

Trends in the education of the public safety service officers

Abstract: The most dynamic changes in modern world take place in the domain of public safety. The institution responsible for this field of state safety is public safety service. The essence of its education is improvement in quality of their actions, what results on the level of citizens' safety. The necessary element of public safety service efficiency growth on domestic and international level is appropriate preparation to execute duties, which contain training and professional perfection. We should remember that recent attitude to problems of public safety service officers' education ought to be characterized with rather dynamic approach, more appropriate to the scale of recent tasks and threats. Public safety service officers' education process in Poland is on research, which objective is to find optimal solutions. This research is followed by effective education experiences used outside the service mentioned, most frequently in large organizations and specialized training centers and colleges.

Keywords: education for safety, new models of police modular training, training of police officers

Recently, within widely interpreted state safety, there is no such dynamically and rapidly metamorphosing area as the public safety. Hence, this is one of the main subjects raised by politicians, public administration representatives and citizens in 21st century.

Nowadays, especially important problem is broadly implied safety on international, national and local level. For this reason, education has become one of the very important issues, whose subject matters include the knowledge of the state safety as well as execution of the objectives related to modern civilization and military threats. They require recognition to form rational human behavior¹. Hence, its two aspects - cognitive and practical - have become vital.

Increasing sense of danger caused by the growth in crime rate, mafia and terrorist organizations development, scenes of violence shown in the media as well as aggression in human behavior, catastrophes and technical failures force us to look for the solution eliminating or limiting these negative phenomena. In spite of broad interest in interior security, no homogenous organized conceptual system in wider scale has been created. Depending on the author's intentions, such systems represent broader or narrower cognition of the issues, not giving the possibility to define their scopes².

The responsibility for safety of the state lies on many entities. It can be ascribed to public institutions, organizations and associations. Some part of this responsibility also depends on the society – the citizens of our country, functioning in various groups, communities and institutions. The most important, though, state entity responsible for the safety, to cast the light on recent threats, is public safety service. Public safety maintenance is inseparably connected with the rise of the public authorities³. In a legislative process, its usage, even in legal literature, the concepts of safety and public order are put together. They are obviously very similar, in many cases their essence overlap, they are hard to make precise distinction and often equivocal.

¹ KUNIKOWSKI J. *Wiedza i edukacja dla bezpieczeństwa*, Warszawa : Fundacja Rozwoju Edukacji Europejskiej 2002, p. 15.

² *Bezpieczeństwo to wspólna sprawa. Ochrona bezpieczeństwa publicznego – rozwiązania systemowe w skali kraju i regionu*, (Red.) FIEBIG J., RÓG M., TYBURSKA A., Szczytno : Wyższa Szkoła Policji 2002, p. 3.

³ WIDACKI J., *Ustrój i organizacja Policji w Polsce oraz jej funkcje i zadania w ochronie bezpieczeństwa i porządku (Reforma Policji – część I)*, Warszawa-Kraków: Instytut Spraw Publicznych 1998, URA E., *Prawne zagadnienia bezpieczeństwa państwa*, Rzeszów: KAW 1988, p. 43.

Recently the threat to public safety is posed by such factors as⁴ high unemployment, economical stratification of the society, external migration growth, weakened social ties, the sense of large social groups marginalization, lack of control in access to fire-arm, inefficient tax policy, often changed and imperfect law, low efficiency of the programs related to counteract social pathologies (including struggle with criminality) and religious, nationalistic and political fanaticism.

Dangers to public safety can be divided into those related especially to terrorist group activity, bribery, as well as economic, drug, organized and border criminality⁵. One of the basic domains of functioning of the public safety service is education. Recently it is not possible to use the public safety service in its full potential without enhancement of qualification of its officers. Great role of the education arises from the need of cooperation of many, often independent, entities. To realize effectively venture based on the voluntary and mutual cooperation of many entities, there has to be created its common basis. Such area of agreement can be reached only during education process, aimed to exchange and unify opinions on assurance of the mutual good -the safety. It is related to the individualization of the approach to every employee. One of the ways of enhancement of qualifications is training and perfecting the staff's skills.

