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Press Release

## **The Promotion Course for PNTL Official Inspectors Has Led to Dissatisfaction rather than Motivation**

On November 29, 2018, the Ministry of Interior issued ministerial diploma No.35/2018 November 29<sup>th</sup> in order to allow PNTL members with the rank of sergeant to attend the admission competition for the promotion course of official inspectors (KPOI). The competition was classified as an internal contest and open to all PNTL members holding the rank of sergeant, pursuant to line a, no.1) article 15 and require a special promotion condition's position of assistant inspector mentioned in annex IV decree law No.16/2009 of the PNTL's promotion regime disposal. Though the process has already begun, dissatisfaction has arisen among PNTL members holding the rank of sergeant and agent.

The dissatisfaction stems from the requirement of the admission competition that applicants to KPOI have at least a bachelor's degree. FM's view on such requirements is that they promote discontent rather than motivate PNTL members, because the requirement is not based on most PNTL members' actual situation. *First*, many members of PNTL with the rank of sergeant only have high school degrees; for example, some station commanders are chief sergeants, yet they are not allowed to participate in the competition for KPOI since they do not have bachelor's degrees. *Second*, some PNTL members who do have bachelor's degrees only occupy the rank of agent. This occurs because some PNTL members do not have the opportunity to access a university education, while others have the opportunity to attend university but, consequently, do not receive a high enough rank within PNTL due to the normal practices of the PNTL promotion regime.

Ironically, some PNTL members who have been sent by the PNTL commander to attend university on scholarship and have graduated with a bachelor's degree still retain the rank of agent. PNTL should automatically promote participants who complete specialized courses to ranks equivalent to their education level.

In response to these points, the Commander of PNTL should review the requirements for the admission competition for KPOI. FM asks that the Commander of PNTL:

- a) Recall that PNTL members who graduated from Cuban educational institutions received promotions without any test, and extend this same treatment to other PNTL members.

- b) Identify members who have bachelors' degree in a subject corresponding to PNTL's work and consider this in awarding ranks.
- c) Allow those who study for bachelor's degree and other specialized courses to receive promotions within the PNTL rank system.
- d) Give greater opportunities for promotion for sergeants who hold bachelor's degrees, as well as PNTL members with the rank of agent who hold qualified bachelor's degree.

The Commander of PNTL needs to learn from past experiences with promotion competitions, as there is currently a great deal of dissatisfaction with the process. *First*, it should learn from the experience of the promotion of 2010, in which members of PNTL who were dissatisfied with the promotion result eventually resigned from PNTL. Discontentment with the promotion not only resulted in resignations, but also caused some PNTL members to make a petition and lodge claims against the promotion commission, and led to demotivation across the force. *Second*, it should learn from the 2014 promotions of PNTL members with special education or expertise. Five PNTL members who had finished special medical courses in Cuba were promoted automatically without any test according to the PNTL promotion regime, with two agents promoted to the rank of assistant inspector and three promoted to the rank of sergeant. This common sense solution should be emulated.

FM recommends:

1. That the Ministry of Interior and the PNTL General Commander review requirements of the admission competition for KPOI, keeping in mind the reality of PNTL members that has been identified above, so as to avoid dissatisfaction among PNTL members and negative consequences in terms of work ethic.
2. That PNTL General Commander prioritize promotion for PNTL members who have completed specialized courses, and allow PNTL members who have received educational scholarships inside and outside the country to participate in the admission competition course for KPOI.
3. That the Ministry of Interior and PNTL General Commander review the PNTL promotion regime of 2009 and put legislative reforms onto the agenda.

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