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Analysis of the Project Survey: Minimum Standards for Maximal Security



by: Nikša Nikodinović, PhD

Police Uniform, Equipment and Training

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About the European Police Union

The European Police Union (**EPU**) is a European federation of police officers, which unites police unions and associations from all over the Europe. First of all, it is a non-profit, non-governmental and totally independent police organization dedicated to the promotion of inner security within the Europe. As an umbrella organization of national European trade unions EPU has made it its internal goal to advance the cooperation among various police unions all over Europe. Externally, especially in the bodies of the European Union (**EU**), EPU pursues the protection and advancement of the social, professional, economic, cultural and health related interests of all employees operating in the field of internal security in European countries, as well as their further development through the social dialogue.

Members of European Police Union jointly represent over 800,000 police officials. The EPU's mission is to protect and secure their rights and benefits through effective representation and professional relationships with the national governments and EU's institutions. That calls the EPU to focus on police-specific themes which have immediate consequences for policing and the reinforcement and improvement of work-related issues, as well as the legal standing of police officials in a safer Europe.

The creation, protection and further development of the European Union as a values-based community in a space of peace, security and the rule of law is one of the outstanding achievements of the past and a major challenge for its future. Police officers in the member and candidate countries of the European Union contribute considerably to the realization of these goals with their personal commitment, in many cases even at the risk of their own health and lives. Therefore they should be fully and equally entitled to the political solidarity and social security in order to be able to accomplish their daily difficult and risky tasks and to provide for themselves and their families.

Priorities in this are income creation and regulation, working hours and conditions, social benefits, health care and the protection in case of accidents. The European Police Union protects the interests of police officers in the whole Europe and is strongly committed to the creation and improvement of a social security in line with the living circumstances and conditions in the respective member and candidate countries of EU.

The EPU monitors processes of all of its affiliated police unions as far as work and employment conditions and the salaries are concerned. This includes developments within the police sector in Serbia, Bosnia and Herzegovina, Moldova, Ukraine, Bulgaria, Romania, Spain, Poland, Germany, the Netherlands, Austria, Lithuania, Latvia, Croatia, Malta, Portugal and Hungary.

European Police Union is also actively participating and following all recent research and studies in different fields concerning police work. Besides all of that, it effectively promotes the positive role of a police profession, not only in Europe, but in the whole world.

Membership to the EPU is open for all individuals and legal entities, especially for police unions (syndicates) and professional police associations as well as for partnerships with legal capacity wishing to promote internal security and safety in Europe.

Together we can accomplish a lot in the sense of better representation of the interests of all European police officers and other public servants in the security sector.

About the Project: “Minimum Standards for Maximal Security”

Background:

Due to our regulatory and unifying position, as well as continuous inputs from our members, we are perfectly aware of all security-related developments that take place in Europe as well as any concerning/relevant issues. We feel it is very important to convey our vision on this front.

Each and every day, we see, hear and experience how our society is becoming a more unwelcoming place. Civilians are protesting against the higher costs of living, cutbacks in social security, poverty and corruption in our countries, and are turning their backs on Europe - a Europe where the gap between rich and poor continues to grow.

Organized crime has (due to open borders) increased in almost all European countries. Human trafficking, trade in heavy weaponry, narcotics, fraud and internet crimes are increasing also. More and more heavy automatic weapons are being used for criminal offences. Excessive forms of aggression and violence are increasing on a large scale. Europe is turning into an unsafe place to live, visit and to operate business in. It is also becoming more of a target for terrorists who use the most horrifying violence to reach their goals. It is not a question of whether your country will be the next victim of a terror attack, but a question of when.

Recent and ongoing “Europe’s Migration Crisis” is not handled properly and adequately. For instance, there are serious shortcomings in European screening and admission policy for refugees, which involves a general absence of funding, capacity and resources. Police forces in the Netherlands, Germany and the Balkan countries are under-staffed, under-funded and under-equipped to process large flows of refugees. The European Police Union has reached these alarming conclusions after it surveyed police officers in these countries.

Police personnel and civilians throughout Europe have been placed under an unacceptable amount of pressure because more and more austerity measures are being implemented in the security sector. Police officers are the first ones to encounter the consequences of these glaring shortages in staff, resources and organisation. There is insufficient protection against infectious diseases, and besides that officers are not being given the training required to deal with new security challenges they are now facing. There is a serious shortage of adequately qualified personnel. Also, extra tasks involving refugee support and anti-terror activities can only be performed effectively if the required funding is available.

All of this results the security and safety of police officers and the whole European society to be under serious threat. Understaffing and poor organisation of immigration check points result in a situation where many refugees slip through the “net”, meaning that the national

safety of EU's member and candidate states is at high risk. A real risk, as witnessed by recent large scale terrorist attacks in Paris, Brussels and Manchester. With current staffing and resources, police-officers in Europe are unable to streamline the reception of refugees and prevent potential terrorists from travelling amongst them without being noticed. Besides all of the risks, the endangerment of Europe has caused the tourists to increasingly avoid our countries and to travel to those ones that feel significantly safer.

Despite major concessions by Europe, aimed at stopping alarming developments in security-related risks, not enough initiatives are currently being taken to follow up political promises with actual actions.

Due to austerity measures and wrong decisions in the field of security, safety cannot be properly safeguarded on the streets, and at the ports and airports. Capable police officers are falling victim of cut-backs, or are prematurely leaving the police force due to sub-standard and unsafe working conditions, while further investments are needed in greater detection capacity, training, weapons and equipment for police agencies and its officials.

We have not only noticed major differences in the knowledge, expertise, attitude, bureaucracy and effectiveness of our leaders in Europe, but also that not enough is being done to acknowledge security risks within and beyond national borders.

The shocking truth is that many (member and/or candidate) countries are not suitably prepared to deal with a major emergency. In the long-term, it is nigh on impossible to maintain a heightened terror alert throughout Europe. Police officers and their fellow service providers are reaching the end of their mental and physical capacities. This increased exhaustion will lead to decreases in alertness and vigilance.

A great deal of research has been carried out into how to counter crime and terrorism within Europe and beyond. This pile of scientific data offers a broad and comprehensive insight into developments and trends in security over the years, which means we now have a rich source of information (academic & professional) at our disposal.

But we have noticed that many pieces of expensive and time-consuming (scientific) research is quickly consigned to libraries and is only dusted off to serve as study material for new, expensive research projects. After recent attacks and the persistent threat of terror in Europe, it became painfully apparent that many years of implementing a policy of 'see, hear and keep quiet' in the EU has caused us to pay a heavy price for our security.

For quite a few years, the EPU has attempted to highlight the failings of the 'it will be fine, no need to worry' approach adopted by our politicians. Often enough, we warned our government leaders that security could no longer be guaranteed in their perceived European utopia.

In a joint statement by the European Commission (in response to the attack on *Charlie Hebdo*), a plea was made to form partnerships to counter the use of illegal firearms in the EU.

This can only be done by improving the exchange of information between European countries. Ministers also feel it should be possible to modify agreements in the Schengen Treaty, in order to offer more comprehensive access to the Schengen Information System. A call was also made to establish a framework for storing and exchanging the details of European passengers.

We fully support these initiatives because, in our opinion, they cannot be introduced quickly enough to reduce security risks within Europe and beyond. However, what we are missing in these security-related issues, are essential structural measures which must be taken to address major security risks experienced by police officers, not to mention the poor working conditions that accompany them.

In order to tackle security in a truly effective manner, Europe will have to move away from expensive investments in pseudo-security and start directly investing in security issues that really matter.

The time has now come for an 'extreme' make-over of Security in Europe. Our (member) countries urgently need a European Union with the collective strength and ability to address several key areas within the field of security. Only a well coordinated and integrated Europe will be able to deal with the countless challenges being faced by our countries when it comes to reduced levels of security. There is no shame in not knowing something; the real shame will come if we do not (want to) learn our lessons and decide to ignore things. Requesting help from external experts is not a sign of weakness, but actually a sign of strength.

And this is another area where EPU can and wants to be of help; to improve interaction between the various players in the field of security, so a comprehensive strategy can be realized to address ambiguity in security-related issues in our (member) countries. EU's rules must be implemented in a comparable manner within member and candidate countries. The increase in cross-border criminality requires more intensive collaboration. This is only possible if norms, methods and actions have been effectively coordinated.

Labor Unions, and not just the police ones, regularly face the problem that agreements in national and European laws and regulations are not being complied with and/or are being breached. We waste a lot of energy fighting unlawful acts by governments and even human rights breaches. We believe EU must perform more proactive monitoring, and even impose sanctions, to ensure that its regulations and guidelines are actually translated into national legislation. And not just that, they also have to closely and continuously monitor and make sure that they are fully implemented at all times and no matter what. Once again, we have noticed that our core values in the field of (social) security and human rights are becoming blurred and that our national interests are at risk.

The Working Hours Act features legislation which is regularly and structurally breached by many European police organizations. Unfortunately, 60-hour working weeks, which are not

compensated (in holidays or salary), are fairly commonplace. This also applies to 24-hour shifts and only 2 days leave per month.

The guideline by the European Council of 12th June 1989, concerning the implementation of measures to improve the health of employees at work, is being breached or is barely being implemented, whereby the health and safety of (police) employees is not being safeguarded. The two main requirements in this guideline, which are regularly ignored, are:

1. *Because there are still too many work-related accidents and illnesses; preventive measures must immediately be taken, or current measures must be improved, in order to protect the health and safety of employees, whereby a higher level of protection is realized;*
2. *Because, in order to safeguard a higher level of protection, employees and/or their representatives must be informed about risks to their health and safety, and about measures which must be taken to reduce or eliminate these risks; it is necessary for them - via a fair participation agreement - to contribute to national laws and/or practices so the required protective measures can be implemented.*

The right to form trade unions is acknowledged in labor law, which also identifies the relationship between employers and trade unions. Unfortunately, rights relating to police trade unions are still being breached, and many national governments are still trying to destabilize police unions. Here are few of real-life examples from affiliated EPU police unions:

- *Immediate stop of premiums to be automatically deducted from salaries (union encounters financial difficulties);*
- *Refusal to grant access to union offices (government owns the premises);*
- *Changes to laws and regulations, without consulting the unions;*
- *Cancellation of CLA with union x and a new stricter CLA agreed with union y.*

European society and national governments expect the police force to act in a professional manner at all times, so public order and safety can be maintained. Due to an increase in incidents involving physical violence against people of authority in Europe, it is becoming increasingly difficult to meet these expectations.

Many events have taken place which have had a major impact on the safety and sense of security of police officers. There is an increasing work-related dissatisfaction within the European police sector. Police officers are afraid to report incidents of violence and aggression fearing the reprisals. We witness in many countries that more and more police officers are choosing to call in sick because they are afraid to patrol streets. In some case, false emergency calls are being made so that police patrols can be ambushed. If such

incidents take place in areas where many conflicts are encountered (or in so-called “NO GO areas”), police officers will be less willing to risk their own health and lives in order to protect local residents.

Poor working conditions and terms of employment not only serve as a breeding ground for corruption (thus endangering the integrity of the whole police forces) but also result a worrying increase in the number of police officers who experience severe (financial) pressure, are diagnosed with PTSD or even commit suicide. Police officers who are under physical and mental stress can form a risk to themselves and/or their immediate surroundings (colleagues and civilians). In several countries, police officers are being placed in a social program due to poor financial conditions in their work sector.

For example, in Lithuania, there is a major shortage of police officers because of low salaries and long working day/weeks. As a result, university graduates who have only followed 6 weeks of police trainings are being thrown straight into the police force. Many women are joining the police force due to attractive pregnancy and maternity schemes. However, replacements are not being sought during such periods of absence (1 year, with an extension of up to 2 years), which means other colleagues are burdened with the extra workload.

Last year in the Republic of Serbia police officers had to go into a “Hunger Strike”. First one of its kind, not only in Serbian, but in the whole European security sector. This radical decision has been made because Serbian Ministry of Interior keeps making promises to resolve problems in regards’ to socio-economic status of police officers and their working conditions and has not fulfilled any of them. In addition to that, International Monetary Fund (IMF) keeps pressuring Serbian Government to implement budgetary cuts in security sector, or what they like to call the “necessary” saving measures. Therefore, thanks to IMF and implementers of their disastrous anti-security policy in Serbia the salaries of those employed in police have been cut twice recently totaling of 17%, their Per Diems have been cut from 20 Euros to 1.15 Euro, while most experienced experts have been sent to early retirement and the most eminent antiterrorism unit has been abolished.

Now, this is scary and represents an alarming problem for the Europe as a whole, because since the start of Migrant Crisis through Serbia on daily basis goes between 4,000 and 6,000 immigrants. To those people Serbia is just a transit route, but also a first stop where they have to be identified, properly screened and registered by Serbian police. Unfortunately, during that process Serbian police officers are experiencing many problems and challenges, and most of them have to do with recent budgetary cuts requested of Serbian Government by IMF. It’s ban on disposal of the funds impedes and prevents adequate professional work to be performed by Serbian police at the borders, it also exposes them to the greater loads of work which inevitably leads to failures (*passing the security by suspicious persons – potential terrorists*) and represents a huge threat to the police officers, their families, friends and colleagues (*anybody whom they come into contact*) by the carriers of serious infectious diseases while not having necessary protective means and required equipment. Being aware of it, many officers are avoiding to go to work by taking sick leave which on one side

reduces the security of the state, while on the other hand it is becoming a real burden on the budget.

International Monetary Fund probably does not care about safety and security of people living in Serbia, which to them represents nothing more but a profitable financial colony. But, they need to understand and be fully aware that their pressuring – forced budgetary savings in security sector is effecting not only safety and security of small country but the whole EU, especially now during the migration crises and growing terrorism threats on the grounds of Europe.

