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WDRAŻANIE STANDARDÓW SZKOLENIA ZAWODOWEGO KADRY KIEROWNICZEJ NARODOWEJ POLICJI UKRAINY NA PODSTAWIE ANALIZY DZIAŁAŃ POLICJI KRAJÓW UE

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Adnotacja. Celem artykułu jest zbadanie istoty i aktualnych kwestii wdrażania standardów szkolenia zawodowego kadry kierowniczej Narodowej Policji Ukrainy na podstawie analizy działań policji krajów UE. W pracy wykorzystano ogólne naukowe i specjalnie naukowe metody poznania, których konkretna kombinacja wynika z celu i zadań badania. Zastosowanie metody formalno-logicznej pozwoliło zdefiniować, wyjaśnić i uzupełnić poszczególne pojęcia, kategorie, uporządkować aparat pojęciowo-kategoryczny. Stosowane są również metody logiki formalnej, w szczególności analizy i syntezy, dedukcji i indukcji, analogii i uogólnienia i tym podobne. Nowością naukową artykułu jest to, że przeprowadzono w nim badanie standardów krajów UE w zakresie szkolenia zawodowego kadry kierowniczej policji na obecnym etapie rozwoju państwa i prawa, a także podkreślono aktualne problemy w tym zakresie. Wprowadzenie standardów w dziedzinie szkolenia zawodowego kadry kierowniczej Narodowej Policji Ukrainy jest jednym z priorytetów. Dalsze badania naukowe w tym zakresie należy wiązać ze szczegółowym opracowaniem poszczególnych problemów regulacji administracyjno-prawnych w analizowanym zakresie. Dotyczy to w szczególności kwestii podnoszenia kwalifikacji kadr zarządzających z wykorzystaniem doświadczeń krajów UE. Problemy pojawiają się na obecnym etapie reformy organów ścigania, pojawiają się trudności w stosowaniu doświadczeń innych państw bez odpowiedniej adaptacji, biorąc pod uwagę specyfikę wykonywania zadań służbowych przez policję, co aktualizuje potrzebę opracowania skutecznego mechanizmu wdrażania standardów w pracy policji krajów UE. W pracy powstały wnioski na temat możliwości wprowadzenia standardów europejskich w dziedzinie szkolenia zawodowego kadry kierowniczej, co poprawi jakość pracy Narodowej Policji Ukrainy jako całości.

Słowa kluczowe: kadra kierownicza policji, normy, współpraca międzynarodowa, doświadczenie zagraniczne, szkolenia zawodowe, obsługa administracyjno-prawna, polityka integracji europejskiej.

IMPLEMENTATION OF STANDARDS OF PROFESSIONAL TRAINING OF MANAGERIAL STAFF OF THE NATIONAL POLICE OF UKRAINE BASED ON THE ANALYSIS OF THE POLICE ACTIVITY OF THE EU COUNTRIES

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Abstract. The purpose of the article is to study the essence and current issues of implementation of standards of professional training of management personnel of the National Police of Ukraine on the basis of the analysis of police activity of the EU countries. The work uses general scientific and special scientific methods of cognition, the specific combination of which is determined by the purpose and objectives of the study. The use of the formal-logical method made it possible to define, clarify and supplement certain concepts, categories, to organize the conceptual-categorical apparatus. Methods of formal logic, in particular analysis and synthesis, deduction and induction, analogy and generalization, etc., are also used. The scientific novelty of the article is that it studies the standards of EU countries in the field of professional training of police officers at the current stage of state and legal development, as well as highlights current issues in this area. Implementation of standards in the field of professional training of management personnel of the National Police of Ukraine is one of the priority areas. Further research in this area should be associated with the detailed development of certain problems of administrative and legal regulation in the analyzed area. In particular, this concerns the issue of professional development of managerial staff using the experience of EU countries. Problems arise at the present stage of law enforcement reform, there are difficulties in applying the experience of other states without appropriate adaptation, taking into account the peculiarities of police performance of official duties, which highlights the need to develop an effective mechanism for implementing standards in EU policing. The paper draws conclusions on the possibility of implementing European standards in the field of professional training of management staff, which will improve the quality of work of the National Police of Ukraine as a whole.

Key words: police management, standards, international cooperation, foreign experience, professional training, administrative and legal support, European integration policy.

