

Jacek DWORZECKI*
Andrzej URBANEK**

**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 II

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 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 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 Center under the competition No.7 / 2015 and No. 7/2015 for the execution and financing of research and development projects for

* Post-doctoral degree, Jacek Dworzecki, Bielsko-Biała School of Finance and Law, Department of Law and Social Science, e-mail: jacekdworzecki@o2.pl

** Post-doctoral degree, Andrzej Urbanek, e-mail: aurbanek2@wp.pl

national defense 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

No doubt the need to modify existing security systems is a sine qua non for the guarantee of the peace of citizens of every democratic legal state. Thus, any initiative undertaken in this field should be institutionally supported and promoted. In this second part of the study devoted to police education systems in the European Union, the Reader will have the opportunity to see the next four countries where officers responsible for security and public order are educated at various levels. In addition, the police education system in Poland, with particular reference to the Police Academy in Szczytno was discussed. This part of the study also includes proposals for changes to the Polish police education system. The paper was written within 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 Center under the contest No.7/015 for the execution and financing of research projects or research and development works for national defense and security.

SWEDEN

- The Ministry of Justice¹ is responsible for supervising the Police. The education of the officers coordinated by the police takes place in three different universities.
- The basic training is offered at the universities in Linnaeus, Södertörn and Umeå.
- There is no school for senior officers. There are in- training programs in police service centers, partially organized in cooperation with local universities. The courses are compatible with university programs, as well as examinations.

¹ B. Hołyst, *Policja na świecie. Edition 2*, Warszawa 2013, wyd. LexisNexis, p. 74 and next.

- The expertise system is more dependent on the function than the officers' rank.

HUNGARY

- The entities responsible for police education are:
 - The Ministry of Education, which is a part of the Ministry of Human Resources in Hungary - which accredits programs.
 - The Ministry of Internal Affairs supervises the police training.
 - The Headquarters of the Police is subordinated to the Ministry of Internal Affairs. Their representatives work with the Law Enforcement Department of the National Public Service University to develop curriculum and teaching materials. The curriculum must be approved by the Ministry of Human Resources.
- In different regions of Hungary there are four Police Vocational Training Schools, which conduct classes in the 2-year cycle of training, and their graduation by officers with secondary education, takes place on the basis of final examinations. Upon completion of this training process, graduates receive a certificate entitling them to work in executive positions in the Police. Half of this learning process is practical (including field activities). In order to obtain higher professional qualifications, officers obtain higher education degrees at the Law Enforcement Department of the National University of Public Service, which is the only institution of this kind in Hungary. The faculty holds bachelor's and master's degrees for the future officers. Upon graduation, in addition to receiving a professional title (lic, mgr), the rank of lieutenant is also obtained. You can also be qualified for doctoral studies addressed to police officers. Graduates of the program are employed as middle and higher level managerial staff of the Hungarian police. People who joined the police with a bachelor's or master's degree obtained at another university must complete an 18-month preparatory course to start an officer's degree program. Their further career advancement depends on the completion of courses for middle and senior managers. The officers may obtain a bachelor's or master's degree or even a doctor's degree.
- Policemen who entered the service possessing higher education, after completing an 18 month preparatory course, must pass the exam qualifying for the police officer's rank.

GREAT BRITAIN

- College of Policing is an independent vocational institution, based on the statute and statutory regulations, under the Ministry of Internal Affairs, which deals with the training of police officers in England and Wales.
- All applicants for 43 police units located in England and Wales must meet the statutory requirements for age, education, citizenship, etc. As far as both countries, mentioned above are concerned the basic training, which lasts 2 years, is carried out in accordance with the national curriculum in this field. Current regulations do not indicate the level of minimum education that a potential candidate should have for a specific position or an official rank. This is to motivate everyone to develop their own skills and qualifications on many levels. Between February 2nd and March 29th, 2016, a public consultation was held on the establishment of an educational qualification framework that introduced a national, harmonized framework for recognized and accredited qualifications in England and Wales. The consultation was aimed at obtaining opinions on proposals that would refer to basic training for police officers, and could then refer to specializations related to police forces. The outcome of the consultation was to develop three pursued goals to achieve within the multi-stage process of creating, modifying or implementing the vocational training of the police officers:
 - the establishment of individual qualification frameworks for police training programs that will be linked to the higher education sector. This is aimed at assigning the offer of higher education to positions and degrees occupied by police officers who will be potential candidates for the studies;
 - developing an accessible educational offer for staff and officers to enable them to obtain education and new qualifications that will be accredited and recognized in the civilian vocational and higher education sector;
 - development of assumptions about the program of accredited undergraduate studies for officers financed by the Ministry of Internal Affairs, enabling them, among others, internship placement, exchanges among institutions of higher education.
 - Candidates for the Police sergeants (advancement by the corps of petty officers) participate in 12 months command and management courses. The rank of sergeant is obtained after completion of the

above course. Candidates for the inspectors (further advancement in the chain command) must have similar qualifications at a higher level of education, while the superintendent rank may be conferred upon an officer with a master's degree. All these forms of education are financed by the police.

