

PROFESSIONAL PREPARATION OF OFFICER CADRE FOR THE PURPOSE OF THE TERRITORIAL DEFENSE FORCES

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Abstract:

One of the priorities of the Ministry of National Defense is the creation of a new branch of Armed Forces – the Territorial Defense Forces (Polish: WOT). It was initiated by the establishment of the Territorial Defense Bureau, and then the Command of the Territorial Defense Forces. The process of creating brigades and sub-units of these troops is parallel to the completion of the WOT Command. The main idea of their functioning is the wide-spread, optional access of volunteers to serve under the so-called territorial military service.

Due to the intensive formation of new structures, a high-level military education is facing a major challenge, which is taking steps to urgently fill positions both for professional officers and for officers of territorial military service with graduates.

The material presented in the present paper is an attempt to analyze and propose solutions that are not necessarily final but are treated as a basis for further substantive discussion.

Keywords:

officer, Territorial Defense Forces, territorial military service

INTRODUCTION

Higher military education faces a major challenge, which is related to the urgent need to prepare a large number of officers to fill positions in the newly formed Territorial Defense Forces (WOT). This new type of the Armed Forces of the Republic of Poland was established in 2016 under the provisions of the Act of 16 November 2016 amending the Act on the Universal Obligation of Defense of the Republic of Poland and

certain other acts¹. This completely new structure is currently at the forming stage aiming to establish 17 brigades functioning at the final stage. These units are to be located in all voivodships with their subordinate units in poviats. Most probably brigade headquarters will be located in administrative units of the 1st level (voivodships), while in the second level administrative units (powiats) WOT battalions and companies are to be deployed.

New formations will therefore function on the basis of the existing administrative division of the country, which is justified by the fact that they form an immanent part of the given territory. Thus, they will be attached to specific elements of local infrastructure. On the other hand, these troops' capabilities to cooperate during wartime with the operational forces acting in the area of their responsibility should be taken into account. However, WOT serve their purposes not only during armed conflicts. They also play a relevant role during crises and in peacetime.

In parallel to the staffing of the WOT command is the process of creating brigades and WOT units. The most advanced arrangements concern three locations, i.e. Białystok, Lublin and Rzeszów. It is a process advanced enough to begin the individual training of soldiers in the spring of 2017. The scope of the tasks performed by the Territorial Defense Forces is closely related to the scope of operation of the commander of this type of Armed Forces of the Republic of Poland. Apart from tasks concerning the implementation of development programs of the Polish Armed Forces, his / her responsibilities include: planning, organizing and conducting training of subordinate military units and organizational institutions; planning and organizing the mobilization and operational development and use of the Territorial Defense Forces; preparing the forces and resources of the Territorial Defense Forces for combat operations; performing tasks related to the participation of troops and sub-units of the Territorial Defense Forces in the fight against natural disasters and the elimination of their effects, property protection, search and rescue operations or those for protection of health and human life, and participation in the implementation of crisis management tasks; cooperating with other bodies and entities in defense-related matters; managing and controlling subordinate military units and organization institutions².

The presented material is an attempt of the analysis and presentation of proposals, which are limited to the urgent need of the Armed Forces of the Republic of Poland to supplement the positions provided for professional officers of territorial military service. The material only concerns the professional preparation of officers. However, the author is aware of the fact that such intellectual and organizational efforts should be also the subject of works aimed at obtaining properly prepared non-commissioned officers and privates for service in the Territorial Defense Forces.

¹ The Act of 16 November 2016 amending the Act on the Universal Obligation of Defense of the Republic of Poland and certain other acts (Journal of Laws of 2016, item 2138).

² Ibidem.

1. THE TERRITORIAL DEFENSE FORCES - KEY CONCEPTS

The main idea behind the functioning of the Territorial Defense Forces is the widespread, optional access of volunteers to serve under the so-called *territorial military service*. Joining this service may take place at the request of the person concerned or with his / her consent, provided that their military obligations have been fulfilled. It can also be performed by other people, among others, those not subject to compulsory military service or military training, and in the event of compulsory military service or military training required, including persons subject to this obligation³.

Territorial service is performed in military units and institutions of the Territorial Defense Forces and in the Headquarters of the Territorial Defense Forces. Its duration is from one to six years and at the request of a WOT soldier can be extended for another period. Enlistment into the military service is the same as the indication of the place, the period of service and the position for the WOT soldier, allocated in the establishment of the military unit. Territorial service may be performed by a person who meets the following conditions:

- a) holds Polish citizenship,
- b) has physical and mental capability for performing active military service,
- c) is aged at least eighteen years old and over,
- d) has not been convicted of an intentional offense,
- e) has not been intended for alternative service,
- f) fulfills any other type of active military service or does not have a crisis assignment,
- g) is recommended to perform active military service in the event of a mobilization announcement and during a war or in the event of an organization-mobilization allocation in the collective nominative form in the unit envisaged for militarization,
- h) holds a military psychological certificate on the absence of contraindications to serve on positions requiring special psychophysical predispositions,
- i) submitted a request together with a clearance questionnaire for a relevant applicable procedure,
- j) has a level of education (provided there are supplementary needs of the Polish Armed Forces):
 - at least higher - in the case of serving on a position in the corps of officers,
 - at least secondary - in the case of serving on a position in the corps of non-commissioned officers,
 - at least basic - in the case of serving on a position in the private corps⁴.

