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**A PROPOSAL OF CHANGE IN THE MODEL
OF POLICE EDUCATION IN POLAND
ON THE BASIS OF EXPERIENCES OF UNIFORMED
AGENCIES OF SELECTED EU MEMBER STATES**
Outline Of Issues. Part I

Summary

The aim of the study is to present the existing solutions to the functioning of the police education systems in selected Member States of the European Union. Using the results of the study, the Authors presented the organization of police schools and universities in fifteen European countries. On the basis of the information obtained during the survey that was conducted across Europe the implementation of new organizational and legal solutions to the Polish police education system was proposed. The system of educating officers in Poland was presented in an institutional way, while the functioning of its leading component, i.e. the Police Academy in Szczytno, was described in detail. The material was divided into two parts because of its volume. The first part presents the organization and run of the research activity and ten police education systems in the Member States of the European Union were also characterised. Whereas the second part of the paper contains a continuation of the characteristics of the police education systems in Europe (the next four countries were discussed), and also highlights the functioning of the police education system in Poland, with particular reference to the Police Academy in Szczytno. This part of the study also includes proposals for changes to the Polish police education system. The paper was made in the framework of the project "Construction of an IT system supporting communication in the Police and other services subordinated to the Ministry of Internal Affairs in the aspect of internal security", project No. DOB-BIO7 /03/01/2015 of PLN 5 010 000 co-financed by the National Research and Development Centre under the competition No.7/2015 and No. 7/2015 for the execution and financing of research and development projects for

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national defence and security or research and development works for national defence and security.

Key words: *internal security, police education, European Union, Police Academy in Szczytno*

Introduction

Ensuring safety is the priority for every state organism. Contemporary societies have developed, in the area of their structure, formations realizing tasks on the level of widely understood safety and public order. Undoubtedly the most important element of any modern internal security system that was created to counteract e.g. threats to public order, as well as proper response to violations already made in this area is the Police. Nowadays, every European country has this type of specialized formation whose scope of powers and duties puts it at the front line of the fight against crime. These specialized police institutions, like the whole society, are constantly undergoing transformations to a lesser or greater degree. These changes are aimed at increasing the effectiveness of these formations' performance. One of the key elements of the evolution of police formations is a correctly functioning system of training and professional improvement of officers. Therefore, the police education also requires constant changes and modifications, so that the education process will match the realities of the surrounding environment and social expectations. Security is becoming a necessary condition for prosperity and freedom. We should invest in the development of technology, knowledge and human capital concentrated in native disposable groups, in order to protect our citizens from the phenomenon of crime while respecting the privacy and the protection of basic human rights. The article is aimed primarily at people who are passionate about the issues of broadly understood internal security and functionaries of the uniform public services, as well as students in the following fields: security (national, internal), administration, law, organization and management of local government units, etc.

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research projects or research and development works for national defence and security.

1. Functioning of The Police Schools Systems in Selected Member States of the European Union. Outline of Issues

The research activity, the outcome of which was to obtain information on the functioning of the police school systems in selected member states of the European community, was conducted during the period April 2016 - May 2017. The method of diagnostic survey was used and the leading technique was expert interview carried out in a given European country. The research tool used during the interviews was the interview scenario, containing both closed-ended and open-ended questions, which created a field to make the respondents speak freely. The research team consisted of three people holding the degree of doctor of law, doctor of security sciences as well as professor of social sciences in the discipline of security sciences.

The analysis of police education systems in selected European Union countries was constructed on the basis of the acquired influential material. The realities of functioning of the Police officers' education systems, presented in the further part of the study, constitute the reaction of the experts to the four following questions:

- Who is responsible for the police education system (including the supervision) ? (e.g. the Minister of Education, Minister of Science and Higher Education, Minister of the Internal Affairs, the management of the Police or other police services)
- What does the police school system look like? Are there a few police schools (centres) that provide basic training, whereas the training for senior officers and managers is separate issue? Are universities (departmental, civil) involved in this process (do they function as a component of this system?)
- Is the graduation from a school for senior officers (for the management?), synonymous with obtaining the title of a bachelor's or master's degree?
- Do people who have completed university for officers (or other forms of education intended for the police management) have to pass an additional examination for the officer's rank?