ITALY

- The functioning of the Italian police training system is governed by Law No. 121/1981. The bodies coordinating (at the central level) training units of individual formation in the field of internal security (e.g. State Police, Carabinieri, Customs Corps, Judicial-Prison Police, Central Office for Drugs and Medicines, Central Office for Fighting against Mafia Crime) is the Department of Public Safety and Order, whose Director is a subordinate to the State Police Commander. All forms of security and public order, including their training units, are the subject to the institutional supervision of the Minister of Internal Affairs.
- Each of the above formations has its own educational system:
- State Police. Policemen of this formation aspiring to officer's rank who hold civilian university education (M. Sc.) participate in vocational training organized by the State Police Academy. In addition, this institution, in consultation with the University of Rome, conducts a 2-year supplementary Master's degree studies in the field of Security. Graduates receive the M. Sc. degree in Security Science. In addition, in the education system of this formation there is the State Police Training School, which receives new officers for the 12-month basic course. This institution also offers other forms of education and training, including courses for the officers' rank.
- Carabinieri use many training centers located throughout the country. Officers' epaulettes are obtained at the Military Academy in Modena, where the officer's training lasts 2 years. After graduation, graduates can continue their studies at the Carabinieri Officer's School, where after three years of study they will receive a Master's degree in law. In addition, in the system of Carabinieri training, the School of Sergeants and Carabinieri Brigades, based in Florence, plays a significant role. The students of a three-year professional degree program executed at this school together with the Faculty of Political Science at the University of Florence, is a Bachelor's degree in

security. The basic training is provided by four Carabinieri schools. After completing an 11-month basic course, its graduates receive the lowest grade in the military hierarchy, i. e. a Carabinieri.

- The Customs Corps has its own Academy, which educates the commanding staff of the formation within a two-step 5-year training cycle. After completing the first stage of professional education at the higher education level (that lasts 3 years) the officer receives the degree of lieutenant. Simultaneously he also becomes a Bachelor in economics and finance. The second part of the education is a Master's degree studies (also in the same subject) held at the University of Rome. Customs Corps training units also include:
- The School of Inspectors and Authorising Officers of the Customs Corps offering 3-year vocational studies upon completion of which the officers receive the inspector's rank and the Bachelor's degree. This form of education is implemented together with the University of L'Aquila.
- The Cadets Customs Corps School, which trains newcomers to the formation during the 12 month basic course. Upon its completion, the officers are mainly engaged in financial investigations, border and customs controls, and other basic security and public order assignments.
- The Officers of Customs Corps School, whose principal role is to provide specialized forms of education, training and in-service training in the field of tax law. Each officer of the Customs Corps is obliged, depending on his expertise and position, to take part in the offered courses².
- Answers to questions 3 and 4 were included in the answer to question 2.

1. Police School System in Poland. Overview of the Problems

The scope of operation of police units, relevant to training issues is governed by the Act of 6 April 1990 on the Police³ and the Order No. 1041 of the Police Commander of 28th September 2007 on detailed rules

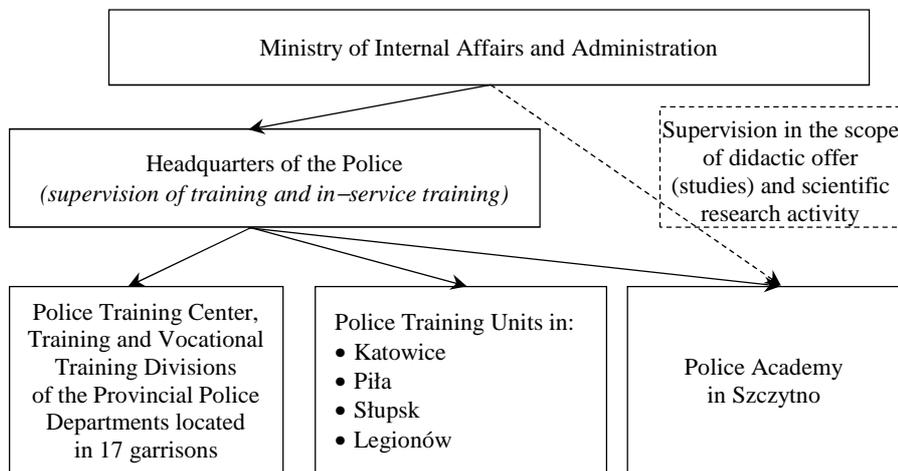
² Source: Interview with Claudio Di Gregorio from the Financial Guard of the Italian Republic [by J. Dworzecki and A. Nowak on 03.03.2017].

