

THE TRAINING OF HIGHLY QUALIFIED INVESTIGATORS IS AN IMPORTANT FACTOR IN THE MECHANISM OF ADMINISTRATION OF JUSTICE

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Abstract: The article discusses and analyzes the issues of training highly qualified investigators as an important factor in the mechanism of administering justice.

Keywords: education, science, upbringing, professionalism, investigator, personnel training, concept, personnel policy concept, creativity.

In recent years, significant reforms have taken place in the system of internal affairs bodies of the Republic of Tajikistan, aimed at ensuring public order and reliable protection of the rights, freedoms, and legitimate interests of citizens. Issues of training specialists, their education, and upbringing are priorities in our republic. The service and professional activities of the internal affairs bodies (hereinafter – IAB) as a law enforcement structure of the country must meet modern requirements, undergo timely reforms, and have a creative focus. This also applies to areas such as the training of highly qualified personnel and the enhancement of the professional skemployees.

It should be noted that in foreign countries, due to the changing social role and the introduction of innovative information and communication technologies into the activities of internal affairs bodies (police), employees are required to have a different level of education, new skills, and abilities. This includes the presence of such qualities as research skills, communication abilities, critical thinking, an understanding of various social issues, and the ability to solve them [1, p.58]. Therefore, this sets new requirements for the training and education of personnel for internal affairs bodies (policepor). It seems like the sentence is incomplete. Could you please provide the rest of it so I can translate it accurately?

On the problems of science, education, and personnel training, including in the field of training highly qualified personnel. The adopted Decrees of the Government of the Republic of Tajikistan in these areas [2] confirm our conclusions about this.

The Concept of Personnel Policy of the Internal Affairs Bodies of the Republic of Tajikistan until 2043 [3] includes a system of ideas, opinions, viewpoints, and principles that determine the goals and objectives, priority directions, principles of departmental regulation of personnel policy in the internal affairs bodies, ensuring highly qualified personnel for the internal affairs bodies of the Republic of Tajikistan.

Its foundation lies in the unity of ideas and methodological approaches to working with internal affairs personnel.

As is known, the service and professional activities of the internal affairs bodies (hereinafter – IAB) as a law enforcement structure of the country must meet modern requirements, undergo timely reforms, and have a creative orientation. This also applies to areas such as the training of highly qualified personnel and the improvement of the professional skills of IAB employees [4, p.38].

At the same time, creativity [5] implies the presence of a progressive approach, imagination, and originality. Therefore, creativity refers to the continuous professional education of employees, particularly investigators, which contributes to the development of non-standard and original educational processes. Creativity (from Latin creatio – creation) is the ability of a person to depart from standard ideas, rules, and patterns.

As a result, graduates of educational institutions in the Ministry of Internal Affairs system become competitive throughout their service, and their practical activities are generally supported by

a high level of professionalism. In this regard, the study of the experience of training personnel for internal affairs bodies (police) in foreign countries and the analysis of the organization of their training process are of great importance [5, p.43]. This also applies to the aspect of personnel training such as the use of creative, innovative interactive teaching methods.

It should be noted that in foreign countries, due to the changing social role and the introduction of innovative information and communication technologies into the activities of internal affairs bodies (police), employees are required to have a different level of education, new skills, and abilities. This includes the presence of such qualities as research skills, communication abilities, critical thinking, an understanding of various social issues, and the ability to solve them [1, pp. 58-63]. Consequently, this sets new requirements for the training and education of personnel for internal affairs bodies (police), especially investigators. Professional training of investigators is an integral part of professional education, which shapes and develops applied practical knowledge, skills, abilities, and qualities of a specialist in the internal affairs bodies. From a procedural point of view, professional training is the process of education and upbringing in accordance with the requirements of a specific job (position) or the specific conditions of work (service) of a future investigator, which are outlined in the professional qualification descriptions for the specialty. Therefore, the quality of creative professional education in the Ministry of Internal Affairs of Tajikistan is the objective, essential internal determination of objects and processes, which determines their suitability and adaptability for specific purposes, goals, tasks, and conditions of the activities of internal affairs bodies. There are circumstances (factors) that need to be considered in the process of personnel training at the Academy of the Ministry of Internal Affairs of the Republic of Tajikistan. This is because the direct customers (employers) of the education goals, represented by the structural units of internal affairs bodies, differ in their. Ideas about quality education.

Thus, for a cadet (student), education is considered quality if it The work of an investigator is associated with the exercise of special authoritative powers, with the right and duty to exercise power on behalf of the law in organizing and conducting preliminary investigations of criminal cases, as well as creating the conditions for the court to exercise the judicial power granted to it by the Constitution of the Republic of Tajikistan.