³ The Act of 16 November 2016 amending the Act on the Universal Obligation of Defense of the Republic of Poland and certain other acts (Journal of Laws of 2016, item 2138).

⁴ Ibidem.

The WOT soldier's qualifications in relation to the requirements that are set for a given service position play a crucial role in the context of appointment to territorial military service. Appointing a person to a specific position is closely related to his / her education and skills as well as the knowledge necessary for the planned position. Such an approach will make it easier for an individual to adapt to his or her professional role while causing a non-collision adaptation to the new environment. The presented solutions make it possible to use qualifications held without the need for long-term trainings, although in some situations they will be necessary and may result from the specific nature of the military equipment utilization and the performance of specialist tasks by WOT units and sub-units.

Being closely linked to a specific deployment area, territorial military service is primarily accessible for people living in a particular dislocation zone of a WOT unit or sub-units. Joining the formation is possible for various stakeholder groups. These include former professional soldiers, members of NGOs, which have signed a cooperation agreement with the Minister of National Defense or military unit commanders recommended by authorities of these organizations, school graduates implementing innovative or experimental programs within defensive or security education⁵.

An important assumption related to the functioning of soldiers in the framework of territorial military service is its fulfillment in a *rotary* or *dispositional* manner. As territorial military service personnel are employed on their current positions and are engaged in work-related duties there, the *rotation service* is performed on specified days in a military unit. This is done at least once a month for two non-duty days. Notwithstanding the above, WOT soldiers may also perform this form of service on other days. This is due to the tasks that are dictated by the needs of the Armed Forces of the Republic of Poland. On the first day of the rotation territorial military service, a WOT soldier is assigned to a duty position and at the same time he/she receives the mobilization assignment.

The second type of territorial military service is its fulfillment on a *dispositional* basis. This type of service is that a soldier carries it out of a military unit while remaining ready for rotational service at the time and place indicated by the military unit commander. WOT soldiers performing *dispositional* territorial military service are obliged to continual training and development as well as improvement of their physical fitness to the extent corresponding to tasks performed on the positions they are assigned to.

Professionally prepared officers are very important in the proper operation of the WOT. The author would like to dedicate this article to their proper preparation for this formation. First, however, he will clarify the main concepts, which seem necessary from the point of view of development. Certainly they include the term *officer*. Since, in practice, there will be different sources of officers' recruitment to the WOT, the proposed own definitions are intended to cover various aspects. This approach stems from the fact that both professional officers and officers performing the territorial

⁵ See: *Ibidem*.

military service will enter the forces⁶. Due to the different requirements towards officers, it is difficult to establish a coherent term defining a WOT officer in detail. Thus, the author suggests two definitions, the first of which includes professional officers, the other one those serving in the territorial military service within the Territorial Defense Forces.

It is worth mentioning that both a professional and a territorial military service officer must comply with a set of criteria. The basic common requirements include issues such as: holding Polish citizenship, physical and psychic capability for performing active military service, at least eighteen years of age and no offenses in the criminal record⁷. As far as education is concerned, a professional officer must have a second-degree diploma and a master's degree (equivalent), while an officer of territorial military service must meet the condition of having a higher education. This practically means that a person may only complete first-degree studies and hold a bachelor's or engineer's degree to perform the role of a territorial military service officer.

As a result of the above, in relation to professional soldiers, the term *professional officer* used by the author applies to those who have been promoted to the first officer rank, i.e. the second lieutenant of the Polish Armed Forces. These persons have completed one of two forms of education, i.e., stationary first-degree and second-degree studies in a military academy or the Officer Study also at a higher military school. Graduates of both of these forms of education had a Master's degree (equivalent) prior to the promotion to the first officer rank. The first group of graduates received this title at a military academy, while the other graduated from a 'civilian' university and was recruited into the Officer Study, where currently the training has a duration ranging from 3 months to 12 months, depending on the corps. Qualification for a particular corps or service is due to the possession of a useful military education acquired at a civilian academy. The appointment to the rank of second lieutenant, according to military ceremonies, was preceded by the fulfillment of many formal requirements in the form of positive examinations (including the officer exam), tests and a number of practical classes carried out during the didactic process⁸.