³ Art. 4 § 3 point 1 Act on Police (Journal of Laws of 2007 No. 43, item 277).

of organization and scope of operation of the Police Commands, Police Stations and other units.⁴

The tasks of the education, training and in-service training in the realities of the Polish Police are carried out by: Police Headquarters, police schools, provincial (capital) police departments and units and organizational units subordinated to them. The following schemes and tables show the police education system in Poland.

Scheme 1. Organization of the police education system in Poland (Headquarters of the Police, Higher Police School, Police Schools, local structures of training and in-service training)



Source: the authors' own elaboration.

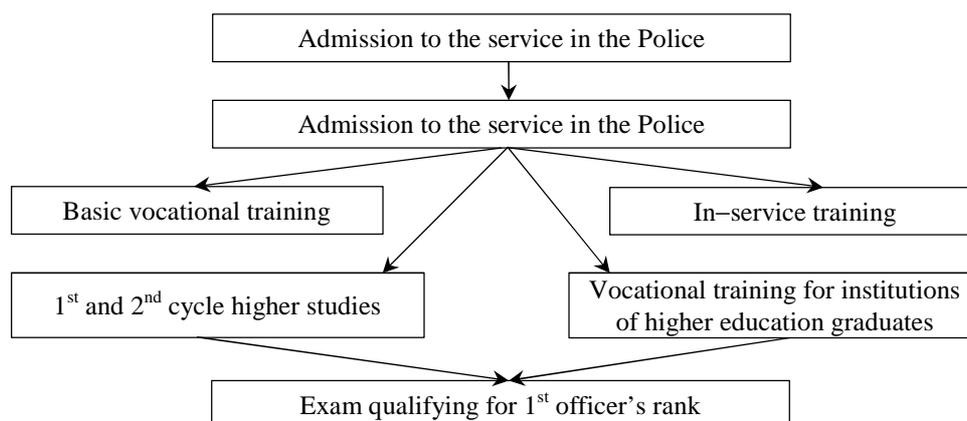
⁴ (Journal of Laws of the National Police Headquarters of 2007 No 18, item. 135 as amended).

Table 1. Forms of education, training and vocational training implemented in police organizational units in Poland.

Police organisational unit	Form of education and vocational training				
	Postgraduate studies	1st and 2nd cycle higher studies	training for higher education institutions	In-service training	Basic vocational training
Police Academy in Szczytno	Yes	Yes	Yes	Yes	Yes
Police Academy in Słupsk				Yes	Yes
Police Academy in Katowice				Yes	Yes
Police Academy in Piła				Yes	Yes
Police Training Centre in Legionów				Yes	Yes
Police Training Centre in Sieradz (Provincial Police Department Łódź)				Yes	Yes
Training and Vocational Training Divisions of the Provincial Police Department				Yes	

Source: the authors' own elaboration.

Scheme No. 2. The organization of the educational process available to the officers, providing professional development opportunities and promotion to the first officer's rank.



Source: the authors' own elaboration.

