

**HO CHI MINH NATIONAL ACADEMY OF POLITICS**

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**THE CURRENT PERIOD ROTATION  
OF PARTY INSPECTION CADRES**

**SUMMARY OF THE DOCTORAL THESIS  
MAJOR: DEVELOPMENT OF THE PARTY  
AND STATE GOVERNANCE  
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**The thesis shall be defended in front of the Thesis Committee at Academy  
Level at the Ho Chi Minh National Academy of Politics  
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## INTRODUCTION

### 1. The necessity of the thesis

The cadre rotation is a very important step in the Party's cadre work to continue training, fostering, training cadres through practice, improving the political qualities and comprehensive leadership capacity of the cadre team. The rotation process helps young, promising cadres, cadres in the planning area have conditions, an environment to practice, strive, mature, and develop more quickly and comprehensively. The issue of cadre rotation has been emphasized by our Party since 2002, with Resolution No. 11-NQ/TW dated January 25, 2002 of the Politburo on "Rotation of leaders and managers at all levels" and continues to be supplemented and developed in regulations on cadre rotation, resolutions on cadre work during the Party's terms. Implementing the Party's policy, in recent times, the work of rotating cadres has been effectively implemented by all levels and sectors, including the Party inspection sector.

To create a positive and strongly change in awareness and action in the rotation of party inspection cadres, in recent times, the Central Executive Committee, the Politburo, and the Secretariat have regularly paid attention to, led, directed, and issued many important documents on the rotation of party inspection cadres.

Through the implementation of the policy of rotating party inspection cadres, the rotated cadres have gained practical experience, accumulated a lot of experience from different sectors, fields, and localities; many cadres from other sectors, fields, and localities have been rotated to the party inspection sector, strengthening the leadership of the Inspection Committee with specialized qualifications in many sectors and fields. Most of the rotated cadres have matured and have more comprehensive and practical knowledge and working methods. Although the number of internally rotated cadres in the party inspection sector is not large, it has created very positive effects, contributing to strengthening the cadre team for party organizations that still lack inspection cadres. It is necessary to create uniformity and comprehensiveness in the quality of the cadre team in the whole sector.

However, the rotation of party inspection cadres still has many limitations, which have a certain impact on the quality of the party inspection cadre team, the effectiveness of the inspection, supervision and discipline work of the Party: Some party committees and organizations have not fully recognized the role and significance of rotating inspection cadres, considering this as just a normal measure to mobilize cadres, not linked to the goals of training, fostering, training cadres in practice; the development of plans for rotating inspection cadres in some places is still general, lacking specificity, not clearly defining the goals, requirements, subjects, and rotation time; there is no close coordination between party committees and party organizations in developing and implementing plans for rotating inspection cadres; the evaluation, arrangement, and use of cadres after rotation in some places is still unreasonable; Inspection and supervision of the rotation of inspection cadres in some places are still lax, not promptly detecting and correcting errors and shortcomings; preliminary and concluding reviews of the rotation of party inspection cadres have not been conducted regularly and promptly,...

In the context of the Party building and rectification work being given special importance by the Central Committee and Party committees at all levels, the tasks set for the Party's inspection, supervision and discipline work are becoming increasingly more difficult. That requires the Party inspection sector to pay attention to and take care of the work of cadres in general, the work of rotating cadres in particular, to build the rotation of Party inspection cadres.

Based on the current situation of the work of rotating Party inspection cadres in the past time and the requirements and requirements of practice, it is urgent to conduct fundamental and systematic research, find feasible solutions to promote the advantages, overcome the above-mentioned limitations, strengthen the work of rotating Party inspection cadres in the coming years.

To contribute to solving the above-mentioned urgent problem, PhD Candidate chose and carried out doctoral dissertation topics: *“The current period rotation of party inspection cadres”*.

## **2. Purpose and research task of the thesis**

### **2.1. Research purposes**

Based on clarifying theoretical and practical issues on the rotation of party inspection cadres in the current period, the thesis proposes directions and solutions to strengthen the rotation of party inspection cadres until 2035.

### **2.2. Research task**

*Firstly*, an overview of domestic and foreign scientific works related to the thesis topic, indicating the achieved results and the thesis contents that need further research and clarification.

*Secondly*, clarifying theoretical and practical issues on the rotation of party inspection cadres in the current period.

*Thirdly*, it will survey and evaluate the current status of the rotation of party inspection cadres from 2010 to the present, clarifying the causes and drawing lessons.

*Fourthly*, it proposes directions and solutions to strengthen the rotation of party inspection cadres until 2035.

## **3. Research subject and research scope of the thesis**

### **3.1. Research subject**

The research object of the thesis is the rotation of party inspection cadres in the current period.

### **3.2. Research scope**

The thesis studies the rotation of Party inspection cadres, including the rotation of cadres within the Party inspection sector and the rotation of cadres between the Party inspection sector and other sectors and agencies. The survey and practical research period is from 2010 to 2024, when the Secretariat issued the Conclusion Notice No. 312-TB/TW dated March 9, 2010, on the rotation of leaders and managers of sectors and levels to do inspection and supervision work and the rotation of leaders of inspection committees at all levels to work in sectors and levels. The directions and solutions proposed by the thesis are valid until 2035.

## **4. Theoretical and practical basis and research methods of the thesis**

### **4.1. Theoretical basis**

The theoretical basis of the thesis is Marxism-Leninism, Ho Chi Minh's ideology and the viewpoints of the Communist Party of Vietnam on cadres, cadre work, especially cadre rotation, inspection and supervision.

#### ***4.2. Research methodology***

The practical basis of the thesis is the current situation of the rotation of party inspection cadres from 2010 to the present.

#### ***4.3. Thesis research method***

The thesis uses the methodology of Marxism-Leninism and methods such as combining analysis and synthesis, history and logic, survey, summary of practice, statistics, sociological investigation, etc...

### **5. New scientific contributions of the thesis**

*Firstly*, establish the concept of rotation of party inspection cadres, clarify the concept's connotation and 05 contents of rotation of party inspection cadres.

*Secondly*, summarize 05 experiences on rotation of party inspection cadres from the current rotation of party inspection cadres from 2010 to the present.

*Thirdly*, propose directions and solutions to strengthen the rotation of party inspection cadres until 2035, focusing on two breakthrough solutions: raising awareness and responsibility of Party committees and organizations on strengthening rotation of party inspection cadres; timely preventing and eliminating negative factors and factors hindering rotation of party inspection cadres in the places where the cadres are transferred from and where they are transferred to, especially in the places where they are transferred to.

### **6. Theoretical and practical significance**

#### ***6.1. Theoretical significance***

The research results of the thesis contribute to deepening the theoretical issues on the rotation of party inspection cadres in the current period.

#### ***6.2. Practical significance***

The research results of the thesis provide scientific arguments for Party committees at all levels in the process of conducting the rotation of Party inspection cadres in the coming time. The research results of the thesis can be used as reference materials for teaching and scientific research on Party building in the Ho Chi Minh National Academy of Politics, political schools of provinces, cities, academies and universities nationwide.

### **7. Structure of the thesis**

In addition to the introduction, conclusion, list of the author's published works related to the thesis topic, list of references and appendixes, the thesis consists of 4 chapters and 9 sections.