On the other hand, the author used the term of *officer of territorial military service* for those who were promoted to the first rank of officer and completed adequate training in military schools, which is dedicated to persons assigned to take up the first posts for territorial military service officers. They have a university degree and have been qualified for one of the possible forms of training as part of the recruitment process. The assignment for a particular corps or services is due to the possession of

⁶ Ibidem.

⁷ See: Ibidem.

⁸ Cf. Liberacki Marcin, (2010). Oficerowie w ujęciu teorii roli społecznej na przykładzie absolwentów uczelni cywilnych. Wybrane aspekty socjologiczne, (*Officers in the light of the theory of social role on the example of graduates of civilian universities. Selected sociological aspects*), *Journal of Science of the General Tadeusz Kosciuszko Military Academy of Land Forces*, 156 (2), pp. 120–130. http://www.zeszyty-naukowe.wso.wroc.pl/abstracted.php?level=4&id_issue=875173

competences useful in the WOT required in the occupied position. The promotion to a second lieutenant rank, according to military ceremonies, was preceded by the fulfillment of many formal requirements in the form of positive examination results (including the officer one), tests and a series of practical training sessions conducted during the didactic process. The officer of the territorial military service performs it in a *rotary or dispositional* manner⁹.

It should be mentioned that at present there are no territorial military service officers in the Armed Forces of the Republic of Poland, which is obvious from the fact of these troops creation process. Nevertheless, in the nearest future it is necessary to undertake the creation of a training path, which will enable the acquisition of well-prepared soldiers for the service. Such a form of education must equip a future WOT officer to perform tasks independently and cooperate with various branches of the Polish Armed Forces during a crisis and war.

2. PREPARATION OF OFFICERS FOR THE PURPOSE OF THE TERRITORIAL DEFENSE FORCES

The proper training and preparation of an officer to serve in the Armed Forces of the Republic of Poland is largely dependent on the needs of the Armed Forces and, most importantly, on the functioning, effective system of higher military education. The specificity of the higher education system is that professional staff and candidates for professional soldiers have to take on the challenges of today. These are not only strictly military, but also social and economic conditions imposed.

A special role falls to the officer corps, because for historical reasons it has always been in the Polish society's consciousness associated primarily with independence aspirations and defense of state sovereignty. Now the corps' tasks have been enhanced with responsibilities to fulfill arising from Article 5 of the Washington Treaty. Hence, now more than ever, faced with complex situations and problems, professional cadre are expected to show creative, forward thinking, critical perception and decisive action. In order to meet these expectations, depending on the position held in the army, they must effectively assimilate knowledge and skills and use the latest scientific and technical achievements at their disposal. These factors put high demands on the military education system in respect of the development of modern, effective models of education and self-improvement of officers of the Polish Armed Forces. The appropriate, professional and comprehensive preparation of officers is therefore essential, which becomes a circumstance conducive to the design and implementation

⁹ *A WOT soldier performs his/her territorial military service rotationally in a military unit, on days of service determined by the military unit commander, at least once a month for a period of two days during the off work hours. A WOT soldier performs his/her territorial military service rotationally also on other days depending on the Armed Forces' needs, in accordance with the annual list drawn up by the commander of the military unit in which the WOT soldier performs his/her territorial military service on the dispositional basis outside the military unit, while remaining ready for rotational service at the time and place indicated by the commander of the military unit. See: the Act of 16 November 2016 amending the Act on the Universal Obligation of Defense of the Republic of Poland and certain other acts, Journal of Laws of 2016, pos. 2138.*

of not only new solutions but also the effective use of existing methods and procedures¹⁰.

2.1. Preparation of professional officers of the Territorial Defense Forces as part of stationary forms of education and training conducted in military higher education institutions

The didactic activity carried out by higher military schools is strictly geared towards the needs of the Armed Forces of the Republic of Poland. It focuses primarily on the areas of preparation of commanding officers and specialists equipped with general and specialist knowledge and professional skills that will ensure effective implementation of tasks during a war, crisis and during the peacetime functioning of the Polish Armed Forces.

The process of education and training, from the calling to the candidate service to the promotion to the first officer rank, is determined by the requirements imposed on future officers by the Armed Forces of the Republic of Poland in terms of their knowledge, qualifications and skills. Not only should a contemporary officer have competencies and commanding capabilities, but also appropriate technical knowledge to make effective use of modern systems in the contemporary battlefield. In addition, a military academy graduate is required to have a good command of English and a high degree of physical fitness, as well as ease of adaptation to various service conditions. Graduate's personal and occupational characteristics are defined by the effects of education and training¹¹.

