

## THE PROCESS OF PLANNING THE NUMBER OF CANDIDATES FOR OFFICERS TO THE MILITARY HIGHER EDUCATION INSTITUTIONS WITH THE CONSIDERATION OF THE NEEDS OF THE POLISH ARMED FORCES

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### **Summary:**

*One of the activities of the Ministry of National Defense is concern for the quality of education and the number of officers who annually enters the service in military units. These actions are now of greater importance, since the Ministry of National Defense clearly increases the number of Polish soldiers. This is mainly due to the formation of the Territorial Defense Forces and the urgent need to supplement the personnel status in operational units envisaged for cooperation under the so-called reinforcement of the eastern flank.*

*In view of this, the Ministry of National Defense conducts annual work to determine the number of candidates for professional soldiers who, in the future, after fulfilling many formal and substantive requirements, will swell the ranks of the officer cadre.*

*In this publication, the author discusses the procedures involved in drafting legislation regulating the limits of admission of candidates for professional soldiers to military higher education institutions that educate future second lieutenants to serve in the Armed Forces.*

### **Keywords:**

*candidate for a professional soldier, personnel corps, personnel group*

## INTRODUCTION

The cyclical (annual) process of determining the number of candidates for professional soldiers in the Ministry National Defense is an undertaking in which the organizational units forming the Ministry of National Defense, military higher education institutions and persons competent for the development of service models in the personnel corps (personnel group) participate.

This process, on behalf of the Minister of National Defense, is managed by the Director of the HR Department of the Ministry of National Defense with the substantial cooperation of certain ministerial units, inter alia, the Department of Science and Military Education, the Department of Budget, the Department of Infrastructure and the Department of Legal Affairs.

There are two paths to determining the number of candidates in this process. The first (basic) one concerns candidates for professional soldiers (cadets) who are educated on the stationary first- and second-degree studies in military higher education institutions. All the necessary issues concerning the limit of candidates for particular fields of study in this system are determined in the ordinance of the Minister of National Defense on the limits of admissions for candidates for professional soldiers in various military higher education institutions. To date, four institutions have been involved in this process: the Military University of Technology (WAT), the Naval Academy (AMW), the Polish Air Force Academy (WSOSP) and the Military University of Land Forces (AWL, *former WSOWL*). The War Studies University in Warsaw-Rembertów does not participate in this process due to the character of the University, which is manifested in the preparation of senior officers for performing professional duties. Hence, officers with at least a military rank of a captain are involved in qualification and postgraduate studies at the University.

The second path prefer to the candidates trained in Officer Study. Details in this regard are specified in the annual decision issued by the Minister of National Defense on the recruitment of candidates for officers for military training courses. At present, this form of training is carried out exclusively by two institutions, namely the Polish Air Force Academy in Dęblin and the Military University of Land Forces in Wrocław.

In this publication, the author intends to analyze and characterize issues related to the annual programming of the number of candidates for officers in terms of two specified paths enabling the inflow of highly educated officers to the Armed Forces of the Republic of Poland. All this in the context of categories which are relevant to the needs of the Polish Armed Forces, the quality of education and the conditions for the proper functioning and development of military higher education institutions.

### 1. TERRITORIAL DEFENSE FORCES – KEY CONCEPTS

For identifying the soldiers' positions in relation to their ranks and military specialties, certain categories related to the location of the above-mentioned dependences have been distinguished. Firstly, the author tries to systematize the issues concerning the bases in the division of the professional cadre of the Polish Armed Forces into corps

that cannot be identified with the similarly named personnel corps. These are two separate issues.

All professional soldiers of the Armed Forces of the Republic of Poland belong to the following three corps, which do not identify the specialties and tangible professional skills that a soldier possesses. They rather describe their military ranks and places in the military structures and hierarchy. These include:

- a) the professional officers corps, which include:
  - junior officers;
  - senior officers;
  - generals and admirals;
- b) the non-commissioned officers corps, which includes:
  - junior non-commissioned officers;
  - non-commissioned officers;
  - senior non-commissioned officers;
- c) professional privates corps<sup>1</sup>.

The above-presented classification shows the existence of three professional corps in the Polish Armed Forces. Notwithstanding the above-mentioned division, all soldiers, regardless of their military ranks and places of service, are qualified for the appropriate personnel corps. They are additionally composed of personnel groups within which the division into military specialties exists<sup>2</sup>. It should be stated that officers, non-commissioned officers and privates who carry out duties as professional soldiers in the permanent and contract service belong to the personnel corps and personnel groups.