## **Chapter 1**

### **OVERVIEW OF RESEARCH SITUATION RELATED TO THE THESIS TOPIC**

#### **1.1. THE RESEARCH PROJECTS OVERSEAS**

The thesis has summarized the groups of related research works abroad: The group of works on cadre work and cadre rotation and the group of works on party inspection cadres and rotation of party inspection cadres. Groups of research works in the form of scientific topics, monographs, reference books, doctoral theses and scientific articles related to the thesis topic have raised many issues for the research on the current rotation of party inspection cadres.

#### **1.2. THE DOMESTIC RESEARCH PROJECTS**

The thesis has summarized the groups of related domestic research works: the group on cadre work and cadre rotation and the group of works on party inspection cadres and rotation of party inspection cadres. Groups of research works in the form of scientific topics, monographs, references, doctoral theses, and scientific articles related to the thesis topic have raised many issues for research on the current rotation of party inspection cadres.

#### **1.3. OVERVIEW OF RESEARCH RESULTS OF RELATED SCIENTIFIC WORKS AND THE ISSUES THE THESIS FOCUSES ON SOLVING**

##### **1.3.1. Overview of research results of scientific works related to the thesis topic**

*Firstly*, the above works have discussed many aspects of cadres, cadre work and building the Party's cadre team.

*Secondly*, several works have explained and clarified theoretical issues on the work of rotating cadres, forms, methods, and principles of the work of rotating cadres.

*Thirdly*, the above works have discussed many aspects of inspection cadres, inspection cadre work and rotation of party inspection cadres.

With different research perspectives, the above works are all related to the thesis topic and are important references to carry out the purposes and tasks of the thesis. However, to date, no work has fundamentally and systematically researched the rotation system of party inspection cadres in the current period.

##### **1.3.2. Thesis issues that need further research and clarification**

*Firstly*, clarifying the knowledge units directly related to the theoretical framework of the thesis and serving the construction of the theoretical framework of the thesis, including: An overview of the party inspection sector; main issues on the Inspection Committee, the Inspection Committee agencies at all levels; party inspection officers (concepts, responsibilities, tasks, roles); main issues on the rotation of party inspection officers.

*Secondly*, the thesis analyzes and clarifies the concept of the current rotation of party inspection officers, the contents of the rotation of party inspection officers and the role of the rotation of party inspection officers. This issue is both theoretical and practical, the rotation of party inspection officers can only be strengthened when the contents of the rotation of party inspection officers are fully grasped. On that basis, there is a basis for studying theoretical and practical issues in this work, thereby proposing and recommending appropriate solutions to strengthen it.

*Thirdly*, based on the theory of the rotation of party inspection cadres, the thesis conducts a survey, assesses the current situation of the rotation of party inspection cadres from 2010 to present, points out the causes of advantages and limitations; at the same time, it summarizes the experiences of the rotation of party inspection cadres.

*Fourthly*, forecasts the influencing factors and proposes directions, a system of solutions to strengthen the rotation of party inspection cadres until 2035.

## **Chapter 2**

### **THE PARTY INSPECTION CADRE ROTATION - THEORETICAL AND PRACTICAL ISSUES**

#### **2.1. INSPECTION COMMITTEE, PARTY COMMITTEE INSPECTION COMMITTEE AGENCIES AT ALL LEVELS AND PARTY INSPECTION OFFICERS**

##### **2.1.1. The party inspection sector, inspection committees, and inspection committee agencies at all levels of the party committee**

###### ***2.1.1.1. Overview of the establishment, operation and development of the party inspection sector***

The Party Inspection Sector is a term used to refer to specialized inspection agencies of the Party or Inspection Committees of Party committees at all levels. The Party Inspection Sector is an important part of the political system, which has made great contributions to the revolutionary cause of the Party and the Vietnamese people. In the thesis, the concept of the Party Inspection Sector is limited to the vertical sector, including the Party's organizational system and inspection cadres from the Central level (Central Inspection Committee and Central Inspection Committee agencies) and down to the local level (Inspection Committee, Inspection Committee agencies at provincial and district levels).

On October 16, 1948, in the Viet Bac resistance base, the 1st Party Central Committee Standing Committee issued Resolution No. 29-QN/TW, establishing the Central Inspection Committee; its workplace is in Diem Mac commune, Dinh Hoa district, Thai Nguyen province. Since then, the Party's inspection sector has been led and directed by the Party to supplement and adjust its functions, tasks and building its organizational structure and staff to meet the requirements of Party building work and successfully carry out revolutionary tasks.

Looking back at 95 years since its inception and operation until now, the entire Party, army and people are extremely proud of the increasingly effective activities and maturity of the Party inspection sector.

In the period of renovation, implementation of the socialist-oriented market economy, opening up, and international integration, Party building is a particularly important task. The Party has launched and issued resolutions on Party building and rectification, leadership, and directed and implemented them resolutely with high political responsibility. The Party inspection sector and the Party inspection cadres have very heavy tasks and great roles and responsibilities before the Party and the people. The tasks and responsibilities of the Party inspection cadres in the coming years are very heavy, The implementation faces many difficulties and complications; this team needs to be built and have new quality. In particular, implementing the rotation of Party inspection cadres is a very important solution to improve the quality of this cadre team.

### ***2.1.1.2. Overview of inspection committees at all levels***

#### ***\* The concept of inspection committees at all levels***

The Inspection Committee at all levels is the abbreviation for the Inspection Committee of Party Committees at all levels, which is a specialized inspection and supervision agency of Party Committees at all levels, which performs tasks and powers according to the provisions of the Party Charter; advising and assisting Party Committees in directing, guiding and organizing the implementation of the Party's inspection, supervision and disciplinary tasks.

#### ***\* Functionality, mission and powers of the Inspection Committees of Party Committees at all levels***

*Functionality:* The Inspection Committees at all levels are specialized inspection and supervision agencies of Party Committees at the same level. The Inspection Committees at all levels also have the Inspection Committee agencies at the same level. This is an advisory agency, assisting the Inspection Committees at the same level in performing the tasks and powers of inspection, supervision and Party discipline according to the provisions of the Party Charter.

*Mission:* The Party Charter stipulates the tasks of the Inspection Committees at all levels:

*Firstly*, inspect Party members, including Party Committee members at the same level, when there are signs of violating Party member standards, Party Committee member standards, and in performing Party member duties.

*Secondly*, inspect lower-level Party organizations when there are signs of violations in implementing the Political Platform, Party Charter, Party resolutions, directives, and Party organizational principles; inspect the implementation of inspection, supervision, and disciplinary enforcement tasks within the Party.

*Thirdly*, supervise Party Committee members at the same level, cadres under the management of Party Committees at the same level, and lower-level Party organizations in implementing the Party's guidelines, lines, and policies, Party Committee resolutions, and ethics and lifestyle according to the regulations of the Central Executive Committee.

*Fourthly*, consider and conclude cases of disciplinary violations, decide or propose Party Committees to enforce disciplinary action.

*Fifthly*, resolve denunciations against party organizations and party members; resolve complaints about party discipline.

*Sixthly*, inspect the finances of lower-level party committees and the financial agencies of the same-level party committees.

*Powers:* According to the provisions of the Party Charter, the Inspection Committees at all levels have the following powers:

*Firstly*, the Inspection Committees at all levels have the right to request lower-level Party organizations and Party members to report and provide documents on issues related to the content of inspection and supervision.