In the psychological-pedagogical cycle of classes, it is necessary to use the problem-based and task-based teaching methods, which guide cadets in solving real communicative and pedagogical problems. It is also important to carry out targeted educational work with cadets to enhance their sense of responsibility. Therefore, interactive teaching methods should be organized (business and role-playing games, small group work) to develop the communication skills and abilities of future investigators, as well as their leadership and organizational qualities.

Additionally, the independence of the investigator in making fair decisions should be emphasized.

Also, during the professional retraining of investigators, it is necessary to organize lectures and practical sessions in internal affairs units with the participation of professors from legal universities, as well as experienced practicing investigators.

It would be highly productive to discuss ways of solving professional tasks using real criminal cases as examples. Specific criminal cases should be reviewed; seminars on the problems of preliminary investigations should be held. Such work with practical workers enriches the practical knowledge of instructors, thereby strengthening the practical orientation of the training.

Let me know if you need further adjustments! the main factors in ensuring the quality of professional education at the university is the professionalism of the personnel potential. Monitoring the characteristics of the faculty and teaching staff forms the basis of the quality management system for professional education. One of the important directions of monitoring is the evaluation of the quality of training specialists for teaching activities, thereby significantly increasing the level of

knowledge acquired by cadets and students in educational institutions of the Ministry of Internal Affairs of the Republic of Tajikistan. During the formative experiment, the content of professional training for investigators, taking into account regional specifics, was regularly discussed at seminars, conferences, and meetings with faculty members, who then actively participated in the development of corresponding teaching and methodological materials for the departments.

The criteria for assessing the professional training of an internal affairs investigator should be divided into professional and pedagogical categories. Professional criteria include the effectiveness and quality of performing official duties. The main indicator here is the number of criminal cases completed by the investigator. The quality of work is determined by the absence of cases returned by the prosecutor or court for additional investigation, or those in which an acquittal verdict was issued for the accused. Pedagogical criteria include: professional knowledge, skills, and abilities that a specialist must possess; general and special abilities; moral, ethical, and civic qualities; and the willpower of the specialist.

Specific requirements include the specialist's interest in the successful activities of the division in which they work, responsibility, a high level of self-regulation during brief interactions with citizens, the ability to constructively overcome communication difficulties, i.e., communication culture. Thus, an investigator is a specialist in the investigation of criminal offenses. They initiate cases, travel to the crime scene, analyze available evidence, conduct witness interviews, and interrogate suspects. After gathering the necessary data, the investigator analyzes different versions of the events and proves the guilt of the accused, after which the case documents are sent to court. Analytical mindset, Determination, and attention to detail are what legal education, but also talent, perseverance, and persistence. At the same time, employees must be well-versed in various fields. For example, in banking if the case concerns economic crimes, and sometimes even familiarizing themselves with medical terminology if the crime is related to medical activities.

Thanks to the work of decent investigators, criminals receive the punishment they deserve. The investigator bears great responsibility, as their mistake could cost an innocent person their freedom.

The profession of an investigator is quite in demand. Currently, there is a shortage of personnel in this field because there is not enough. Employees must be capable of withstanding the stresses that inevitably accompany this profession.

Therefore, the main trends in the development of the educational process at the Ministry of Internal Affairs University of the Republic of Tajikistan today are:

- the integration and fundamentalization of humanitarian, general professional, and special training for law enforcement officers based on the principles of democracy, legality, decency, professionalism, humanism, transparency, and a person-centered approach to education;
- improving the quality of professional training and the work of the faculty and teaching staff of the university using modern, creative educational technologies and teaching tools;
- aligning the content of professional training with the demands of practice, taking into account the functions, regional specifics, and activities of various internal affairs units, ensuring that the level of professional training meets international European standards and the requirements of law enforcement work in a democratic state.

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3. Approved by the Decree of the Government of the Republic of Tajikistan dated September 27, 2023, No. 459. This Concept was developed by the working group of the Ministry of Internal Affairs of the Republic of Tajikistan, which also included current employees of the Academy of the Ministry of Internal Affairs of the Republic of Tajikistan. The composition of the working group was approved by the order of the Ministry of Internal Affairs of the Republic of Tajikistan "On the Establishment of the Working Group of the Ministry of Internal Affairs for the Development of the Draft Decree of the Government of the Republic of Tajikistan 'Police Reform Program for 2021-2025'" dated July 28, 2022, No. 439.

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