The analysis included police education systems operating in more than a dozen EU countries, which is, in the opinion of the authors of the study, a sufficient research sample to broaden the perception of the discussed issues.

AUSTRIA

- Police education in Austria is modelled by the Ministry of the Internal Affairs. The leading didactic process in this area is carried out by the Academy of Security.
- The basic training takes place in a regional police school (each federal state has one such centre). The specialist training (for senior officers) and special courses (e.g. language courses, professional courses, e. g. in a specific branch of law, etc.) are held (on request) in various national centres and institutions. The pass for epaulettes is the completion of undergraduate studies at Security College (at present there is only one university of this type in Austria).
- A bachelor's degree is one of the conditions for obtaining an officer's rank. Continuing education in master's degree studies is optional.
- There is a form of officer training course that begins after passing the entrance examinations¹.

THE CZECH REPUBLIC

- The Minister of Internal Affairs is responsible for the police education system in the area of schools and police training centres. The Minister supervises these units through the President of the Police (equivalent to the Police Commissioner). The Police Academy of the Czech Republic in Prague is supervised by the Minister of Higher Education (in the field of, among the others, the accreditation of fields of study, research, national and international cooperation) and by the Minister of Internal Affairs (only in the field of officers who teach at this university and the policemen who study there).
- Basic and specialist training is provided by the police schools and local police didactics institutions. These units report directly to the President of the Police. Officer's ranks can be obtained on officer's

¹ Source: Interview with Hans Ditrich from Viena Institute of Science and Research [by J. Dworzecki and A. Nowak on 29.09.2016].

courses organized by the Higher and Secondary Police Schools in Prague. Completion of the forms of education offered by the above training unit is not tantamount to obtaining a higher degree civil education. Such education can be obtained by studying at the Police Academy of the Czech Republic in Prague (the offer applies to 1st, 2nd and 3rd cycle studies in the field of: Forensic Science and Security Management).

- Graduates of the Higher and Secondary Police School in Prague (a uniform name for this educational institution) do not receive higher civilian education. Higher education can be obtained at the Police Academy of the Czech Republic in Prague, graduates receive a degree in police training, but only in 20% of cases (depending on the employment time for which the student was admitted to the police unit), graduates receive an officer's rank at the same time.
- Completion of the officer's course is the basis for appointment to the officer's rank. In addition, it is possible that people newly admitted to the formation (or promoted) that meet the requirements for a specific officer's position are immediately appointed after the admission (promotion) to the officer's rank (not necessarily the highest for a given position). This solution has been a source of controversy in the Czech police environment for many years².

CROATIA

- The entity responsible for the police education is the Minister of Internal Affairs.
- In the police school system there is the Police Academy, which consists of:
 - The Training Policy Department, where basic training, lasting 12 months, is carried out and intended for people who want to become officers of the Ministry of Internal Affairs (this is the equivalent of a post-secondary school). The curriculum is accredited by the decision of the Ministry of Science, Education and Sport. Rights and obligations between trainees - because this is the status of learners, and the Ministry of the Internal Affairs are regulated by

² Source: Interview with Josef Hrudka from the Czech Republic Police [by J. Dworzecki on 27.04.2017].

a contract. After completing the basic training, the trainees must pass the final exam, thus obtaining a certificate entitling them to take up the field service. The service means full-time job in the structures of the formation under the Ministry of the Internal Affairs (it does not necessarily have to be the Police), with the obligatory 6-month trial period. People who have completed the trial period must pass a state examination and another requirement in the contract is the need to work at the Ministry of the Internal Affairs for at least 5 years.

