate and take responsibility for organizing and operating. Adjust and manage its administrative apparatus as well as its public service units. This helps increase transparency, accountability, and management efficiency, while also facilitating development and innovation in work activities.

In addition, the decentralization of local management also shows respect and consensus between the Central Government and localities. The National Assembly and the government have trusted and authorized Ho Chi Minh City and Thu Duc City to decide on their administrative apparatus and public service units, demonstrating consensus and companionship in management. Local management and development.

However, in the process of decentralization and authorization, it is necessary to ensure compliance with legal regulations, ensure connectivity and similarity in state management and at the same time promote cooperation and coordination between different agencies. Locally with each other as well as with the Central Government.

3.2 Increase Flexibility

Allowing the Ho Chi Minh City People's Council to decide on the administrative apparatus and public service units of Thu Duc City helps increase mobility and flexibility in management. This allows Thu Duc City to organize and adjust its administrative apparatus as well as public service units according to specific local needs, to meet workload and development goals.

Allowing the People's Council of Ho Chi Minh City to decide on the administrative apparatus and public service units of Thu Duc City brings many important benefits to the urban management and socioeconomic development of the two localities. this direction. First, increasing mobility and flexibility in management allows Thu Duc City to organize and adjust its administrative apparatus as well as public service units flexibly, based on specific local needs. This helps meet the increasing workload and adapt to the development goals of Thu Duc City.

The fact that Thu Duc City has the authority to decide on its administrative apparatus and public service units also creates conditions for shaping and building a professional, effective, and appropriate management system to the situation and local characteristics. Thu Duc City can customize and optimize its administrative apparatus, creating more effective structures and working processes, thereby helping to improve work productivity and enhance the ability to meet the requirements and needs of local people and businesses.

In addition, the fact that Thu Duc City has the right to decide on the administrative apparatus and public service

units also shows respect and consensus between the Central Government and localities. The National Assembly and the government have seen that Thu Duc City has achieved significant achievements in urban and socio-economic development, and therefore, deserves to be authorized and have the authority to decide on the administrative apparatus, government and its service units. This also creates autonomy and independence for Thu Duc City in management and development, while contributing to promoting the comprehensive development of both the locality and the country.

3.3 Meets the Specific Requirements of Thu Duc City

Thu Duc City is a new administrative unit separated from Ho Chi Minh City. With its rapid development scale and unique characteristics, Thu Duc City needs independent and flexible management to respond to local issues and best serve the community. Let the People's Council of Ho Chi Minh City decide on the administrative apparatus and public service units of Thu Duc City to help ensure effective management and appropriateness to the specific situation of Thu Duc City.

Thu Duc City, a new administrative unit separated from Ho Chi Minh City, has become an urban development center with its own rapid scale and unique characteristics. To meet the needs of development and effective management, Thu Duc City needs independence and flexibility in management to deal with local issues and serve the community in the best way.

Allowing the People's Council of Ho Chi Minh City to decide on the administrative apparatus and public service units of Thu Duc City is an important measure to ensure effective management and appropriateness to the specific situation of Thu Duc City. In this way, Thu Duc City is given the right to self-governance and autonomy in building the administrative apparatus and managing public service units. This allows Thu Duc City to customize and adjust its administrative apparatus according to specific local requirements, such as scale, population needs, socio-economic development status, and development goals.

Having the right to make decisions about the administrative apparatus and public service units helps Thu Duc City establish more professional, effective, and flexible management mechanisms. Thu Duc City can customize the structure, functions, and tasks of public service units, creating favorable conditions for the reasonable assignment, management, and use of human and financial resources. This ensures that Thu Duc City can quickly and flexibly respond to local issues, from improving urban infrastructure to providing public services and ensuring social security.

Furthermore, having the right to decide on the administrative apparatus and public service units between Ho Chi Minh City and Thu Duc City also creates synchronization and coordination in urban management and development. The two cities can cooperate closely to share experiences, resources, and knowledge in building management systems and improving the quality of citizen services. This creates favorable conditions for the sustainable and equitable development of both cities while contributing to the comprehensive development of the country.