Senior police officials in other countries are also unwilling to prioritize the safety of their police officers. An example from Spain: a senior police officer in the mounted police made a statement about wearing helmets; he thought it looked ugly, and thought the safety of his officers was less important than their appearance. Unfortunately, such attitudes are encountered more frequently than one would expect, and form a risk to the safety of police officers. For example, this also occurred in Bulgaria, when a senior official felt police officers had to salute him as they passed by. Officers in civilian clothing were also required to do the same. And because he could not check if this group of police officers was actually saluting him, undercover agents were forced to identify themselves (for him).

Police officers require personal protection equipment if they are to work in a safe and healthy manner. We can confirm that equipment of suitable quality is not always available in the required numbers, especially in Eastern European countries.

Police officers in Europe have regularly lost their lives or have been heavily wounded due to ineffective or missing equipment. Most of the time they are not issued bullet-proof vests; they receive poorly maintained vehicles, which present a risk to passengers as well as other road users and pedestrians; toxic lead carbonate is being used by forensic teams, while it has been prohibited for industrial use.

We have also registered how police officers are being exposed to contagious infectious diseases. In Italy, for example, 45 police officers contracted TBC in 2014. Vaccinations should be free of charge to police personnel in order to prevent the spread of such contagious infectious diseases (hepatitis B/A, DTP, etc.).

Too many police officers are over-weight and in poor physical condition. It is important for them to remain fit and healthy at all times. This could be achieved by making sport mandatory and by providing the necessary and adequate facilities.

Police officers are exposed to physical risks when walking the beat and when driving at high speeds, often without having to obey traffic laws. But they do not receive special protection by law, because drivers are always held responsible for their actions. They thus run the risk of being involved in accidents and then being taken to court, while they are expected to respond to emergencies as quickly as possible.

And there is ambiguity in procedures aimed at offering legal and physical protection to officers. Society expects a great deal from police, but they cannot be expected to give their best without thinking about their own safety. There are protocols for protecting delinquents and criminals, but officers are not given the same level of protection. There are also ambiguities in procedures concerning the detention of foreign nationals. Spanish legislation fails on this front because people can be deprived of their freedom for violations, but they cannot actually be charged. Legislation must thus be introduced which makes a distinction between offences and violations.

Political interests are being prioritized above basic police interests. Police work is sometimes hindered for obscure reasons and police investigations are regularly suspended because the interests of third parties are prioritized ahead of the public interest. Such practices should not be encountered in democratic countries. Nonetheless, police forces throughout the world still encounter them on a regular basis, which has a demotivating effect on officers.

Research done in 2010, into working conditions and work perception among police officers in the Netherlands, led to the following conclusions: excessive workload (40%), too few police officers for the work at hand (72%), unable to resolve important cases (51%), too much paperwork and bureaucracy (81%), aggression and violence (44%) and poor computer systems (71%). 78% of all survey respondents said that the violence has become more extreme over the past five years. Besides that, 54% of police officers in the Netherlands feel that their work is under-appreciated by senior officers, 63% of them by Dutch inhabitants and 90% by Dutch politicians. Unfortunately, we are sure that these figures have only increased since 2010.

Police officers in Europe should be able to count on EU institutions which, as part of their duty of care as good employers, are able to offer the required personal care while establishing an appropriate framework for safety.

As already stated, people are losing respect for police officers and politicians; therefore EU will have to take measures on this front in order to restore the public's respect, trust, authority and appreciation for the police force and for those on public positions.

A step in the right direction could involve European politicians openly admitting that we are unable to guarantee basic safety to our citizens due to the stifling effect of austerity measures and heightened risk of terrorism. Politicians should stop telling people that 'everything is under control', but concede that a 100% guarantee cannot be given for security. Pseudo-solutions are being presented, which are in no way effective. If a 100% security guarantee cannot be given, let us at least do everything we can to minimize the risks and to maximize the safety of those securing us.

Aims & Goals:

EU, now more than ever, deals with extensive problems of border-crossing criminality, a rapidly increasing flow of refugees and an intensity of aggressive extremism and violent terrorism.

European integration cannot be stopped, so the establishment of full European cooperation between various national police agencies has become a necessity. But, in order for it to truly work, certain minimum standards have to be established. Police officers, who ensure our safety while risking lives and limb, deserve the very best protection and work conditions!

The goal of this project is: **to establish minimum standards for the European police officers when it comes to their Uniforms, Equipment and Training.**

Aiming to achieve that, the European Police Union has created and conducted the specific survey in order to identify extreme differences and deviations among police forces in different European countries. Once identified them, the next step was looking for their cause, which could have come from one of two sides:

- it is either the *Law* that is the problem, in which it is regulated badly or not regulated at all; or
- it can be the *Practice*, in which the law is not implemented, or simply it is violated.

In order to do that the scientific approach was used. EPU has set up a work group (with members from various countries), which have investigated the breaches in the basic rights (and social entitlements) of police officers in Europe. The benchmarks for this research were the requirements stipulated in the European Social Charter and the National Legislations.

Step four represents the generation of this Report and the final, fifth step, is The Collective Complaints through EU Institutions and national bargaining.

About the Survey: “Uniform, Equipment & Training”

As a European police syndical umbrella organization the EPU distributes to its member organizations comprehensive yearly questionnaires, collecting information on the social situation of police officers in Europe. They provide extensive knowledge on how and in what circumstances police officers carry out their duties in each country. This extensive and comparative data is then made available to member organizations, their government institutions as well as EU's. That vast amount of in many ways useful information makes their syndical work a lot easier and allows them to take a dynamic position at the negotiation tables.

On the other hand, the collective of police trade unions united within the European Police Union has on several occasions used the analyzed data as evidence of crucial necessity to call upon the European institutions (the European Parliament and the European Commission) and also the International Monetary Fund (IMF)¹ to fulfill their responsibility to scale up the work quality (job content, employment conditions, terms of employment, employment relationships) of police officers in Europe to an acceptable level. In September of 2016 the Call was sent to the responsible EU institutions to create policy in the area of personal health, safety and welfare of police officers in Europe as soon as possible and with the direct involvement of the national police unions and the EPU. It was demanded that the policy must involve:

- 1. Sufficient provision of weapons, equipment, clothing, personal protective equipment and training focusing on the constantly developing risk of a crisis breaking out, in order to adequately ensure the safety of police officers.*
- 2. Scaling up of the living conditions (income) of police officers to an acceptable level (including remuneration/compensation for overtime, holiday leave and a sufficient level of built-in rest periods).*
- 3. Substantial improvement of the police's personal protective equipment (including hygienic materials, vaccinations, nutritious meals, a healthy working environment, sanitary facilities and etc.)*
- 4. A uniform policy/plan of action in which society (with no exceptions) are made aware that violence against police officers (in any form whatsoever) in their function as civil servants is unacceptable and will be severely punished.*

¹ EPU has appealed to IMF to refrain from resolving governments' payment problems via irresponsibly implemented reforms/cuts to the security budget.

a. The same applies to intimidation, provocation, insults, use of abusive language and disrespectful behavior against police officers.

Unfortunately and as usual, the warning requests have not been taken seriously by EU so EPU has decided to paint a full picture of the dramatical situation on the field, and in order to do so it has created a specific survey that clearly identifies the extreme differences and deviations among police forces in different European countries.

This survey covers only the “regular”, uniformed police officers that work in patrol or traffic control, and it has been scientifically prepared, executed and evaluated.

It was conducted in 2016 and was concluded in November that year, with a total number of 52 questions. They were divided by the subjects that they cover, in this order:

- 3 Basic Informative questions
- 20 Uniform questions
- 12 Training questions
- 17 Equipment questions

Survey was aimed to get the better understanding of occupational safety within European police organizations. Questions were asked about the personal protection equipment, weapons/equipment and clothing (uniform), as well as information on training and retraining. It also sheds the light on the psycho-social police workload and the circumstances that it is done under in different European countries.

The Comparative Analysis and Findings

NOTE:

The data presented in this report has been collected by EPU's Survey and the analyzed National's Legislations of participated (15) European countries, as well as personal informational inputs by the leaders of their National or Federal Police Trade/Labor Unions.

UNIFORM

Most people can identify a police officer by the official police uniform. When citizens on a busy street are in need of help, they scan the crowds of pedestrians looking for the distinctive uniform of a police officer. Drivers who come to an intersection occupied by a person in a police uniform usually willingly submit to that person's hand directions. Criminals usually curb their unlawful behavior when they spot a uniformed police officer in the area. Many parents teach their children to respect and trust a person in the police uniform.

The crisp uniform of the police officer conveys power and authority, and it has been found to have a profound psychological impact on those who view it.

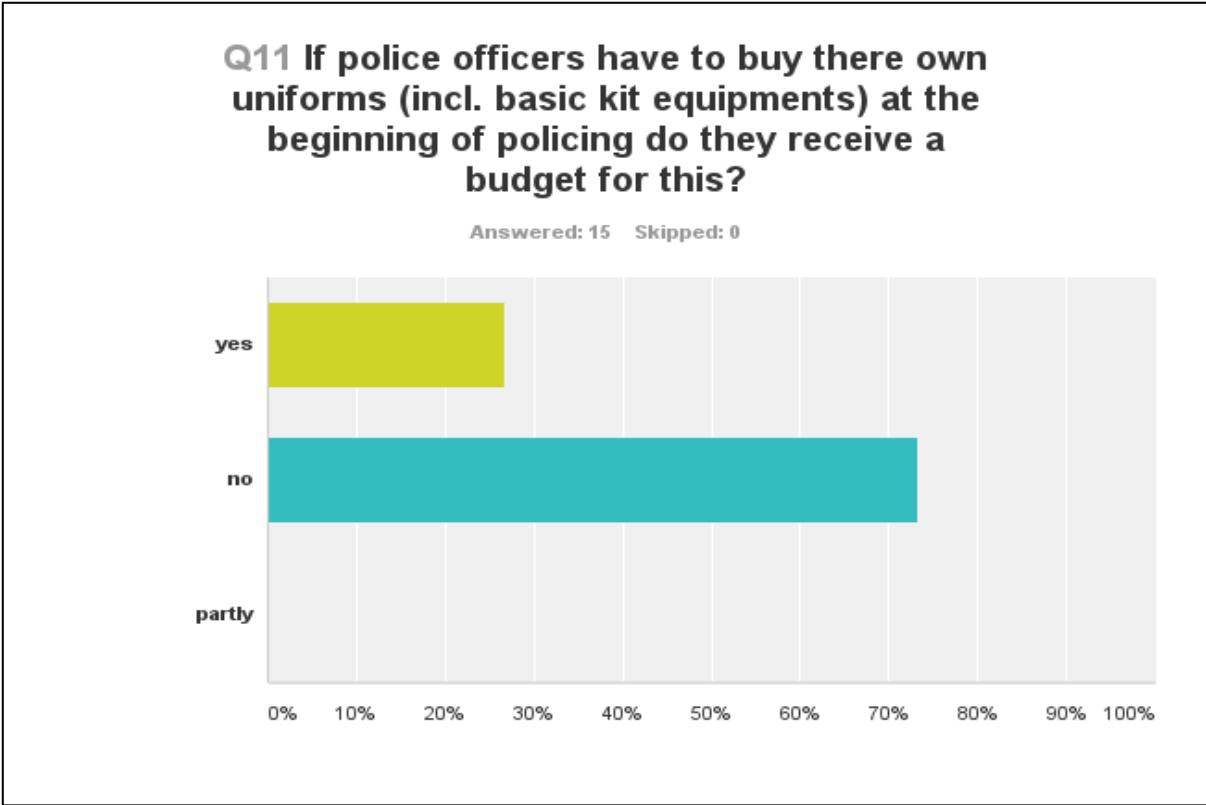
The police uniform is a tradition as old as the field of law enforcement itself. In 1829 the first modern police force, the London Metropolitan Police, developed the first standard police apparel with a dark blue, paramilitary-style uniform. The first official police force in the United States was established in the city of New York in 1845. Based on the London police, the New York City Police Department adopted the dark blue uniform in 1853, so did many other police departments in the States as well as in rest of the Europe. To this day, the majorities of police uniforms in the world continue to have a paramilitary appearance and are generally of a dark color.²

The first subject covered by 20 questions in the survey “Minimum Standards for Maximal Security” was the police uniform. In the following text we will present and describe our findings.

In all of the surveyed countries police officers are provided with their uniforms at the time of employment or at the current task for those who transfer to specialized units within the department.

While in most of the countries officers are provided full uniforms by the employer, in five of them they are provided with a special budget instead (**Graph 1**). In the **Table 1** we have listed those countries and the amount of uniform allowance that they receive yearly. Also, police departments in Western European countries approve the use of accessories or advanced uniforms (better look and quality, such as letter jackets) that have to be paid by employees at their own expense.

² **For more on this subject see:** Johnson R. Richard, *The psychological influence of the police uniform*, The Police One, 2005 (Internet: <https://www.policeone.com/police-products/apparel/undergear/articles/99417-The-psychological-influence-of-the-police-uniform/>, 12/04/2017).



Graph 1: In five out of fifteen countries the Uniform Allowances are provided

Table 1: The list of countries and the amount of allowance³

Country:	Yearly Budget
Germany	288€(24€per month)
The Netherlands	350€
Austria	277€
Moldova	350€
Lithuania	180€

In **Table 2** we have listed the basic uniform kit and the number of items provided by employer in each country. As you can see it is similar for the most of the countries, but also there are some deviations. For example, colleagues in Lithuania are the only ones that are not provided with any socks, while everybody else gets between one and five pairs. Also, officers in Spain and Malta do not have summer jackets when others do.

³ **Source:** *The EPU Survey: Minimum Standards for Maximal Security*, European Police Union, Leusden, November 2016.