Thus, the category of the personnel corps, personnel group and military specialty are created to gather soldiers with identical and equal qualifications, which in relation to their military ranks and inclusion in the corps of officers, non-commissioned officers or privates allow for the adoption and application of adequate and comparable means of action. This approach also facilitates the construction of organizational structures in the Polish Armed Forces, as the precise description and codification of positions enables easier division of tasks. In addition, the assignment of a soldier to a given service position is adequate with assigning him/her to the corresponding personnel corps, personnel group and military specialty. This solution indicates, at least in general terms, the scope of duties that are attached to a certain service position. On the other hand, the functioning of the described in detail military specialties enables the search for a suitable candidate for a given position. Such actions are taken in relation to, inter alia, candidates for professional soldiers trained in military higher education institutions within the framework of the post-graduate officers course. They are graduates of

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<sup>1</sup> Act of 11 September 2003 on military service of regular soldiers, Journal of Laws of 2016, item 1726.

<sup>2</sup> See: The Ordinance of the Minister of National Defense of 24 March 2017 on personnel corps, personnel groups and military specialties of regular soldiers, Journal of Laws of 2017, item 734.

such courses in civilian studies, which allowed them to acquire professional competences that could be useful in the military service. The training scope at the Officer Study is limited to military and specialist issues, which distinguish the specificity of operation and maintenance of military equipment.

Currently, the following personnel corpses are distinguished in the Polish Armed Forces:

- land forces personnel corps;
- air force personnel corps;
- naval personnel corps;
- special forces personnel corps;
- personnel corps of communications and information technology;
- personnel corps of cryptology and cyber security;
- personnel corps of reconnaissance and electronic warfare;
- anti-aircraft personnel corps;
- military engineering personnel corps;
- personnel corps of defense against weapons of mass destruction;
- personnel corps of logistics;
- medical personnel corps;
- military intelligence and counterintelligence personnel corps;
- military police personnel corps;
- justice and legal service personnel corps;
- pastoral ministry personnel corps;
- financial personnel corps;
- educational personnel corps;
- general personnel corps<sup>3</sup>.

Every professional soldier is assigned to a specific personnel corps, a personnel group and a military specialty under the personnel order on the appointment for professional military service. This does not mean that a soldier must perform duties within a single personnel corps, a personnel group or a military specialty throughout his/her military service. Existing legal arrangements enable the qualification of a soldier to another corps, personnel group or military specialty during the military service. This is done by issuing an appropriate decision by which the HR department directs a soldier to a service position marked by other parameters in terms of personal corps, a personnel group and a military specialty. Exceptions from the above are those positions that are provided for professional soldiers serving in the military service at the offices of judges of military courts and military prosecutors<sup>4</sup>.

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<sup>3</sup> See: The Ordinance of the Minister of National Defense of 24 March 2017 on personnel corps, personnel groups and military specialties of regular soldiers, Journal of Laws of 2017, item 734.

<sup>4</sup> Act of 11 September 2003 on Military Service of regular soldiers, Journal of Laws of 2016, item 1726.

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For the proper understanding of the above-presented content, the author uses a concrete example. The personnel corps of communications and IT is composed of the following groups:

- staff (letter code A);
- operation of communication systems (letter code B);
- planning and programming of IT (letter code C);
- operation of IT systems (letter code D);
- technical (letter code T)<sup>5</sup>.

Thus, given the above it can be stated that it is possible to qualify (transfer) a soldier from one personnel group to another, e.g. from the personnel group of planning and programming of IT to the operation of IT systems. This is possible due to the above presented existing legal provisions and a properly designed service model that is developed for each personnel corps only for officers and non-commissioned officers. The model of service in the individual corps (personnel groups) will be the subject of analysis in the next part of the elaboration.

## **2. PERSONS HOLDING QUALIFICATIONS RELEVANT TO THE DEVELOPMENT OF SERVICE MODELS IN INDIVIDUAL PERSONNEL CORPS (PERSONNEL GROUPS)**

At the Ministry of National Defense, there are qualified persons competent to develop service models in individual corps (personnel groups) to ensure the smooth and appropriate development of soldiers' professional career, appointment of officers and non-commissioned officers to positions not only according to their education and skills but also the needs of the Polish Armed Forces.