*Secondly*, during the inspection and supervision process, Party organizations and Party members must strictly implement the requirements of the Inspection Committee.

*Thirdly*, the Inspection Committee at a higher level has the right to re-examine the conclusions, notifications, and decisions of Party committees, Party organizations, lower-level Inspection Committees on the inspection, supervision, and discipline work



of the Party; direct, guide, inspect, and supervise Party committees, Party organizations, lower-level Inspection Committees on the inspection, supervision, and discipline work of the Party.

*Fourthly*, when the Party Committee, the Standing Committee of the Party Committee, and the Party organization send documents and reports to the Party Committee, the Standing Committee of the higher-level Party Committee will also send them to the Inspection Committee of the higher level. Fifth, implement Party discipline according to Party regulations.

*\* Election of members of the Inspection Committee:*

According to the provisions of the Charter of the Communist Party of Vietnam (adopted at the 11th National Congress of the Party), Inspection Committees at all levels are formed from the election of Party Committee members at the same level at the first meeting of the Party Committee elected by the Party Congress of the same level for the new term at the congress.

Clause 2, Article 8, Regulation No. 22-QD/TW, dated July 28, 2021, of the Central Executive Committee on the inspection, supervision and discipline work of the Party specifically stipulates the number of members of the Inspection Committee at all levels.

Full-time Inspection Committee members operate at the Inspection Committee agency, the Chairman of the Inspection Committee is the head of the Inspection Committee agencies, and the Deputy Chairman of the Inspection Committee is the deputy head of the Inspection Committee agencies.

In case there are requirements different from the above content, the Party Committee or the Standing Committee of the Party Committee must report to the Party Committee, the Inspection Committee at the next higher level, and only when it has received approval (in writing) can it be implemented.

The members of the Inspection Committee and the Chairman and Vice Chairman of the Inspection Committee at the lower level must be approved by the direct superior Party Committee. If the Chairman of the Inspection Committee is transferred to another job, it must be approved by the direct superior Party Committee.

In addition to changing the Chairman of the Inspection Committee as prescribed in the Party Charter, when changing the Vice Chairman or member of the Inspection Committee, the Party Committee or the Standing Committee of the lower level Party Committee must discuss with the direct superior Inspection Committee before implementation.

*\* Principles of operation and working relationships of the Inspection Committees of Party Committees at all levels:*

Principles of operation of the Inspection Committees at all levels According to the provisions of the Charter of the Communist Party of Vietnam, the Inspection Committees at all levels work collectively under the leadership of the Party Committees at the same level and the direction and inspection of the Inspection Committees at higher levels.

Working relationships of the Inspection Committees at all levels: Firstly, in the relationship with the Party Committees at the same level and the Inspection Committees of the higher-level Party Committees; Secondly, in the relationship with the advisory and

support agencies of the Party Committees at the same level. Third, in the relationship with the subordinate Party Committees. Fourthly, in relation to the Party Affairs Committees and the Party Delegations.

*\* Roles*

*Firstly*, the activities of the Inspection Committees of Party Committees at all levels are a particularly important factor for the results of the inspection and supervision work of the Party Committees at the same level; facilitating the effectiveness of this work of the Party Committees and the Inspection Committees at lower levels; significantly contribute to the results of the inspection and supervision work of the Inspection Committee and the superior Party Committees

*Secondly*, the Inspection Committees at all levels are a very important force that greatly contributes to the successful implementation of the tasks and goals of the Party building and rectification campaign to make the Party clean, strong and continue to be worthy of being the leader and organizer of all victories of our country's revolution in the period of renovation

*Thirdly*, the Inspection Committees at all levels make an important contribution to supplementing and completing the Party's guidelines, policies, resolutions and decisions, creating favorable conditions for successful implementation.

*Fourthly*, the Inspection Committees at all levels make an important contribution to training, fostering, improving the quality of the Party inspection staff, creating favorable conditions for this staff to fulfill well the assigned duties and tasks, and to mature, some of whom are a source of quality staff for organizations of the political system all levels.

*Fifthly*, the Inspection Committee of Party Committees at all levels is a very important factor that continues to affirm the correctness and great value of the Party's thesis: "*Leadership without inspection is considered as no leadership*" in the current period of innovation.

**2.1.1.3. Overview of the agency of the party inspection committee at all levels**

***\* Concept of the agency of the party inspection committee at all levels***

The thesis agrees with and uses the understanding of the Inspection Committee agencies in the Party's Regulation No. 22-QD/TW dated July 28, 2021: the Inspection Committee agencies is an advisory body, assisting the Inspection Committee at the same level in performing the tasks, powers on inspection, supervision and discipline work of the Party according to the provisions of the Party Charter and performing the tasks assigned by the Party Committee, the Standing Committee of the Party Committee at the same level; at the same time, it is a specialized and professional agency on inspection, supervision and discipline work of the Party Committee.

***\* Functionality***

According to Regulation No. 53-QD/TW dated January 6, 2022 of the Politburo on the functions, tasks, powers, and organizational structure of the Central Inspection Committee agencies; Regulation No. 137-QD/TW dated December 1, 2023 of the Secretariat on the functions, tasks, powers, organization of specialized agencies advising and assisting provincial and municipal Party Committees directly under the Central Committee; Regulation No. 46-QD/TW dated December 3, 2021 of the Secretariat on the functions, tasks, powers, organization of specialized agencies advising and assisting

district, county, town, municipal Party Committees directly under provincial and municipal Party Committees, it is seen that the Inspection Committee agencies at all levels are similar in terms of functions, only differ in the scale and scope of performing functions. Those functions include:

*Firstly*, it is an advisory body to assist the Party Committee and the Inspection Committee at the same level in performing the tasks and powers of inspection, supervision and enforcement of Party discipline in the Party organization according to the provisions of the Party Charter; performing the tasks assigned by the Party Committee and the Standing Committee of the Party Committee. The Central Inspection Committee agencies performs the tasks assigned by the Central Executive Committee, the Politburo and the Secretariat.

*Secondly*, it is a specialized agency in charge of inspection, supervision and enforcement of Party discipline by Party committees and Inspection Committees at the same level. The Central Inspection Committee agencies is a specialized agency in charge of inspection, supervision and enforcement of Party discipline within the Central Party.

#### **\* Mission**

##### *Duties of the Central Inspection Committee agencies:*

The thesis presents 15 tasks of the Central Inspection Committee agencies according to Regulation No. 53-QD/TW dated January 6, 2022, of the Politburo on the functions, tasks, powers, and organization of the Central Inspection Committee agencies.

##### *Duties of the Inspection Committee agencies of provincial, district and equivalent Party Committees*

According to Regulation No. 46-QD/TW; Regulation No. 137-QD/TW of the Secretariat mentioned above, the Inspection Committee agencies of district, provincial and equivalent Party Committees have the following duties: *Firstly*, to research, propose and implement; *Secondly*, to guide, inspect and supervise; *Thirdly*, to appraise and examine; *Fourthly*, to coordinate; *Fifthly*, the Inspection Committee agencies of Party Committees at all levels perform several other tasks assigned by the Party Committees and Inspection Committees of Party Committees.

#### **\* Organizational structure**

##### *Central Inspection Committee agencies:*

The thesis presents the organizational structure of the Central Inspection Committee agencies according to Article 4, Decision No. 53-QD/TW, dated January 6, 2022, of the Politburo on the functions, tasks, powers, and organization of the Central Inspection Committee agencies.