- The Faculty of Professional Development and Specialization offers the following form of training as part of organized training initiatives:
 - The specialist courses addressed to Police officers, Border Guard officers, the Investigation Service in the scope of, e.g. traffic control, the examination of the sites of road accidents, operation of measuring devices used in traffic control, identification of drug hazards, identifying mining and pyrotechnical hazards or social communication, and contact with media;
 - in-service training which is implemented at the central level;
 - vocational training also centralised.
- As part of the studies with the specialization in the area of investigation (accredited in the general system of higher education) conducted by the Police College, are carried out for officers:
 - bachelor's degree studies (3 years, necessity to have 180 ECTS points);
 - master's degree studies (2 years, necessity to have 120 ECTS points, professional title obtained: Master of Law in the field of investigation)
- Faculty of Publishing and Polygraphy.

Answers to questions 3 and 4 are included above.

FRANCE

- In France there are two large police formations: the National Police and the Gendarmerie, they are both supervised by the Minister of Internal Affairs. Vocational education and training are carried out at the Police Academy and local training centres cooperating with

universities and secondary schools, for example with the University of Paris or HEC (Hautes Etudes Commerciales de Paris) at the master's degree level (Bologna Process).

- For Gendarmerie:
 - Academy in Paris providing basic and higher education (from the rank of lieutenant to colonel);
 - 4 schools for officers carrying out basic training;
 - Training centre in the field of public order, carrying out basic and higher education for officials, officers and gendarmes;
 - Centre for training officers from the gendarmerie investigation divisions;
 - Training centre for road traffic officers (including gendarmerie motorcyclists).
- for the National Police:
 - National Police College (in Lyon and Paris). These two universities educate at the level of first-cycle studies;
 - Several education centres for carrying out the basic level courses.
- After two years of training at France's Nationale Police Collage, a graduate in the rank of lieutenant leaves the academy. It is not possible to implement studies within the national education system. Nevertheless, after promotion in the field units to the rank of major, you can apply for a military examination qualifying for senior officers. This exam allows promotion to the rank of a colonel and opens the way to specific management positions in the command at the national level or in the organizational units of the formation³.

An answer as in point 3.

GREECE

- The subject responsible for the system of education of Greek police officers is the Minister of Internal Affairs, who is represented in this matter by the Head of the Department of Public Security in the

³ Interview with Jean-Marc Jaffire from National Gandarmerie of French Republic [by J. Dworzecki and A Nowak on 18.04.2016]

Ministry of Internal Affairs and in a defined scope by the Head of the Education Office in that department.

- The aim of the Hellenic Police Academy is to provide vocational training, qualification courses and education of officers' corps.

The Academy consists of:

- The School of Police Lieutenants, which has a university status, fitting substantially in the common system of national higher education;
- School of Police Constabulary;
- National School of Security;
- Training Centre.

Individual organizational units of the Academy realize the following forms of education:

- Department of Vocational Training for the Police Headquarters. Officers with the rank of Police Captain, who have studied at the Police Lieutenants' School, must complete special courses for further professional advancement. The courses last from 3 to 6 months.
- Department of Vocational Training in the Police forces (for officers). Recruitment takes place among lower level officers through appropriate examinations organized exclusively by the school. Studies /courses last from seven to nine months, and graduates are promoted to the rank of police lieutenant. The number of applicants accepted for this form of education is determined by the Commander of the Greek Police.
- Department of Foreign Languages. In this department there are foreign language courses (mainly English). Courses, at different levels, last from six to nine months. The courses are attended by the officers and staff of the Police didactic units, officers from local police units, as well as staff and civilian staff from police professional schools.
- Department of Police Officers Training. The Department offers various forms of education, training and vocational training for police officers and civilian employees of this formation with higher education (university or technical). Students are trained in the field of traffic, safety and public order, national security,

international law including human rights, combating drug crime and other professional subjects. The duration of the courses and the number of students is determined by the Education Department of the Headquarters of the Hellenic Police.

- Training Department for non-commissioned police officers.