	Pants	Shirts	Socks	Shoes	Winter jacket	Summer jacket	Caps	Underwear (thermo)	Bullet and stab proof vest	Blouses	Skirts	Belts	Ties	Rainwear	Sweaters	Gloves	Sports bra
COUNTRY	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs	pcs
Netherlands	2	4	5	2	1	1	1	1	1	3	1	1	2	1	2	1	0
Serbia	2	4	5	2	1	1	1	0	0	1	0	1	1	1	1	1	0
Ukraine	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	0
Bulgaria	2	3	2	2	1	1	1	0	0	1	2	1	1	1	1	1	0
Romania	2	2	4	2	1	1	2	1	0	2	2	1	1	1	1	1	0
Bosnia	2	2	2	1	1	1	1	0	0	0	2	1	1	1	0	1	0
Lithuania	2	2	0	2	1	1	2	0	0	2	2	2	1	0	1	1	0
Latvia	1	2	2	2	1	1	1	0	0	0	0	1	1	0	1	1	0
Germany	2	2	3	2	1	1	2	0	1	1	2	1	2	1	1	1	1
Malta	1	2	2	1	1	0	1	0	0	0	1	1	1	0	1	1	0
Portugal	2	2	2	1	1	1	2	0	0	1	0	1	1	0	1	0	0
Croatia	4	4	5	2	1	2	2	1	0	4	2	2	0	1	1	1	0
Austria	3	0	5	2	1	1	1	0	0	0	5	0	1	1	1	1	1
Moldova	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Spain	2	2	1	1	1	0	2	0	1	2	1	1	1	0	1	1	0

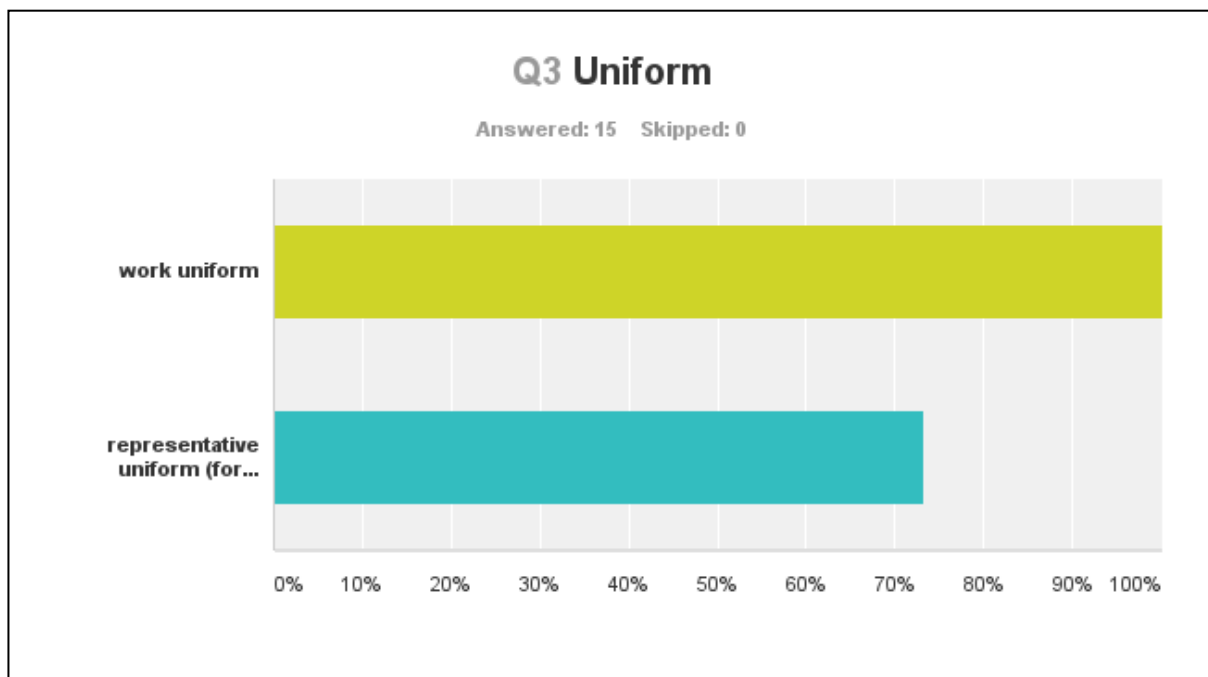
Table 2: The basic kit of the uniform provided by the employer at the time of employment in different European countries⁴

⁴ Source: *The EPU Survey: Minimum Standards for Maximal Security*, European Police Union, Leusden, November 2016.

The most worrying fact is that police officers in only few European countries are provided with bullet and stab proof vests, even though the body armor for them is a complete necessity (**Table 2 & Graph 9**). Law enforcement officials are facing various threats – gunfire, blades, improvised weapons – as a part of the job, and to maximize their personal safety, they need the best protective clothing available, including the bullet and stab proof vests. Body armor is manufactured to withstand fired bullets, knife thrusts or nearly any other weapon used to bludgeon an officer. Body armor also minimizes damage officers sustain in auto accidents.⁵

Furthermore, only in few countries officers receive thermal underwear for cold seasons and policewomen get sports bras.

Out of all countries only in the Netherlands police officers are not obliged to wear certain items of uniform. It is only required that their patches and insignias are visible, while in other countries officers in patrol have to wear their caps at all times.

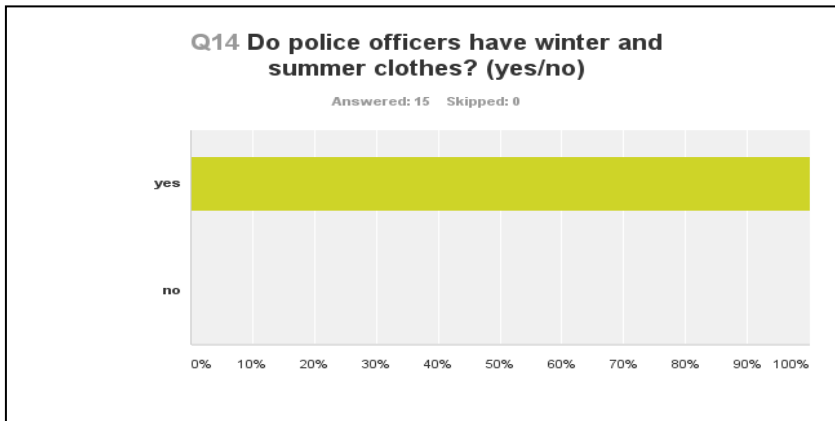


Graph 2: In all 15 countries the employer provides the regular work uniforms for police officers, but only in 11 of them they are also given the representative uniforms

The **Graph 2** clearly shows that police officers in all surveyed countries are given regular work uniforms, but also that in most of them are provided with representative uniforms that

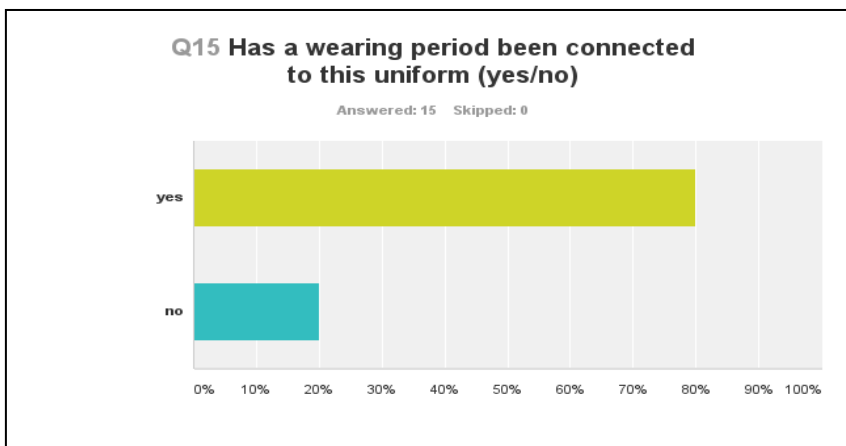
⁵ For more on this subject see: Burton Scot, *25 Things People Didn't Know About Bulletproof Vests*, Bodyarmor News, 2015 (Internet: <http://www.bodyarmornews.com/bulletproof-vests/>, 12/04/2017).

are to be worn on special occasions, such as ceremonials, funerals, official festivities and etc. In Germany, Latvia and Bosnia and Herzegovina only high ranking officers are provided with representative uniforms. It is interesting that in Lithuania not even police executives have representative uniforms, instead they are given white shirts that they wear with regular uniforms and which distinguish them from low ranking officers who wear gray or black ones.⁶



Graph 3

In all of the surveyed countries police officers have different uniforms for special tasks and units. They also have different winter and summer uniforms (**Graph 3**), but the wearing period for them has not been established in Germany, Malta and Portugal (**Graph 4**), while in other countries it has (**Tables 3 & 4**).



Graph 4

⁶ Source: Ministry of the Interior injunction/order No. 1V-245 (*Vidaus tarnybos sistemos pareigūnų tarnybinių uniformų ir skiriamųjų ženklų bei kursantų uniformų ir skiriamųjų ženklų pavyzdžių aprašymas*), TAR, 2016-04-05, No. 7624, Articles 37 and 38, 2016 (Internet: <https://www.e-tar.lt/portal/lt/legalAct/915242c0faff11e5a52397090a2fa158/MRFChzOINS>, 21/03/2017).

Table 3: the wearing periods of summer uniforms⁷

Country	1-2 years	3-4 years	5-6 years	7-8 years
Netherlands		X		
Serbia				X
Ukraine		X		
Bulgaria			X	
Romania	X			
Bosnia and Herzegovina		X		
Lithuania		X		
Latvia		X		
Croatia		X		
Austria	X			
Moldova			X	
Spain		X		

Table 4: The wearing periods of winter uniforms⁸

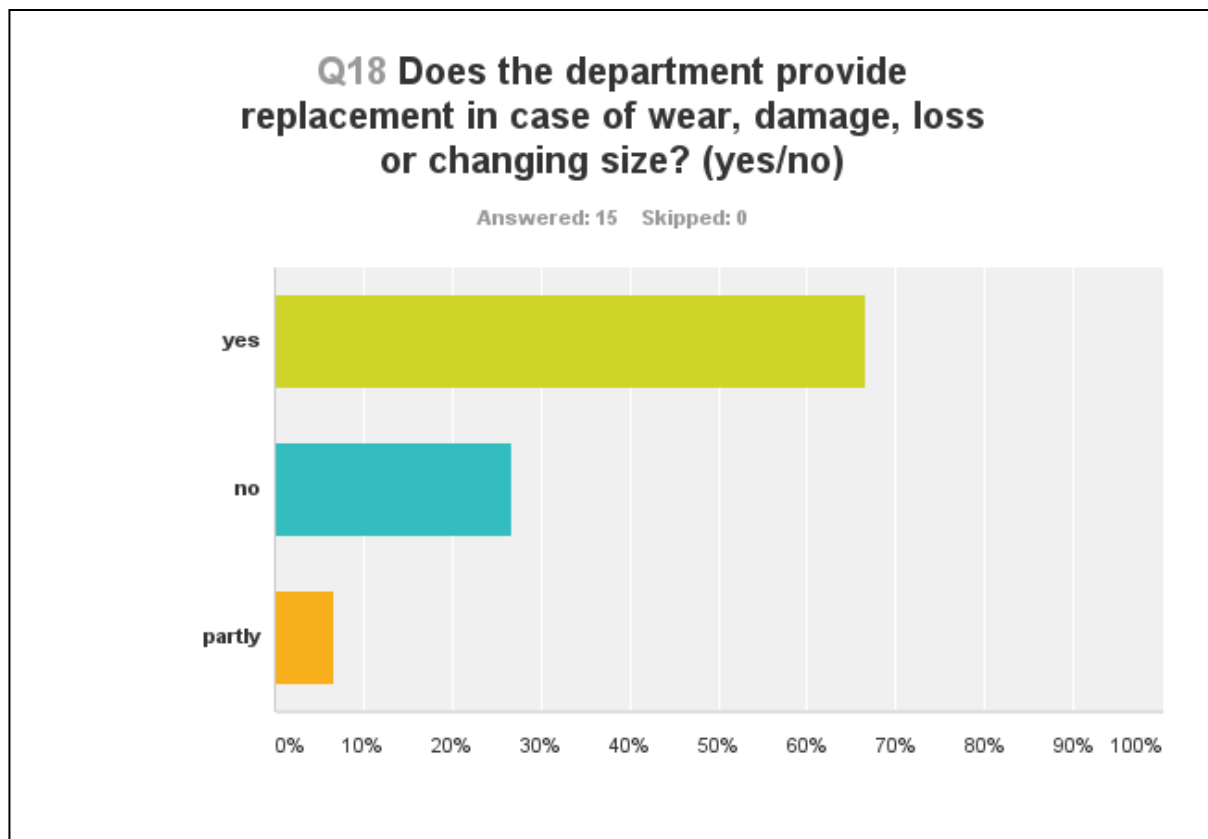
Country	1-2 years	3-4 years	5-6 years	7-8 years
Netherlands		X		
Serbia				X
Ukraine			X	
Bulgaria			X	
Romania		X		
Bosnia and Herzegovina		X		
Lithuania		X		
Latvia		X		
Croatia		X		
Austria	X			
Moldova			X	
Spain		X		

⁷ Source: *The EPU Survey: Minimum Standards for Maximal Security*, European Police Union, Leusden, November 2016.

⁸ Source: *Ibid.*

As we can see in **Tables 3 & 4**, majority of countries have the same wearing periods for booth, summer and winter uniforms, which falls under the range of 3 to 4 years, while one of them (Serbia) has an extremely long period of between 7 to 8 years. However, the tables show a real time of wearing periods, but the national legislations that regulate and set those time frames totally differentiate from it. For example, the Serbian Bylaw from 2002, which is still valid and directly regulates police uniforms and insignias, in its **articles #66 through #83** clearly states that most of the parts of police uniforms are to be replaced after one year, such as shirts and pants, while sweaters and jackets should not last more than 5 years.⁹

The next, **Graph 5** shows that police officers in all European countries do not receive uniform replacements in case of wear or damage, and especially in case of loss and changing size. However, most of those that are provided with replacements have to “prove” that the damage was sustained while o duty, or even by violent acts of offenders.