Organizing the administrative apparatus and public service units to suit the volume and nature of local work is an important factor in effective management and sustainable

development. Allowing the People's Council of Ho Chi Minh City to decide on the administrative apparatus and public service units of Thu Duc City is a good step to ensure that Thu Duc City has autonomy and flexible management ability, thereby contributing to comprehensive development and improving the quality of life of people in the region.

3.4 Increase Accountability and Consensus

The Ho Chi Minh City People's Council's decision on the administrative apparatus and public service units of Thu Duc City creates conditions for responsibility and consensus between management levels. Thu Duc City will take on the responsibility of managing its administrative apparatus and public service units according to the decision of the Ho Chi Minh City People's Council, and better coordinate with other management levels to carry out responsibilities. Service and achieve common development goals.

The Ho Chi Minh City People's Council's decision on the administrative apparatus and public service units of Thu Duc City not only creates conditions for responsibility and consensus between management levels but also opens up opportunities for Thu Duc City to assume responsibility for managing its administrative apparatus and public service units according to the decision of the Ho Chi Minh City People's Council. This creates better coordination between Thu Duc City and other management levels to carry out tasks and achieve common development goals.

By coordinating and sharing responsibilities, Thu Duc City can make the most of the potential and available resources in managing the administrative apparatus and public service units. This helps increase efficiency and flexibility in the implementation of policies, regulations, and development projects. Thu Duc City can orient and adjust its administrative apparatus to meet the workload and specific development goals of the locality. At the same time, coordination between management levels will help Thu Duc City gain consensus and support from other management levels, ensuring Thu Duc City's decisions and actions are consistent with the plan and the overall strategy of Ho Chi Minh City.

Responsibility and consensus between management levels also create conditions for strengthening solidarity and coordination in urban management. Thu Duc City can cooperate closely with Ho Chi Minh City and other cities and localities in sharing experiences, resources, and knowledge. This contributes to building a comprehensive urban management system and sustainable development, from improving infrastructure to protecting the environment and ensuring economic and social development.

Organizing the administrative apparatus and public service units to suit the volume and nature of local work is an important factor in effective management and sustainable development. Allowing the People's Council of Ho Chi Minh City to decide on the administrative apparatus and public service units of Thu Duc City is a good step to ensure that Thu Duc City has autonomy and flexible management ability, thereby contributing to comprehensive development and improving the quality of life of people in the region.

With the above benefits, allowing the People's Council of Ho Chi Minh City to decide on the administrative apparatus and public service units of Thu Duc City is considered a reasonable and flexible mechanism, to meet the volume of and the nature of local work in state management.

4. Conclusion

Based on a deep awareness of the importance of the public administrative organization mechanism, deciding on the administrative apparatus and public service units of the City. Ho Chi Minh suitable for the volume and nature of work is an important step in improving the operational efficiency of local government.

The establishment of the City People's Council. Ho Chi Minh City aims to strengthen democracy and the people's responsibility in managing the city's public affairs. Through the process of participating in decisions about the administrative apparatus and public service units, the City People's Council. Ho Chi Minh will ensure that decisions are made based on the needs and desires of the community while ensuring fairness, transparency, and due process.

With the appropriate volume and nature of work, TP. Thu Duc can organize and operate administrative apparatus and public service units more effectively. By ensuring appropriate resources, human resources, and infrastructure, the city can quickly and accurately respond to local economic, social, and administrative development needs. This will contribute to building a favorable living and working environment for people and businesses while promoting the sustainable development of the city.

However, deciding on the administrative apparatus and public service units is not simply a one-time task but is a continuous process and requires integrity, insight, and expertise. City. Ho Chi Minh needs to establish processes to evaluate, inspect, and improve the quality of operations of apparatus and units, and create mechanisms to motivate and reward significant achievements and efficiency.

In short, the basis of the mechanism allows the City People's Council. Ho Chi Minh decides on the city's administrative apparatus and public service units. Thu Duc's suitability for the volume and nature of work is an important step in building an effective public administration system. This will contribute to enhancing the development of the city. Thu Duc and improve the quality of life for local people.

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