

The Vigorous Implementation of the Police Talent Strategy

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Abstract: The strategy of police personnel refers to the construction of a strong team of police personnel, the improvement of the combat effectiveness of public security organs, and the overall planning for the sustainable development of public security. At present, the construction of China's police talent team has problems such as insufficient understanding of the strategic position of talents, insufficient number of talents, low quality, unreasonable structure, and imperfect talent system. In the new era, it is necessary to vigorously promote the implementation of the police talent strategy from the establishment of the concept of prioritizing talent development, coordinating the development of various talent teams, innovating talent management systems and mechanisms, and focusing on key projects to drive the overall talent work.

1. Introduction

General Secretary Xi Jinping pointed out: "We must regard innovation as the first driving force for development and talent as the first resource to support development." Police personnel are the first resource for the development of public security and the key to promoting the reform and innovation of public security work [1]. In the new era of socialism with Chinese characteristics, public security organs must effectively serve the socialist modernization drive and effectively fulfill the sacred duties entrusted by the party and the people. They must vigorously implement the police talent strategy and provide strong personnel protection and intellectual support for public security work [2].

2. The Basic Connotation of the Police Talent Strategy

Police personnel refer to public security police officers who have professional knowledge or expertise, are competent for their duties, carry out creative work, and contribute to public security. The strategy of police personnel refers to the construction of a strong team of police personnel, the improvement of the combat effectiveness of public security organs, and the overall planning for the sustainable development of public security, with macroscopic and long-term characteristics. The police talent strategy includes two aspects:

First, build a strong team of police professionals [3]. This is the premise and foundation of the police talent strategy, and it is also the basic connotation of the police talent strategy. Public security organs at all levels must firmly establish the concept that team building is the fundamental guarantee for all public security work, attach importance to the overall planning of the construction of police personnel, improve and perfect the management system and mechanism of police personnel, and create and form good conditions for the growth of police personnel. And the environment, to create an innovative police force team that is loyal to the party, serves the people, enforces justice, and has strict discipline.

Second, relying on the police personnel team to develop public security. It is an important goal of the police talent strategy to enhance the combat effectiveness of the public security organs, assume the duties and missions endowed by the state, and promote the sustainable and innovative development of the public security cause. Public security organs at all levels must regard police personnel as a key factor in the development of public security undertakings, and truly prioritize talent investment, prioritize the development of human resources, and prioritize innovation in the talent system. Maximize the enthusiasm and creativity of police personnel, and create a brilliant

new era of public security with a team of excellent police personnel.

3. The Necessity of Implementing the Police Talent Strategy

3.1. Implementing the strategy of police personnel is an urgent requirement for adapting to the public security work in the new era

Entering a new era, the public security work faces a series of new situations and new tasks. At the same time, due to the rapid development and increasing popularity of network information technology, and the continuous promotion of the police open system, there have been unprecedented new challenges and new problems in public security work. The public security organs must regard the protection of police personnel as a strategic and basic task, speed up the planning and implementation of the police talent strategy, and constantly adapt to the urgent demands of talents in the new situation of public security work in the new era.

3.2. Implementing the strategy of police personnel is an important guarantee for the innovation and development of public security undertakings

The country is talented and the industry is talented. Public security work is in the stage of reform, innovation and development. To build a regular public security team and create brilliant achievements, we must cultivate a strong team of police personnel and rely on talents to revitalize the public security cause. It can be seen that planning and implementing the police talent strategy is not only an important part of the development of public security, but also an important guarantee for the development of public security.

3.3. Implementing the strategy of police personnel is an important way for the comprehensive development of public security police

The fundamental purpose of the work of police personnel is to fully stimulate the potential and value of each police force, so that every policeman becomes a police officer. In this way, on the one hand, it is conducive to promoting the progress of the public security cause, on the other hand, it promotes the all-round development of public security police. At this stage, the national public security organs are making every effort to promote the reform and innovation of public security work, providing a broad stage and a good environment for the emergence of various police personnel. The public security organs should combine the work of police personnel with the public security cause, and form a situation in which all people can become talented and everyone wants to be talented.

4. The Status Quo of the Construction of Police Personnel

After decades of hard work, the construction of China's police talent team has achieved remarkable achievements and many problems.

4.1. Achievements in the construction of the police talent team

China's public security organs have always followed the principles and policies of the Party Central Committee on the work of talents, constantly innovating the concept of police personnel work, and taking effective measures to carry out police personnel work:

First, effectively carry out police personnel construction activities. First, public security organs at all levels carry out the ideological and educational activities with clear themes such as "three educations", "love for the people" and "big visits" to continuously improve the political and ideological quality of police personnel; second, to build a large-scale training and large-scale education work pattern. Implement the "three mandatory training" system, promote the reform of the recruitment and training system of public security colleges, carry out the "three basics" project construction and "big training" of the police, and enhance the professional quality of police personnel; third, carry out cultural and police activities. Improve the cultural taste of police personnel by holding exhibitions, literary evenings, and reading activities.