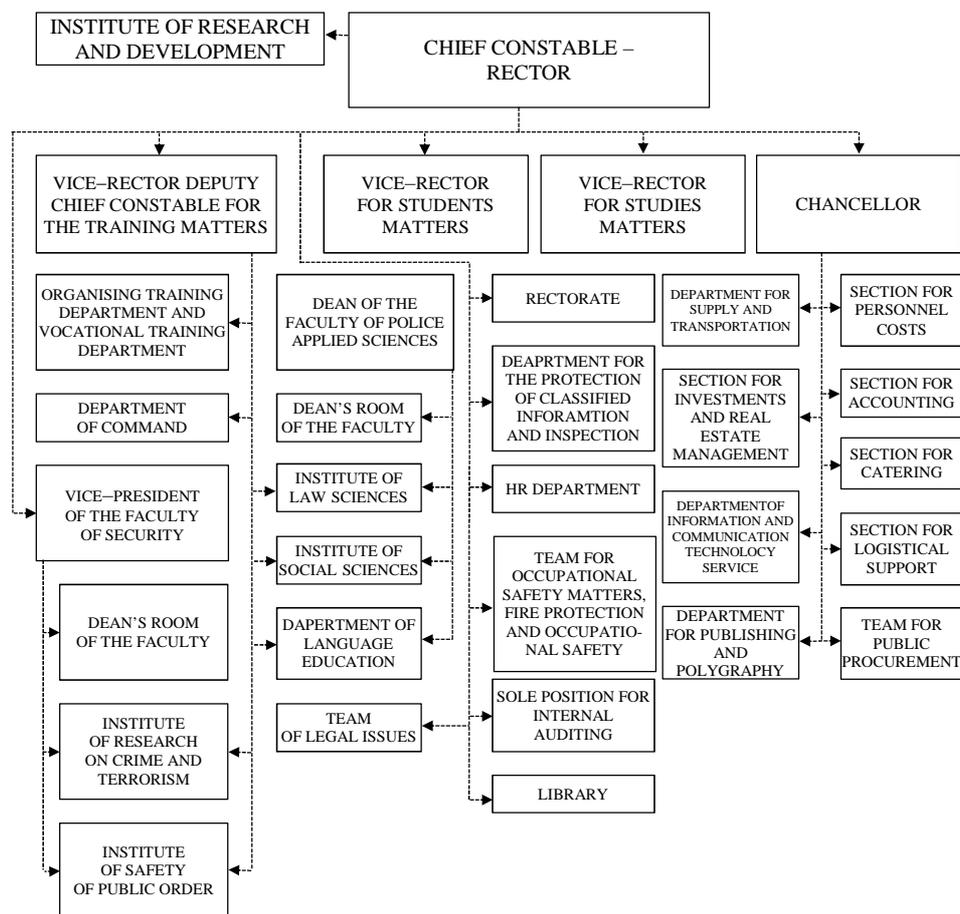
2. The Police Academy in Szczytno as the Leading Component of the Police Education System in Poland

The Police Academy in Szczytno is a public vocational school of state services within the meaning of the Law on higher education⁵, supervised by the minister responsible for internal affairs and the organizational unit of the police within the meaning of the Law of 6th April 1990 on the Police.

The institution is the only one of its kind in Poland. It is also the main educational and research centre of the Police in the fields and disciplines of science of public safety and public order. The university has many years of experience in the executive training of police officers (knowledge of professional skills required at managerial positions) and officers (preparation for service at independent positions). Vocational education and training is also provided for officers of other state services and Border Guard. The following scheme shows the organizational structure of the university.

⁵ Act of 27 July 2005 on higher education (Journal of Laws of 2005, No 164, item 1365).

Scheme No. 3. Scheme of the organization of the Police Academy in Szczytno.



Source: the authors' own elaboration.

At present, the university educates about 3500 civilian students as well as policemen in first degree studies in the following majors: Internal Security, Criminology, Management of Uniform Public Services, Computer Forensics and the second degree studies in the major: Internal Security. In addition, the Faculty of Homeland Security is authorized to confer doctoral degrees in science of safety. Full-time studies are free of charge, unlike part-time studies.

Students – policemen are exempt from fees if they are sent to study by the relevant supervisor.

Postgraduate studies, training for higher education institutions graduates with a Master's degree or equivalent degree, as well as staff

development courses, in-service trainings and further trainings for police officers, as well as other state security officers and entities executing tasks in the domain of security and public order.

The Police Academy in Szczytno organizes numerous scientific conferences, seminars, symposia and training workshops. It is also a major research centre for the police. The main directions of this research are: strategy, tactics and techniques for combating organized crime, crime detection, condition of state of public safety and order, organization and management of the police, police cooperation with other entities in the prevention of crime, personal security of police officers in service, psychological, ethical and social aspects of police operation, police education and professional preparation of policemen, international police cooperation, application of computer science in the Police forces.

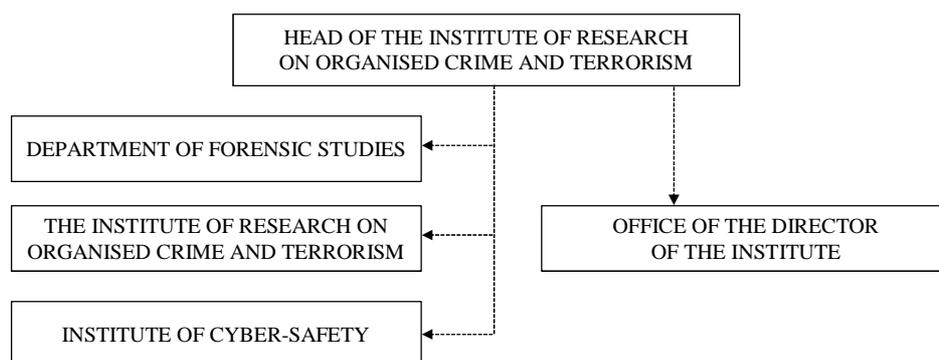
3. Organisation and Functioning of Didactic Units of the Police Academy in Szczytno