УПРОВАДЖЕННЯ СТАНДАРТІВ ПРОФЕСІЙНОЇ ПІДГОТОВКИ УПРАВЛІНСЬКИХ КАДРІВ НАЦІОНАЛЬНОЇ ПОЛІЦІЇ УКРАЇНИ НА ОСНОВІ АНАЛІЗУ ДІЯЛЬНОСТІ ПОЛІЦІЇ КРАЇН ЄС

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Анотація. Метою статті є дослідження сутності й актуальних питань упровадження стандартів професійної підготовки управлінських кадрів Національної поліції України на основі аналізу діяльності поліції країн ЄС. У роботі використано загальнонаукові та спеціально-наукові методи пізнання, конкретне поєднання яких зумовлене метою та завданнями дослідження. Використання формально-логічного методу дало змогу визначити, уточнити й доповнити окремі поняття, категорії, упорядкувати понятійно-категоріальний апарат. Застосовано також методи формальної логіки, зокрема аналізу й синтезу, дедукції та індукції, аналогії та узагальнення тощо. Наукова новизна статті полягає в тому, що в ній здійснено дослідження стандартів країн ЄС у сфері професійної підготовки управлінських кадрів поліції на сучасному етапі державно-правового розвитку, а також виокремлено актуальні проблеми в цій сфері. Упровадження стандартів у сфері професійної підготовки управлінських кадрів Національної поліції України є одним із пріоритетних напрямів. Подальші наукові дослідження в цій сфері варто пов'язувати з детальним розробленням окремих проблем адміністративно-правового регулювання в аналізованій сфері. Зокрема, це стосується питання підвищення кваліфікації управлінських кадрів з використанням досвіду країн ЄС. Проблеми постають на сучасному етапі реформи правоохоронного відомства, виникають труднощі застосування досвіду інших держав без здійснення відповідної адаптації, урахування особливостей виконання поліцією службових завдань, що актуалізує необхідність розроблення дієвого механізму впровадження стандартів у роботі поліції країн ЄС. У роботі сформувано висновки щодо можливості впровадження Європейських стандартів у сфері професійної підготовки управлінських кадрів, що дасть змогу покращити якість роботи Національної поліції України загалом.

Ключові слова: управлінські кадри поліції, стандарти, міжнародне співробітництво, зарубіжний досвід, професійна підготовка, адміністративно-правове забезпечення, євроінтеграційна політика.

Introduction. Ukraine's integration into the world community requires our state to increase its international prestige, create a positive image, which requires intensification of information activities of law enforcement agencies.

Modern society always demands from police officers a high cultural level, education, ability to self-education and self-improvement, the ability to apply their knowledge in various areas of law enforcement, which objectively requires a rethinking of the existing system of police training (Koristin, 2016). Therefore, it is correct to conclude that professionalism, proper training of management staff can be recognized as the main, dominant factor in ensuring the safety of life of police officers and the public. Conceptual bases for reforming law enforcement agencies as a component of the law enforcement system and the security and defense sector of Ukraine, 2015).

Various issues related to the study of standards of professional training of management personnel of the National Police of Ukraine, in their works explored: S.D. Гусаєв, О.М. Bandurka, I.V. Zozulya, O.V. Copan, R.A. Kalyuzhny, Yu.F. Kravchenko, O.V. Kuzmenko, D.P. Каляянов, Г.О. Ponomarenko and others.

Noting the significant contribution of these scientists to the development of science, it can be noted that for a short period of existence of the National Police of Ukraine professional training of managers requires the search for new standards and approaches, so there are opportunities for further use of foreign experience. The experience of the EU countries has enough positive examples, the skillful use of which can adapt the administrative and legal mechanism of professional training of management personnel of the National Police of Ukraine. The separation of unexplored aspects of the general problem determines the relevance of the article and the need to study the standards of professional training of police officers in the EU in the activities of the National Police of Ukraine.

Main part. The purpose of the article is to study the essence and current issues of implementation of EU standards for police training as a condition for improving the administrative and legal support of professional training of management of the National Police of Ukraine, bringing their training systems and service to modern European standards. state in modern conditions.

Education in higher education institutions of the Ministry of Internal Affairs of Ukraine has always been an important and integral part of professional training of managers and the process of its formation and development took place in imperfect conditions of state building in independent Ukraine. The issue of lack of financial resources, periodic disregard for social security of employees, lack of proper logistics and standardized working conditions has caused a significant outflow of highly qualified employees in other areas of legal activity.

Examining the issue of improving the professional training of management personnel for the National Police of Ukraine, we can confidently say about the dualism of the respective transformations. Thus, the prospects for the development of professional training of management staff depend on two factors: first, on the development of higher education in Ukraine, and secondly on the trends of approximation of the National Police of Ukraine to European standards.