It was established that in the Ministry there are some competent persons in charge who due to positions held are responsible for the development of military service models in the individual personnel corps (personnel groups). That group of people includes the following persons with respect to the afore-mentioned personnel corps (personnel groups):

- land forces personnel corps - Commander of General Command of Branches of Armed Forces;
- air force personnel corps - Commander of General Command of Branches of Armed Forces;
- naval personnel corps - Commander of General Command of Branches of Armed Forces;
- special forces personnel corps - Commander of General Command of Branches of Armed Forces.

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<sup>5</sup> See: The Ordinance of the Minister of National Defense of 24 March 2017 on personnel corps, personnel groups and military specialties of regular soldiers, Journal of Laws of 2017, item 734.

Personnel corps of communications and information technology:

- in staff, operation of communication systems and technical personnel groups - Commander of General Command of Branches of Armed Forces;
- in the personnel group of planning and programming of IT and operation of IT systems – Chief of Communications Systems Inspectorate;
- personnel corps of cryptology and cyber security – Chief of National Cryptologic Center;
- personnel corps of reconnaissance and electronic warfare - Commander-in-Chief of General Command of Branches of Armed Forces;
- anti-aircraft personnel corps - Commander of General Command of Branches of Armed Forces;
- military engineering personnel corps - Commander of General Command of Branches of Armed Forces;
- personnel corps of defense against weapons of mass destruction - Commander of General Command of Branches of Armed Forces.

Personnel corps of logistics:

- in personnel groups of general logistics, material, transport and troops movement - Commander of General Command of Branches of Armed Forces;
- in the personnel group of infrastructure - Chief of Infrastructure Department.
- medical personnel corps - Chief of Military Medical Service Inspectorate – Chief of Medical Service of Armed Forces;
- military police personnel corps - Military Police Commander;
- justice and legal service personnel corps – Chief of Legal Department.

Pastoral ministry personnel corps in the theological personnel group respectively:

- Chaplain Chief – Field Ordinary / Field Bishop /;
- Orthodox Military Ordinary;
- Chaplain Chief – Protestant Military Bishop;
- financial personnel corps – Chief of Budget Department.

Educational personnel corps:

- in the personnel group of general education, culture and orchestras and stage bands - Chief of Social Communication Department;
- in the personnel group of educational psychology - Chief of Military Medical Service Inspectorate – Chief of Medical Service of Armed Forces.

General personnel corps:

- in the personnel group of management – Chief of HR Department;
- In the HR personnel group – Chief of HR Department;
- in the personnel group of military administration – Chief of Organization and Replenishment Directorate – P1;

- in the personnel group of protection of classified information – Chief of Classified Information Protection Department;
- in the media personnel group - Chief of Social Communication Department;
- in the personnel group of physical activity – Commander of General Command of Branches of Armed Forces;
- in the personnel group of fire protection – Chief of Military Fire Protection;
- in the personnel group of metrology – Chief Metrologist of Polish Armed Forces<sup>6</sup>.

Military service models are developed for individual personnel corps (personnel groups) of the Polish Armed Forces' cadre. They determine the order of appointment for subsequent service posts. On this basis, the professional development of soldiers is planned<sup>7</sup>. An example of such a service model for officers from the logistics personnel corps was published in the paper entitled "Professional development of officers of the logistics corps in the context of state security" (*"Rozwój zawodowy oficerów korpusu osobowego logistyki w kontekście bezpieczeństwa państwa"*)<sup>8</sup>.

When developing service models, consideration should be given to the principle that the proposals and resolutions contained in them are to be designed for needs of the Armed Forces of the Republic of Poland. They define the criteria and hierarchy of positions that should be occupied by professional officers and non-commissioned officers in the relevant corps (personnel groups). Hence, the lists of positions in the given personnel corps (groups), ranked for individual ranks and positions, according to the anticipated order of appointment to them together with the required and preferred forms of professional development are the components of the models under development<sup>9</sup>.

There are various post-graduate and qualification courses in the professional development system of regular soldiers. In the above considerations, the terms referring to qualification and improvement courses appear. The former are forms of training necessary for taking up posts, higher-level ones or in other than current functional division, by professional soldiers<sup>10</sup>. In-service training courses are designed to improve

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<sup>6</sup> Decision No 457/MON of Ministry of National Defense of 16 November 2015 on persons competent for development of service models for individual personnel corps (personnel groups), Journal of Laws of MON of 2015, item 316.

<sup>7</sup> See: Act of 11 September 2003 on Military Service of regular soldiers, Journal of Laws of 2016, item 1726.