As indicated in the scheme above, the didactic section of the Police Academy consists of two faculties: the Department of Internal Security and the Police Department of Applied Sciences. There are four institutes and a foreign languages study centre in both faculties.

The tasks of the Institute for Criminal Investigation and Terrorism include:

- preparation of police officers and other public officials to execute tasks related to crime and terrorism fighting, including organized crime;
- identifying new threats and forms of crime, including organized crime and terrorism, proposing organizational, legal, tactical and technical solutions for identifying and combating the above phenomena;
- reviewing the effectiveness of the functioning of the structures of units established to combat crime, including organized crime and terrorism, preparing and putting forward amendments to the law regulating the fight against organized crime and enhancing identification and combating terrorist threats.
- preparing and putting forward amendments to the law shaping the process of combating organized crime and promoting the identification and combating of terrorist threats.

Scheme No 4. Structure of the Institute of Research on Organized Crime and Terrorism.



Source: the authors' own elaboration.

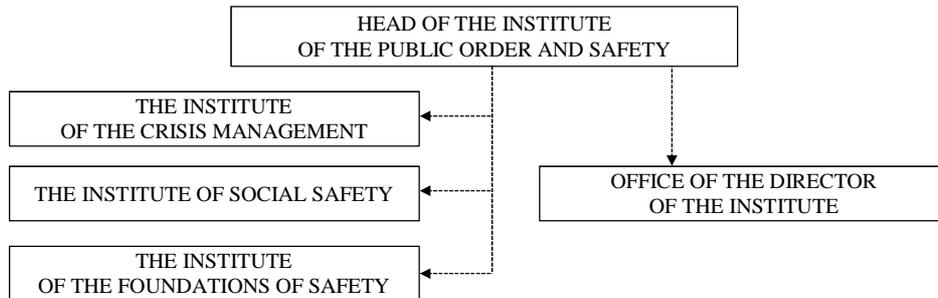
The aim of the Institute of Public Safety and Public Policy is to equip students with the knowledge and skills that are the basis for effective performance of tasks in organizations responsible for internal security and in governmental and local government administration as well as law enforcement in non-public institutions⁶.

The Institute also provides high quality educational services in the first and second degree studies, postgraduate studies, as well as conducts officer training courses, preparing for managerial positions and independent executive positions in the Police, Border Guard and other public safety and public security services in Poland. The Institute also conducts trainings for officers occupying senior and middle management positions in the Police.

The staff of the institute also deals with specialist training, during which the participants improve, among others, the use of police computer systems, communication equipment, as well as professional training in tactics and intervention techniques.

⁶ J. Dworzecki, *Policja w Polsce. Wybrane zagadnienia*, Kraków 2011, EAS, p. 255-258.

Scheme No. 5. Structure of the Institute of Security and Public Order.



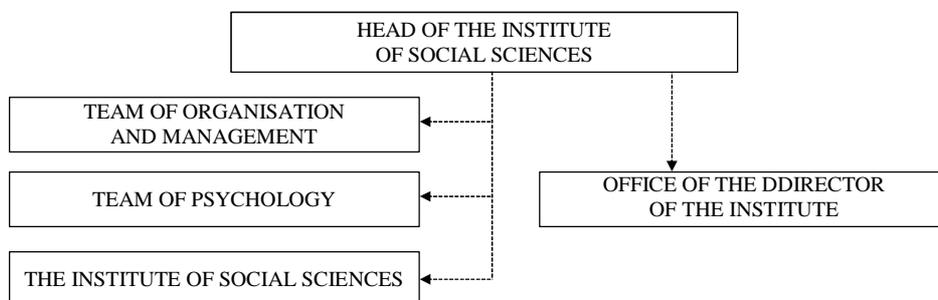
Source: the authors' own elaboration.

The Institute of Social Sciences, however, deals with the training of the Police's management staff and the promotion and implementation of modern police management methods, including quality management. The Institute of Social Sciences organizes:

- postgraduate studies in the field of unit management in public administration;
- vocational training courses for the police commanders in the field of selected aspects of the management of the Police unit;
- vocational training courses for city, county and district commanders of the Police.