The foundations for the organization of the system aimed at the preparation of the officer cadre follow from the provisions of the so-called Pragmatic Act¹². The content of this legislative act defines the capacity requirements for military higher education institution graduates to be promoted to the first rank of second lieutenant. From the point of view of education, these people must hold a second-degree diploma and a master's degree (master's and engineer's degree) or equivalent. The current system of preparing officers for service in the first positions assumes the functioning of the following three models:

- academic, which is the main solution. It is based on the implementation of stationary first- and second-cycle studies at a military academy¹³ by graduates of secondary schools having Matura Exam passed,

¹⁰ Liberacki Marcin, (2015). *Pełnienie zawodowych ról oficerskich przez absolwentów uczelni cywilnych. Ujęcie socjologiczne (Performing professional officer roles by civilian graduates. The sociological approach)*, Wydawnictwo Adam Marszałek, Toruń, pp. 74-75.

¹¹ Podbielski Dariusz (2016), Materials unpublished, Department of Science and Military Education, Ministry of National Defense, Warsaw.

¹² Act of 11 September 2003 on military service of professional soldiers, Journal of Laws of 2016 pos. 1726.

¹³ This applies to four military academies, namely the Military University of Technology, the Naval Academy, the Air Force Academy and the Military Academy of Land Forces.

- course, as a supplementary system. It is implemented as part of a military training organizationally placed in the Officer Study. This form of training is currently realized exclusively at two military academies, i.e. in Dęblin and Wrocław. It is dedicated for graduates of universities/colleges with a master's degree (master's and engineer's degree or equivalent). Course participants may be non-commissioned officers, privates and civilians,
- hybrid, as another complementary algorithm. This model concerns candidates for officers who are destined to serve in the military health care structures. They are recruited from the secondary schools graduates with Matura Exam passed. Stationary studies in the six-year system are conducted at the Faculty of Military Medicine of the Medical University of Łódź within the limit of places allocated to the Ministry of National Defense. The military module implemented during the course of studies is held at the Military Academy of Land Forces.

The three models presented above are determined by the existing different algorithms for obtaining officers to the first service positions provided for second lieutenants. These potential ways are presented in Figure 1.

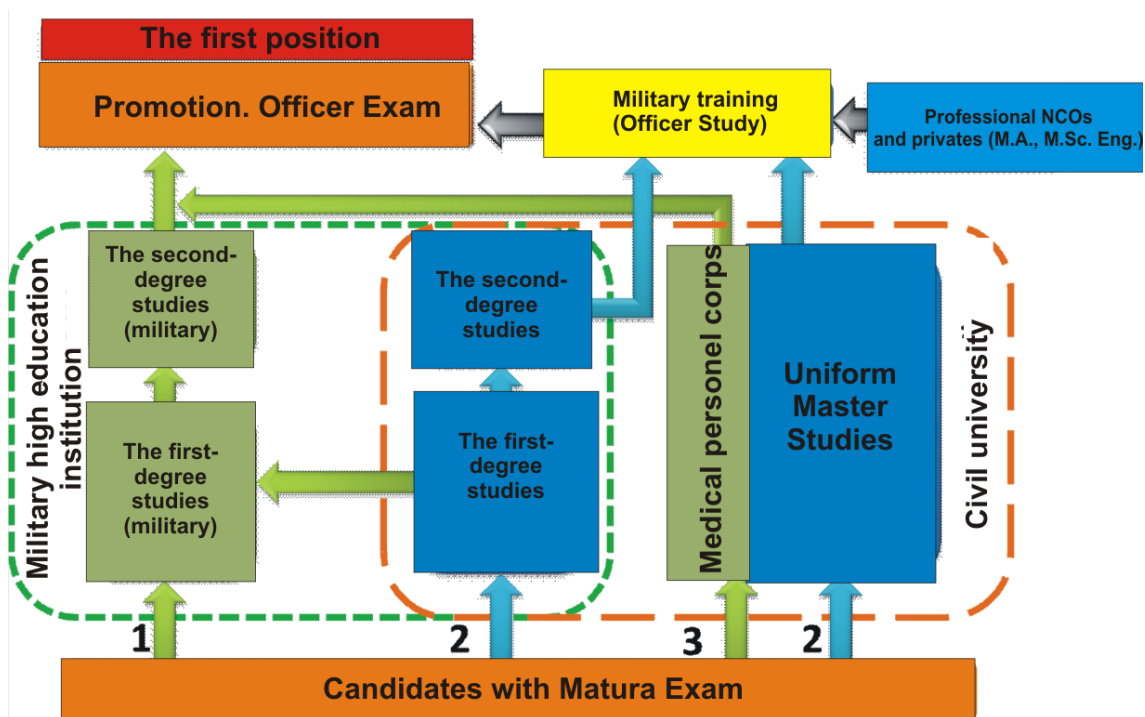


Fig. 1. The algorithm for the preparation of future officers

Source: D. Podbielski, Materials unpublished, Department Of Science and Military Education, Ministry of National Defense, Warsaw 2016

Ensuring continuity in the supply of well-prepared officers is the most important issue from the point of view of the needs and functioning of the Armed Forces of the Republic of Poland. Selection is the element that makes it possible to choose the best candidates for the first officer positions. It aims at choosing individuals who have the

motivation, appropriate personality traits and the competence to perform the officer's profession. It is worth mentioning that such a designed, resilient and efficient system has the capabilities of immediate response to the needs of the Polish Armed Forces.