<sup>8</sup> M. Liberacki, *Rozwój zawodowy oficerów korpusu osobowego logistyki w kontekście bezpieczeństwa państwa*, [in:] *Systemy logistyczne wojsk* No. 44/2016, WAT, Warsaw 2016, pp. 224-242.

<sup>9</sup> See: Decision No 457/MON of Ministry of National Defense of 16 November 2015 on persons competent for development of service models for individual personnel corps (personnel groups), Journal of Laws of MON of 2015, item 316.

<sup>10</sup> Functional Division - a group of service positions for professional soldiers with the same or similar scope of tasks performed and qualifications required, having a common area in a specialized field considering the functions they perform on a given post. In the Polish Armed Forces the following

professional qualifications or to supplement knowledge required in the occupied or proposed position in the same functional division<sup>11</sup>.

Based on the established assumptions underlying the further operation, the model (benchmark) of development and course of the service of professional soldiers is planned. The specificities and needs that exist in the individual corps or groups, including the necessary and preferred forms of professional development, are important issues that must be considered when designing the model.

The service model should clearly specify the course of professional soldiers' career as well as forms of their training. Therefore, the models should indicate and include the following:

- fields of study (scientific disciplines, scopes and areas of knowledge, qualifications, forms, faculties, specialties, areas and education profiles);
- qualification courses implemented in the system of professional training of regular soldiers, regarding taking up a higher-level service position or in another functional division;
- training courses implemented in the in-service training system of professional soldiers, aimed at increasing their qualifications or supplementing knowledge at the held position or position to be appointed in the same functional division;
- studies or courses aimed at improving qualifications or supplementing knowledge of professional soldiers recruited from other personnel corps<sup>12</sup>.

From the point of view of this elaboration, the range of tasks that the competent persons are responsible for is an important factor. They are primarily liable for:

- developing and updating military service models for officers and non-commissioned officers;

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functional divisions are distinguished: command, staff, support, special. Functional Command Division - a group of professional positions for regular soldiers engaged in command, control or management functions. Functional Staff Division - a group of service positions for professional soldiers involved in the decision-making process of a commander and in the planning process that develops the planning and commanding documents. Support Functional Division - a group of professional positions for professional soldiers organizing comprehensive protection of command, training and combat operations. Special Functional Division - a group of service posts for regular soldiers requiring specific professional qualifications. Ordinance of the Minister of National Defense of 9 September 2014 on the procedure for appointing professional soldiers and dismissal from these posts, Journal of Laws of 2014, item 1292, with amendments.

<sup>11</sup> See: Ordinance of the Minister of National Defense of 9 September 2014 on the procedure for appointing professional soldiers and dismissal from these posts, Journal of Laws of 2014, item 1292, with amendments.

<sup>12</sup> Decision No 457/MON of Ministry of National Defense of 16 November 2015 on persons competent for development of service models for individual personnel corps (personnel groups), Journal of Laws of MON of 2015, item 316.



- establishing limits of admissions of candidates for officers to military higher education institutions with respect to the competence of persons in charge of the managed personnel corps (personnel group);
- reporting courses and compiling the needs for further training for the next calendar year in the scope of training courses implemented in military higher education institutions;
- development of organizational and program foundations of training courses for professional soldiers in their personnel corps (personnel groups);
- agreeing organizational and program foundations of training courses for professional soldiers with rectors-commanders in relation to military higher education institutions and with relevant superiors in relation to other military education units;
- submission of the organizational and program foundations necessary to create new and change the functioning forms of professional development for a given personnel corps (personnel group) to acceptance to the following persons:
  - a) Director of the Department of Science and Military Education - for studies and courses conducted in military higher education institutions;
  - b) the relevant superior - in relation to real-time courses realized in other military education units;
- development of guidelines regarding requirements that should be met by military higher education institutions in the preparation of training programs for candidates for professional soldiers<sup>13</sup>.

By analyzing the above-mentioned considerations, the significant role that competent persons responsible for drafting service models play in the system of education and in-service training in the individual personnel corps and personnel groups of the Polish Armed Forces cannot be overlooked. However, these are not the only entities whose voices are substantive in establishing the annual limits of places for study programs for candidates for professional soldiers in particular military higher education institutions, and as regards the recruitment of candidates for officers to military training.