Graph 5: Not all police officers in Europe receive replacement uniforms when needed

⁹ **Source:** Serbian Bylaw for the regulation of police uniforms and insignias (*Pravilnik o uniformi i oznakama*), Službeni glasnik, Beograd, 2002, articles 68-83.

EQUIPMENT

Policeman and women need more than mental alertness and physical strength to be fully prepared to engage in conflict as law enforcement officials. To maintain order and protect citizens, they must be able to make split-second decisions that may be ethically and legally complex and may call for advanced tactics and coordination. Adequate preparation in all aspects of community involvement is necessary for them to do an effective job, but also the adequate police equipment allows it.

Police gear is fundamental to daily police life. Without this equipment, our streets would be a more dangerous place. The importance of police equipment cannot be overstated. When an officer knows that he has the right firearm, baton, taser, and restraints for the job, he'll be physically and mentally prepared for anything that comes his way.

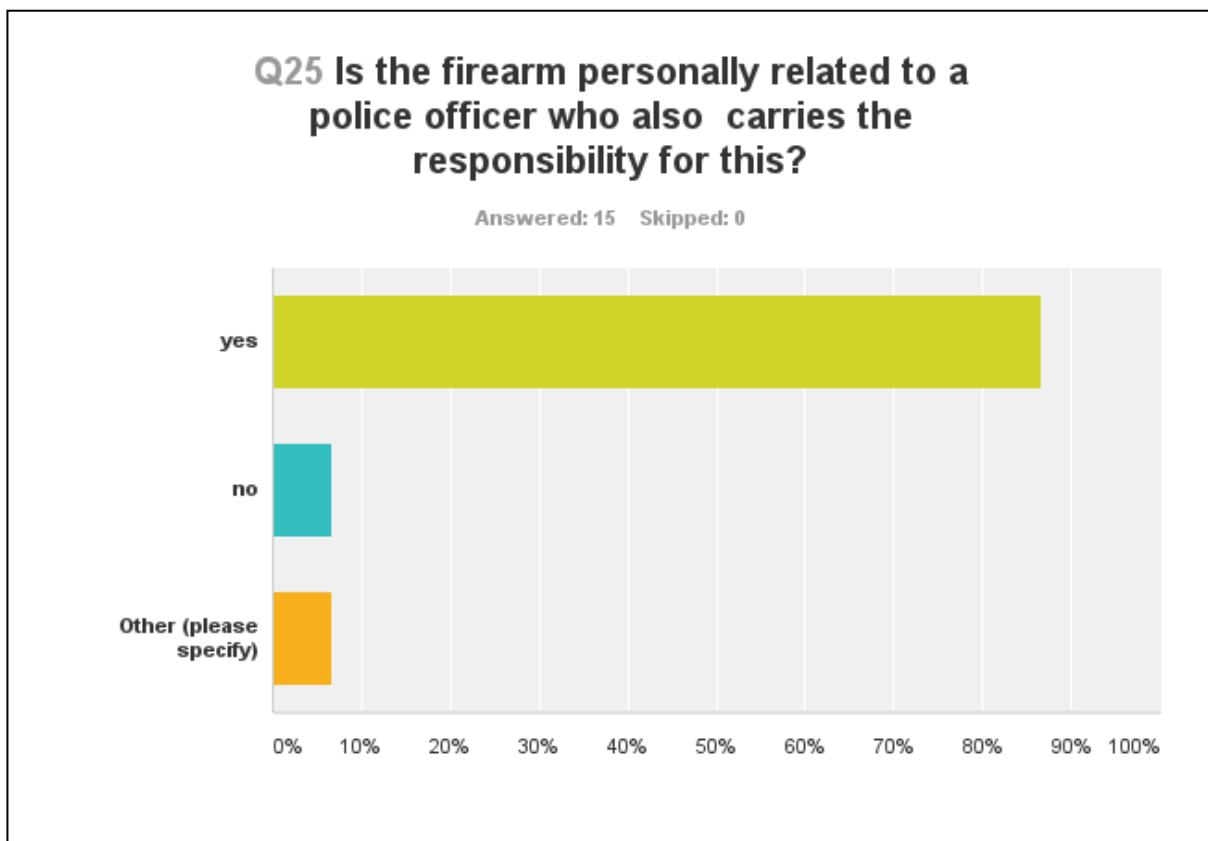
Unfortunately, our survey proves not only the differences in the police equipment among European countries, but that most of the officers are unequipped. **Namely, national and/or federal police unions from EPU member countries were asked the total of 17 questions about their equipment (basic kit), and the disappointing findings are presented in this chapter of the analysis.**

Table 4: Type and brand of firearms police officers carry in each country¹⁰

Country	Type and Brand of Firearms
Netherlands	Pistol Walther P99
Serbia	Pistol CZ 99 or Glock 17
Ukraine	Pistol Fort 17
Bulgaria	Pistol Makarov 9mm (mainly, but other brands too)
Romania	Pistol Carpati or Glock or Beretta
Bosnia and Herzegovina	Pistol Glock 17 or 19
Lithuania	Pistol Glock 19, PM (pistol Makarov) or CZ 75
Latvia	PM (pistol Makarov) or Glock
Germany	Pistol (Various manufacturers in the individual Federal State)
Malta	Pistol Glock (Special Units carry Beretta)
Portugal	Pistol Glock 19
Croatia	Pistol HS 9mm
Austria	Pistol Glock
Moldova	PM, TT Automatic Kalashnikov
Spain	Pistol HK usp compact

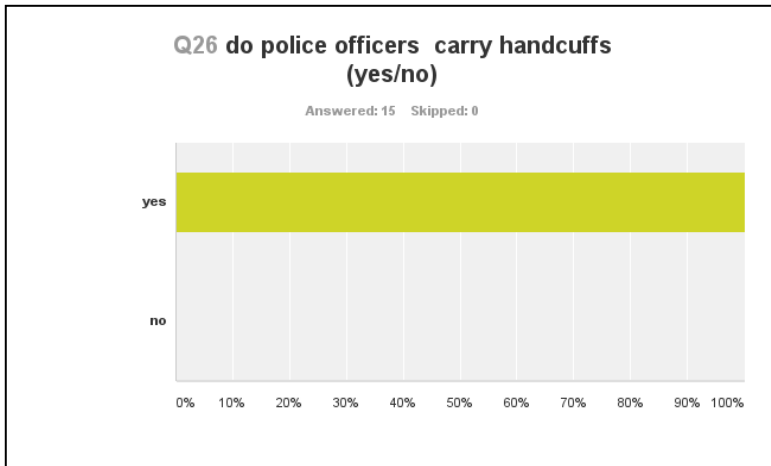
¹⁰ Source: *The EPU Survey: Minimum Standards for Maximal Security*, European Police Union, Leusden, November 2016.

In all of the Countries police officers are armed with handguns, mostly the Glock and other different brands (**Table 5**), and in couple of them, like Moldova, they even carry semiautomatic and automatic rifles. Also, in all of them, but Portugal and Malta, firearms are personally related to their carriers, who are fully responsible for them (**Graph 6**). What this basically means is that In Portugal it depends on officer's position, while only in Malta, after they finish their shifts police officers hand in their weapons which they get back on the beginning of the next work day, while in the rest of the countries they take it home with them and bring it back to work on daily basis.

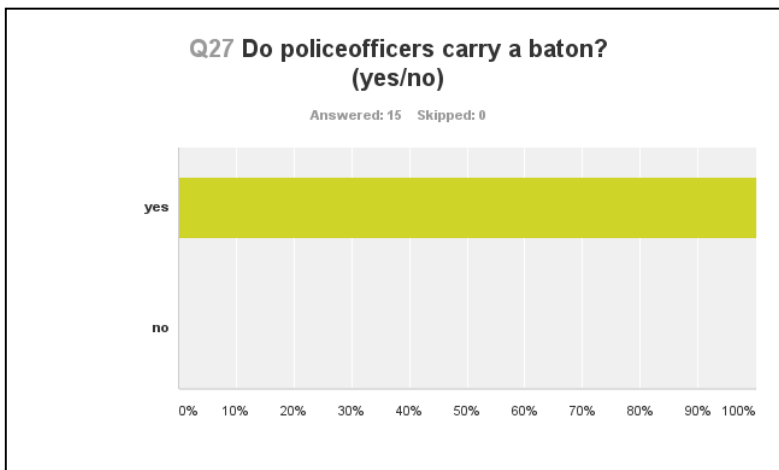


Graph 6: In almost all European countries police officers are assigned handguns 24/7

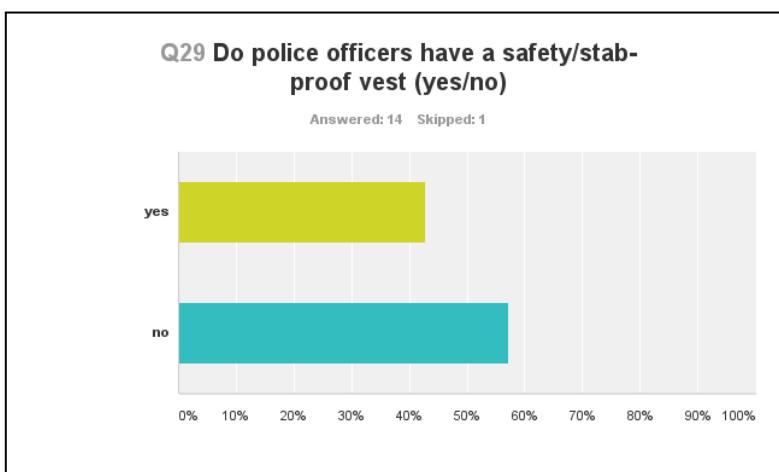
Besides being armed police officers in all surveyed countries have just two more things in common when it comes to their basic equipment kit. All of them carry handcuffs and batons (**Graphs 7 & 8**), but for the rest of the equipment it varies from country to country.



Graph 7

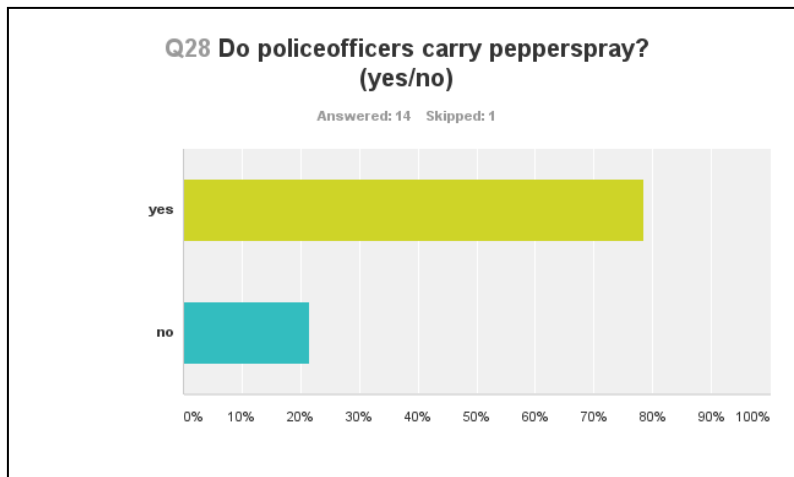


Graph 8:

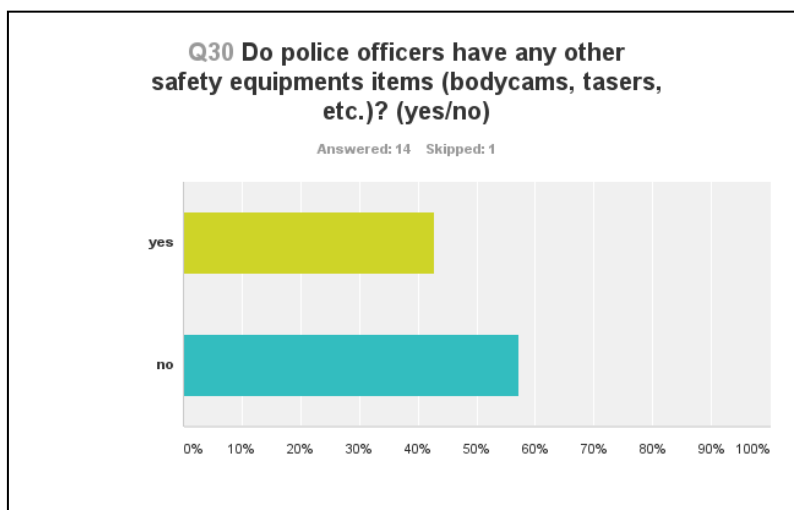


Graph 9:

In three out of fifteen surveyed countries police officers do not carry pepper sprays (**Graph 10**). Among them is Serbia in which officers are also not provided with taser guns (**Graph 11**), even though the law says that they should be.



