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Chief Commander of the Regional Lublin Police

REPORT FROM THE COURSE OF THE PROJECT

**“Effective instructor – competent police officer – vocational
training of Lublin police at European level”**

financed from Erasmus + programme



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I. INTRODUCTION

The Regional Police Headquarters in Lublin is an organizational unit of the Police, acting as a supporting unit for the Chief Commander of Lublin Regional Police, designed to protect the safety of people and to maintain public order. The Regional Police Headquarters in Lublin performs in the area of Lublin voivodship inhabited by more than 2 million people, the tasks of the Police for the protection of human safety and the maintenance of security and public order. Through the Regional Police Headquarters in Lublin – Chief Commander of the Regional Lublin Police coordinates and supervises the operation of 20 organizational units of the Police - 4 municipal and 16 county police headquarters. In the Lublin garrison serve nearly 5,000 police officers supported by over 1,000 civilian employees. The main tasks of the police officers is to ensure obeying to the law and prosecute criminals as well as to provide protection and assistance in emergency situations to both people and property.

Development of skills in the scope of vocational training is one the most important and necessary elements to prepare a policeman to serve and to conduct efficient and safe operations. Professional development is an integral part of the police training and its purpose is to update and maintain the appropriate level of knowledge and skills of officers required in the police work.

According to the Rules of the Regional Police Headquarters in Lublin dated 16.08.2007 Lublin Police training is organized by the organisational sections: Section of the Vocational Training of the Human Resources Department, Antiterrorist Section and Anti-Riot Squad in Lublin and the organizational units of the Police in the city/district police headquarters for the police officers in Lublin garrison and external institutions (Border Guard, Railway Protection Section, Internal Security Agency, Polish Army, Prison Service).

The tasks of the these organizational units include planning, coordination and execution of the local vocational training, embracing:

- knowledge and professional skills,
- physical education with elements of tactics and techniques of police interventions,
- training of shooting .

Instructors of the Vocational Training Section, Antiterrorist Section, Anti-Riot Unit in Lublin and District/Municipal Police units implement the system of continuous professional training for police officers in Lublin garrison, based on an annual training plan, approved by the Chief Commander of Lublin Regional Police. Vocational training takes the form of: courses (periodic, technical, complementary), seminars, conferences, workshops, counseling,



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consultation and self-education. There are also special forms of training like competitions and tournaments of knowledge and skills (local, regional or national). In addition, instructors of the Antiterrorist Section and Anti-Riot Unit in Lublin lead professional development within their own organizational units, for 28 operators (AT training is provided each day, in which the police officers do not participate in the police actions/operations) and for 243 police officers of Anti-Riot Unit (2 training days a week), as well as police officers belonging to the group ad hoc supporting the Anti-Riot Unit (130 officers).

80 instructors in the following specialties: tactics and techniques of intervention, self-defense, shooting training, tactics and techniques of counterterrorism, working at heights techniques, bomb disposal and pyrotechnics, perform the training process with a view to proper preparation of police officers in Lublin garrison for their tasks.

Instructors of Anti-terrorist Section train instructors of military units and the Border Guard in the field of shooting training and tactics and techniques of intervention .



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II. DESCRIPTION OF THE PROJECT

Nowadays when the tools of trade are changing rapidly and the knowledge and skills acquired during the basic training are not sufficient for the entire period of work, lifelong learning is necessary - officers must be trained during the duration of the whole service. According to the Regulation of the Ministry of Interior dated 19.06.2007 on detailed conditions for practical training and training in the Police, local training is led by officers with experience, knowledge and skills and if necessary also qualified as an instructor. The specificity of the work of the instructors requires their continuous training, exchange of experiences and working out models of effective teaching. Learning by observing the training led by foreign police instructors is the most effective form of learning. Project participants in direct contact learned working methods and ways to use them in practice.

The aim of the project was to improve the quality and effectiveness of vocational training in Lublin Police and training at national and European level. The specific objectives of the project are:

- improvement of the key competences and skills of police officers in the area of professional development through participation in mobilities, according to the idea of lifelong learning,
- introduction of innovative practices known abroad into the training methodology and the use of innovative training materials developed within the project ,
- improvement of the the linguistic competences and intercultural awareness amongst participants of the mobilities,
- facilitation of the professional development of the police officers by participating in the visits and in further training ,
- support of the institutional development of the Regional Police Headquarters in Lublin by improving methods and techniques of the training,
- development of cooperation between the project partners.

The project involved the exchange of experience and improvement of the key competences in the scope of methodology of the police vocational training through the organization of educational mobilities for 36 representatives of the staff responsible for vocational training in Lublin Police, in collaboration with police training institutions from Czech, Germany, Lithuania, Estonia, Malta and Cyprus.