### **3. ESTABLISHING THE NUMBER OF CANDIDATES FOR OFFICERS WITH THE CONSIDERATION OF THE NEEDS OF THE ARMED FORCES OF THE REPUBLIC OF POLAND**

Coordinating the number of candidates for professional soldiers in individual military higher education institutions and military training courses conducted at the Officer College of the Polish Air Force Academy and the Military University of Land Forces

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<sup>13</sup> See: Decision No 420/MON of Ministry of National Defense of 12 September 2008 on implementation of the system of regular soldiers' professional training in the Polish Armed Forces, Journal of Laws of MON of 2008, item 241; Decision No 457/MON of Ministry of National Defense of 16 November 2015 on persons competent for development of service models for individual personnel corps (personnel groups), Journal of Laws of MON of 2015, item 316.

(AWL) falls within the competence of the Minister of National Defense, and the Director of the HR Department of National Defense (DK MON) is responsible for the process. Due to the needs of the Armed Forces of the Republic of Poland, as already mentioned, people with qualifications relevant to develop service models in individual personnel corps (personnel groups) are actively involved in this system.

Knowing the current staffing needs related to vacant or prospective positions in the Polish Armed Forces foreseen for the military higher education institutions graduates - second lieutenants, they set both the number of candidates for professional soldiers, full-time students, in individual military higher education institutions as well as the number of candidates for officers for military training courses conducted at the Officer Study. By specifying the limits, they attach them to the personnel corps or group they manage. Considering the findings made by the author in Chapter 2 of this publication indicating the persons competent to develop service models in individual corps, the reader should be given a little explanation as to the mechanisms for setting the limits.

Taking, for example, the personnel corps of logistics and the general-logistics personnel group into account, the Commander of General Command of Branches of Armed Forces indicates a limit resulting from the needs of the Polish Armed Forces, e.g. at the level of 50 seats. Due to the fact that this specialty is taught at two military schools, i.e. WAT and AWL, (*former WSOWL*), he/she must decide on the graduate's qualifications necessary to be appointed to a post in this personnel corps and this personnel group. It should be borne in mind that planning is expected to give the effect of "gaining" an officer in the perspective of five years, as this is the period required to complete the first- and second-degree studies in those institutions. What differs the education of graduates of those two schools is the fact that an officer who graduates from WAT holds the degree of Master of Science in engineering, and WSOWL - Master. Therefore, the first one should be provided for appointment to a service post where technical (engineering) qualifications are required, while the other for a position where such a requirement is not imposed.

The choice is going to be different when it comes to other personnel corps and personnel groups. In the situation of submitting the limit of admissions to the air force personnel corps, the Commander of General Command of Branches of Armed Forces specifies the level of limit (e.g. 87 admissions), dividing it between personnel groups and military specialties in the following way:

- the personnel group of pilots (50 admissions) in the following configuration:
  - a) specialty: a pilot of the supersonic combat aircraft (20), a pilot of the multi-engine transport aircraft (15) and a pilot of the helicopter (15);
- the personnel group of navigators (30 admissions) in the following configuration:
  - a) specialty: a guidance navigator (20), an aircraft navigator (10);
- the personnel group of operation of unmanned aerial vehicles and targeting (7 admissions) in the following configuration:

- a) specialty: an operator of unmanned aerial vehicles at the operational level (7).

Obviously, these data are carefully prepared by the General Staff's HR personnel and are based on the anticipated needs of the Armed Forces of the Republic of Poland. The example of the Annex to the Ordinance of the Minister of National Defense, which is presented in Table 1, does not reflect all the details discussed above. It only provides the limits of admissions for the fields of study conducted in the given military higher education institution. Details of military specialties broken down by military schools are also part of the Annex to the Ordinance but are not published.

The specific findings made by the person responsible for developing the service model are therefore included in the Ordinance of the Minister of National Defense on the limits of admissions for studies for candidates for professional soldiers in individual military higher education institutions. Ordinances are issued annually, specifying the limits of admissions of cadets for military schools.

**Table 1.** Annex to the Ordinance of the Minister of National Defense of 14 February 2017 (item 315) on limits of admissions for individual military higher education institutions

Field of study / Faculty	Limits of admissions in individual military higher education institutions			
	Jarosław Dąbrowski Military University of technology in Warsaw	Polish Naval Academy in Gdynia	General Tadeusz Kościuszko Military University of Land Forces in Wrocław	Polish Air Force Academy in Dęblin
construction	27			
chemistry	17			
Electronics and telecommunication	201			
Geodesy and Cartography	40			
IT	75	20		
Security Engineering			60	
Cryptology and cyber security	55			
Logistics	35			13
Aviation and aerospace	50			87
Mechanical engineering	18	20		
Mechatronics	77	20		
Navigation		28		22