The Department provides various forms of education, training and vocational training for non-commissioned officers (sergeants) of the police, as well as civilian police employees, especially employed in vocational schools of the Hellenic Police. The duration of the courses and the number of students is determined by the Education Department of the Headquarters of the Hellenic Police.

- Department of Special Police Training (weapons – self-defence – tactics and intervention techniques).

The Department provides training and professional training for the police officers in the field of self-defence, tactics and intervention techniques as well as the use of firearms.

- Department of Training for Police Dog Handlers and Experts in the Neutralization of Explosive Devices.

The facility provides training and professional development for dog handlers and police pyrotechnics.

The Hellenic Police Academy has its own branch office in Thessaloniki. The Thessaloniki faculty is formed by substantially identical departments (a-e) as in the case of the Athens Academy. The outstanding civilian university professors, experts and experienced officers from the Police and other uniformed formations are engaged in teaching at the Academy of the Greek Police. The teaching offer of the university includes university courses, specialist vocational courses and vocational training in the local units⁴.

SPAIN

- The Ministry of Internal Affairs is the entity responsible for the functioning of the education system of the National Police officers, and the Minister of Defence is responsible for training the National

⁴ Source: Interview with Evangelitsa Stratiotou from the Hellenic Republic [by J. Dworzecki and A. Nowak on 10.12.2016].

Guard, which also carries out tasks in the field of public safety and order.

- The National Police has a National Police School, which deals with basic education (for constables - private officers) and professional courses, the completion of which enables promotion. In addition, there is also the National Police Academy in the education system, which aims to train commissioners (officers), as well as the Training Centre for Special Units Officers of the National Police. The National Police training system is connected with a civil university. The formation responsible for the protection of state borders - Border Guard, has the Academy of Guardians and NCOs, which educates at the level of the basic course and the Academy of Officers for senior officers. National Guard Training Centre undertakes training together with the Border Guards Academy of Officers. In addition, there are several police vocational schools specialized in the implementation of training in the field of, among the others: investigatory work, road traffic, mountain rescue, special trainings, etc.
- National Police officers must hold a bachelor's degree before commencement of education at the National Police Academy and after graduation they obtain a master's degree. Soldiers from the National Guard in their Academy earn a bachelor's degree and then continue their studies at the University National Guard Centre obtaining a master's degree.
- National Police officers, after graduating from their National Police Academy, obtain the degree of Inspector. After a few years of service, they can take the exam to qualify for next level of the Chief Inspector. The next steps in the direction of professional promotion are exams for the rank of the Commissioner and the Chief Commissioner⁵.

IRELAND

- Responsibility for training Garda (Irish Police) rests on the organizational unit located in the structure of the Headquarters of the Garda, i.e. the Head of Training and Lifelong Professional Development. The Head is substantially supported by the

⁵ Source: Interview with José Alberto Ramírez Vázquez from the Ministry of the Internal Affairs of the Kingdom of Spain [by J. Dworzecki and A. Nowak on 11.05.2016].

Occupational Training Management Board, which supervises training programs and sets priorities for training for each subsequent year. This formation has its own Garda College, which, as part of the didactic and training process for officers, cooperates with, for example, Operational Units and Special Garda Units (e.g. delegating the best policemen/ experts to be taught) and specialized cells of this formation, e.g. Inspectorate of Internal Affairs of the Garda, the Office of the Commissioner for Complaints or civil authorities supervising the formation. All these entities participate in the creation of training plans for each subsequent year.

- The Dublin Garda College is the primary training centre of this formation in Ireland. It has a total of 27 branches providing vocational courses and specialized training throughout the country.
- The Garda's officer gains knowledge at Garda Collage training centres using a variety of education programs. These programs are developed at Garda College in cooperation with staff from professional universities. The training curricula for officers are accredited by universities operating in the national higher education system, e.g. University College in Dublin or the University of Limerick. Policemen choosing to study may apply for full or partial financial assistance in order to study. All Garda's officers acquire knowledge at the higher education level as part of their basic training, which results in obtaining the professional bachelor's degree. The program of this training is accredited by the University of Limerick.
- Garda's officers must pass vocational examinations at the level of: a sergeant and an inspector, in order to qualify for a further promotion procedure (tender procedure) in the event of a vacancy for a managerial position in the unit.