The basic 'path' that enables the flow of educated officers is the first process, i.e. stationary first- and second-degree studies in military academies. Upon graduation, a graduate holds a master's degree (master's and engineer's degree) and, after successful passing the officer exam, is promoted to the first officer rank.

Another model of preparing an officer for professional military service includes graduates of civilian higher education. They can be both civilians and soldiers from the NCOs and private corps. The Officer Study training lasts from 3 months to 24 months, depending on the corps (Figure 2).

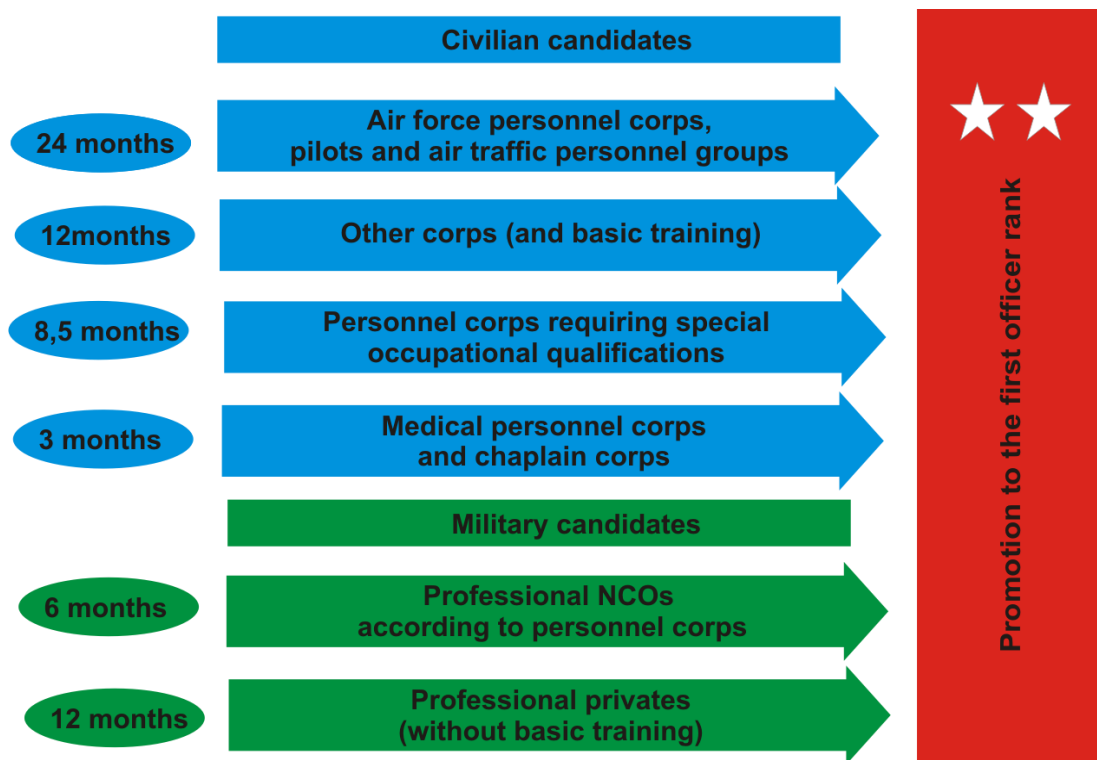


Fig. 2. The duration of training at the Officer Study

Source: J. Kustra, Materials unpublished, Department Of Science and Military Education, Ministry of National Defense, Warsaw 2016

This didactic offer includes training in which special emphasis is placed on the specialist area of the future officer, directly associated with his/her personnel corps and service. Nevertheless, the participants of this form of training receive the necessary expertise in general military subjects. The training program is dictated by the needs of the Polish Armed Forces, which appoint qualified persons to develop service

models in the personal corps (personal group)¹⁴. The Officer Study plays an important role in the staffing system. This form makes it possible in a relatively short time to recruit officers to the first positions and to respond to the urgent and emergency needs of the Polish Armed Forces.

The essence of the training at the Officer Study is the required degree of coherence of the completed university studies with a military specialty selected by a candidate. This means that candidates who prefer the communications and IT personnel corps, in the personnel group of communication systems, should have a degree in electronics, telecommunications, IT or computer science. Graduates of pedagogy, geography, geodesy, mathematics or physics cannot continue training at the Officer Study in this field. The assumed model takes into account the convergence between the candidates' fields of completed studies and the chosen professional officer specialty¹⁵.