Field of study / Faculty	Limits of admissions in individual military higher education institutions			
	Jarosław Dąbrowski Military University of technology in Warsaw	Polish Naval Academy in Gdynia	General Tadeusz Kościuszko Military University of Land Forces in Wrocław	Polish Air Force Academy in Dęblin
IT systems in security		12		
Command (management)			273	
TOTAL	595	100	333	122
	1150			

*Source: Ordinance of the Minister of National Defense of 14 February 2017 on limits of admissions for fields of study for candidates for professional soldiers in individual military higher education institutions, Journal of Laws of 2017, item 315*

The Annex, shown in Table 1, is the essence of the provisions contained in the Ordinance of the Minister of National Defense. By analyzing the content included in the above one can note that in 2017, the Military University of Technology received a total limit of 595 admissions in the following faculties: construction (27), chemistry (17), electronics and telecommunications (201), geodesy and cartography (40), informatics (75), cryptology and cyber security (55), logistics (35), aviation and aerospace (50), mechanics and engineering (18) and mechatronics (77). In the academic year 2017/2018 the following number of candidates for professional soldiers will start their studies in the other military schools:

- the Naval Academy – 100;
- the Military University of Land Forces – 333;
- the Air Force Academy - 122.

In total, 1150 students will be enrolled in all institutions educating candidates for professional soldiers (cadets). This number of students is a huge challenge for higher military schools, because it should be remembered that cadets are stationed at schools practically throughout the period of their studies. The school must therefore provide each student with appropriate accommodation, meals and broadly understood social issues.

Given the above, in addition to persons competent for developing service models, military higher education institutions play a crucial role in this matter. Their rectors must analyze the state of the infrastructure, including other educational and research undertakings at the school or issues related to construction investments.

In addition to the above mentioned important premises, there are still issues related to the appropriate didactic base adapted to such a large number of students, as well as instructors, teachers, scientists and auxiliary staff.

Each university first and foremost builds the capacity and potential of the fields of study that are being taught in it and can possibly be implemented in the future. Rectors, knowing the needs of the Armed Forces of the Republic of Poland, seek to employ personnel with such competences and education, which enables the realization of study programs and, at the same time, the right to pursue studies and the further development of the institutions. This is a very important issue, since it often takes many years to build such a potential, which is related, among other things to obtaining academic degrees and titles as well as taking up courses, studies and trainings by the academic staff.

Moreover, the role of didactic, scientific-didactic and scientific staff is essential from yet another point of view. Every university is obliged, apart from conducting typical didactic activity, to carry out parallel scientific activity. This involves the participation of academic staff in a number of research and development projects, which bring tangible results, enriching the didactic workshop and practical, substantive lecturers' experience. Accordingly, solutions aimed at continuous, annual changes in the fields of study in terms of their implementation in a given year in WAT, the next year in AWL (*former WSOWL*) and yet in the following year in AMW are undesirable. Obviously, this does not apply to all fields of study, because it is difficult to imagine the situation when "pilots" are educated in AWL and "sailors" in WAT. This situation relates more to other fields of study, such as logistics, cryptology, cyber security, electronics and telecommunications.

Capacity building is also linked to having a professional, excellent laboratory base, equipped with the state-of-the-art simulators and trainers. This requirement applies to all fields of study that are carried out by military higher education institutions and is the clear sign of the times and a practical, justified approach to the implementation of the utilitarian teaching process.