Graph 10

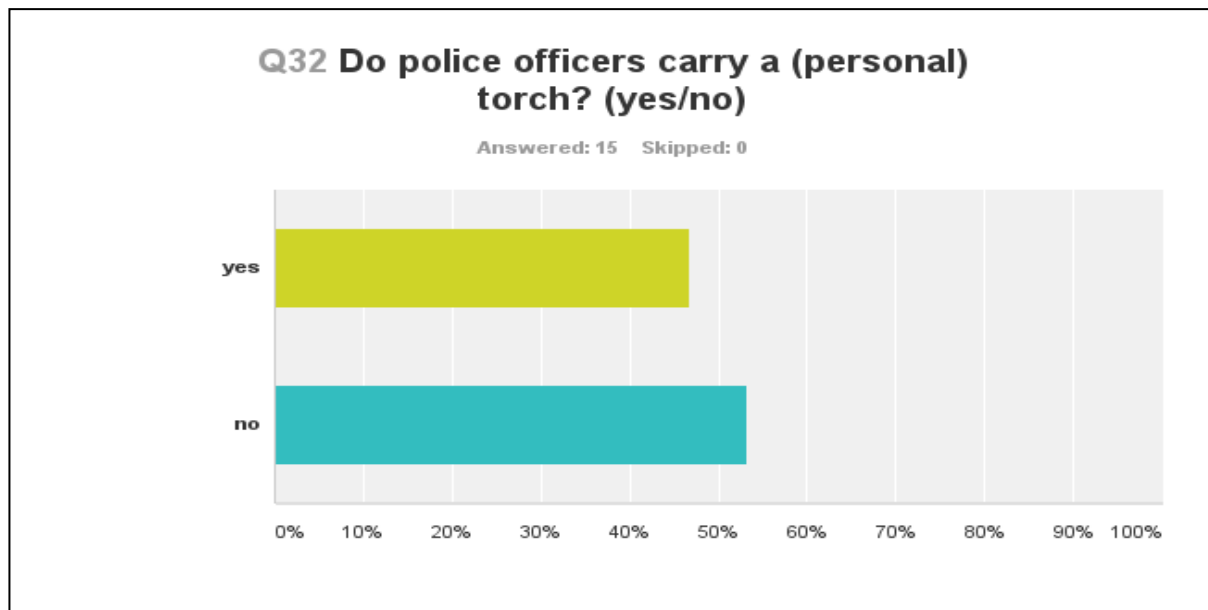


Graph 11

In fact, Republic of Serbia is in a process of joining the European Union. The first negotiation chapters that have been open are **CHP #23 & 24** which deal with justice, security and safety. Basically, before opening other chapters EU wants Serbia to reorganize and to reform its police and the whole security sector. In this particular example, European Commission has requested from Serbian Ministry of Interior to bring the equipment of police officers to the professional standards of EU member countries. Among other things they requested that police officers in patrol have to be provided with pepper sprays and a taser guns.

Serbian politicians promised to do so and few months later they passed the new Police Act of 2016, in which the *article # 105* clearly states that Serbian police officer is, among other items, to be equipped with a taser gun and paper spray.¹¹ Unfortunately, that is only what is on the paper and not in practice; because not a single police officer in Serbia has a pepper spray nor do they carry taser guns. Most clearly the law has been violated by not being implemented at all.

What is very interesting is that officers in Spain also are not provided with such necessary equipment, even though that country has been a member of EU ever since 1986. In their specific case the **Article 5.1.c of the Guns Code** (*Real Decreto 137/1993*, passed on January 29th 1993) states that the use of taser guns is forbidden, except by security officers authorized by **Specific police provisions** and only when they work (*Interior Ministry Order, April 28th 1982*). Unfortunately, there hasn't been Specific provisions in this field so the National Police and the Civil Guard have not been provided with such equipment. However, the same code (*Real Decreto 137/1993*; **Article 5.1.b**) states that the use of pepper sprays must be forbidden, except by security officers authorized by the Specific police provisions (Interior Ministry Order, October 3rd 1994). National Police, since December 2013, provide its uniformed officers with "RASS" sprays, and there are specific protocols to be followed when using those in order to produce minimum injuries.¹²

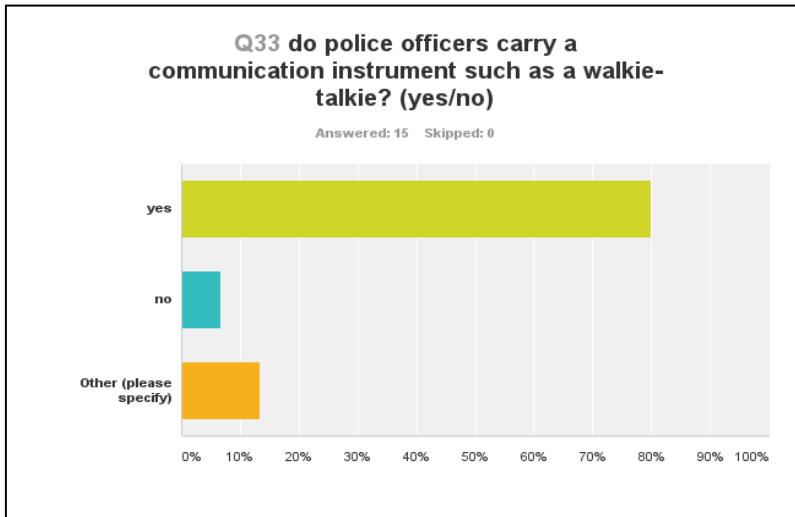


Graph 12: In Less than half surveyed countries police officers are provided with torches

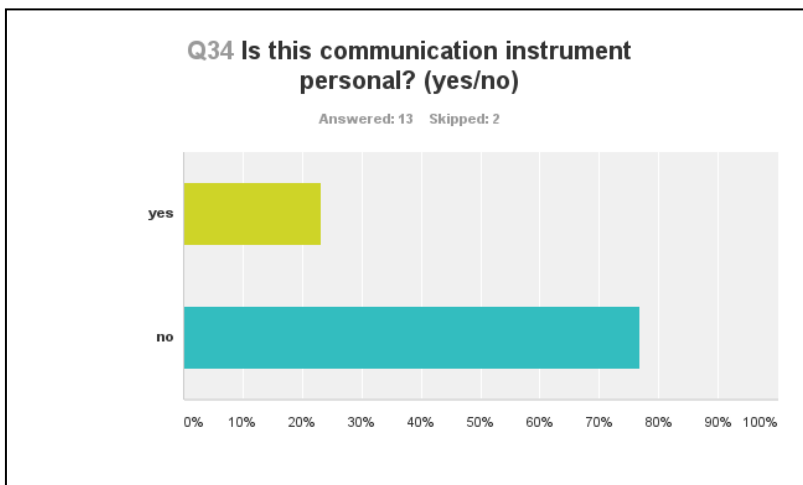
¹¹ *The Serbian Police Act from 2016 (Zakon o Policiji R. Srbije iz 2016)*, Službeni glasnik, Beograd 2016, pg. 35.

¹² *Royal Decree 137/1993 of January 29, which approves the Weapons Regulation (Real Decreto 137/1993, de 29 de enero, por el que se aprueba el Reglamento de Armas)*, Ministerio del Interior of Spain, Madrid, 1993 (Internet: <https://www.boe.es/buscar/act.php?id=BOE-A-1993-6202&p=20110709&tn=2>, 12/05/2017).

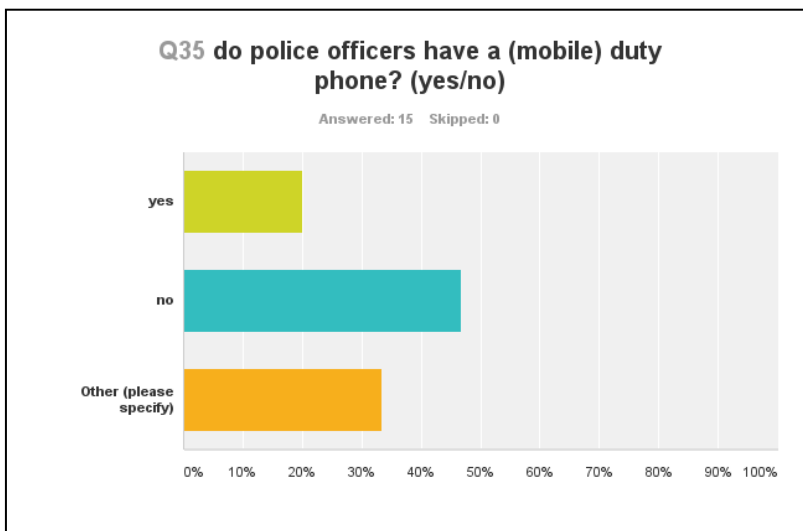
It is interesting that not even all police officers in patrol carry flashlights (**Graph 12**). Other than that, the worrying fact is that all of them are also not equipped with totally necessary communication instruments, such as walkie-talkie. While in the large number of European countries, or to be exact 80% of them, police officers have some type of radios (**Graph 13**) that in the most case scenarios they get assigned during shifts (**Graph 14**), just in three of them they are provided with mobile duty phones at all times (**Graph 15**).



Graph 13



Graph 14



Graph 15

In regards to the police equipment, in our survey we have also included police patrol vehicles and their equipment for further comparative analysis.

Just like handguns and the rest of the equipment, makes and models of police patrol cars differentiate in European countries (**Table 6**). For their daily duties and routinely tasks police officers in different countries mostly use different vehicles. While in some countries there are specific makes and models used for patrol and/or traffic control, in others they differentiate from region to region, or even from city to city. Among them the most frequent make is the Volkswagen.

Table 6: Makes and models of vehicles used for daily police work in each country¹³

Country	Make and Model of a Vehicle
Netherlands	VW Touran
Serbia	Peugeot 307
Ukraine	There is no specific make and model of a car that is used for patrol, traffic control and etc.
Bulgaria	Opel Astra (mainly, but other makes and models too)
Romania	There is no specific make and model of a car that is used for patrol, traffic control and etc.
Bosnia and Herzegovina	VW Golf VII, Nissan Pathfinder or X Trail
Lithuania	Nissan V200, Skoda Yetii, VW Caddy, Passat and Jetta, Mistubishi, Peugeot or Renault
Latvia	Opel or Citroen Jumper, Insignia VW Tiguan, or Skoda Octavia
Germany	Different types of cars
Malta	There is no specific make and model of a car that is used for patrol, traffic control and etc.
Portugal	Skoda
Croatia	There is no specific make and model of a car that is used for patrol, traffic control and etc.
Austria	Different types of cars
Moldova	There is no specific make and model of a car that is used for patrol, traffic control and etc.
Spain	Citroen C4 Picasso

In the **Table 7** we have presented a list with what police vehicles are equipped on regular basis in each country. As you can see, there are huge deviations and the only piece of equipment that all cars have in common is beacon and siren for emergencies. We can say that while Dutch, German, Moldavian and Ukrainian police vehicles are *well quipped*, Serbian, Bulgarian and Bosnian are *unequipped*, and that rest of them *moderately equipped*.

¹³ Source: The EPU Survey: Minimum Standards for Maximal Security, European Police Union, Leusden, November 2016.

CAR EQUIPMENT / COUNTRY	Netherlands	Serbia	Ukraine	Bulgaria	Romania	Bosnia	Lithuania	Latvia	Germany	Malta	Portugal	Croatia	Austria	Moldova	Spain
Mobile Phone	✓		✓		✓								✓	✓	
Beacon and siren for emergencies	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
GPS navigator system	✓		✓		✓			✓				✓	✓	✓	✓
Stop signs, front and rear	✓		✓		✓		✓	✓	✓	✓	✓			✓	✓
Auxiliary lights	✓		✓		✓	✓	✓		✓	✓	✓		✓	✓	✓
Safety vests (yellow/orange)	✓		✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Cones to turn off the location of a collision	✓		✓		✓		✓					✓	✓	✓	✓
Rescue rope	✓		✓		✓									✓	✓
Fire Extinguisher	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
First aid box	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Chalk	✓		✓		✓				✓				✓	✓	
Bullet proof vests	✓		✓				✓		✓		✓		✓	✓	
Tire groove meter	✓				✓		✓		✓					✓	
Computer	✓		✓				✓	✓						✓	
Dog collar and dog-catcher	✓		✓											✓	
Gloves (plastic)	✓		✓		✓		✓		✓			✓		✓	✓
Facemask	✓		✓											✓	
Seat belt cutter	✓				✓				✓					✓	
Paper and plastic bags	✓				✓				✓			✓		✓	✓
Safety helmet	✓		✓						✓					✓	
Digital camera	✓		✓				✓	✓	✓					✓	
Blankets	✓												✓	✓	
Alcohol monitoring device	✓		✓		✓		✓		✓	✓	✓	✓		✓	
Radio / Communication station		✓		✓		✓		✓							
GPS for tracing the patrol				✓				✓							

Table 7: The standard equipment of the police vehicles in different European countries¹⁴

¹⁴ **Source:** *The EPU Survey: Minimum Standards for Maximal Security*, European Police Union, Leusden, November 2016.

TRAINING

Police officers are always held accountable for decisions made under extreme stress. There are situations in which their willingness to fire a weapon, for instance, is retrospectively judged as a serious moral error. The same can be said of situations in which they demonstrate "by the book" restraint in the face of a real threat. It is impossible to ensure that every split-second decision they make will be the right one, but training and preparedness make it more likely that they'll make the best call. Preparedness in the use of lethal force means that officers have an understanding of the law and its ethical context as well as an instinct and willingness to act when a high stakes situation makes it necessary.

Repercussions

Police are often in the position of taking control and restoring order. In tense situations, especially involving large groups such as at a protest, it may seem as if everyone is asking you, the police officer, what they should do. When challenged, you must be prepared to stand your ground. You must carry out your duties with the awareness that sometimes your actions inflame the very situation they were meant to curb or contain. Subsequently, every move you make is subject to public scrutiny and tends to be a reflection on police as a whole. Your actions potentially could affect the context of policing in the future -- another reason that preparation is necessary.

Personal Safety

Police can undergo extensive training for almost every imaginable situation, but work in the field consistently presents officers with unexpected situations. Your personal safety is one of the most important reasons for police preparedness training. Every situation is unique and instinctual fight-or-flight responses are often dangerous and inadequate, which is why you undergo extensive training in the nuances of police work and protecting yourself and your fellow officers. An ability to respond and adapt fluidly to rapidly developing circumstances is critical to your success and your ongoing safety.

Coordination

The successful operation of any police team depends on the performance of its component officers. If a police team calls for backup but reinforcements are slow to arrive on the scene, the safety and effectiveness of the entire team is compromised. Likewise, if officers need to let down their guard, they rely on someone from the team to watch for trouble and be fully prepared to respond to any situation. When police work together, every officer is a crucial element to the task at hand. Individually, you need to be prepared to carry out specific roles in a team setting if the team is to be effective.¹⁵

¹⁵ **For more on this subject see:** Ray Linda, *The Importance of Being Prepared As a Police Officer*, Chron – Hearst Newspapers, 2017 (Internet: <http://work.chron.com/importance-being-prepared-police-officer-10641.html>, 10/04/2017).