The third presented model of the preparation of officer cadre relates to candidates for professional soldiers envisaged to carry out duties in the health service. Future officers - doctors are recruited from graduates of secondary schools with passed Matura Exam. Studies take place at the Medical University of Łódź and last six years in the framework of uniform studies. In addition to the standard for medical faculty, cadets also realize the military-medical and military standards.

Regardless of the hybrid model presented, cadre recruitment and training for the medical corps takes place at the Officer Study (as part of the second model shown) and lasts 3 months at the Military Academy of Land Forces and ends with the promotion to the first officer rank.

2.2. A proposal for training of territorial military service officers in the framework of compilation training forms

On grounds of the needs of the Armed Forces of the Republic of Poland, there is an urgent necessity and time to reflect on the development of systematic solutions that will enable the Territorial Defense Forces to be supplied with well-prepared soldiers capable of filling positions of second lieutenants of this formation, who are not at the same time professional soldiers. The preparation of future officers of territorial military service prompts deeper reflection. Existing solutions presented above in the text of this study are not fully applicable to territorial military service. In its ranks there are persons who have a permanent employment on the civilian market. Furthermore, the very idea of the creation of the WOT assumes their territoriality and the performance of tasks in various modes of readiness, including for a period of two days during off work hours.

Nevertheless, given the provisions of the Act on the Universal Defense Obligation of the Republic of Poland, it should be noted that WOT soldiers may be assigned to train-

¹⁴ This process is specified by the provisions of Decision No. 457/MON of the Minister of National Defense of 16 November 2015 on persons competent to develop models of military service in individual corps (groups), Office Journal of MON of 2015, pos. 316.

¹⁵ Liberacki Marcin, (2015). Pełnienie zawodowych ról oficerskich..., pp. 78-79.

ing courses that are provided at centers, training centers and military units. However, the period of posting of a territorial service soldier, upon his/her consent, may not exceed three months at a time¹⁶.

Taking into account previously made observations, the author presents below two possible but not the only options for the preparation of officers of territorial military service. The first of the proposals (Figure 3) contains a compilation algorithm for the preparation of future officers for the purposes of territorial military service. The second one (Figure 4) – the stationary ‘path’ of recruiting officers for the purpose of the formation in question.

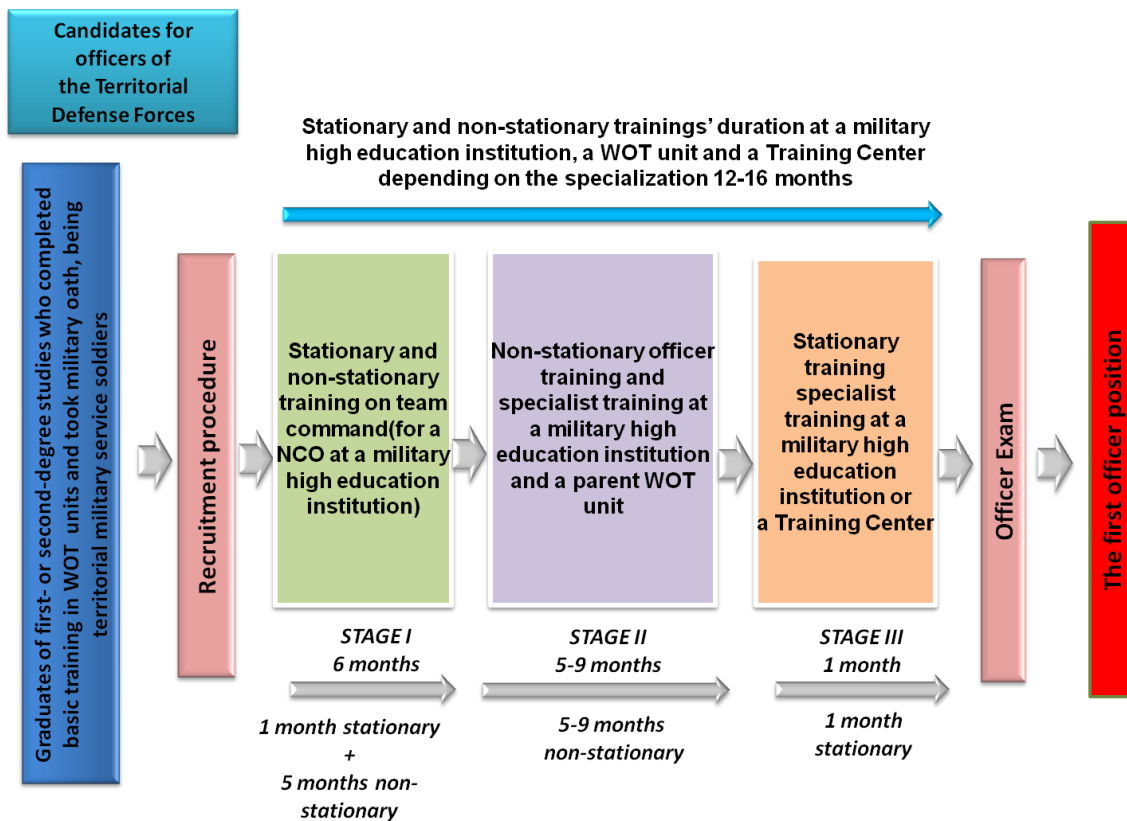


Fig. 3. The path of the preparation of future officers for territorial military service needs