Second, create a team of police personnel with a certain scale and combat effectiveness. First, the Ministry of Public Security and the provincial public security organs recruited and introduced a large number of outstanding talents for the public security system, bringing the total number of police personnel to more than 2 million. This is a team of police personnel with strong combat effectiveness. Second, vigorously carry out the development of police personnel resources such as education and training, continuously improve the quality and level of police personnel, and significantly improve the cultural structure. The number of professional police professionals in the country is about 200,000, and their innovation ability is obviously enhanced. Third, a group of outstanding talents with strong development spirit and pioneering spirit entered the public security leadership team at all levels, and the structure of the leadership team improved significantly.

Third, basically establish a police personnel management system. The public security organs adhered to the rule of law and continued to strengthen the institutionalization of the management of the police personnel. Now it has formed an organization management system with the characteristics of the People's Police Law and the corresponding supporting laws and regulations. The construction of the public security team has gradually moved toward formalization.

4.2. Problems in the construction of police personnel

It is undeniable that compared with some advanced countries in the world and some domestic industries, there is still a big gap in the overall level of the development of police personnel in China. Compared with the needs of economic and social development in the new era, there are still many incompatibility in the work of police personnel.

First, there is insufficient understanding of the strategic position of police personnel. Some localities and certain departments lack sufficient understanding of the strategic position of talents in public security work. They have not yet established the idea that human resources are the primary resource of public security, and that there are heavy financial resources, light personnel, and low-volume personnel. The phenomenon of light talent development.

Second, the structure of police personnel is not reasonable. First, the level configuration is unreasonable. Relative to the middle and high-level public security organs, the number of police personnel at the grassroots level of the department is insufficient, the academic structure is low, and senior professionals are scarce. Second, the geographical distribution is uneven. Compared with the central and eastern regions, the number of police personnel in the western region is insufficient and the quality is low, and there is a clear gap. The third is the professional imbalance of the police. The professional and technical talents of traffic engineering and criminal science and technology are relatively wealthy, and there are very few professionals in network security and intelligence research and judgment.

Third, the number of police personnel is obviously insufficient. Compared with the statutory duties undertaken by public security organs, police personnel are still obviously insufficient. The ratio of the police to the total population of the country is an indicator of the size of a national police. The United States is 34.9 per thousand, Germany is 31.9 per cent, France is 28.3 per cent, the United Kingdom is 25.5 per cent, and China is less than 13 per cent. Even lower than many developing countries in the world. Due to the limited police production and insufficient police force, many grassroots public security organs have recruited and used a large number of auxiliary police from the society, which has greatly reduced the level and quality of public security enforcement. The lack of police personnel has affected the functions of public security organs.

Fourth, the quality of police personnel is not high. First, the quality structure is low, and the comprehensive quality of a small number of police personnel is difficult to adapt to their duties. The problems of not catching up, saying no, and not being able to fight are quite prominent, and the sense of innovation needs to be strengthened. Second, the ability is not strong, and high-level, high-skilled talents are less. Third, the academic structure is significantly lower than other industries. At present, only 2.3% of the police professionals in the public security organs have a master's degree or above, and the phenomenon of work and the majors they study is not serious.

Fifth, the talent system is not sound. First, the police personnel management system is not

smooth. The establishment of the organization, the division of functions and the division of police types are unscientific, and the rights, affairs, and responsibilities are not highly unified. Second, the police personnel team has not really achieved classified management. The "Regulations on the Organization and Management of Public Security Organs" promulgated by the State Council clearly stipulates the establishment of police officers, police officers, and police technical job sequences, but the matching police technical job sequence management system is not yet complete. Third, the mechanism for arranging, cultivating, selecting, evaluating, and stimulating police personnel in line with the characteristics of public security needs to be improved.

5. The Basic Idea of Implementing the Police Talent Strategy

According to the strategic connotation and goals of police personnel, based on the current situation of police personnel work, we should focus on the following aspects to plan and implement the police talent strategy.

5.1. Establish the concept of priority development of police personnel

To do a good job in public security work in the new era, we must first establish the concept of giving priority to the development of police personnel, and promote the sustainable and innovative development of public security with the priority of talent development. First, adhere to the priority development of police personnel resources. Establish the priority of the development of police personnel resources relative to the development of other police resources, give play to the basic and forging role of public security education and training, establish a lifelong education and training system for police, realize the continuous development of police personnel resources, and continuously improve various types of police services. Talent quality. Other police resources, such as police material resources and public security information resources, are indispensable conditions and important foundations for public security work, and the wisdom and ability developed by police personnel determine the depth and breadth of material resources and information resources development. Second, adhere to the priority adjustment of the police personnel structure. In the scientific allocation of police force and reasonable increase of police force, based on giving full play to the maximum effectiveness of existing talents, strengthening the regulation of talent development, taking the lead in adjusting the hierarchical structure and professional quality structure of talents, so that between regions, between levels, and between departmental police Talent resources for optimal optimal configuration. Third, adhere to the priority of talent investment. Establishing talent investment is the most effective concept, and establishing a sound and diversified talent investment mechanism to provide a strong guarantee for the priority development of talents.