##### *Agency of the Inspection Committee of provincial and equivalent Party Committees:*

The thesis presents the organizational structure of the Inspection Committee agencies of provincial and equivalent Party Committees according to Regulation No. 137-QD/TW dated December 1, 2023, of the Secretariat on functions, tasks, powers, and organization of specialized agencies advising and assisting provincial and municipal Party Committees directly under the Central Government.

##### *Agency of the Inspection Committee of District Party Committees*

The thesis presents the organizational structure of the Inspection Committee agencies of District Party Committees Commission according to Regulation No. 46-

QD/TW dated December 3, 2021, of the Secretariat on the functions, tasks, powers, organization of the specialized agency advising and assisting the district Party Committee, district Party Committee, town Party Committee, and city Party Committee directly under the provincial Party Committee and city Party Committee.

**\* Roles**

*Firstly*, the Inspection Committee agencies at All Levels, together with other specialized agencies advising and assisting the Party Committee, contributes significantly to improving the quality and effectiveness of the Party Committee's leadership

*Secondly*, the Inspection Committee agencies at All Levels plays a very important role in the activities of the Inspection Committee at the same level and the implementation of the functions and tasks of the Party Committee at the same level regarding inspection, supervision and disciplinary enforcement in the Party organization

*Thirdly*, the Inspection Committee agencies at All Levels is the main force to improve the professional inspection and supervision skills of the inspection staff of the agency, of the Party Committee members at the same level and lower levels, and the cadres and Party members

***2.1.1.4. Organizational changes of the Inspection Committee and the agency of the Inspection Committee of Party Committees at all levels when implementing the policy of innovation and restructuring of the political system's organizational apparatus.***

Implementation of Conclusion No. 121-KL/TW dated January 24, 2025, of the 13th Central Committee of the Communist Party, the Party's organizational structure has undergone the following changes:

At the Central Level: The activities of two central-level Party blocs have been terminated; Party committees of state-owned corporations and general companies under the Party Committee of the Central Business Sector have been transferred to the Party committees of the respective sectoral management ministries; The activities of Party delegations and Party personnel committees at the central level have been concluded; The Central Party Agencies Committee, the National Assembly Party Committee, the Government Party Committee, and the Party Committee of the Vietnam Fatherland Front and Central Mass Organizations have been established.

At the Provincial Level: The activities of two provincial-level Party blocs have been terminated; The activities of Party delegations and Party personnel committees at the provincial level have been concluded; The Provincial Party Agencies Committee, the Provincial People's Committee Party Committee, and the Party Committee of the Vietnam Fatherland Front and provincial mass organizations have been established.

According to Conclusion No. 126-KL/TW dated February 14, 2025, and Conclusion No. 127-KL/TW dated February 28, 2025, of the Politburo, major changes will be made in the organization of administrative units and the Party's organizational structure, including:

The merger of certain provincial-level administrative units, the removal of district-level administrative units, and the continued consolidation of commune-level administrative units; Simultaneously, restructuring the Party organization system at the local level (provincial and commune levels) according to the new administrative

divisions. Party committees of enterprises currently under the Party committees of corporations and general companies will be transferred to the jurisdiction of local Party committees based on their operational areas.

As a result, the Inspection Committees and Inspection Committee agencies at all levels will undergo the following changes:

The Inspection Committee and Inspection Committee agencies of the Party Committee of the Central Business Sector, the Inspection Committee and Inspection Committee agencies of provincial-level business Party Committees will no longer exist; The establishment of the Inspection Committee and Inspection Committee agencies for the Party Committees of the National Assembly, the Government, the Vietnam Fatherland Front, and Central Mass Organizations, as well as for the Party Committees of the Provincial People's Committees and the Vietnam Fatherland Front and provincial mass organizations; The Inspection Committees and Inspection Committee agencies at the provincial level, overseeing newly transferred Party Committees of enterprises under corporations and general companies, will be responsible for conducting inspections, supervision, and disciplinary actions within these Party organizations; The Inspection Committee and the Inspection Committee agencies at the district level will no longer exist.

## **2.1.2. The Party Inspection Officer - Concept, responsibilities, tasks, roles and characteristics**

### ***2.1.2.1. The concept of party inspection cadres***

The Party inspectors are Party members, members of the Party inspection cadre team - a part of the Party cadre team; work according to the plan of the Inspection Committee and the Inspection Committee agencies at all levels; perform the assigned duties and tasks of inspection, supervision and enforcement of Party discipline under the leadership and direction of the Party Committee at the same level, directly as the head of the Inspection Committee at the same level, contributing to the successful implementation of the functions and tasks of the Inspection Committee and the Inspection Committee agencies and the inspection, supervision and Party discipline is the work of the Party Committee at the same level.

### ***2.1.2.2. Responsibilities and duties***

The functions and duties of the Inspection Committee and the Inspection Committee agencies are the basis for defining the responsibilities and duties of party inspection officers. However, depending on each position of party inspection officer, there will be specific regulations on responsibilities and duties.

### ***2.1.2.3. Roles***

*Firstly*, the party inspection cadres are a force that contributes significantly to the successful implementation of the functions, tasks, and powers of the Inspection Committee and the Inspection Committee agencies at all levels

*Secondly*, the party inspection cadres are the core force, performing the inspection and supervision tasks of Party committees at all levels and of the Party under the leadership, direction of the Party committees at the same level and the assignment of the Inspection Committee and the Chairman of the Inspection Committee

*Thirdly*, the party inspection cadres contribute to building the Party's cadre team

*Fourthly*, the party inspection cadres contribute significantly to the successful implementation of the Party's guidelines and policies, and the State's policies and laws

#### **2.1.2.4. Characteristics**

*Firstly*, the contingent of Party inspectors is highly diverse, selected through stringent processes and drawn from multiple channels and backgrounds.

*Secondly*, although party inspection cadres differ in terms of age, professional seniority, academic background, practical experience, and life exposure, the majority are characterized by a strong sense of Party discipline and a high degree of adherence to organizational principles.

*Thirdly*, the party inspection cadres are frequently required to handle complex and sensitive relationships in the course of performing their duties, which demands a firm political will, exemplary moral integrity, and the ability to respond flexibly to emerging situations in practice

*Fourthly*, the party inspection cadres have very high political sensitivity, have revolutionary enthusiasm, and dare to take responsibility for their work

*Fifthly*, the party inspection cadres must meet the requirements of both mastering and skillfully using professional inspection and supervision skills

### **2.2. ROTATION OF PARTY INSPECTORS AND THE WORK OF ROTATING PARTY INSPECTORS**

#### **2.2.1. Rotation of party inspectors - Concept, form, principles, and procedures**

##### **2.2.1.1. The concept of rotation of party inspectors**

*Rotating party inspection cadres is a step in the cadre team; is the work of competent party committees and organizations issuing decisions on the assignment, designation, appointment, recommendation of leaders and managers of sectors and levels to do inspection and supervision work, and leaders of inspection committees at all levels to work in other sectors and levels; assigning, designating, appointing, introducing cadres to hold leadership and management positions in other places in the party inspection sector for a certain period to create sources, train and develop inspection cadres according to requirements, tasks or planned positions.*

##### **2.2.1.2. Forms**

###### **\* Forms**

The rotation of party inspection cadres is carried out in many different forms.