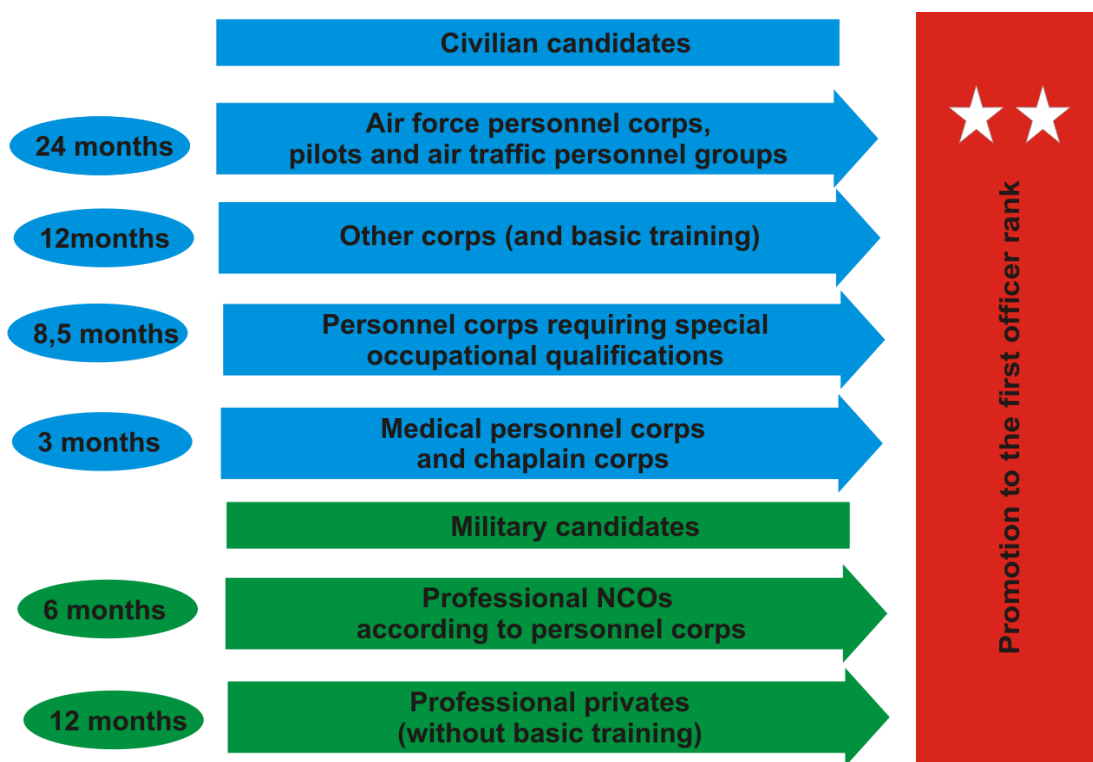
Similarly, the process of scheduling limits is developed with regard to the learners of the Officer Study, except that it is defined not in the Ordinance, but in the Decision of the Minister of National Defense. The Officer Study comprises higher education civilian graduates<sup>14</sup>. They can be both civilian and soldiers from the corps of professional non-commissioned officers and professional privates. Education in this form of training lasts from 3 months to 24 months depending on the corps. The above is illustrated in Figure 1.

The teaching offer provides training with special emphasis placed on the specialty area of a future officer, directly associated with his/her personnel corps and personnel group. Nevertheless, the participants of this training receive the necessary knowledge of general military subjects. The training program is dictated by the needs of the Polish Armed Forces, which determine the persons qualified to develop service models in the

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<sup>14</sup> Decision No 277/MON of Ministry of National Defense of 9 September 2016 on the recruitment procedure for military training for candidates for officers in 2017, Journal of Laws of MON of 2016, item 151.

personnel corps (personnel group)<sup>15</sup>. Officer Study plays an important role in the staffing system. This form makes it possible to obtain officers for first positions in the relatively short term and to respond to the urgent and immediate needs of the Polish Armed Forces.



**Fig. 1.** The duration of training at the Officer Study

*Source: Department of Science and Military Education, Ministry of National Defense, Warsaw 2016*

The essence of the training in the Officer Study is the compliance of the completed faculty with a military specialty selected by a candidate. This means that the candidate who chooses the personnel corps of logistics, should hold a diploma in relation to a specific personnel group, i.e. in economics, management and marketing, management and production engineering, construction, logistics, mechanics and commodity science. A graduate in pedagogy, geography, or psychology cannot continue training at the Officer Study at the faculty. Thus, the model of training at the Officer Study assumes a specific convergence between the graduates' civilian university diplomas and the chosen officer professional specialty<sup>16</sup>.

<sup>15</sup> The process is regulated by Decision No 457/MON of Ministry of National Defense of 16 November 2015 on persons competent for development of service models for individual personnel corps (personnel groups), Journal of Laws of MON of 2015, item 316.

<sup>16</sup> Cf. M. Liberacki, Pełnienie zawodowych ról oficerskich przez absolwentów uczelni cywilnych. Ujęcie socjologiczne, Adam Marszałek Publishing House, Toruń 2015, pp. 78-79.

However, it is worth pointing out that not all military specialties are trained at the Officer Study. This approach is due to the fact that some of them, such as those involving piloting aircrafts or navigating vessels, require a longer preparation period for performing tasks as flight or navy crews members. The training period at the Officer Study is not sufficient to train a pilot or naval officer and carries many other requirements difficult to meet, including health.