Another area of activity of the Institute of Social Sciences is the exchange of experience and execution of joint scientific research (among others in management, social sciences and logistics), with national and foreign entities. The Institute regularly organizes international scientific conferences.

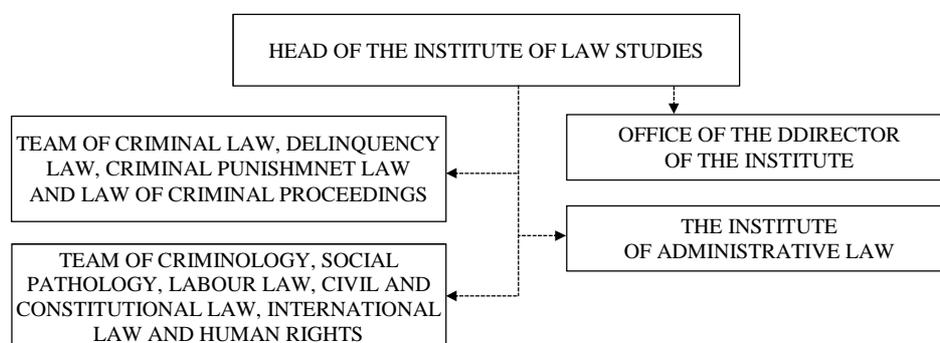
Scheme 6. Structure of the Institute of Social Sciences.



Source: the authors' own elaboration.

The employees of the Institute of Legal Studies deal with the comprehensive preparation of students and police officers trained at the Police Academy for work in public administration by teaching the proper interpretation of the various legal disciplines. The Institute conducts classes in the first and second degree studies, in two fields: administration, criminology, management and internal security, various types of training and courses e.g. for graduates of colleges, for police officers conducting pre-trial proceedings, performing operational and exploratory duties, dealing with the fight against economic crime, acting as public prosecutors in cases of offenses, etc.

Scheme No. 7. Structure of the Institute of Legal Sciences.



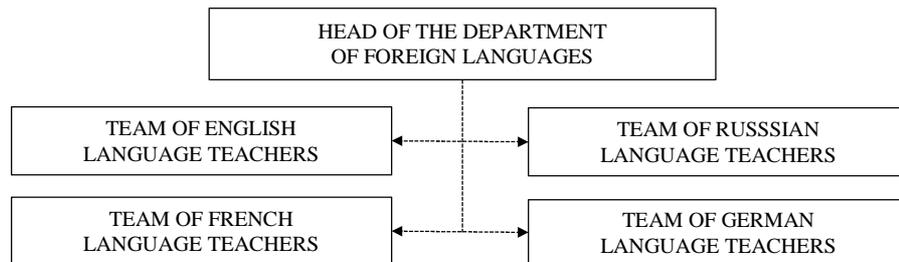
Source: the authors' own elaboration.

The Department of Foreign Languages is the smallest teaching unit in the structure of the Police Academy. Officers and civil servants employed in this unit:

teach English, German, Russian and French at B1 level during 1st cycle studies and B2 in the course of 2nd cycle studies, in the fields of: Internal Security, Administration and Criminology;

- it deals with organizational work, among others: translation services for foreign delegations;
- deal with translations, e.g. academic papers, documents received from foreign institutions;
- conduct training and participate in the work of examination committees, and also organize language courses.

Scheme No. 8. Scheme of Organizational Structure of the Department of Foreign Languages.



Source: the authors' own elaboration.

The university organizes seminars and conferences (including international ones) devoted to broadly understood issues of internal security. The scientific and didactic staff carries out research projects, resulting in, among others, implementing many modern and practical solutions in the performance of national uniform services. The Police Academy in Szczytno is the only institution of its kind in Poland, which educates the Police management and high ranking officers. Experienced lecturers of the Academy conduct legal studies classes (e.g. criminal law, criminology, constitutional law, civil law, administrative law, and economic law), humanities and social sciences (among the others, psychology, sociology, professional ethics, foreign languages) and vocational subjects (tactics of the prevention service, crime fighting tactics, and road traffic safety). Learners are also trained in the tactics and techniques of police interventions, shooting, maintenance of police communication equipment and police information systems. The Academy has nearly 100 different types of courses in its offer.