It also included conducting the preparation of the participants for mobilities and cascade training for the Lublin police instructors and a seminar summarizing the participation of foreign experts and staff responsible for vocational training in the regional police headquarters. In 7 days mobilities 6 groups of 6 people participated, each of them went to



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another host partner. The participants got to know the training systems and methodology of the training in terms of:

- conditions and methods of use the coercive measures and fire arms by the police and the way of documenting these activities,
- tactics and techniques of intervention,
- tactics of operation of the Anti-Riot Unit,
- tactics and techniques of police shootings, the process of local training in the scope of shooting ,
- tactics of anti-terrorist operations.



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I. VISIT IN THE LITHUANIAN POLICE **22 – 28 MARCH 2015**



Training of the cadets in the Lithuanian Police School

The Lithuanian Police School offers courses in various branches of the police work, the initial training of recruits and in-service training for police officers of various ranks . The school guarantees a highly qualified teaching staff conducting trainings in criminal law, forensics, criminology, psychology, operational work, martial arts, use of the coercive means, shooting , tactics and techniques of intervention, self-defense.

Training for police officers at the primary level combine theoretical and practical training, also includes practical training in police stations across the country.

The mission of the school is improvement of the skills of police officers by providing them with professional knowledge and to develop practical skills necessary for their future professional activity consists in serving society.

Lithuanian Police School cooperates with the Police Academy in Slupsk, Nimes (France) with the College of the State Police in Latvia, Estonian Academy of Sciences of the Security Police and the Border Guard, the Police College of Finland. Lithuanian Police School is a member of the Association of European Police Schools - EAPC .

In 2009-2010 there were 1,548 trained police officers. They are experienced educators and former officers with extensive experience.

AMOK training

During the visit Lublin policemen had the opportunity to participate in AMOK training . During the discussion after accomplishing the first tasks the commander speaks indicating what failed to realize what the problem is. After the analysis carried out by the commander each police officers taking part in the training speak out about the training.



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AMOK training



At the end all the participants speak about the exercise. The whole exercise is summed up by the lecturer, paying attention to the tactics used during the exercise, the correctness of its implementation and compliance with the law as well as assumptions that have not been realized. In the classes participates a psychologist . They were very engaged and able to solve arising problems.

Instructor exam

Candidates for techniques and tactics of intervention instructors come to the school to take the exam. Passing rate is very low due to high demands. Candidates who pass the entrance exam, pay from their own funds for the instructor course. The instructors conduct classes themselves. They are observed and evaluated by lecturers. At the end of the course there are exams and like the entrance exam the pass rate is very low. A police officer who is an instructor conducts professional development at his unit .



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Operation of Anti-Riot Unit

The training program for students embraces the module concerning operation of Anti-Riot Unit. In the course of the module the instructors shall provide students with theoretical knowledge as well as conduct practical classes. Students during exercise carry out tasks strictly outlined by the teacher, among others - to develop and deploy police forces when restoring disrupted public order during mass events. During the practical classes you could see a big commitment of the students. The psychologist took part in the exercise.



Police officers preparing for the training



Lecturers assessing the exercises



Actors

Shooting simulator

Students have the opportunity to hone shooting skills on multimedia shooting trainer that allows to improve both shooting techniques and tactics. Simulations refer to the practice at the shooting range, shooting at static and dynamic targets and realistic interactive scenes, where students take shots to potential attackers.

With the device, police officers have the opportunity to shoot at static and dynamic targets. It is possible to choose the size of the target, its appearance and type (in the form of discs). Trainer has the ability to make changes in the speed and direction of movement of the targets.

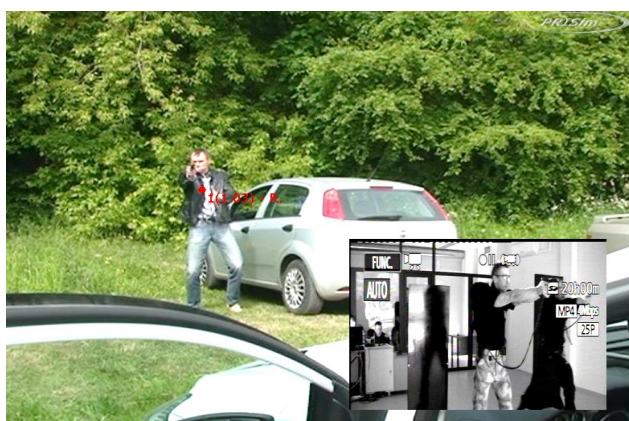
The simulator has a built in module with realistic movie scenes that gives the students the opportunity to make decisions related to the use of weapons in specific situations. Between the students and displayed image interaction arises. The students taking a shot has an impact



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on the further course of the film script. If the shot is accurate, the attacker falls and the situation is under control. When the shooter fails, the situation develops further, resulting in a virtual threat to patrol partner or bystander appearing in the film. Each stage is followed by an analysis in which the program counts the time of the shot first or second student and its accuracy. These situations also allow to discuss the cases of the use of weapons and the reaction of the students that should be compliant with the law. There is a possibility to shoot with rifles and short guns.



