

July

INSPECTOR GENERAL
82-642

23 JUL 1982

MEMORANDUM FOR: Deputy Director of Central Intelligence
VIA : Executive Director
FROM : [redacted] Acting Inspector General
SUBJECT : Forthcoming Inspection of Entry-on-Duty Processing

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1. A three-man team of inspectors, headed by [redacted] who is to be joined by [redacted] will soon begin an inspection of Entry-on-Duty (EOD) processing, as requested by the former DDCI earlier this year. He believed that problems in EOD processing were disaffecting highly qualified applicants and causing them to seek employment elsewhere. I recall that the Executive Director, in his former Inspector General capacity, cleared this survey with you and that you had no problems with our undertaking it. The Director of Personnel was also advised of our plans.

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2. The Office of the Inspector General has looked into this issue before as an aspect of our controversial 1980 survey of the recruitment process. That survey identified two main areas of concern in EOD processing; first and foremost, the length of time involved; second, inadequate communications between the Agency and prospective employees. We intend to focus primarily on these two areas in the current inspection but will be alert to any possible changes in the system which could encourage applicants to remain committed to CIA during the processing period. We will not attempt to re-visit the entire range of issues covered by the recruitment survey.

3. The Office of Personnel is aware of the findings of the recruitment survey and, we understand, has taken a number of steps to make EOD processing more efficient, but problems apparently remain. In the current inspection we intend to consult the Office of Personnel and other components, such as the Office of Security and the Office of Medical Services, involved in EOD processing in order to understand how well the system is working at this time. We will also confer with components in the various directorates which have significant requirements for new employees, in order to identify their problems with the system. Lastly, we will debrief a representative sample of recently hired employees so as to benefit from their perceptions.

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4. I would welcome any guidance or advice you and the Executive Director would like to provide the inspection team.

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