Source: Own study

From the standpoint of the needs of the Territorial Defense Forces, the most important and most pressing problem is to ensure continuity in the supply of soldiers assigned to junior (second lieutenants) officers to territorial military service. An important element in this process is the proper selection, which should take place in close co-operation between the WOT Command and a military high education institution performing the didactic process for its needs.

¹⁶ Act of 16 November 2016 amending the Act on the Universal Obligation of Defense of the Republic of Poland and certain other acts.

One of the possible models for the provision of appropriately prepared personnel to the second lieutenant positions in the WOT is an algorithm that assumes that the soldiers of territorial military service having a first- or second-degree education would be directed to courses¹⁷. At the same time, they are people who have received basic training in WOT units and have taken a military oath. The presented proposal includes three consecutive, coordinated stages.

In the first stage, performed on the basis of a military high education institution, stationary and non-stationary training would be provided, including team command. It would be equivalent to a non-commissioned officers training at the Officer Study. The number of hours planned for this stage implementation, both stationary and non-stationary, is between 234 and 314 hours. This didactic hour-framework consists of the following components:

- 154 hours on the stationary basis in a military academy, assuming that the average, daily number of hours taught during 22 working days per month is 7,
- from 80 to 160 hours on the non-stationary basis, given that 80 hours are realized in military academies during weekend sessions. Additional 80 hours of classes are those realized in WOT units that are correlated with the course syllabus. In this situation, soldiers of the territorial military service would carry out training classes twice on two days off work (weekend) each month during the course.

The next stage involves non-stationary training. It is held for a period of 5 to 9 months depending on the military specialty, criteria and needs developed by the WOT Command. This stage constitutes the training of officers and specialists carried out at a military academy. An important element is the implementation of the training, in addition to a military high education institution, also in the parent WOT unit. This is essential because of the above-emphasized territoriality of this formation and fostering positive relationships with other brigade or WOT sub-unit soldiers. This approach, however, requires a close correlation of contents of the subject matter, which should be reflected in training programs developed at military academies.

The number of hours provided for the second stage of the training of candidates for territorial military service is 160 hours per five months, and 288 hours per 9 months. The above data results from the calculations that there are 16 hours of teaching during each session. If classes are held twice for two days each month, then 32 hours can be realized during this time. An important factor is the need for a precise correlation of the contents taught at a military academy and in WOT units.

The last stage of preparation would be the regular training of specialists at a military academy and in the Training Center. The number of hours envisaged for this stage is 154 and takes into account the time necessary for a military high education institution to hold the officer exam. At the end of this stage, a candidate who has successfully

¹⁷ The provisions of the Act of 16 November 2016 amending the Act on the Universal Obligation of Defense of the Republic of Poland and certain other acts provide such a possibility.

completed all the previous training phases takes the officer exam. Passing of the exam predestinates a soldier to occupy the position foreseen for the second lieutenant of territorial military service.

It should be noted that the overall minimum number of hours that would be possible for the implementation during the course varies from 468 for a course of 12 months to 532 for a course of 16 months. In turn, the maximum number of hours at the above assumptions is 628 hours and 756 hours respectively, provided that classes take place at two weekends each month.

A different model of the preparation of an officer for territorial military service that is also possible for realization at military academies assumes the stationary training, which, taking into account the previous experience of an academy in training officers for reserve personnel of the Polish Armed Forces, would last three months¹⁸ (Figure 4).