The rotation of cadres between the party inspection sector and other sectors and agencies includes two main forms: “incoming” rotation and “going” rotation:

“Incoming” rotation of party inspection cadres is the rotation of leading and managerial cadres from party agencies, state agencies, the Fatherland Front and socio-political organizations at all levels to perform inspection and supervision work at the Inspection Committee and the Inspection Committee agencies.

“Outgoing” rotation of party inspection cadres is the rotation of cadres from the party inspection sector to party agencies, the state, the Fatherland Front and socio-political organizations at all levels.

The rotation of cadres within the Party inspection sector has two main forms: “vertical” rotation and “horizontal” rotation:

“Vertical” rotation of Party inspection cadres is the rotation of Party inspection cadres in agencies and units within the Party inspection sector from higher levels to take up work in agencies and units within the Party inspection sector at lower levels and vice versa.

“Horizontal” rotation of Party inspection cadres is the rotation of Party inspection cadres in agencies and units within the Party inspection sector at the same level and equivalent to take up work in agencies and units within the Party inspection sector at the same level or equivalent.

### **2.2.1.3. Principles**

*Firstly*, the rotation of cadres is a content of cadre work under the leadership of the Party, directly by Party committees and organizations; ensuring the principle of democratic centralism, promoting the responsibility of the leadership and the head.

*Secondly*, ensuring the overall synchronous and interconnectedness between levels, agencies, and organizations in the Political System; closely linking rotation with planning, training, fostering, and other contents of cadre work. Rotated cadres must be in the planning and have qualities, capacity, and development prospects.

*Thirdly*, harmoniously resolving the rotation of cadres for training with the arrangement and use of on-site cadre resources; both meeting the requirements of immediate political tasks and training and fostering long-term cadre resources.

*Fourthly*, do not add more titles to rotate cadres. Special cases are decided by the Politburo.

*Fifthly*, there is a mechanism for managing, monitoring, and evaluating transferred cadres and appropriate policies and regimes to create conditions for transferred cadres to complete their tasks well.

### **2.2.1.4. Procedure**

The procedure for rotating party inspection cadres is implemented according to Regulation No. 65-QD/TW, dated April 28, 2022, of the Politburo on rotating cadres; Regulation No. 110-QD/TW, dated July 6, 2023, of the Secretariat on rotating cadres in the party inspection sector.

## **2.2.2. The party inspection staff rotation work- Concept, content and role**

### **2.2.2.1. The concept of party inspection rotation cadres**

*The work of rotating party inspection cadres is the entire activity of the Party Committee and the Party organization with the authority to determine the goals, directions, tasks, solutions for rotating party inspection cadres; organizing, inspecting, supervising the implementation of rotating party inspection cadres and summarizing, concluding the work of rotating party inspection cadres to create sources, train, and foster inspection cadres according to requirements, tasks or planned positions, helping cadres to be able to fulfill their assigned responsibilities and tasks after completing the rotation, contributing to improving the quality of the team of party inspection cadres and the inspection, supervision, party discipline work of the Party Committee and the Party.*

\* *Leading entities*: Politburo, Secretariat; Party committees, Standing Committee of the Party Committee at the immediate superior level of the grassroots or higher; Party committees and competent Party organizations.

\* *Implementing entities*: Politburo, Secretariat; Party committees and competent Party organizations; Inspection Committees and Leaders of the Inspection Committee

agencies from the immediate superior level of the grassroots to the Central level; Party organizations and collective Party committees, The Standing Committee of the Party Committee from the immediate superior level of the grassroots or higher where cadres are transferred to and from; Organizational and personnel advisory agencies of Party committees and Party organizations at all levels; Relevant agencies are responsible for participating in the appraisal, examination, and review of rotated personnel according to the functions, tasks and requirements of competent authorities.

*\* Participating forces:* Inspection Committees, Inspection Committee agencies at all levels; Cadres and Party members in Party organizations where cadres are transferred to and from; specialized agencies to advise and assist the Politburo, the Secretariat, Party committees, especially the Central Organizing Committee, the organizing committees of subordinate Party committees; organizations in the political system.

*\* Purpose of the rotation of Party inspection cadres:* to create conditions for young, promising cadres in the planning to be trained in practice, to create a source of quality cadres for the Inspection Committee and Inspection Committee agencies at all levels according to the Party's policy on rotation of cadres in general and the policy of rotating Party inspection cadres, thereby contributing to building a team of Party inspection cadres with steadfast political will, pure moral qualities, loyalty, honesty, expertise, professionalism, and practical experience, to meet the requirements and tasks of the Party's inspection and supervision work in the new period.

#### ***2.2.2.2. The contents of the rotation of party inspectors***

*Firstly*, develop and issue documents defining the goals, directions, tasks and solutions for the rotation of party inspectors

*Secondly*, organize the implementation of the rotation of party inspectors according to the plan approved by the competent authority

*Thirdly*, coordination between agencies and forces should be organised to carry out the rotation of party inspectors

*Fourthly*, evaluate and arrange, use party inspectors after rotation

*Fifthly*, inspect, supervise the implementation and summarize, summarize the rotation of party inspectors

#### ***2.2.2.3. The role of the rotation of party inspection cadres***

*Firstly*, contributing to the comprehensive development of cadres inside and outside the party inspection sector in terms of both political theory and practical organizational capacity, meeting the requirements and tasks of the party inspection sector in the short and long term

*Secondly*, contributing to overcoming the shortage of party inspection cadres and the closed, local case in the cadre work in some units and agencies in the party inspection sector of Party committees at all levels

*Thirdly*, contributing to replacing cadres with limited capacity, difficulty in fulfilling assigned duties and tasks, and showing signs of declining prestige

*Fourthly*, contributing to supplementing new resources and qualities for the Inspection Committee and Inspection Committee agencies at all levels and improving the quality of the Party cadre team at all levels



### **Chapter 3**

## **THE PARTY INSPECTION CADRE ROTATION - CURRENT SITUATION, CAUSES AND EXPERIENCES**

### **3.1. THE CURRENT STATUS OF ROTATION OF PARTY INSPECTION CADRES**

#### **3.1.1. Advantages**

*Firstly*, the development and promulgation of documents specifying the objectives, orientations, tasks, and solutions regarding the rotation and placement of Party inspection cadres have received timely and effective leadership and direction from the Politburo, the Secretariat, and the majority of Party committees at all levels.

*Secondly*, most Party committees and organizations have implemented the rotation and placement of Party inspection cadres in accordance with unified principles and processes.

*Thirdly*, the coordination among relevant agencies and forces involved in the rotation and placement of Party inspection cadres has been generally unified, synchronized, and effective, closely aligned with the decentralization of cadre management.

*Fourthly*, the assessment, assignment, and utilization of Party inspection cadres after their rotation have been carried out by most competent Party committees and organizations in a timely, impartial, objective, and regulation-compliant manner.

*Fifthly*, the inspection, supervision, preliminary review, and summary of the implementation of cadre rotation in the Party inspection sector have been conducted rigorously and seriously by most Party committees and organizations, thereby contributing valuable experiences for timely adjustments and promotion of this important task.

#### **3.1.2. Limitations**

*Firstly*, the development and promulgation of documents such as programs, conclusions, regulations, and plans related to the rotation and placement of Party inspection cadres by certain Party committees and organizations remain hesitant and passive.