The Ministry of Education and Science of Ukraine continues to update the standards of higher education. At the beginning of the new school year, another 50 new competency standards for higher education have been approved.

A total of 291 standards out of 354 planned have been developed. 111 out of 112 required for the Bachelor's degree, 111 out of 121 for the Master's degree and only 69 out of 121 for the Doctor of Philosophy, respectively. Standards are the basis for the development of an educational program by an institution or research institution, which provides educational components for the free choice of students and should include:

- Requirements for persons who can start training;
- List of educational components and their logical sequence;
- The total amount of study load and expected learning outcomes of students (MON, 2020).

Each of the developed EU countries has its own system of professional training of managers, due to the individual history of development and the specifics of the police structure.

On June 14, 1994, Ukraine, as a potential candidate for EU membership, officially declared its desire to become a full participant in the integration process after the signing of the EU-Ukraine Partnership and Cooperation Agreement, which stated that the priority areas for cooperation were strengthening stability and security. Europe, adherence to the principles of democracy and the promotion of human rights (Order of the Cabinet of Ministers of Ukraine, 2006).

An integral part of the regular political dialogue between Ukraine and the EU is the adoption of best practices and police organization of EU countries that have achieved high performance in management training, the main feature of which is close international cooperation and cooperation which resulted in an integrated training system. Law enforcement agencies on the basis of common European standards of education in law enforcement. Interstate cooperation in law enforcement is carried out in the form of interstate regulations, such as the “Agreement on the Unified Education of Candidates for Higher Bodies of the EU Police Executive Service”, the “Agreement on the EU Police Academy” and other international agreements.

In our opinion, the accumulation and processing of information by Ukrainian scientists will make it possible in the future to implement the standards of the EU police in the functioning of the National Police of Ukraine.

The management training system for the National Police of Ukraine contains many outdated rules, in connection with which on October 30, 2019 the deputies of Ukraine submitted a bill №2349 on amendments to the Law of Ukraine “On the National Police” to improve higher education institutions with specific training conditions. According to the authors of the bill, currently in the legislation governing the activities of the National Police of Ukraine, there are certain regulatory gaps that require urgent optimization of the provisions of the current law of Ukraine (Draft Law on Amendments to the Law of Ukraine “On the National Police” on Improving the Activities of Higher Education Institutions with Specific Training Conditions”, 2019).

To solve this goal it is necessary to solve the following tasks:

- introduction of the state standard of management training;
- development of the departmental system of education and training, which meets the professional needs and forms common values for the staff of the Ministry of Internal Affairs;
- development of mechanisms to ensure transparency of personnel selection and career growth;
- development and implementation of programs of continuous professional development of staff;
- encouraging managers at all levels to use new management practices;
- the lack of an effective IT management system in the system of the Ministry of Internal Affairs and the need to implement modern analytical and management solutions;
- introduction of best management practices in the bodies of the system of the Ministry of Internal Affairs and support of pilot projects;
- application of modern analytical solutions (methods) in management activities and digitalization of work processes in the system of the Ministry of Internal Affairs.

The National Academy of the Interior is confidently moving towards the implementation of EU policing standards. The development of international cooperation has always been and remains one of the most important activities of the NAVS, aimed at exchanging best practices in the field of training of police officers and its implementation in the educational process.

International standards for the training of police personnel in the field of human rights have already been reflected in many international instruments, such as: Code of Conduct for Law Enforcement Officials, Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, Police Declaration, European Police Code ethics. Professional standards are constantly being discussed and developed. In our opinion, when developing common standards, it is necessary to take into account the historically formed traditions of the organization of police services and the system of police training, the peculiarities of the economic and social situation in each country. If these points are not taken into account, there is a possibility of turning the standards into a fictitious declaration, which will not be applicable in practice. Standards must be designed to be applicable to any national system of management training and at the same time meet the standards of a democratic state, the role of the police in a democratic society, and human rights standards enshrined in international agreements. At the same time, the development of standards should avoid the widest possible wording, in which they could be interpreted at will, contrary to the principles and freedoms of a democratic state. The text of the provisions concerning the standardization of police training must be clear in any national legal system.

