

ADAPTATION OF THE EUROPEAN EXPERIENCE FOR PERSONNEL PROCEDURES IN POLICE OF UKRAINE

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Today, Ukraine experiences an active formation and reformation of the police, which is of great importance, given the role and functions of the police in society. In many countries, the police institute has already been formed, and is among the oldest state institutions characterized by a special genesis of formation and development, including a great experience in personnel procedures. However, the administrative models for the formation and functioning of the police undergo constant changes, the specifics of its activities are determined by a number of national features under the influence of the current political and legal and socio-economic situation in the state. Therefore, the study of foreign experience in personnel procedures in the police given the ongoing reform in Ukraine continues to be relevant. Many domestic and foreign scientists studied the organizational and legal aspects of the police functioning in different countries: M.I. Anufriiev, O.M. Bandurka, O.A. Banchuk, P. Vikstrom, T.Ye. Kahanovska, R.A. Kaliuzhnyi, M.F. Kryshchanovych, N.P. Matiukhina, N.R. Nyzhnyk, O.S. Perederii, R. Perkins, M.P. Pykhtin, V.M. Plishkin and others. However, the possibility of using foreign experience in personnel procedures in the police of Ukraine is poorly researched and requires further study.

An important issue is the management of police officers for their participation in the provision of law enforcement policy. At the same time, the theory, regulations and staffing support of police activity in the protection of law and order in foreign countries are characterized by a certain specificity, which analysis is interesting for the comprehensive and objective characterization of the essence of the police institute

in the modern world. Representatives of foreign countries are convinced that the rule of law depends largely on the number of police officers. Therefore, the expansion of the police personnel is a global trend. However, modern foreign police science does not have well-founded criteria for determining the needs of the police in the personnel [1].

First, it is necessary to pay attention to the experience of staffing in the UK, where it is very honorable to be a police officer. Therefore, a person who seeks to become a police officer must meet a number of requirements, namely: 1) age – at least 18 years and 3 months to file an application; 2) nationality – representatives of all nationalities have equal opportunities to join the police, but the applicant must be a British citizen (native or someone granted citizenship) or a British national with an unlimited right of residence in the territory of the United Kingdom or a citizen of the Irish Republic; 3) place of residence – in view of national security, the applicant must permanently reside in the territory of the United Kingdom or the Republic of Ireland for the last three years; 4) language – the applicant must be fluent in written and oral English; 5) education – the applicant must have proper general education, must prove the ability to undergo a primary training program and demonstrate the mental abilities necessary for the performance of the duties of the police constable; 6) personal traits – it is expected that the applicant for police service is a law-abiding citizen, an example of personal and social behavior. It is important to note that some offenses (speeding, for example), which some people consider insignificant, are also taken into account. Violation of any law is essential. In case of detecting the least false information or deception, the application is rejected automatically; 7) public work – the applicant must demonstrate a strong desire to serve for the benefit of society (taking into account experience in civil society organizations both officially and as a volunteer; 8) appearance – it is forbidden to have a tattoo, it is necessary to understand the need to create a positive image of the police constable; 9) health – the application is rejected automatically in the case of mental or physical health records that may complicate the duties of the police constable (the applicant should not have any illness or chronic condition requiring regular medication); 10) physical

characteristics – the police do not impose requirements for the minimum height of the officer, but in general the applicant must have a good physique, should be able to physically deter people and confront the crowd (for this purpose, the applicants undergo a national physical training test, which purpose is to determine the level of strength, dexterity, endurance and coordination). Professional training of police includes basic academic education and training in operational work. Standard police training takes place at the main training center of CENTREX, which organizes all kinds of training courses for police throughout the country. [2, pp. 17–18].

One of the areas of research carried out by M.V. Filshtein is the experience of Lithuania and Latvia. Since these states were members of the Soviet Union, this experience appears to be useful due to the similarity of the internal structure and the system of law and the factors that influenced their development.

In his study, A.V. Filshtein points out the following features of staffing and police requirements: “The Lithuanian and Latvian police officers may be citizens of the country who are older than 18 years old (in Estonia 19) and have voluntarily identified such a desire; have appropriate education, are fluent in the state language fit to perform the duties of a policeman due to their personal, business qualities, physical fitness and state of health. The candidate must have full capacity, none mental and physical illness. An obligatory condition for admission to service is the examination by the medical commission, which gives a conclusion on the suitability of the candidate for service in the police. After taking a decision on the possibility of enrolling a candidate for police, he or she makes an oath to the state [3].

Investigating the experience of the Federal Republic of Germany, N.R. Kharchuk notes that the police of the Federal Republic of Germany work in the Ministry of Internal Affairs, which has competence that is much wider than the Ministry of Internal Affairs of other countries, and actually controls all spheres of domestic life of the country. The national police training system in Germany was built accordingly. For Germany, a high level of education is a key to success in the future. Specificity of training in higher professional schools consists in its focus on

the requirements of practice. A closer relationship between theoretical and practical training is characteristic for higher professional schools.

A special place is devoted to the correct methods of interference and detention; the attitude towards the police as a whole and the study of the science of human behavior depend on this. Upon graduation from an educational institution (school or police institution), psychological training is compulsory for all employees at least once every three years [4]. Such experience, in our opinion, seems to be useful for our state, since psychological training and acquisition of practical skills during various trainings should become one of the permanent measures in the area of the National Police. In spite of heavy workload of police officers, each manager should pay great attention to systematic trainings, competitions, workshops for the continuous professional development of police officers.

Thus, international experience with the availability of various systems of structural organization of the police, management strategies, accountability mechanisms and permanent instructions can and should become Ukraine's valuable source of effective solutions and innovations that can significantly facilitate and speed up the reforms. Exploring the possibility of using positive international experience in police procedures, we believe that an essential prerequisite for their expansion is the establishment of effective international cooperation in the field of human resources, which essence will be the international exchange of experience on the creation of professional associations, conferences and workshops, strengthening control and encouraging the achievement of a high level of professional skills, etc.

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