Shooting on the simulator

Shooting training

Classes are held at the shooting range under the supervision of the shooting instructor. It was visible that the students are very committed to the exercises. Before each class there is a training without shooting with bullets. Instructors have individual approach to every student.



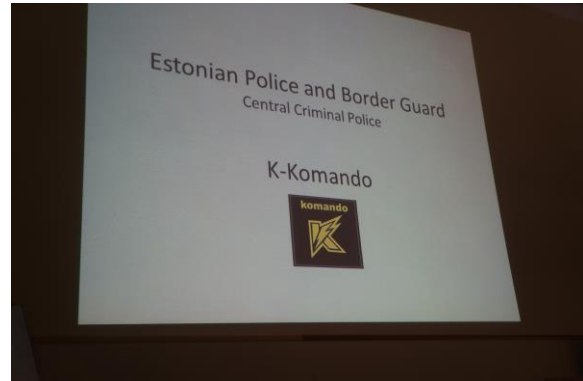
Shooting training



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I. VISIT IN THE ESTONIAN ACADEMY OF SECURITY SCIENCES **17- 23 MAY 2015**



Estonian Academy of Security Sciences (Sisekaitseakadeemia) is the state institution responsible for the training of officials subordinate to the Ministry of Internal Affairs. The Academy was established in 1992, after Estonia became again an independent country.

The aim of the Academy is by training in internal security and conducting research, as well as through the training of competent state administration to create conditions for stable development of Estonia and consequently, participation in building security across the EU.

Academy trains the civil servants in four colleges:

- Police and Border Guard College,
- Rescue College ,
- Financial College ,
- College of Justice,

Studies are completed by vocational training that is held both on site and through e-learning .

In 2011 in the Academy, 1000 cadets participated in the training, more than 600 students and 300 officers improved their professional skills . The Academy not only prepares public officials to perform tasks in the field of internal security, but also provides continuous training for officers who improve their skills. The Academy must provide not only the basic education but also vocational training of officers. Vocational training is intended to improve their existing skills and acquiring new ones.



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Training of the police officers

The largest college is the Police and Border Guard College, education and training of the Police and Border Guard is concentrated in a single organizational unit. After creating the Police and Border Guard College, a new educational model was introduced that allows for education and preparing young officers able to use knowledge and skills in the area of ensuring security and border protection.

Basic training includes a 3- year education which is realized in the form of full-time study. It is also possible for officers already working in the Police and Border Guard to study in part-time system and obtain a master's degree.

Another important task of the College is the vocational training for officers of the Police and Border Guard. The Academy is the only institution of this type in Estonia, experienced in education of the management in administration, including the police. The school is a major center for education and research in the field of security and public order. In the framework of the Police and Border Guard College the staff of the college conduct classes during which students gain knowledge and skills in the field of legal sciences, humanities and social sciences and vocational subjects (tactics of the prevention service, tactics to combat the crime, safety of road traffic).

Teachers and instructors conduct training in tactics and techniques of police interventions, shooting, handling police communications equipment and police IT systems. The Academy organizes scientific conferences, seminars, symposia and workshops. They provide an important forum for exchange of experience and knowledge for the scientific staff of the Academy.

Estonia is a European leader in the implementation of a modern contact of the citizens with the officials. The police is equipped with a variety of databases and programs to enable efficient and effective police work. All police cars vans have mobile terminals to access the police and non-police databases for a long time.

During their stay in Estonia, the representatives of the Regional Police Headquarters in Lublin got familiar with the structure of the Academy, the main areas of its work as well as visited the Police and Border Guard college facilities, located in Muraste and Paikuse . During his visit to Estonia Lublin policemen had the opportunity to visit the Anti-Riot Department,



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where they discussed issues concerning securing the mass events as well as a special unit of the Estonian Police K - Commando.

The policemen took part in the activities of self-defense, at the end of the visit visited a unit of the Police in Parnu.