5.2. Coordinating the development of various police personnel teams

The effective implementation of the police talent strategy is to plan and build a team of various police personnel. The first is to cultivate a team of comprehensive management talents who are innovative, high-quality and efficient. It is mainly to cultivate staff coordination, administrative management and service support capabilities for improving the overall management talents such as office, supervision, political work and security. The second is to build a team of law enforcement personnel with excellent business and fair enforcement. It is mainly to cultivate investigation and handling cases, public security management, information research and judgment, actual combat command and mass work ability of law enforcement personnel such as criminal investigation, public security, transportation, intelligence, and police stations. The third is to build a team of professional and technical personnel who are hard-working and skilled. Mainly to train and improve the technical support, scientific and technological research, and application of the skills of criminal technology, technical reconnaissance, network security, information technology and other professional and technical personnel. The fourth is to create a team of practical skills capable of undertaking urgent and dangerous duties. It is mainly to train and improve the ability of special police personnel to negotiate, guide, sniper, and sensational guidance. In the process of planning

and implementing various types of police personnel, police personnel should be included in the overall layout of the party and the country's talent development. According to the needs of public security work, the development plan for the long, medium and short-term public security organs should be formulated to seize the work of police personnel. The outstanding problems, propose improvement measures, optimize the work flow, and continuously promote the development of the police personnel team.

5.3. Innovating and perfecting the system of police personnel work

The public security organs should strengthen the unified leadership, hierarchical management and effective regulation of police personnel work, form a management system with distinctive public security characteristics and in line with the law of the construction of police personnel, closely focus on the professional characteristics of police personnel, and build a development with the public security cause. Adapt to the police work mechanism that is consistent with the actual needs of the war. The first is to reform the introduction mechanism for the recruitment of police personnel. Guided by the needs of public security work, further clarify the standards for the admission of police personnel, rationally select the channels for recruiting police personnel, and gradually improve the recruitment of national public security examinations for public security majors in public security colleges, provincial-level recruitment, and special recruitment of urgently needed talents. Record and introduce talent introduction methods in various ways. The second is to improve the education and training mechanism for police personnel. We will improve the public security education and training system of “two levels of education in ministries and provincial public security colleges, four levels of training in the comprehensive business training bases of ministries, provinces, municipalities and counties“, and form a police personnel education in which everyone can become talents and everyone can be developed. Training mechanism. The third is to improve the assessment mechanism for police personnel. Based on the requirements of the post of public security organs, based on morality, ability and performance, improve the evaluation criteria, improve the evaluation methods, and strengthen the application of assessment results, and establish a civilized and scientific police personnel evaluation system. The fourth is to improve the flow of police personnel. In order to achieve organic integration and rational allocation of talents at the regional, hierarchical and police levels, a nationwide integrated police personnel flow allocation mechanism for the macro-control of the party committee, the management services of the political and political departments, and the independent selection of talents will be gradually established. The fifth is to improve the incentive mechanism for police personnel. Establish and improve the salary incentives and incentives system for police personnel who are matched with job responsibilities, linked to job performance, and fully embody the value of police personnel. We will improve the police personnel protection mechanism that suits the characteristics of the profession, medical treatment and pension. Adhere to the combination of material rewards and spiritual rewards, and establish and improve the incentive mechanism for outstanding talents.

6. Conclusion

The public security organs should focus on the implementation of key talent projects and drive the overall development of the police personnel team. According to the current situation of the construction of police personnel in China, it is necessary to plan and implement the three major police talent projects at this stage: First, implement the high-end talent growth project. In accordance with the principle of hierarchical classification management, we will cultivate a group of high-level comprehensive management talents, high-level law enforcement service personnel, high-quality professional and technical personnel, and high-performance practical skills talents, so as to lead and drive the team of police personnel to revitalize and promote the overall development of the public security team. The second is to implement the urgent need for talent introduction and training projects. With the support of the relevant departments, the public security organs have adjusted their recruitment policies, giving priority to the introduction of key businesses such as cybersecurity, mobile technology, information technology, and anti-drug, which urgently need

talents to ensure that talents in various business fields meet actual combat needs. The third is to implement talent support projects in remote and poor areas. Facing the reality of remote and impoverished areas, we will study and formulate a special tilt policy, appropriately lower the threshold for talent recruitment, guide talents to flow to remote and impoverished areas, and support talents to make contributions.

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