

- Promicati politiku usklađivanja državne službe sa svim standardima službeničkog sustava zbog njihove međusobne uvjetovanosti, jer bez profesionalizacije nema depolitizacije, a time ni osnova za odgovornost.
- Uskladiti upravna ovlaštenja unutar svih nivoa vlasti i time doprinijeti smanjenju fragmentiranosti propisa kojima se regulira disciplinska odgovornost državnih službenika.
- Standardizirati i jednoobrazno urediti sastav i nadležnosti disciplinskih komisija u postupku utvrđivanja disciplinske odgovornosti.
- Kroz poboljšanje koordinacije i jačanje administrativnih kapaciteta organa državne uprave i svim prethodno navedenim mjerama smanjiti stepen diskriminacije državnih službenika u pogledu stepena odgovornosti za eventualne povrede službene dužnosti.

## LEGAL REGULATION OF DISCIPLINARY RESPONSIBILITY OF CIVIL SERVANTS IN BOSNIA AND HERZEGOVINA

### Abstract

*The paper defines the responsibility of civil servants for breaches of official duty. The basic characteristics and principles of disciplinary responsibility are discussed. Given that civil servants are a key component of the civil service system and are a significant prerequisite for the continuous, regular and efficient functioning of the state administration, the paper analyzes the legal regulation of disciplinary responsibility and disciplinary proceedings. Since there are three different civil servants systems in Bosnia and Herzegovina that follow its complex constitutional and institutional arrangement, it is necessary to point out the basic differences that exist at each level of the institutions of the state, entities and Brcko District. However, despite the different approaches in the regulation of disciplinary responsibility, at every level of government efforts are being made to encourage civil servants to work responsibly in the service.*

**Key words:** *civil servants, disciplinary responsibility, disciplinary procedure.*