Polish police officers take part in the training on tactics and techniques of intervention



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I. VISIT IN THE PRESIDIUM OF BERLIN POLICE

25 – 31 May 2015



Tactics of operation of the Anti-Riot Units of the Berlin Police

The Police President in Berlin (Der Polizeipräsident in Berlin) provides security, protects property and maintain public order in the State and the city of Berlin. In the Police President in Berlin now serves about 21,000 officers and civilian employees.

The unit responsible for the basic training of the police officers and for further professional development is the Centre for Education and Training.

Each policeman of the Police President in Berlin, as part of basic training, undergoes a practical training modules and then after the start of the service, these trainings are repeated from one to three times a year. Each of these modules concerns a different practical issue such as: training for special operations (f. eg . search), training on the use of handcuffs - as a coercive mean, training to carry out operations of control in traffic. The training is based on modern and regularly modified programs, taking into account the existing, positive role of teaching models used by the police in other countries.

As part of the basic training the shooting training is conducted, lasting two weeks. After the accomplishment of the basic training the shooting training is delivered in the form of one-day workshops. Depending on the target group of this training (i.e. the degree of risk during their daily work) policemen participate in such workshops one to three times per year.

The practical training of the Anti-Riot Unit (police officers securing mass events), due to the specific tasks that are performed by the unit, differs from the training addressed to officers from other departments. Vocational training addressed to the police anti-terrorist unit is enriched with modules dedicated only to the police whose job is to fight terror, crime and terrorism. The process of training of these officers is conducted each day when they don't participate in police action/operation. The Criminal Department is responsible for their training.



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All the instructors of the Police in Berlin have high qualifications, usually they are former officers of the antiterrorist units with a huge experience.



Training in the scope of tactics of operation during the demonstration with potential hooligans.

During their stay in Berlin Lublin police officers visited the Anti-Riot Unit of Berlin Police and they had the opportunity to observe:

- training in the scope of tactics of operations during the demonstrations with hooligans. One of the points of the programme was the participation in the shooting training and observation of the shooting training methods.
- training of the special unit,
- training concerning the way of dealing with armed individuals.



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II. VISIT TO THE POLICE TRAINING CENTER IN FRIDEK-MISTEK (CZECH REPUBLIC) **7 – 13 JUNE 2015**



Lublin police officers during the training in Czech Republic

Czech police - Regional Police Directorate of the Moravian – Silesian region operates in the Moravian - Silesian region on the area of 5427 km². It is managed by the commander and his deputies, respectively, responsible for the criminal police, investigative services and logistics. Security in the region is ensured by approx. 4 000 anti-riot and traffic policemen, criminal, forensics police officers and from other police forces. Training of police officers in the Moravian - Silesian region takes place at the Police Training Centre in Frydek - Místek. The center is managed by the Director of the Centre and his deputy. This is one of the eight centers located in Czech Republic. In addition to the training centers there are four Police Academy and the Police Academy in Prague.

Police Training Centre has a training base is located on the grounds of the former military unit, which is also the headquarters of the Anti-Riot and Special Units, Bomb-Disposal Team and Water Team. The main task of the center is training police officers in the Moravian Silesian region .

The Centre conducts:

- integrated course for prevention service and road traffic police, which involves the police tactics of intervention of and the tactics of intervention in case of a lone shooter " Amok ",
- course in preventing and combating corruption,
- course in police tactics during the domestic interventions,



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- course in cross-border pursuit,
- medical rescue course.



Training on the vehicle manoeuvre area



AMOK training



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III. VISIT TO THE POLICE SCHOOL IN MALTA **27 SEPTEMBER – 3 OCTOBER 2015**



The main tasks of the police in Malta include: protection of life, health and freedom of the individual, protection of private property and the state as well as other rights and interests of citizens and the communities, conducting preventive measures and the fight against corruption, economic and financial crime, transnational crime, cybercrime, organized crime; conduct, within its competence, measures to detect offenses and conducting investigations and prosecutions in these matters; carrying out activities to identify those avoiding appearing in the ongoing proceedings against them as well as the search for missing persons; cooperation with other similar structures in other countries, including international institutions in order to prevent and combat cross-border crime and terrorism.

In the police serves about 1800 officers trained in the Malta Police Academy who carry out activities throughout the country.



Drill of the Maltese Police



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Maltese Police Academy is a teaching institution training the recruits in the framework of the basic training and conducting vocational training for officers who are in the service. Its mission is to provide fair, impartial and efficient knowledge and experience to Maltese police officers through a combination of theory and practice. The Police Academy also conducts courses for officers during which they acquire skills needed for senior management, f.e. in the field of human resources management. Maltese Police Academy realizes the following courses : training for recruits, monthly courses for the police sergeants and officers in the field of vocational training, courses for police inspectors, specialist courses.