*Secondly*, some Party committees and organizations have not shown sufficient attention or determination in implementing plans for the rotation and placement of Party inspection cadres.

*Thirdly*, the coordination among agencies and forces involved in the rotation and placement of Party inspection cadres still faces certain shortcomings.

*Fourthly*, the evaluation, assignment, and utilization of Party inspection cadres after rotation in some Party committees and organizations have, at times and in certain places, been inappropriate or mismatched.

*Fifthly*, the inspection, supervision, and the preliminary and final reviews of the rotation and placement of Party inspection cadres by some competent Party committees and organizations have not been conducted regularly and still exhibit formalistic tendencies; methods of review remain outdated, and contents are often general, lacking focus on quantitative evaluation.

### **3.2. THE CAUSES AND EXPERIENCES**

#### **3.2.1. The causes**

### ***3.2.1.1. The causes of advantages***

#### ***\* Subjective causes***

*Firstly*, the Central Executive Committee, the Politburo, the Secretariat, and Party committees at all levels regularly pay attention to leadership and direct the work of rotating cadres in general and rotating inspection cadres in particular

*Secondly*, the close and effective coordination between the Inspection Committees of the Inspection Committee agencies at all levels and specialized agencies advising and assisting Party committees at all levels in organizational work, cadres, and relevant agencies, units, and localities in the work of rotating Party inspection cadres

*Thirdly*, the majority of rotated cadres strictly implement the decision on rotating cadres of the competent Party committees and the assignment of work by the Party committees and Party organizations where the cadres are rotated to

#### ***\* Objective reasons***

*Firstly*, the great achievements of historical significance of the renovation process under the leadership of the Party have contributed greatly to the Party inspection cadres, which are a strong driving force to promote, encourage and motivate Party committees, Party organizations and this cadre team to advance in cadre work in general and cadre rotation work in particular

*Secondly*, the complex nature of Party inspection, supervision and discipline work, and the work of preventing and fighting corruption are promoted, requiring Party inspection cadres to have extensive knowledge and practical understanding, thereby creating a requirement to strengthen the rotation of Party inspection cadres

*Thirdly*, the work of cadre planning is focused and implemented systematically, creating a premise for the rotation of Party inspection cadres

### ***3.2.1.2. Causes of limitations***

#### ***\* Subjective causes***

*Firstly*, some Party committees, Party organizations and leaders do not fully and deeply understand the role and requirements of the current rotation of Party inspection cadres, so they have not paid adequate attention to improving the quality of this work

*Secondly*, many Party committees have not attached importance to and implemented well the close combination between the rotation of Party inspection cadres and the transfer of Inspection Committee cadres, the Inspection Committee agencies where the rotated cadres are assigned to take on the position of the cadres who need to be transferred to another place, causing certain complications for the transferred cadres

*Thirdly*, there are still Party committees that do not fully and deeply understand the role of the Fatherland Front and socio-political organizations participating in the rotation of Party inspection cadres, so they have not paid attention to this work; Some rotated cadres have shown less enthusiasm and enthusiasm in implementing the Party Committee's decision to rotate cadres

*Fourthly*, the conservative thinking and fear of disruption in the Party inspection cadre team of some Party Committees still strongly influence the thinking and work of

many Party Committees, leading to less enthusiasm and limited creativity in finding feasible solutions to bring high efficiency in the work of rotating Party inspection cadres

**\* *Objective causes***

*Firstly*, the negative impacts of the market economy along with negative social evils have strongly impacted the cadres in general and the rotated party inspectors in particular

*Secondly*, the policies on remuneration and ensuring working conditions and means for the rotated cadres to perform their duties and tasks at the place where the rotated cadres arrive have not been well implemented, causing significant difficulties for the rotated cadres in performing their duties and tasks

**3.2.2. Experiences**

*Firstly*, the party committees at all levels, first of all Party committee secretaries, need to pay attention and be determined in leading, directing and organizing the implementation of personnel work, including the rotation of Party inspection cadres

*Secondly*, strengthen coordination, ensure unity, and foster a cohesive environment within Party committees and organizations at both the sending and receiving ends to ensure the effectiveness of the rotation of Party inspection cadres.

*Thirdly*, closely combine the rotation of Party inspection cadres with other stages of personnel work, especially the stage of planning and evaluating cadres

*Fourthly*, strongly promote the role and responsibility of the Inspection Committee, the Inspection Committee agencies and specialized agencies advising and assisting the Party Committee, especially the Party Committee's organizing committee, in the work of rotating Party inspection cadres

*Fifthly*, doing a good job of ideological work and policies for rotated inspection cadres

## **Chapter 4**

### **DIRECTIONS AND SOLUTIONS TO STRENGTHENING THE WORK OF ROTATING PARTY INSPECTION CADRES ROTATION UNTIL 2035**

#### **4.1. FORECASTING THE FACTORS AFFECTING AND DIRECTIONS FOR STRENGTHENING THE ROTATION OF PARTY INSPECTION CADRES UNTIL 2035**

##### **4.1.1. Forecasting the factors affecting for strengthening the rotation of party inspection cadres until 2035**

###### ***4.1.1.1. Advantages***

*Firstly*, the great achievements of historical significance over nearly 40 years of renovation under the leadership of the Party continue to encourage and motivate the Party Committee and the team of Party inspection cadres to strive to improve the quality of the rotation of Party inspection cadres to complete the assigned tasks

*Secondly*, the Party's theory on cadre work, including the rotation of Party inspection cadres. Regarding the work of inspection, supervision and party discipline, there have been new developments, more complete, providing a theoretical basis, creating great convenience for the rotation of party inspection cadres to achieve greater quality and efficiency

*Thirdly*, the fight against corruption and negativity has achieved important results, in which the core force is the team of party inspection cadres who are praised by a large number of cadres, party members and people, the team of party inspection cadres who are trusted by the people is a great driving force for this team of cadres to perform well the work of rotating cadres

*Fourthly*, through the implementation of the work of rotating cadres in general, rotating party inspection cadres in particular, Party committees at all levels have accumulated valuable experiences; This is a very important “baggage” for Party committees at all levels to apply and develop in the work of rotating Party inspection cadres in the coming years to achieve greater results

*Fifthly*, the party congresses at all levels leading up to the 14th National Party Congress will bring many positive impacts to the work of rotating Party inspection cadres, contributing to improving the efficiency and quality of the activities of the Party inspection cadre team

*Sixthly*, in the upcoming period, major changes in the organization of administrative units and the Party's organizational apparatus will create many advantages for the rotation of Party inspection cadres.

#### **4.1.1.2. Difficulties**

*Firstly*, the situation of degradation and negativity of several cadres and party members is complicated, tends to occur more frequently among key cadres at all levels, which is a great difficulty and challenge for improving the quality of the party inspection cadre team, in which the rotation of party inspection cadres is an important step, subject to no small pressure.

*Secondly*, the Party's policy of not organizing district-level administrative units and ending the activities of district-level Party Committees in the coming time will causing some impact on the mindset and psychology of Party inspection cadres who are in the rotation process.

*Thirdly*, the general cadre policy, the policy on rotating Party inspection cadres, still has some points that are slow to be renewed, causing certain difficulties for the rotation of Party inspection cadres and creating a lack of enthusiasm among some rotating cadres

*Fourthly*, the current rotation of Party inspection cadres is a very new and very difficult task

#### **4.1.2. Directions for promoting the rotation of party inspection cadres until 2035**

*Firstly*, strengthening the leadership of Party committees at all levels in the rotation of Party inspection cadres, ensuring the principle of democratic centralism, and promoting the responsibility of the collective leadership and the head.