The main document adopted by the UN General Assembly on the observance of human rights in policing is the Code of Conduct for Law Enforcement Officials (hereinafter – the Code). By adopting this document on December 17, 1979, the UN General Assembly recommended that governments consider its use in national law or practice as a set

of principles to be followed by law enforcement officials. The Code consists of eight articles, which contain provisions on the need for conscientious and professional performance of their duties by officials called upon to maintain law and order, respect and protect human rights, protect the health of detainees, and prohibit torture and corruption. can be used only in case of urgent need. Despite the fact that the Code does not contain special articles on the professional training of managerial staff, it influences the formation of general moral standards for their training (Committee of Ministers to member states of the Council of Europe "On the European Code of Police Ethics", 2001).

International legal standards of conduct for law enforcement officers are of paramount importance for the professional selection of police officers (along with training). European Code of Police Ethics in accordance with Art. Article 15b of the Statute of the Council of Europe stipulates that the police must act in such a way that their employees are respected by the public precisely as professionals entrusted with enforcing the law (Committee of Ministers to member states of the Council of Europe "On the European Code of Police Ethics", 2001).

Speaking about the continuity of the pedagogical process of moral education of police executives and its inclusion in all aspects of teaching various disciplines in the police school, it is worth mentioning a number of significant features of moral education in the educational process and maintaining its continuity, which should be remembered teachers. These are the following features:

a) the first lesson requires the presence of the director of the academy, who will draw students' attention primarily to the ethical side of the police profession and present the education of high moral qualities of police officers as a priority of the academy or college;

b) in order to eliminate the deviant behavior of police officers in the future, to increase their moral and psychological level, during the training period it is necessary to make ethics training not just formal, but effective and serious, so that honesty and high morals become for them in the future main priorities of the work of police departments, the heads of which they will become;

c) it is necessary that graduates of police academies and colleges constantly and continuously strengthen morale in police stations, so that moral education of subordinates conducted by graduates of police colleges is a necessary element of a healthy moral and psychological environment in each police department and maintain a positive attitude of police officers and satisfaction. their work;

d) the task of teachers of police universities – to convey to cadets and students, understanding of the fact that it is senior police officers create an "organizational culture" of the entire police department in which they have to work;

e) In order for the police organization to have an ethical perspective, it is necessary that future leaders take care of the presence of an ethical component in the policy of the police organization, all its procedures, training, control and evaluation system.

When talking about the ethical perspective, we need to keep in mind both the general and specific ethical perspective: the first is that ethical principles should be applied to all staff of the organization, regardless of the rank of police officer, at any level of his competence, the second provides, it is necessary to remember that for each position and rank of police officers there are specific ethical requirements which should be higher for police executives.

Teaching ethics should not be chaotic, fragmentary, but systematic. A well-thought-out system of moral education at all levels of education and professional activity of law enforcement officers and, first of all, police executives is a priority of every police school and every police department. Heads of higher education institutions of the Ministry of Internal Affairs should consider ethical training as a part of work with staff and, accordingly, give this work a more important and serious status. If the teaching of ethics in the Ministry of Internal Affairs is not a priority, then the officers in a veiled form are given insufficient respect for this subject and its teachers. That is why, when teaching any discipline, teachers need, as already noted, to consider each topic from an ethical perspective and use the most effective techniques and methods available to them (Kalayanov, 2010).

According to Thomas Feltes, professor and director of the University of Applied Police Sciences in Willingen-Schwenningen (Germany), training should include the following stages: basic training, advanced training, management training. Future managers who are training for future work in the police should be included in the training system. They should liaise with police schools. Training should be continued while working in the police (Felytes, 2000).

During the long period of cooperation, the Academy has held a number of international events with the assistance of the EU Advisory Mission to Ukraine, the Council of Europe Office, the UN Office in Ukraine, the International Committee of the Red Cross in Ukraine, the NATO Office in Ukraine, the OSCE, the Hans Seidel Foundation in Ukraine and the Friedrich Foundation. Ebert, diplomatic missions of foreign states in Ukraine and other international organizations.

Every year, the circle of international partners expands, and partnerships are strengthened and become more friendly.

The scientific novelty of the study is that the article highlighted topical issues of implementation of EU standards in the field of training of police officers in the context of modern realities of administrative and legal development.

Conclusions. Summarizing the above, we can conclude that despite all the differences and approaches in the training of police officers, there is a clear desire for equalization, standardization and coherence of higher police education in terms of integration and cooperation of all areas of national police and international police organizations.

The analysis of police training showed that one of the main directions of development of systems of professional education of police officers is the tendency to their integration.

The experience of EU countries in training and educating police officers can be a guiding factor in terms of reforming the education system of universities of the Ministry of Internal Affairs of Ukraine. Today it requires

constant improvement and development, so it is necessary to work persistently, systematically on mistakes in order to achieve an effective and high-quality result.

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