One more substantive issue needs to be addressed, namely the process of programming admission limits for professional soldiers to military higher education institutions. It refers to the so-called manning. According to the data of the Department of Budget of the Ministry of National Defense, in the current year, the number of candidates for professional soldiers cannot exceed 4 thousand, which is closely related to the funds allocated for this purpose<sup>17</sup>.

To sum up, when planning the number of candidates for officers for military schools, it is necessary to synchronize the process so that the indicated limit is not exceeded. It must be respected, even taking into account the fact that military academies would be prepared to educate the number of future officers that would exceed the assumed manning.

## CONCLUSIONS

The issues that are the subject of the publication show that the problem of programming the limits for the candidates for officers is not a simple matter. It requires knowledge of many legal acts and activities performed that reflect the needs of the Polish Armed Forces. Many entities are involved in this process, such as the central institutions of the Ministry of National Defense, the military higher education institutions and the Armed Forces of the Republic of Poland. The Director of the HR Department, who is the "owner" of the legislation regulating the above issues, initiates the process of programming the number of candidates for officers to military schools annually.

The current solutions satisfy the expectations related to the needs of the Polish Armed Forces. The inclusion of persons who have proper qualifications to develop service models in individual personnel corps (personnel groups) in the process of "gaining" officers brings tangible benefits. The application of such a solution causes that soldiers who are prepared according to the expectations resulting from the needs of a particular personnel corps, personnel group or military specialty enter the military service.

Noticeable increases in the number of candidates for professional soldiers observed for several years can be indicative of the accuracy of the process realized for the needs of the Polish Armed Forces. In 2015, the number of admissions for candidates for pro-

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<sup>17</sup> [online]. [available: 26.02.2017]. Available on the Internet: <http://www.mon.gov.pl/d/pliki/dokumenty/rozne/2017/02/budzet2017.pdf> - 26.02.2017.

fessional soldiers in particular military schools reached 522<sup>18</sup>. In 2016 it was 764<sup>19</sup>, and in 2017 - already 1150<sup>20</sup>. In turn, the limits for military training of candidates for officers (at the Officer Study) in the subsequent years were as follows: in 2015 - 172<sup>21</sup>, in 2016 - 334<sup>22</sup> and in 2017 - 442 admissions<sup>23</sup>.

Proper cooperation of persons participating in the process of planning the number of candidates for officers gives measurable benefits also in the context of the coming years, which will be strongly influenced by the Act of 29 September 2017 on the amendment of the Act on restructurization, technical modernization and financing of the Armed Forces of the Republic of Poland, signed by the President of the Republic of Poland<sup>24</sup>. Its provisions, concerning the increase in the number of military personnel to the level of no more than two hundred thousand service positions, involving up to one hundred and fifty thousand professional soldiers, will result in further, gradual higher demand for young officers.

The solutions discussed in the publication meet the needs of the Polish Armed Forces, including the creation of new units of the Territorial Defense Forces and obtaining adequate manning in operational units. This is due to the actions taken to increase the state security, also through the implementation of the modernization programs of the Armed Forces of the Republic of Poland, including, inter alia, air defense and missile defense and long-range missile systems.

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<sup>18</sup> Ordinance of the Minister of National Defense of 21 November 2014 on limits of admissions for fields of study for candidates for professional soldiers in individual military higher education institutions, Journal of Laws of 2014, item 1723.

<sup>19</sup> Ordinance of the Minister of National Defense of 11 July 2016 amending the Ordinance on limits of admissions for fields of study for candidates for professional soldiers in individual military higher education institutions, Journal of Laws of 2016, item 1054.

<sup>20</sup> Ordinance of the Minister of National Defense of 14 February 2017 on limits of admissions for fields of study for candidates for professional soldiers in individual military higher education institutions, Journal of Laws of 2017, item 315.

<sup>21</sup> Decision No 375/MON of Ministry of National Defense of 9 September 2014 on the recruitment procedure for military training for candidates for officers in 2015, Journal of Laws of MON of 2014, item 305.

<sup>22</sup> Decision No 397/MON of Ministry of National Defense of 15 October 2015 on the recruitment procedure for military training for candidates for officers in 2016, Journal of Laws of MON of 2015, item 284.

<sup>23</sup> Decision No 277/MON of Ministry of National Defense of 9 September 2016 on the recruitment procedure for military training for candidates for officers in 2017, Journal of Laws of MON of 2016, item 151.

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