*Secondly*, properly resolve the relationship between the rotation of Party inspection cadres, ensuring stability in the Party inspection cadre team and building a quality cadre team.

*Thirdly*, strengthening ideological work for rotated cadres in Party organizations, Party cadres and members where the cadres are transferred from and especially where the cadres are transferred to serve the rotation of Party inspection cadres.

*Fourthly*, attach importance to developing plans and organizing the implementation of rotation of Party inspection cadres; do not rotate Party inspection cadres indiscriminately, massively, and in pursuit of quantity.

*Fifthly*, attach importance to guiding, monitoring, inspecting, supervising, periodically reviewing, and concluding the work of rotating party inspection cadres.

## **4.2. SOLUTIONS TO STRENGTHEN THE ROTATION OF PARTY INSPECTION CADRES UNTIL 2035**

### **4.2.1. Raising awareness and responsibility of Party committees and Party organizations in strengthening the rotation of Party inspection cadres**

To raise awareness and responsibility of Party committees and Party organizations in promoting the rotation of Party inspection cadres, it is necessary to focus on the following main contents:

*Firstly*, the Party committees and Party organizations at all levels must propagate and educate cadres and Party members, especially Party committee members, leaders of agencies, units, localities and Party inspection cadres to have a correct understanding of the position and role of cadre rotation in general and rotation of Party inspection cadres in particular.

*Secondly*, educate Party committees and Party organizations, especially Party leaders, about the difference between cadre rotation, including rotation of Party inspection cadres and specific personnel work at a certain time in an agency or unit or preparing personnel for a Party Congress.

*Thirdly*, educate and raise awareness of Party committees and organizations, especially Party committee leaders, all cadres and Party members in general, and Party inspection cadres in particular, about the responsibility to properly implement the rotation of Party inspection cadres.

*Fourthly*, educate and thoroughly implement the principles and regulations on rotation of Party inspection cadres.

To effectively implement the requirements on raising awareness and responsibility of Party committees and organizations regarding the rotation of Party inspectors, the provinces, City Party Committees and affiliated Party Committees need to focus on directing and implementing the following forms and measures: *Firstly*, Party committees and Party organizations of provinces and cities should thoroughly disseminate to all cadres and Party members the Party's basic viewpoints, guidelines and policies, and the concretization of local Party Committees regarding the rotation of Party inspectors. *Secondly*, continue to study and summarize experiences on the rotation of Party inspectors to apply to the rotation of Party inspectors in the coming years.

### **4.2.2. Improving the quality of building and organizing the implementation of the rotation plan for Party inspectors**

To promoting the implementation of the rotation of Party inspectors in the coming time, the important solution is to improve the quality of building and organizing the

implementation of the rotation plan for Party inspectors by Party committees and competent Party organizations, first of all the Politburo and the Secretariat. In particular, it is necessary to focus on the following contents:

*Firstly, it is necessary to develop and issue a specific and feasible plan for rotating party inspectors, focusing on the following contents:*

*The first,* competent party committees and organizations need to base on the conclusions of the Central Committee, directions of the Politburo and Secretariat to focus on issuing a specialized plan on rotating party inspectors.

*The second,* competent party committees and organizations need to develop a plan to standardize the rotation of party inspectors.

*The third,* competent party committees and organizations need to regularly review and evaluate the implementation of the issued plan for rotating party inspectors.

*Secondly, in organizing the rotation of party inspectors, it is necessary to focus on the following contents:*

*The first,* in organizing the rotation of party inspection cadres, it is necessary to strictly follow the procedures and regulations of the Party

*The second,* in the process of organizing the rotation of party inspection cadres, the Party Committee and the competent Party organization need to harmonize the rotation of cadres for training with the planning, arrangement and use of on-site cadre resources

*The third,* it is necessary to effectively manage, supervise, evaluate and comment on rotated cadres and develop appropriate policies and regimes to create conditions and environments for rotated cadres to fulfill their tasks well

*The fourth,* in the process of organizing the implementation, the Party Committee and the competent Party organization need to regularly inspect and supervise the rotation of party inspection cadres

**4.2.3. Establishing inspection committees, inspection committee agencies at all levels of Party committees and specialized agencies to advise and assist Party committees, especially the organizing committee, to meet the requirements of rotating Party inspection cadres at Party committees**

***4.2.3.1. Establishing inspection committees at all levels to meet the requirements of rotating Party inspection cadres at Party committees***

To promoting the rotation of Party inspection cadres in the coming time, one of the important solutions is to build the Inspection Committee, the Inspection Committee agencies at all levels to meet the requirements of rotating Party inspection cadres of the Party Committee, focusing on the following contents:

*Firstly,* perfecting the organization, apparatus, and staff of the Inspection Committee and the Inspection Committee agencies at all levels

*Secondly,* strengthening the training and professional guidance of civil servants of the Inspection Committee at all levels

*Thirdly,* improving the quality of consulting, proposing, coordination work of the Inspection Committee and the Inspection Committee agencies at all levels in rotating Party inspection cadres

***4.2.3.2. Building specialized agencies to advise and assist the Party Committee, especially the Organizing Committee, to meet the requirements of rotating Party inspection cadres of the Party Committee***

The rotation of Party inspection cadres is generally still a new policy in the work of rotating cadres in general, an activity that requires high professionalism. In the process of rotating Party inspection cadres, the steps and contents of rotation are related to the responsibilities and powers of many agencies and organizations. In addition to the responsibilities and powers of the leading agencies, the authority and responsibility of the Inspection Committee, the agency of the party inspection committee at all levels, and the role and responsibility of the advisory agency on organization and personnel work emerge. This is the agency that is primarily responsible and leading in advising the Party Committee on personnel work in general and rotating Party inspection cadres in particular. This confirms that the establishment of a Party Committee is one of the important solutions to meet the current requirements for rotating Party inspection cadres.

*Firstly*, strengthening the organizational structure, clearly define the functions, tasks and powers of the Party Committee's organizing committee in rotating Party inspection cadres

*Secondly*, improving the quality of the Party Committee's organizing committee's staff in implementing the rotation of Party inspection cadres

**4.2.4. Timely prevent and eliminate negative factors and factors that hinder the rotation of party inspection cadres at the places where the cadres are transferred from and where they are transferred to, especially at the places where the cadres are transferred to**

The rotation of Party inspection cadres plays an important role in improving the effectiveness of inspection, supervision, and anti-corruption and negativity work. However, in the implementation process, there are still many negative factors and obstacles in this work, in the places where the cadres are rotated from and to, especially in the places where the cadres are rotated to,... Therefore, to promote the rotation of Party inspection cadres in the coming time, one of the important solutions is to do a good job of ideological work, promptly prevent and eliminate negative factors and obstacles in the rotation of Party inspection cadres, in the places where the cadres are rotated from and to, especially in the places where the cadres are rotated to, in which, it is necessary to focus on the following main measures:

*Firstly*, it is necessary to do a good job of ideological work for rotated inspection cadres so that cadres voluntarily comply with the rotation decision

*Secondly*, to overcome distorted perceptions and actions in the rotation of party inspection cadres