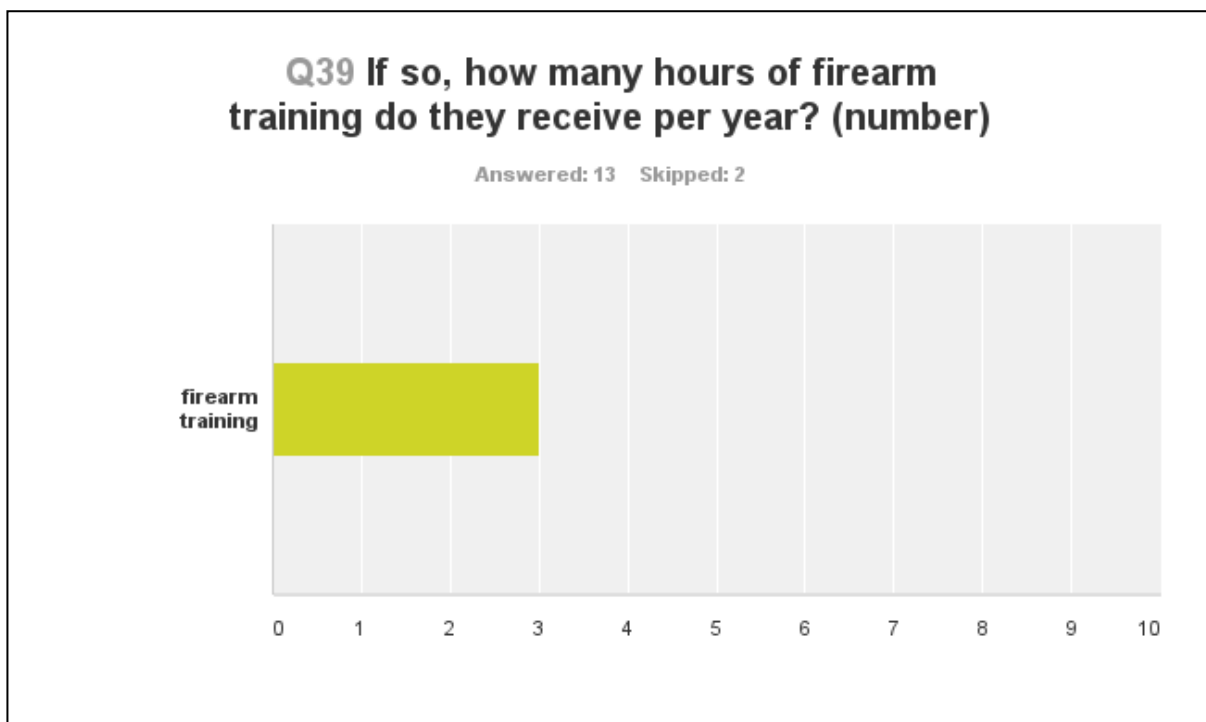
The aspect of basic police training in various European countries (EPU member states) was covered by 12 questions in a survey, and the main findings are as follows:

Not all police officers and not regularly are vaccinated against infectious diseases, such as Hepatitis, TBC and other health hazards.

In almost all of the countries, besides the regular and basic education (police academy) police officers, dependable on their positions and career advancements, receive additional training, such as:

- Use of firearms (shooting ranges);
- Use of coercive measures / public and self-defense (counter-violence);
- Updates on the regulation changes;
- Driving under extreme circumstances (speed chases and etc);
- Communication & Community Policing, etc.

Among them, the most common training is in the field of firearm use. Also, officers are in all of the countries, except in Malta, frequently, at least once a year, retrained in this field. On average they receive three hours of shooting practice per year (**Graph 16**).



Graph 16: The average of firearms shooting practices

In this case we have extreme deviations between countries in which some police officers receive 1 to 5 hours of shooting practice, while others undergo over 30 hours per year (**Table 8**). While most of the countries have a shooting practice once a year, police officers in Malta have their target practice every month all year around, and also while most of them have specific required hours of practice on shooting ranges, in Portugal and Bulgaria officers are given certain number of live ammunition to shoot (**Table 8**).

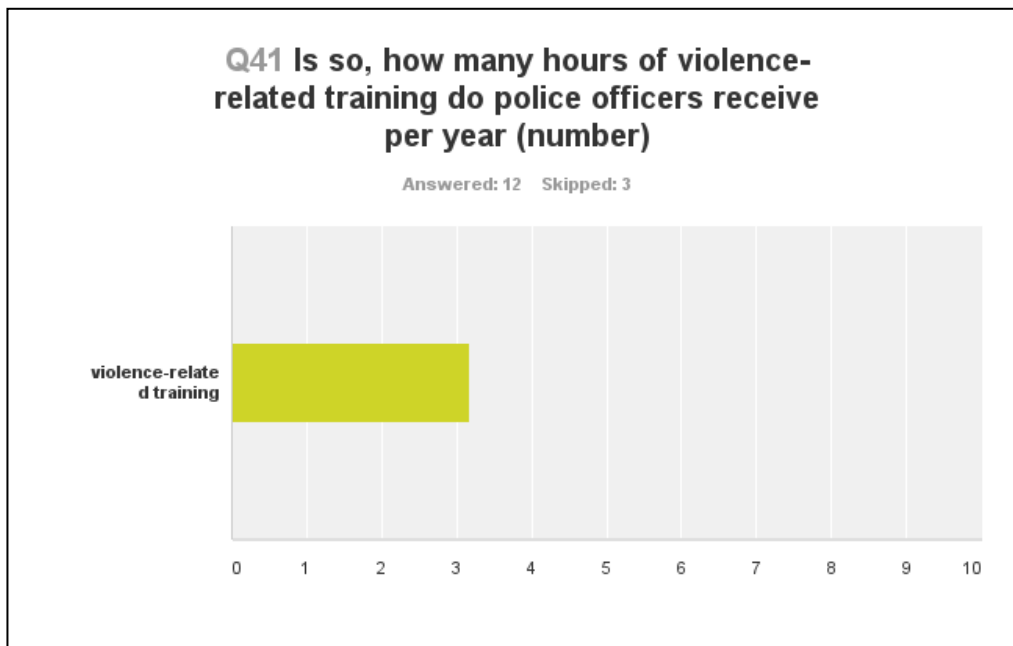
Table 8: The list of countries and the amount of firearms training¹⁶

Country:	Hours of shooting practice per year
Germany	Between 6 to 10 hours
The Netherlands	Between 6 to 10 hours
Austria	21 hours
Moldova	More than 30 hours
Lithuania	Between 20 to 25 hours
Portugal	Once a year officers go to shooting range and fire 26 rounds
Malta	Monthly target practice with live ammunition
Bulgaria	24 shoots (bullets)
Bosnia & Herzegovina	Between 16 to 20 hours
Serbia	Between 1 to 5 hours
Ukraine	More than 30 hours
Romania	Between 6 to 10 hours
Latvia	Between 1 to 5 hours
Croatia	Between 1 to 5 hours
Spain	Between 1 to 5 hours

The second most common training that police officers receive upon and later during their employment is in the relation to the use of coercive measures, and the average amount of training received per year is the same as for firearms training, around 3hours (**Graph 17**).

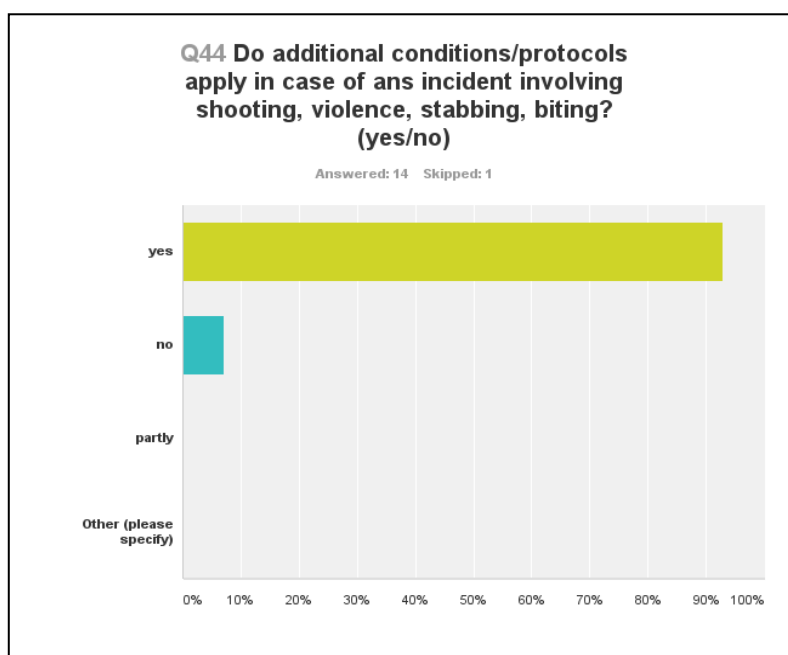
In just a few of the surveyed countries policemen and women, depending on their positions and career advancements, receive additional training in, for example, *communications, medical (first aid), IT courses, foreign languages, Schengen regulations, traffic monitoring, documents forging, forensics, etc.*

¹⁶ **Source:** *The EPU Survey: Minimum Standards for Maximal Security*, European Police Union, Leusden, November 2016.



Graph 17

We have also found out that in all of the countries, except Latvia,¹⁷ additional protocols are applied in cases of incidents involving shootings and other types of violence in which police officers use extreme measures within their legal powers (**Graph 18**).



Graph 18

¹⁷ **Source:** The Article 14 of Latvian Republic Law on Police from 1991 (*Latvijas Republikas likums Par policiju*), 1991 (Internet: <https://likumi.lv/doc.php?id=67957>, 12/06/2017).

The Conclusion & Recommendations¹⁸

Standards are everywhere around us, even if we are not always aware of them. There are standards on paper sheets size, on services quality, on social responsibility, on food safety, on information management and protection, etc. The standards are developed and defined in a process of exchange of knowledge and arriving at a consensus among the experts nominated by the parties concerned.

Currently, there are two major types of security standards. The first one concerns security systems, products manufacturing and quality, and overcoming the fragmentation of the European market, while the other type is directly related to the work of law enforcement authorities.

The starting point for implementing the first type of standards is the understanding that security is a vital element for society with strong impact on the social, political and economic consolidation of Europe. The EU security market is worth over 30 billion EUR and is one of the most important elements of stability, economic growth and opening of workplaces within.

In 2011 the European Commission vested a mandate on CEN and CENELEC for setting up security standards with emphasis on their implementation in relation to civil security. In response thereto, a study of the current security standardization was carried out, where the end user's needs and the 'public order and citizens security' are examined in several sectors and priorities of the public authorities in a view of the future standardization activities in three thematic areas of security defined by the European Commission under Action Plan COM (2012)/417:

- (1) Chemical, biological, radioactive, nuclear and explosive substances;*
- (2) Borderline security – automated border control systems and introduction of biometric data;*
- (3) Crises management and civil defence, including communications and organizational operational compatibility.*

The European standardization organizations (CEN, CENELEC and ETSI) have published a report containing proposals on road maps for standardization and development of new standards contributing to improving the European citizen's security. These priorities are included in their final report and some of them will soon become part of the work program of the technical committees of CEN and CENELEC.

The standards relating to the police officers' work and the quality of the 'security' service supplied to EU are not among the issues considered and discussed by the European standardization organizations. This is surprising in view of the fact that the social importance

¹⁸ References for the conclusion are listed in "Bibliography" under "Additional Resources".

of the police profession has been continuously and increasingly growing. The consequences of the world economic and financial crisis, the huge refugee wave and increasing terrorist activity additionally aggravate the work of security and public order services. To meet the needs of society, the requirements to the professional qualities and skills of the police officers are growing higher.

Police activity is distinguished by high workload, change of conditions, unpredictability, extremity, shortage of time and etc. The effectiveness thereof depends on a number of factors, with some of the most important among them being technical security, high-quality professional training of the police officers and effective organization.

In the process of their professional realization police personnel performs wide range of activities using their abilities and working capacity and mobilizing their own physical and mental efforts towards fulfilment of the assigned task. The ability for continued working capacity and stamina define the professional activity in terms of its quality and positive aspect.

The police officer's profession sets high requirements, with special knowledge, habits and psycho-physiological features needed for practicing it; it is distinguished by high workload and dynamics of the conditions it is realized in.

In a day-to-day activity of countering criminals and maintaining the public order, conflicts and incidents occur caused by lawbreakers jeopardizing the life and health of innocent people including police officers. More and more frequently we become witnesses to, or participants in, crises caused by terrorist activity, immigrant's pressure and etc.

In a number of these situations there are potential or actual conditions for use of force, firearms, blank weapons, explosive devices and other all-hazardous means. Additional powers have been granted to the officers in view of discharging their professional duties. One of them is the use of lawful force against offenders – physical force, auxiliary means and weapons 'only when absolutely necessary'.

Authority is a norm vested in a body of the supreme power which is obliged to exercise it in order to guarantee effective fulfilment of the tasks assigned. In a number of cases police officers, apart from being authorized to use physical force in various situations, are also obliged to apply such force in the above cases in order to restore the public order, the control on the offenders, the mob control and etc.

Use of police powers, that include deadly force is aimed at:

- human life protection;
- resolving a conflict of public importance;
- arresting offenders;
- restoring the public order as soon as possible with the least possible spending of efforts and resources.

To attain these goals officers must accurately analyse the situation, assess risks, select and apply appropriate tactical methods and actions. For them it is necessary to exercise powers vested in them respecting the criterion of 'absolute necessity' and the personal physical and mental inviolability by not using any forms of violence – torture, poor or humiliating treatment or cruel punishment. Currently, there exists no uniform standard of 'absolute necessity', but certain criteria instead, that are subjective and despite their existence and definition as part of the police powers in the national legislation, they remain formal, rather than actually applied.