LITHUANIA

- The entity responsible for training police officers is the Police Department reporting to the Minister of the Internal Affairs⁶. Training as part of the basic course takes place at the Lithuanian Police School, while training at the higher level takes place at the University of Vilnius (at the Faculty of Public Safety). The University regularly

⁶ A. Misiuk, A. Letkiewicz, M. Sokołowski, *Policje Unii Europejskiej*, Warszawa 2011, ŁOŚGRAF, p. 12 i n.

conducts consultations with the Police Department in the Ministry of Internal Affairs while modifying studies for police officers in the field of, among the others, their profile, competences and expectations of formation management.

- The basic course carried out in the Lithuanian Police School lasts a year, and the training of police officers at the higher education level (university studies) lasts 3 years and a half. The trainings in the framework of professional development, especially for senior officers, are carried out by both the Lithuanian Police School and the Vilnius University. Officers who want to improve their competences in master's studies can do so at the University of Vilnius (within its structure there is an inter-faculty organizational unit, i.e. the College of Public Security).
- The officers who graduated from the university at the undergraduate level receive the bachelor's degree, while after the second-cycle studies (dedicated to the formation's management team) they receive master's degree.
- No additional exams are needed to obtain an officer's rank.

PORTUGAL

- The entity responsible for police education is the Minister of Internal Affairs. The schools are organizational units within the Police structure and are supervised by the National Police Director.
- The Higher Institute of Police Sciences and Internal Security plays the leading role in the system of Portuguese police education. In this institution, initial trainings for people admitted to positions of senior police officers and specialist trainings are held. In contrast, for newcomers to lower positions in formation, pre-training is organized at the Practical Police School.
- An officer's rank promotion depends on successfully passed examinations (examinations for the "Subintendant" and Superintendent).

SLOVAKIA

- The Minister of the Internal Affairs is responsible for the police school system, who through the President of the Police Corps (equivalent to the Polish Police Commander in Chief) oversees the training process of the Corps officers. In addition, the Minister

directly supervises the functioning of the Police Corps Academy in Bratislava, which is the only police university in Slovakia.

- Police schools are subject to the Presidium of the Police Corps in Bratislava (equivalent to the General Headquarters of the Police). In these schools (Bratislava, Pezinok, Košice) basic and specialist courses are carried out. Officer training and the trainings of managerial staff of the Corps are carried out by the Academy in Bratislava.
- Graduates of the officer's courses who have an officer's position are automatically promoted to the officer's rank. People who are admitted from a civilian (find a full-time position for specific units of the corps and receive a professional rank assigned to the position, including the officer's rank) for studies – in the following faculties: Protection of People and Property or Formations of Security and Public Order (the university offers 1st, 2nd and 3rd degree studies), after graduation they receive a bachelor's degree and, after continuing their education for two more years they receive master's degree.
- The training process ends with the state examinations qualifying for the profession (on three subjects). There are no additional officer examinations, as in the case of solutions in force in the Czech Republic, also in Slovakia, it is possible to be admitted from a civilian for an officer's position and receive an officer's rank immediately upon admission⁷.

The Conclusions of Part I

As it results from the above information on the functioning of the police education systems in ten EU countries, their basic structure is, to a large extent, similar. Police schools or organizational units of the police dealing with training and vocational training of officers are subordinated to the Ministry of Internal Affairs. Only in smaller countries there are exceptions, that didactic facilities educating police officers and officers of other uniformed formations are subjected to other ministries, e.g. the Ministry of Justice. However, it should be noted at this point that all police school systems have central education centres, which in many

⁷ Source: Interview with Boris Löffler from the Police Corps of the Slovak Republic [by J. Dworzecki on 10.04.03.2017].

cases, are also higher education institutions according to the regulations on higher education in force in these countries.

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