

SUMMARY

ACADEMIC AND THEORETICAL CONTRIBUTION AND NEW POINTS OF THE STUDY IN TERMS OF SCIENCE AND PRACTICE

1. General introduction

Title of the study: *The completion of assessment criteria and methods for the quality of commune-level civil servants in Quang Binh in current situation*

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2. Summary

Firstly, the study defines the notion of assessment criteria for the quality of commune-level civil servants as a system of hallmarks that the evaluator uses to review and evaluate political quality, morality, competence, professional qualifications and professional performance of assigned tasks of commune-level civil servants; Assessment methods are systems of official techniques that the assessor uses in accordance with certain procedures to review and evaluate political qualifications, ethics, competence, professional qualifications, professional skills and the assigned-task performance of commune-level civil servants.

Secondly, the study reveals limitations of the assessment criteria and methods for the quality of commune-level civil servants in Quang Binh as follows: **i)** Sometimes, the assessment has not been taken really seriously in some places; **ii)** The assessment criteria has not been really scientific and correct; **iii)** The assessment methods have been still rigid, inflexible and uncreative.

Thirdly, increasing public awareness of the Communist Party of Viet Nam's viewpoint in developing commune-level civil servants and cadres with specific criteria as follows: **i)** ensure the goal of developing the commune-level civil servants and cadres to be honest, powerful, professional and modern; **ii)** base on the specialized titles, responsibilities, assigned-task performance of each commune-level civil servant; **iii)** ensure objectivity, fairness, accuracy and democracy, and engage citizens' supervision in the assessment of the quality of commune-level civil servants; **iv)** be suitable with commune-level civil servants' characteristics, the study raises several solutions to fulfill assessment criteria and methods for the quality of commune-level civil servants in current situation, including: **i)** increase public awareness of the importance of the evaluation as well as the necessary of the fulfillment of the assessment criteria and methods of the quality of commune-level civil servants in current situation; **ii)** continuously complete regulations on the assessment criteria and methods of the quality of commune-level civil servants; **iii)** Apply the assessment criteria and methods for the quality of commune-level civil servants flexibly and creatively to be suitable with each specialized title of commune-level civil servants as well as specific conditions of regions or locals; **iv)** make pilot quality assessment of commune-level civil servants; **v)** ensure the necessary conditions for an effective application of criteria and methods to assess the quality of commune-level civil servants.

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