

Research on the Path of Auxiliary Police Standardized Management

Gui Da-yi

HUBEI UNIVERSITY OF POLICE

Wuhan, 430031, China

Email:guidayi@163.com

Keywords: *auxiliary police, management, path*

Abstract: The auxiliary police actually play an important role in alleviating the shortage of police power and maintaining social stability, and they also represent the image and ability of the country's rule of law to a certain extent. However, problems such as the inadequate management model, low welfare benefits, low overall quality, frequent violations of laws and disciplines in the auxiliary police team seriously damage the image of the public security organs, weaken the authority of the public security organs, and are not conducive to public security work. This article mainly analyzes and studies the standardized evolution path of auxiliary police management.

1.Introduction

With the rapid development of the market economy, police auxiliaries have become an important component of police forces in many regions of China, but the current situation between public security organs and police assistants are not optimistic. Specifically, on the one hand, police assistants frequently reflect the problems existing in the management of public security agencies to relevant government departments; on the other hand, they are manifested in high work pressure, inadequate wages and benefits, and lack of organizational care and other factors have led to various psychological pressures and negative behaviors of police assistants.

At the 2018 Central Political and Legal Work Conference, Xi Jinping first clearly proposed the introduction of detailed implementation rules for auxiliary police management, addressing prominent issues such as unscientific management systems, unreasonable power structures, and erratic police operations. The emergence of auxiliary police stems from the needs of social order, and the complexity and variability of the social environment make the lagging of auxiliary police related laws and regulations even more prominent, which is likely to breed new contradictions and conflicts. Legal issues and theories and other source issues to improve the standardization of auxiliary police. It should be based on socialism with Chinese characteristics, with reference to international auxiliary police trends and the reform of auxiliary police in modern western countries. In order to find the best way to standardize the construction of auxiliary police, we should analyze the theoretical and practical operational difficulties encountered in the development of auxiliary police, based on the practice of auxiliary police in China.

2. Clarifying the legal status of the auxiliary police

Judging from the fact, most of the police tasks currently performed by the auxiliary police in our country are of the administrative assistant nature. In most cases, the concerns of abuse and offside of auxiliary police power can be greatly reduced. Due to the complexity and diversity of police activities at the present stage, the quality of auxiliary police officers is low, and law enforcement capabilities are weak. The status of administrative assistants is given to the auxiliary police, which basically accords with the status of auxiliary police, and can help the professionalism and occupation of auxiliary police.

Therefore, we should take the auxiliary police administrative assistant status as the principle and supplement the auxiliary police administrative commission status to build a framework of auxiliary police system from high-level legislation to low-level regulations, central legislation to local

legislation, and people's congress legislation to government regulations. So, auxiliary police management has laws to rely on to fundamentally standardize auxiliary police management.

3. Setting up Auxiliary Police Departments Scientifically

We need to establish a unified auxiliary police department that is managed by the public security organs, and transfer as far as possible the relevant management power of multiple departments to the public security organs for direct management, and change the situation where different auxiliary polices are recruited and managed by different departments. A special auxiliary police leadership is set up within the public security organs, and it is structured through hierarchical settings, with the public security organs' hierarchical settings as a reference, and adopting a "strip-by-block, block-based" model. The specific path is to establish a unified auxiliary police headquarters under the jurisdiction of the Ministry of Public Security to manage the work of the national auxiliary police, and to define the positioning, duties and powers of the auxiliary police team as a whole and globally to ensure auxiliary The overall direction of police work.

4. Defining the Scope of Auxiliary Police Functions Accurately

The scope of the auxiliary police functions should first distinguish the police functions, so as to evolve into two functional areas as a whole, namely, internal functional areas and external functional areas, including core functions and external peripheral functions.

The fulfillment of the core functions of police activities is the basis for the existence of the people's police, and it is the state's, society's and individuals' demand to the people's police. In principle, the core functions of policing can only be exercised by the official police officers, while auxiliary police officers are not eligible to participate.

Relatively prohibited areas refer to "police tasks that do not involve state secrets, the personal rights of citizens, restrictions on property rights, the use of compulsory public powers, and the power of final decision". Relatively prohibited areas involve the exercise of law enforcement powers. Auxiliary police can cooperate with the police under the leadership and command of the police. The specific performance is simple and procedural law enforcement.

The general area of policing refers to the policing that the auxiliary police can perform independently. It mainly includes related policing such as heavy workload, low technical content, simple procedures, and not involving law enforcement power, such as network maintenance and information registration, production and distribution Certificates, traffic guidance, on-site maintenance, public security prevention propaganda, management and registration of foreign populations, and other police affairs that do not involve law enforcement. These police affairs have certain common characteristics, such as pure transaction or service, and do not directly affect citizens' property and freedom.

5. Optimizing the Recruitment Evaluation Mechanism

Auxiliary police recruitment standards largely determine the quality of the auxiliary police team and personnel, and the auxiliary police assessment mechanism determines to a considerable extent whether the auxiliary police team and personnel can maintain or improve the relevant ability level. Therefore, the auxiliary police recruitment mechanism and assessment mechanism are the inherent requirements for the standardized management of auxiliary police.

We should adhere to the unification of the recruitment department of the auxiliary police, that is, to centralize the power of recruitment to the public security organs, to avoid chaos of the recruitment main body, disorderly recruitment procedures, and different recruitment conditions. What is particularly important is making multiple layers of the management of enrollment, that is, under the existing legislative context, the vertical management model used by provincial-level demarcation standards, municipal-level executive supervision, and county-level management is implemented. Each locality should make detailed planning and formulate standards for the

recruitment conditions and recruitment procedures of auxiliary police according to the existing administrative documents such as administrative regulations and rules.

In addition, it is necessary to establish a dual assessment mechanism of business ability and theoretical ability. First, establish a comprehensive and multilevel auxiliary police work evaluation mechanism, quantify the assessment standards, and directly link it with performance bonuses to fully motivate the work of the auxiliary police. Enhance assessment supervision, discover various types of behaviors of auxiliary police in practice through assessment, and use assessment results as the basic basis for rewards and punishments.

6. Improving Auxiliary Police Professional Protection

A special system should be established to effectively guarantee the normal operation of the auxiliary police team, such as a series of guarantee measures such as basic social insurance, housing provident fund, personal accident insurance, health checkups, death benefits for injuries and disabilities. Scientifically formulate the basic salary standard for auxiliary police, adjust it up or down based on the average social salary, and use the official police salary as a reference, and raise or lower it appropriately based on the level of economic development in each region. With regard to compensation measures, if the auxiliary police causes damage to the legitimate rights and interests of others in the course of performing their official duties, judicial remedy procedures shall be initiated and the state shall compensate them. The State shall actively treat and reward those who are accidentally injured or injured, disabled or killed by others in the performance of their official duties; those who are disabled and unable to engage in the profession of auxiliary police shall be separately employed, and those who are killed shall be issued death compensation and relatives' subsidies.

7. Summary

China has a vast territory and uneven levels of economic and social development in various regions. Some possible ways for the management of auxiliary police in various regions may not be feasible in other regions. In particular, it involves the economic foundation and financial ability to pay with great regional differences. How to establish an efficient and regular auxiliary police team with limited funds is still a universal challenge to be faced throughout the country. Perhaps the problems and dilemmas can be solved by solving the problems of auxiliary police manpower sources, improper role positioning, and insufficient logistical support. The dilemma of the construction of auxiliary police in our country and the serial solution of the solution path are feasible ways suitable for more regions.

Acknowledgment

This research was financially supported by HuBei Provincial Department of Education Science and Technology Research Program Guidance Project (Grant B2017235) 2017.

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