*Thirdly*, to clearly define the authority and responsibilities of Party committees at all levels and gradually develop policies to support cadres rotated within and outside the party inspection sector

#### **4.2.5. Raising awareness of organizational discipline and responsibility of rotated party inspectors; promoting the role of the Fatherland Front, socio-political organizations and people in participating in the rotation of party inspectors**

##### ***4.2.5.1. Raising awareness of organizational discipline and responsibility of rotated party inspectors***

The sense of discipline and responsibility of each rotated cadre is meaningful, a very important role for the quality of the rotation of party inspection cadres. To improving the sense of discipline and responsibility of rotated party inspection cadres, and contribute to improving the quality of the rotation of party inspection cadres, it is necessary to implement well the following contents:

*Firstly*, each rotated party inspection cadre needs to actively, proactively, and voluntarily study Marxism-Leninism, Ho Chi Minh's ideology, the Party's guidelines and policies, the State's policies and laws, and practice to improve political qualities and revolutionary ethics

*Secondly*, rotated cadres actively study to improve their qualifications in all aspects, practice to improving their practical organization capacity and scientific working style

*Thirdly*, rotated party inspection cadres voluntarily cultivate themselves, practice learning from the experiences of their predecessors and maintain close ties with the masses

*Fourthly*, the Party Committee, leaders of agencies, units, localities where the rotated party inspection cadres create favorable conditions for each rotated cadre to self-study, self-practice to achieve results and strengthen inspection, supervision of the self-study and self-practice of the rotated cadres

##### ***4.2.5.2. Promoting the role of the Fatherland Front, socio-political organizations and people participate in the rotation of party inspection officials***

The Fatherland Front and socio-political organizations are the center of the great national unity bloc, playing a role in maintaining close ties between the Party, the government and the people. Therefore, to promote the role of the Fatherland Front and socio-political organizations in participating in the rotation of party inspection cadres, it is necessary to focus on several contents:

*Firstly*, the viewpoints, policies, resolutions, regulations and provisions on the rotation of cadres in general, including the rotation of party inspection cadres, must be specified promptly by the Fatherland Front and socio-political organizations, following the laws of the State and the charters of each organization for implementation.

*Secondly*, the Fatherland Front and socio-political organizations need to actively participate with the rotated party inspectors as members of the agency's leadership in the contents and measures to seriously and fully organize the steps and procedures in rotating party inspectors, especially the preparation of self-assessment of the officials during the rotation process and in organizing conferences to participate in commenting and evaluating the rotated officials.

*Thirdly*, promoting the role of supervision and participation of people's opinions in the process of organizing and implementing the rotation of party inspectors.



#### **4.2.6. Improving the quality of preliminary summaries, summaries, experience drawing and strengthen inspection and supervision of lower-level Party committees on the rotation of Party inspection cadres**

##### ***4.2.6.1. Maintain routine and improving the quality of preliminary summaries, summaries and experience drawing on the rotation of Party inspection cadres***

Maintaining order and improving the quality of the review, summarization, and experience on the rotation of party inspection cadres is a very necessary solution to effectively implement the policy of rotating party inspection cadres in the coming time.

In practice, maintaining order and conducting preliminary and final reviews of the implementation of the policy on rotating party inspection cadres has only been carried out at the central level through the summary of 10 years of implementing the conclusion notice No. 312-TB/TW, dated March 9, 2010 of the Secretariat on rotating leaders and managers of sectors and levels to do inspection and supervision work and rotating leaders of the Inspection Committees at all levels to work in sectors and levels. For provincial and district Party committees, the majority do not carry out or integrate it into the preliminary and final review of the work on rotating cadres in general.

Therefore, in the coming time, the provincial Party Committee and the competent Party Committee need to seriously maintain discipline, conduct preliminary and final reviews, draw lessons from the implementation of the policy of rotating Party inspection cadres, so that the provincial Party Committee and the competent Party Committee can see the advantages to promote and expand, point out the shortcomings, limitations and weaknesses to have solutions to overcome, make the rotation of Party inspection cadres in the period a routine.

Provincial Party Committees and competent Party Committees need to direct and assist the government and organizations in the Political System at the same level to conduct preliminary and final reviews of their participation in implementing the policy of rotating Party inspection cadres, on creating favorable conditions for cadres to be rotated to their agencies and units to complete their tasks; and on participating in supervising the activities of rotated cadres.

##### ***4.2.6.2. Strengthening the inspection and supervision of lower-level Party committees on the rotation of Party inspectors***

Inspection and supervision are one of the leadership functions of the Party. Regarding the rotation of Party inspectors, through the inspection and supervision work, the competent Party committees can grasp the actual extent of this work and which aspects have not been achieved. From there, there will be a basis for adjustment, supplementation or timely instructions to make the rotation of Party inspectors more effective.

To promoting the rotation of Party inspectors, in the coming time, it is necessary to strengthen the inspection and supervision of lower-level Party committees on the rotation of Party inspectors, focusing on implementing the following main contents:

*Firstly*, Party committees at all levels need to strengthening the inspection and supervision of lower-level Party committees in thoroughly grasping, implementing, and organizing the rotation of Party inspection cadres

*Secondly*, strengthening inspection and supervision of lower-level Party committees in implementing the rotation decisions of the Party committees and of rotated cadres in the process of performing their tasks at the place of rotation

## CONCLUSION

The rotation of party inspection cadres is the entire activity of the Party Committee and the Party organization with the authority to determine the goals, directions, tasks, solutions for rotating party inspection cadres; organizing, inspecting, supervising the implementation of the rotation of party inspection cadres and summarizing, concluding the rotation of party inspection cadres to create sources, train and foster inspection cadres according to requirements, tasks or planned positions, helping cadres to be able to fulfill their assigned duties and tasks after completing the rotation, contributing to improving the quality of the party inspection cadre team and the inspection, supervision and discipline work of the Party Committee and the Party.

In recent times, the rotation of Party inspection cadres by Party committees at all levels and by the Party has had many positive changes, achieving important results and contributing greatly to the results of Party inspection, supervision and discipline work. However, this work, by Party committees at all levels and by the Party still has shortcomings and limitations, which are being actively overcome by Party committees at all levels and the Party.

To promoting the rotation of party inspection cadres in the coming years to achieve quality and effectiveness, it is necessary to implement many solutions synchronously. It is possible to study and implement the solutions proposed by the thesis: *Firstly*, raise awareness and responsibility of Party committees and Party organizations on strengthening the rotation of party inspection cadres. *Secondly*, improving the quality of developing and implementing the rotation plan for party inspection cadres. *Thirdly*, establishing inspection committees, inspection committee agencies at all levels of Party committees and specialized agencies to advise and assist Party committees, especially the organizing committee, to meet the requirements of rotating Party inspection cadres at Party committees. *Fourthly*, promptly prevent and eliminate negative factors that hinder the rotation of party inspection cadres in the places where they are transferred from and where they are transferred to, especially in the places where the cadres are transferred to. *Fifthly*, raise the sense of discipline and responsibility of rotated party inspectors; promoting the role of the Fatherland Front, socio-political organizations and the people in participating in the rotation of party inspectors. *Sixthly*, improving the quality of preliminary and final reviews, draw lessons from experience and strengthen inspection and supervision of lower-level Party committees on the rotation of party inspectors.

## **LIST OF PUBLISHED WORKS OF THE AUTHOR RELATED TO THE THESIS**

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