The Police Academy in Szczytno organizes numerous and highly-popular scientific conferences, seminars, symposia and scientific workshops attended by the representatives of universities from Poland and abroad. The major contributors to these projects are experienced educators and uniformed officers from other formations who are responsible for the security of the country and who cooperate with the Police on a daily basis. The events are an important forum for exchanging knowledge and experience. The Academy is a major research centre for the Police in the country and all over the world. The research is also conducted in cooperation with foreign research centres. The subjects of research undertaken are, among

others, preventive measures, new models of police education, road traffic safety or quality management. At present, the Academy is carrying out a number of research initiatives, among which are: "Individualisation of the construction of multifunctional hidden bullet-proof vests", "Designing and creating an information management system for the Abduction Centre", "Developing an interactive psycho-enhancer for the Police", or "A surgical dressing kit used to dress the wounds that occurred in the course of the performance of the official duties by the uniformed services." Research and development activity is supported by funds from the Ministry of Science and Higher Education and from the European Union structural funds.

Conclusions

Summing up the above-mentioned answers it should be indicated that in almost all Member States of the European Union the leading body responsible for public safety and public order is the Minister of the Internal Affairs. The Minister, using the subordinate government administration office, is shaping the internal security policy by using for this purpose Institutions, Formations and Research Centres. The shape of modern police education or training systems for officers responsible for security and public order and the protection of national borders in the European Union countries manifest many common elements, both organizational and functional. In many countries, the system of police officers training (Police Training Schools and Training Centres) is under the leadership of this formation, while an Academy (there is usually only one) educates officers at 1st, 2nd and sometimes also 3rd degree, in organizational and subject matter terms is subordinated to Minister of Internal Affairs. This enables the school to implement the new assumptions of the created internal security policy into the training process quickly (and importantly, without any additional implications) and improve the in-service training of the officers. In a rapidly changing internal security environment of the European Union, in the Schengen area realities and taking into account the new challenges that the Community and its Member States is facing in the scope of internal security, this solution cannot be overestimated. By comparing the existing solutions in the European Union for the functioning of higher education colleges (usually with the status of academy), it should be pointed out that these institutions offer curricula agreed with the relevant

Police units or the Ministry of the Internal Affairs. The Bachelor's or Master's degree titles obtained by graduates of these institutions are universally recognized by entering into the national framework for qualifications obtained in higher education.

The promotion of an officer (or getting admitted from a civilian) to a post of senior officer requires higher education, while the whole of his professional development is dependent on the police officer's participation in many forms of training and vocational courses. Protecting state borders against criminal threats in many EU countries is interpreted as a component of public safety and security. As a result, didactic assignments (apart from physical activities in this field) involving the training of specialists in this field are carried out by the Academies subordinated to the head of the Department of Internal Affairs. The same is true for the protection of constitutional state officials, national and foreign diplomatic missions or personalities important for national interests. The lecturers serving/ working in the Academy are responsible for training the staff of separate formation or services located in the police structure, which perform tasks in this field. Of course, all the other issues strictly related to the issues of security and public order constitute a natural field of scientific and didactic activity of this kind of universities/ academies.

Taking into account the expectations of Poles correlated with maintaining a high level of internal security and using European experiences (inter alia in the area of organizational and functional solutions), and taking into account the current process of transformation of national security and public order reforms, the changes of functioning of the riot police subordinated to the Ministry of Internal Affairs seem to be justified. Proposals for changes to the functioning of police training systems under the Ministry of Internal Affairs can be viewed both in broad sense as well as in narrower terms (with respect to a particular formation).

A change viewed in a broad sense will consist in the establishment of a strong academic centre (e.g. National /State Security Academy of the Republic of Poland), gathering training potential (Schools, Police Training Centres, Border Guards and Government / State Protection Bureaus), the research Police Academy, the infrastructure and experience of functioning of three police centres (Police, Border Guards, Government Protection Bureau / State Security Service) under the Ministry of Internal Affairs. This institution, which subordinates directly

to the Ministry of Internal Affairs, will be a teaching and scientific response to the constantly changing requirements of contemporary domestic / European Union security realities. Establishing this new specialized academic centre, whose domain will be a widely understood education of security officers and public policy officers should also be reflected in the content of the currently-created Law on Higher Education (Law 2.0). This will allow to create new directions and specialties corresponding to current national needs in the field of internal security and to strengthen its activity in the national and international research field.

However, the modification of the training system, considered only through the prism of changes which can be implemented in the realities of the Polish police operation, should consist in establishing the State Police Academy of the Republic of Poland subordinated to the Ministry of Internal Affairs and transferring the content-related and organizational supervision of the Police Schools from the competence of the Chief Commander of the Police to empowerment range of Chancellor of the Academy. Of course, both the National Police Headquarters and the Polish police branch units (e.g. the Provincial Police Headquarters/ General Police Headquarters through their Departments of Training and Vocational Courses) should participate actively in the planning and implementation of training and vocational training available to officers. This solution will allow for the optimal use of the didactic potential accumulated in the police training units and the effective management of the intellectual property accumulated in the ranks of this formation.