The Academy puts emphasis on teaching martial arts, tactics and techniques of intervention, shooting training, self-defense, use of weapons and coercive means and on issues related to communication with the person reporting committing a crime and dealing with the detainees. Also important are subjects like psychology, humanities, legal science. Officers benefit from a wide range of courses dedicated to teaching foreign languages.

The philosophy of the Maltese Police

- best weapons are not: a gun, water cannon or rubber bullets but it is the service, supporting and helping people,
- in the course of the professional duties physical force should be used in minimum.

Shooting training

- first principle: hide and start shooting (first take care of your safety),
- basic course - static shooting, at first from the dominant hand, the from the other – weaker,
- the majority of police officers are not carrying guns in the service,
- police officers carrying guns in the service - a group of rapid response, train shooting every 3 shifts.



Open shooting range



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Tactics and techniques of intervention training

1. Basic training:

- admission test,
- after completion of the tests all the recruits meet with a trainer / lecturer - individual programme of exercises,
- physical training - strength and endurance exercises (running at ½ mile from the burden of " self ", then the distance is extended and the load is increased)
- basic training embraces 5 defensive techniques and 2 offensive techniques, based on the jointlock of the elbow and wrists ending with neutralizing and preparing to put handcuffs,
- M.A.C.H. training system (Mechanical Advantage Control Holds), 5 series of movements and joint locks that allow to overpower and to put the handcuffs - techniques are combined and in case of failure allow to go from one to the other.

2. Specialized courses are carried out depending on the needs.



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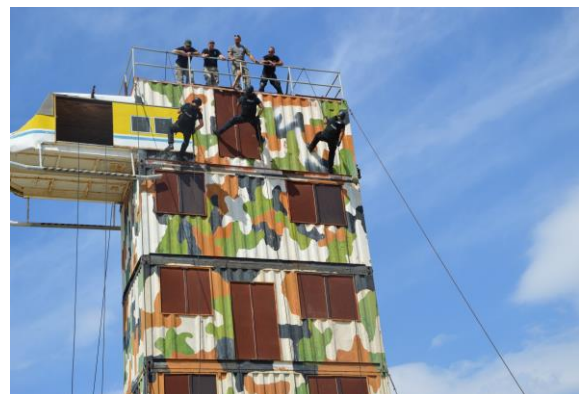
IV. VISIT TO THE EMERGENCY RESPONSE UNIT **CYPRUS POLICE** **4 – 10 OCTOBER 2015**



Emergency Response Unit (ERU) – is an independent unit in the framework of the Cyprus Police, directly under the command of the Chief of Police, it was founded in 1978 in response to the growth of terrorism in the Middle East and as well as the existence of serious terrorist acts and events that took place in Cyprus at the time.

The main mission of this unit is to combat organized acts of violence and terrorism and assistance in the event of a crisis situations caused by natural disasters and technical catastrophes. Additionally, this unit performs special tasks assigned by the Chief of Police like VIP protection as well as protection during mass events and all kinds of riots - ensuring governance and public order .

In ERU the following trainings are carried out: specific trainings for the members of this unit, trainings for police recruits as well as trainings for external entities , ie . for the Border Guard and the Prison Service, trainings for negotiators, trainings concerning ensuring air safety for stewards and pilots of the Cypriot Airlines, trainings on the use of firearms and means of coercion. This unit trains police officers and civilians in the field of diving and rescue.



ERU training



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During their stay in Cyprus the Polish police officers had the opportunity to observe and participate in different kinds of trainings held by ERU and EAO – Counter Terrorism Unit:

- hostage negotiations,
- stop-search of vehicles (theory), stop – search of vehicles (practical application),
- anti-riot tactics (theory and practice),
- shooting and tactics,
- CQB Tactics, less lethal options, shields, ladders.

V. FINAL REMARKS

The project has enabled to the instructors in Lublin Police garrison to look from a different perspective on issues related to police vocational development and to compare and verify working methods. Some of the known solutions can be put into practice.

Regardless the organizational, legal and structural solutions, Police in different EU countries is working on a similar basis to resolve crisis situations. International exchanges are necessary to gain new experiences, to get to know new solutions as well as the culture of other EU countries.

The possibility of observing colleagues from Lithuania, Estonia, Czech Republic, Germany, Malta and Cyprus and the use their knowledge as well as the chance to participate in practical exercises in mixed Polish - foreign groups during each visit is an invaluable experience that will be used in the work and vocational training.

Jolanta Warchol-Tkaczyk

Head of the Chief's Cabinet

Regional Police Headquarters in Lublin