Police officers are allowed to use arms, auxiliary means and physical force in the following circumstances:

1. there is no other way of resolving a particular case within the competencies of the police officers;
2. presence of parity (proportionality) between the force applied and the threat;
3. presence of parity (proportionality) between the force applied and the protected public interest;
4. use of lawful auxiliary means.

The absolute necessity may also be assessed based on the preparation and planning of the activity to find out if the risk has been properly assessed and if precautions have been taken to attain the lawful goal with minimum use of force.

The requirements on using physical force by officers of the security and public order services are set out in a number of international acts. The first attempt at elaborating international standards of behaviour of the civil servants who have police powers and enforce the law, is the Code of Conduct for Law Enforcement Officials from 1979, adopted by the Resolution of the UN General Assembly, being a collection of principles which the law enforcement officers should adhere to. The other international regulatory documents adopted in this sphere are:

1. *United Nations Universal Declaration of Human Rights from 1948;*
2. *International Pact on Civil and Political Rights from 1966, stating that 'No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment'.*
3. *Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment /UN GA from 1984;*
4. *Basic Principles on the Use of Force and Firearms by Law Enforcement Officials / VIII-th United Nations Congress – 1990/, etc.;*
5. *European Convention for the Protection of Human Rights and Fundamental Freedoms /CE – 1952/;*
6. *Declaration on the Police of the Council of Europe from 1979;*
7. *European Convention for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment /CE -1987/.*

Some of them, such as the Declaration of Human Rights, do not have the effect of an international treaty, but constitute a legal and starting point for the protection of human rights on international and local level.

Police officers are sensitive to the issue of lawful use of force, but the experienced ones are well aware of the importance of good procedures and practices. On daily basis officers get hurt or even die while performing routine tasks. Cases of initiated court proceedings against police officers and their departments for illegal use of force are numerous, too.

The concept of 'physical inviolability' of the police officers while exercising their police powers has been introduced, but it is unclear and incorrectly formulated, remaining 'on paper only'. The issue of potential responsibility for using force arises immediately before an incident.

Cases in which the use of physical force by police officers is necessary are real threat and danger for the life and health of all participants. Taking a decision on the use of force is always accompanied by a certain dose of mental tension. The use of force in such cases depends on the officer's personal qualities, mental state, level of physical and professional training and experiences, and also the equipment available to them at the moment.

- Are we prepared enough?
- Can we apply only 'absolutely necessary force'?
- Is the equipment and work organization adequate?
- Are the initial police training and refreshment courses sufficient to guarantee our security and safety?

The answer is **NO! *Momentary doubt or hesitation when confronting a suspect may change or take a human life.***

The next question is: How should force be used by police officers?

Grading the use of force is a model of actions and conditions forming the parameters of police officer's behaviour. Grading the use of force starts from the lowest possible level of threat and escalates through a series of conditions and actions requiring more and more serious defensive or offensive actions.

Level 1: *Non-verbal influence*

Police officer's physical presence is considered the first and lowest level of force. Physical presence may be everything that is needed to achieve voluntary cooperation. There are cases in which, without uttering a word, police officers have prevented criminal actions or held back criminals by means of body language and gestures only. The gestures must be nonthreatening and professional.

Level 2: *Verbal influence*

Used in combination with a visible presence, voice may attain the desired result in many cases. To be effective, words must be clear and uttered with the right intonation. The content

of the message is as important as behaviour is. Various verbal persuasion techniques may be used. The right combinations of words may ease the tension and prevent the need for use of force.

Level 3: *Contact control*

Certain situations may arise when words alone are not enough to take the edge of aggression. Sometimes police officers have to interfere physically. On this level minimum force includes the use of 'empty hands' to direct, hold or restricts a person. It does not include actions such as hitting, knocking down on the ground or other offensive techniques. Bringing to submission by means of painful techniques may be appropriate, but only when the usual methods of detaining have failed to gain control over the offender.

Level 4: *Submission techniques*

The submission techniques enable you to escalate the use of force to a bit higher level so that you can take control over a person offering active resistance, if necessary.

Level 5: *Self-defence techniques*

The self-defence techniques help the police officer to take, recover or keep control over an aggressive person. These techniques may, for instance, include the use of auxiliary means and blows to stop an aggressive action graded as follows: spray, truncheon, taser, delivering of blows.

Level 6: *Deadly force*

Deadly force includes measures which you have grounds to believe will result in death or serious bodily injury. It is an absolutely last measure in the gradation of the use of force and is only resorted to when you are faced with a life-threatening situation. It includes prompt and extreme actions aimed at gaining control. Normally, when a police officer fires a gun, the expected result is death or at least a serious injury. The law allows the use of deadly force only when there is immediate danger of death of a police officer or an innocent third person. In such situations an instantaneous decision must be taken on whether the use of deadly force is justified.

In many cases these levels may be merged or some of them skipped in certain circumstances.

This brings us to the most important question: **HOW can the security and safety of police officers, offenders and all other participants be improved in cases when police powers (non-fatal and deadly force) are used?**

1. By updating the legal framework

According to the international law and the human rights standards the activities of the police service determine the behaviour of the officers of the institution and the requirements on their professional realization.

The main issues in the legal framework as regards the use of force are two:

- Lack of or unclear procedures on the use of force;
- Lack of or too general policy as regards the use of force.

2. By improving technical security (uniform & equipment)

The officers must have appropriate police equipment in order to successfully discharge their duties.

Police equipment includes a few extremely indispensable items. The police badge (ID), uniform shirts and trousers are an indispensable part thereof. A truncheon, pepper spray and a gun are necessary, too. The police shoes, gloves and the bullet-proof vest, the wireless set, the handcuffs and the flashlight are also in the list.

The badge and the uniform clothing have a psychological effect. They are distinctive marks of the police officers and a clear sign for both the offenders and the public that the law enforcement officer is in the right place. They designate policeman as part of the executive power, and not as an ordinary person.

A pepper spray may be used first when force needs to be discharged. It is not deadly and its effect is short-lived. The spray completely disables the attacker and enables the officer to take control and handcuff him. The police truncheon is usually used when the spray is not enough to stop an assailant. Sometimes the spray enervates the offender, but a truncheon should also be used to stop his assault.

The police taser gun is a comparatively new part of police equipment which is used more and more frequently, but not in all European countries. It can neutralize an offender without causing death or significant injuries.

In some cases use of firearm is needed to prevent a deadly threat. Firearms are used as an extreme measure because innocent people may die, but the police officer will not stand good chance against a gun or a submachine gun if he doesn't have a firearm.

The shoes, gloves and bullet-proof vest protect the hands, legs and vital organs from injury when confronting offenders. Studies show that the bullet-proof vest increases the officers' chances of surviving by 14 times during a gunfight., and yet not all police officers in Europe are provided with them.

The police belt must bear the listed equipment. The various holsters, pockets and holders must be reliable and ensure fast and safe officer's access to the necessary items, at the same time not allowing easy disarming by others. This is mainly

valid for firearms. There are various holster models designed with double and triple locking.

This list is non-exhaustive, and depending on the specific tasks and situation it may be extended, but the listed equipment saves lives of many law enforcement agents on daily basis all around the world, and on the other hand its non-availability in certain countries is highly responsible for lost lives and endangerment of police officers and third parties, as well.

3. By providing high-quality police training

The adequate procedures, studies and analyses of the practice provide better protection to the individual officer. It is extremely important for police officers to undergo proper training. It not only increases the chances of using force safely and securely and of surviving in a confrontation, but holds them and their departments harmless against prosecution as well. Where the officer's training is adequate, he will apply lawful force. According to the law, the police departments are in charge of the officers' training on when and what force they should use.

The basic initial police training is not enough. To ensure high-quality training their frequent and mandatory retraining must include:

- ***Legal training***: information and studying the legal updates, analyses and practice;
- ***Techniques and tactics for the use of force***: improvement and exercising the techniques and the decision-making model (training by scenarios).

Furthermore, the officers' training must be ongoing; it should be conducted with the necessary intensity and should build up a way of their thinking, especially in stressful and high-pressure situations.

Our analysis has shown that a number of police departments in Europe conduct training with their officers once a year – prior to the annual tests, but there are some that do it “on paper” only and not in practice. This is far from what is necessary for the police officers to be able to apply these techniques under stress. In a state of stress they will react instinctively – they will hit, kick and fight, but this may turn ineffective or pointless depending on the circumstances. To be useful, the training should be realistic and intensive enough, without causing traumas to the trainees. In addition, we should not train police officers for the force use techniques only, but we should train their readiness for overcoming any possible resistance, too, by means of appropriate cases and mental activity training exercises. The training should be effective, safe and sufficient.

By signing the *Treaty Establishing the European Community* in Rome on 26.03.1957 the foundations of a closer alliance among the nations of Europe uniting the countries' actions towards ensuring economic and social progress by removing the barriers dividing Europe were laid.

The parties on the Treaty were seeking to optimize the life and work conditions of their people by coordinating their actions to guarantee sustained economic development and common policy by eliminating the differences existing between the regions and the backwardness of the less developed areas.

The implementation of police powers is governed by international and national/governmental statutory regulations and by procedures of individual police departments, but this does not ensure a centralized and uniform understanding of police activities policy.

There are standards in place for the use of force, but they are not secured by equipment and training standards. It has resulted that today, even in a 21. Century, we have some police officers on the streets of Europe with all of the necessary equipment, while others patrol with their handguns only. Thus the officer is deprived of the possibility to use all means of applying lawful force. If an officer is unable to apply the full model of force grading or to apply gradation when using the auxiliary means, he will be forced to exceed the minimum necessary force or endanger his health and life, as well as the health and life of all involved in the incident.

The high public and social importance of the security and public order services requires permanent and high responsibility for the methods, forms and means ensuring their effectiveness. The present realities do not allow us to ignore problems such as terrorist acts, refugee waves and other crises which, even if bypassing some regions, have considerable impact on the security of all people in Europe.

We deeply believe that the introduction of uniform minimum criteria and standards of technical provision, training and work organization could be an important factor for optimizing and improving the security and public order services activities, which will guarantee a minimum standard for providing the security 'service' to every citizen and region of Europe.

The absence of equipment and outfit standards not only creates conditions for inequality and discrimination of some police officers compared to others, but also brings about a risk for the health and life of those who perform their duties using outdated individual protection means or working in an environment which lacks them altogether. Thus, not only the police officers' life, but the life of citizens who receive different quality of the security service and feel differently secured or unsecured within the European frames are jeopardized.

The introduction of minimum standards for the officers of European police sector as regards to their uniforms, equipment, training, payment, trade-union rights and protection, as well as of a clear definition of 'security sector' and 'security service' is of paramount importance in

ensuring the EU citizens' security in all member-states. The issue of minimum standards is becoming increasingly vital on the background of the right of free movement within EU and the citizens' expectations for ensuring an equal level of security and personal protection, as well as an equivalent quality of the services and assistance rendered by the officers whenever necessary.

Prior to introducing those uniform minimum standards for European police officers it is necessary for them to be clearly defined; for the structural units on national and European level forming it to be identified and for the service provided to the citizens by this sector to be described in detail. The ambiguity regarding the structural units forming the security sector is an obstacle to implementing specific measures for its reforming. It renders impossible the uniting of similar organizations and most of all, attaining of the goals set out in EU Strategy “Europe 2020”.

As we, over 800.000 police officers united in European Police Union, share our deep belief that European citizens should have guaranteed identical level of security and personal protection, equivalent quality of services and assistance of the police officers in time of need, no matter the country of the European Union they are in, we also find it necessary that the institutions of European Union should take immediate actions to develop certain minimum standards that provide police officers and their professional organizations guaranty in several directions. First of all, such standards should be established in the aspects of police **uniform, equipment** and **training**.

It is an absolute necessity to adopt:

- *the general minimum standards for the uniforms type, quality and wearing/replacement periods; - Appendix I*
- *the general minimum standard for the type and quality of the individual protection and safety means (equipment & vehicles); - Appendix II, III-a & III-b*
- *the minimum standards for the professional training and retraining. - Appendix IV*

Follow-ups & Future Steps

Developing minimum standards in the aspects of **uniform, equipment and training** is the minimum that EU can and should do as of now. That is why this is our first collective major step. However, EPU will continue to fight for syndical rights and the adequate protection of the police officers, because in order for them to fulfill their duties they should be in state of independent means, fully protected by the law, well trained, properly equipped and highly motivated.