When referring to the role of a higher police academy strictly, regardless of its name and role in the police education system, it should be pointed out that it should educate only officers and employees of the Civil Service Corps. The minister supervising the formation has the right to expect the optimization of expenditure on the training of officers by allocating financial means from the Department's budget to the development of human resources in the police ranks. The immanent elements of the education process implemented by the staff and employee of the police academy should be the majors of studies of the 1st, 2nd or 3rd degree, as well as postgraduate studies corresponding to the current needs of the formation and recognized in the general education system.

A professional promotion, including obtaining an officer's degree means fulfilling professional dreams for every officer and is a form of

A Proposal for Changing the Model of Police Education...

a reward for the work so far. The question of presenting a clear and transparent career path is important not only for the policemen themselves, but also important from the public opinion point of view. Poles should see the police as a fully professional formation, instantly reacting to the changes of the internal security environment and of the high ethical standards of its officers. With reference to the above question, the table below presents a proposal of available opportunities (depending on the level of education available) and proposed career development paths, the culmination of which will be an achievement of an officer's degree.

Table 2. Available opportunities, professional development paths for officers up to the officer's level.

		Level of education of the police officers					
		A police officer with secondary education	A police officer with secondary school education who passed secondary school-leaving examinations	A police officer with a Bachelor's degree (or equivalent)	A police officer with a Bachelor's degree (Police Academy graduate who passed the officer examination)	A police officer with a Master's degree (or equivalent)	A police officer with a Master's degree (Police Academy graduate who passed the officer examination)
Forms of training	Basic course	yes	yes	yes	yes	yes	yes
	Specialist course	yes	yes	yes	yes	yes	yes
	Bachelor's degree studies in the Police Academy		yes				
	Officer training for Police Officers possessing 1st and 2nd degree of education (or equivalent)			yes			
	Master's degree studies in the Police Academy				yes		
	Officer degree course for the policemen with the Master's degree (or equivalent)					yes	
	Exam qualifying for the officer degree		yes	yes		yes	
	Postgraduate studies In the Police Academy In the scope of management				yes	yes	yes
	Maximum rank in the corps of Police constables , petty officers, warrant officers class II	yes					
	Maximum rank in the corps of petty offices of the Police		yes*	yes*	yes*	yes*	yes*
	Maximum rank in the corps of senior officers / generals of the Police				yes**	yes**	yes**

* On condition that the person has a position for which the rank of junior officers corps is assigned

** On condition that the person has a position for which the rank of senior officers corps is assigned

Source: the authors' own elaboration

The proposals put forward in this paper provide a potential field for discussion between experts and decision-makers about the future shape of the national police education system or training systems of the other departments officers (subjected to the Ministry of Internal Affairs and Administration) and security and public order formations.

Legal acts

- [1.] Act of 6 April on Police (Journal of Laws 1990 No. 30, item. 179).
- [2.] Act of 27 July 2005 on Higher Education (Journal of Laws 2005 No. 164, item 1365).

Literature

- [1.] Dworzecki, J., *Policja w Polsce. Wybrane zagadnienia*, Kraków 2011, EAS.
- [2.] Hołyst, B., *Policja na świecie. Wydanie 2*, Warszawa 2013, LexisNexis.
- [3.] Misiuk, A., Letkiewicz, A., Sokołowski, M., *Policje Unii Europejskiej*, Warszawa 2011, ŁOŚGRAF.

Other sources

- [1.] Interview with Hans Ditrich from Viena Institute of Science and Research [by J. Dworzecki and A. Nowak on 29.09.2016].
- [2.] Interview with Josef Hrudka from the Czech Republic Police [by J. Dworzecki on 27.04.2017].
- [3.] Interview with Jean-Marc Jaffré from National Gendarmerie of the French Republic [by J. Dworzecki and A. Nowak on 18.04.2016].
- [4.] Interview with Evangelitsa Strafiotou from the Hellenic Republic [by J. Dworzecki and A. Nowak on 10.12.2016].
- [5.] 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].
- [6.] Interview with Claudio Di Gregorio from the Financial Guard of the Italian Republic [by J. Dworzecki and A. Nowak on 03.03.2017].
- [7.] Interview with Boris Löffler from the Police Corps of the Slovak Republic [by J. Dworzecki on 10.04.03.2017].