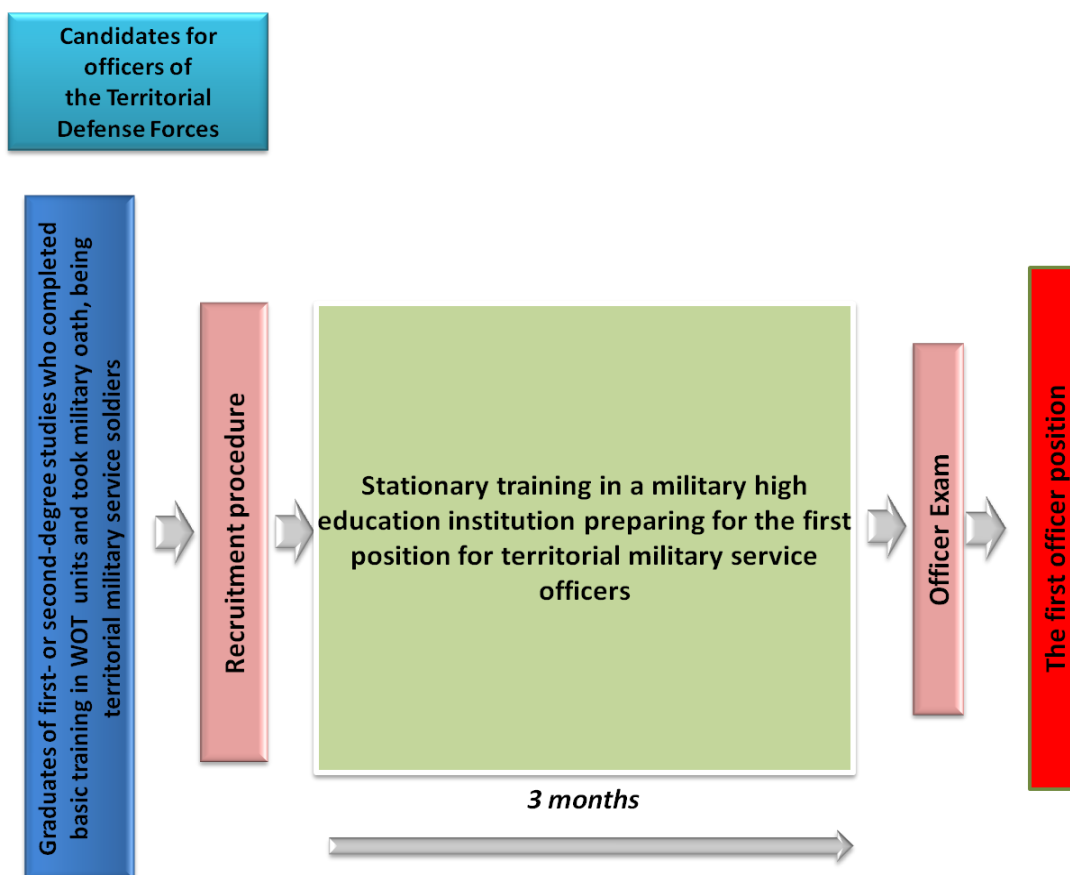


Fig 4. The stationary path of the preparation of future officers for the territorial military service needs

Source: Own study

The initial and final assumptions for training are compatible with the provisions the author has made when describing the previous ‘path’ of recruiting territorial military

¹⁸ The training of officers for the reserve personnel of the Polish Armed Forces takes place on a stationary basis and lasts for a continuous period of three months. This form is implemented under the so-called Personnel Reserve Training Courses (KPKR).

service officers. In place of the three stages of training there is one element, which lasts for three months at a military academy on the stationary and uninterrupted basis. In the framework of the training, it is possible to prepare a candidate for an officer to perform tasks within various military specialties. What is more, its program allows the participation of territorial military service personnel in the practical training with equipment in centers and training centers.

CONCLUSION

The presented solutions, especially in the context of the training provided for territorial military service personnel, are not final and the author considers them rather a source of further discussion on the subject. Nothing obstructs the modification of the presented solutions, however, one should bear in mind the proper preparation of a soldier, future officer of territorial military service. The duration of training should always be dependent on the needs, content and scope of the knowledge that must be given to a listener during the course. The proposed solutions take into account several variants of training cycles, with the provisions of the Act on the Universal Obligation of Defense of the Republic of Poland taken into consideration.

A significant element of the presented systemic solutions is the involvement of the Territorial Defense Forces Command and commands of subordinate units and sub-units in the process. This should be done within the selected solutions, by implementing some of the practical activities covered by the training program in these units. It is important that, when using the solutions presented in the study, there is an appropriate correlation of the contents between trainings that should be carried out at military high education institutions and in WOT units. A significant attribute in the programming of courses for candidates for territorial military service officers is their organization, which will enable training of technical and social, military and specialized skills.

Hence, it is important to precisely define requirements by the Commander of the Territorial Defense Forces in relation to the future graduate - a candidate for a professional officer and for the territorial military service. Such a professional approach will allow for the clarification of further actions, which will enable a WOT soldier to be sent to the appropriate military academy in accordance with future military specialty planned for him/her. The success of the proposed solutions depends on the active engagement of all parties involved in this new and complex process.

Due to the demands and priorities for creating the WOT, there may be significant urgent needs to complement the positions assigned to second lieutenants of territorial military service. Given these considerations, all military academies should be included in their preparation system.

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BIOGRAPHICAL NOTE

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