Unfortunately, the international documents, and even those obligatory from EU institutions, ratified by our countries, which guarantee certain social, labor and syndical rights, quite often make provisions for exceptions about police officers and leave a number of problems to be handled, but rarely solved by national legislations. That is why we will continue to keep requesting from EU to legally standardize these three necessities:

- 1. All representative trade-union of police officers should be guaranteed the right to take part in the social dialogue on national level, equal to the right of the other public sector trade-unions.*
- 2. Employees taking elective leading positions should be adequately protected against transfer in other department of activity or in other locality for a long period of time without the consent of the relevant trade-union organization. They should be protected against discharge except for the cases of retiring, serious illness or committing a serious dereliction or crime.*
- 3. The concept “inviolability of the police officers during the time of execution of their functions” should be defined and general minimum standards for imposition of penalties when the sanctity is violated should be accepted.*

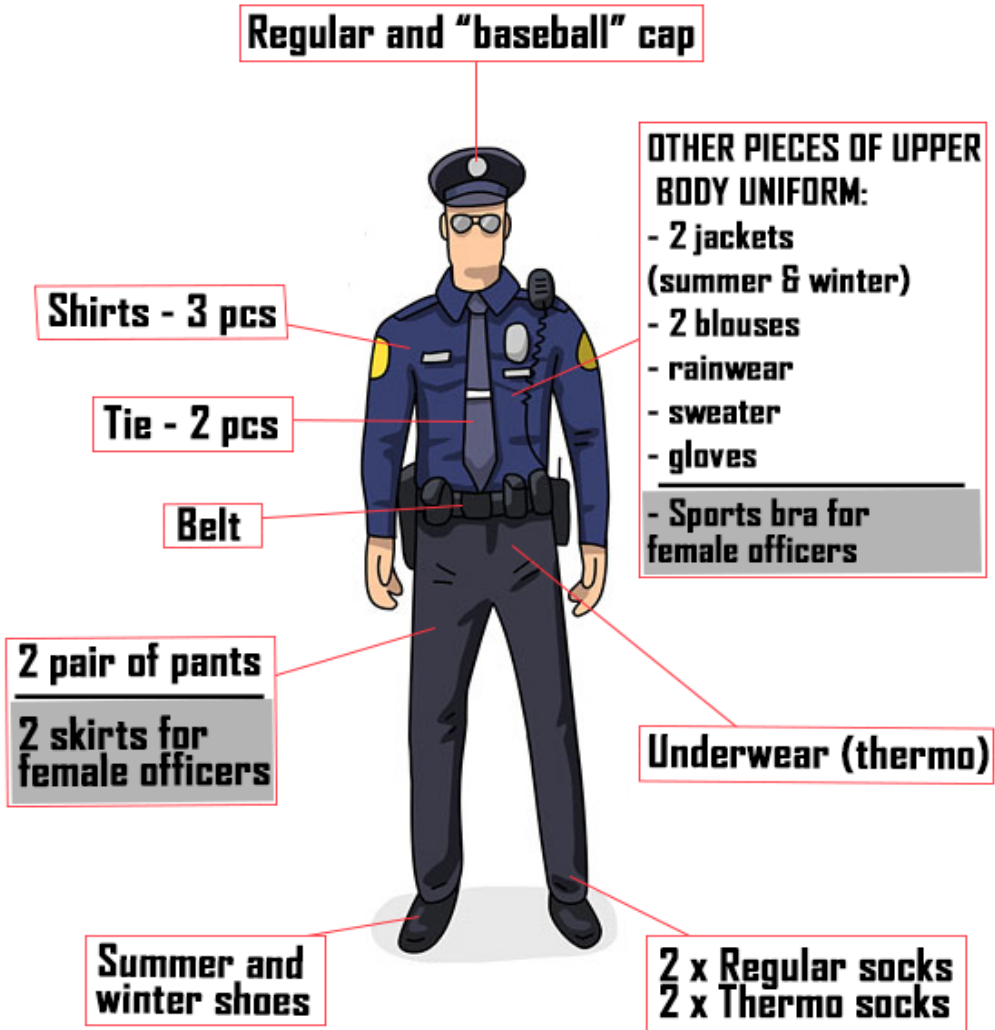
Our second major step in the project “Minimum Standards for Maximal Security” will be in the socio-economic aspect with these objectives:

- 1. A decent payment should be guaranteed to police officers by binding their salaries (with the respective compensation factor) to a definite index with definite quantitative measuring of the relevant country (for example minimum salary, average salary in the public sector and others).**
- 2. Police officers should receive guaranteed decent payment for their labor during night, weekends, holidays and days off.**
- 3. A decent payment should be guaranteed to the police officers for their overtime work.**

4. **Police officers should be guaranteed the right to earn extra from other profitable activities according to the national legislation.**
 - The right of combination of jobs - job in the police and in another institution / private company under the contract.
5. **Police officers should be guaranteed the right to material assistance when in need.**
6. **Police officers, who use personal vehicles for official purposes, should be guaranteed the right to compensation in the amount prescribed by the law.**
7. **Police officers should be guaranteed the right of payment from the budget for police training in the civil institution of higher education.**
8. **Police officers should be guaranteed the right to credit on favorable terms (in agreement with the state banks).**
9. **All police officers in Europe should be guaranteed the right to personal health care, as well as health and life insurance.**

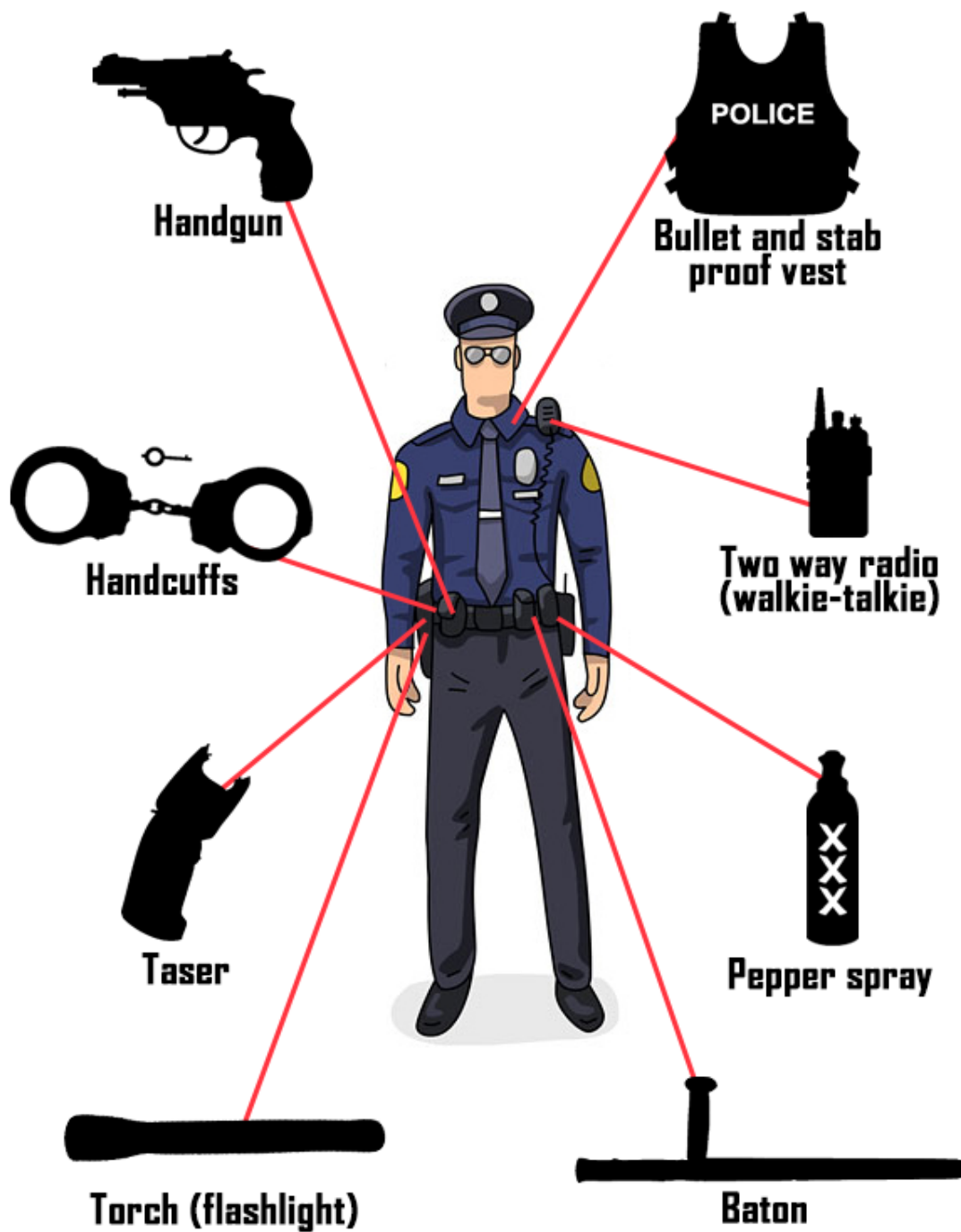
Appendix I

EPU's Proposed Minimum Standards for the Male and Female Police Uniforms



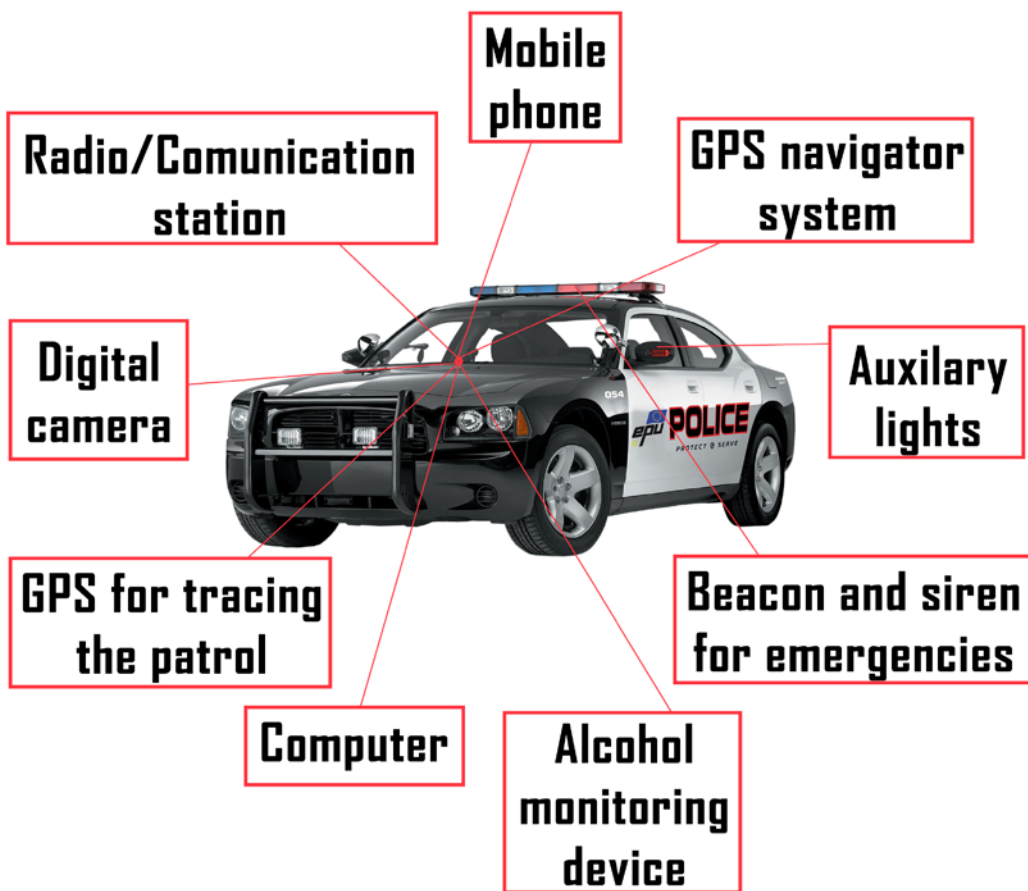
NOTE: [1] The maximum wearing period for both, summer and winter uniforms, should be 3-4 years.
[2] Uniform replacements should be guaranteed in any case of wear or damage.

EPU's Proposed Minimum Standards for the Police Equipment



Appendix III-a

EPU's Proposed Minimum Standards for the Police Patrol & Traffic Control Cars

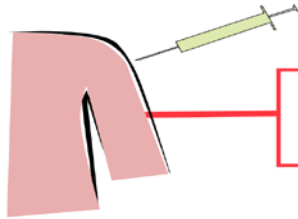


Appendix III-b

EPU's Proposed Minimum Standards for the Police Patrol & Traffic Control Cars



EPU's Proposed Minimum Standards on the Police Training & Retraining



All police officers should be vaccinated on regular basis against infectious diseases, such as Hepatitis, TBC and other health hazards.

All police officers should be retrained regularly on:

- Use of firearms (shooting ranges minimum 10hr per year);
- Use of coercive measures/public and self-defense (counter-violence);
- Updates on the regulation changes;
- Driving under extreme circumstances (speed chases and etc);
- Communication & Community Policing



For those who are motivated and able to pursue career advancements, departments should provide additional training in: communications, medical (first aid), IT courses, foreign languages, Schengen regulations, monitoring, documents forging, forensics, etc.

Notes:

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About the Author

Dr. Nikša Nikodinovic was born on July 20th, 1981 in Travnik, Bosnia and Herzegovina. In 1997, after the Bosnian War, he moved to the United States with his family. Two years later, in Phoenix, Arizona he graduated from Sunnyslope High School with the Advance Studies Diploma.

In 2004 Dr. Nikodinovic graduated with Bachelor's Degree in Criminal Justice & Criminology from Arizona State University and in 2008 he received his Master's Degree from Boston University, also in Criminal Justice & Criminology. After that he graduated from Michigan State University with Postgraduate Specialized Studies Certificate in Homeland Security.

In 2009 Dr. Nikodinovic was awarded a full scholarship by Serbian Government for his doctoral studies at the Belgrade University. Once accepted the scholarship, he moved back to Serbia and started working for the Police Union of Serbia as a Special Advisor to its president. He has been employed by the Union until the end of 2017, when he graduated from the Faculty of Political Science at Belgrade University with a Ph.D. in International Relations and European Studies, and when he decided to move back to Chicago, where he resides now.

During his career with the Serbian Police Union Dr. Nikodinovic was handling its entire international relations and managing all of the research. He was also responsible for project management and the coordination of cooperation between the Serbian Police Union and the European Police Union.

He is the author of several scientific and professional publications and articles, which are published in domestic and foreign journals. Dr. Nikodinovic is the author of the book titled "**Contemporary Global Terrorism: the First Decade of the U.S. War against Terrorism**".

His work and academic experience provided him with unique experience, knowledge and skills, and exposed him to a mixed and specific working environment where it was important to produce high-quality, innovative and original work. He has strong analytical and management skills, developed primarily through his work experience. Additionally, he is fluent in English and Serbian (Bosnian & Croatian) languages.

Dr. Nikodinovic has been awarded several times in the area of labor and policing by domestic, foreign and international institutions, in particular for a comprehensive contribution to the development of social dialogue and trade unionism in the security sector in the Balkans and for his scientific research contribution. He is also an active participant in a number of international professional and scientific conferences and projects in the area of policing, security and antiterrorism.