Training and perfection (staff development) should be understood as the process of supplementing the employee's knowledge, necessary to execute properly current objectives required on particular position and creating the possibility to gain additional knowledge, skills and competence development considering promotion, alteration or organizational changes. It is useful in broadening staff's horizons and build up character features, which favor innovation and enterprise, as well as meet the need of self-realization⁶. It should be noticed that traditional training is treated narrow – as preparation, most often executive workers to fulfill particular objectives. Hence, training is frequently treated as systematic development of knowledge, skills and attitudes towards being equal to the task while holding particular office⁷. If training is defined modernly, to meet the requirements of modern organization it is defined as set of intentional and systematic activities of the organization, directed on broadening and extension of the particular elements of the working potential and supplying it in new elements, helping in satisfying actual and future needs of the organization⁸.

Taking into consideration the concept of continuous education and one's responsibility for self-development, training should be treated as the process of building up various professional qualifications, which are gained during studying school forms, previous practice and their adjustment to changing demands of a working position⁹. The obvious condition for the organizations to achieve the success is efficient identification of its education needs. It is a task related to setting priorities considering interests of various units, divisions and departments of the organization as a whole. Lots of factors can be identified as persuading the organization to launch the training program. Among them we may distinguish such as:

⁴ ZAJDER M. *Przestępczość w okresie transformacji*, (Red.) BEDNAREK W., PIKULSKI S., *Prawne i administracyjne aspekty bezpieczeństwa osób i porządku publicznego w okresie transformacji ustrojowo-gospodarczej*, Olsztyn: Uniwersytet Warmińsko-Mazurski 2000, p. 232.; JASIŃSKI J., *Spojrzenie na przestępczość w europejskich państwach postkomunistycznych*, „Państwo i Prawo” 1997, nr 8 (618), p. 42.

⁵ *Bezpieczeństwo wewnętrzne RP w ujęciu systemowym i zadań administracji publicznej*, (Red.) WIŚNIEWSKI B., ZALEWSKI S. Bielsko-Biała : Wyższa Szkoła Administracji 2007, p. 49.

⁶ KOSTERA M. *Zarządzanie personelem*, Warszawa : Polskie Wydawnictwo Ekonomiczne 1997, p. 109.

⁷ ANDRZEJCZAK A. *Od szkolenia do organizacyjnego uczenia się*, In *Zarządzanie zasobami ludzkimi w warunkach nowej gospodarki*, (Red.) WIŚNIEWSKI Z., POCZTOWSKI A., Kraków : Oficyna Ekonomiczna 2004, p. 174.

⁸ POCZTOWSKI A. *Zarządzanie zasobami ludzkimi. Zarys problematyki i metod*, Kraków : Akademia Ekonomiczna 1998, p. 225.

⁹ ANDRZEJCZAK A. *Zarządzanie zasobami ludzkimi*, Poznań : Wielkopolska Szkoła Biznesu 1998, p. 236.

problems with accomplishment of goals, introducing new technologies, client's complaints and demands, introducing new products to the market or qualifications shortage¹⁰.

The objective of such identification is to look at education from state safety's point of view. Country is constituted by its citizens, who are its most important entity. Hence, it is advisable that state and its administrative structures should look after citizen's safety. One of the symptoms of taking care of the society is preparing the society to cope with critical situations¹¹.

State safety officers' education process composes of elements used in large organizations¹², such as:

- learning in practice,
- continuous education,
- including education into organization's structure and operation activity,
- teams and groups training,
- recognition of education as important strategic instrument,
- constructing programs according to the needs, not to the offers,
- hiring highly-professional teachers.

The element supporting the education of state safety officers is professional training, which is to enhance their qualifications, stand for the basis of their knowledge and be the source of new skills. It is used to create initiatives, innovations, enterprise, cognition of company's culture, identifying with the organization, and propagate responsibility for their own actions as well as their co-workers'.

Training and skill perfection are settled on educating state safety officers about the issues of public safety¹³. For this reason, training can be described as help for the workers in education process. It is also treated as:

- planned organization's activity, which is to enable workers to gain knowledge and skills related to their recent and future job and form their attitudes.
- support of education process, designed for workers development and increase in personal effectiveness;
- systematic actions for recent and further needs of organization and workers¹⁴.

The public safety service officers' education process is on research. Its result, made by the officers, methodologists and didactic staff, including comments and conclusions of colleges and universities, show that the most efficient method of building education processes is module way, taking into consideration required professional skills and theoretical knowledge. In this context it is important that an officer should gain the instruments to execute tasks of his profession. During the research real education need are diagnosed and, on this basis, the separation of tasks is made and appropriate module units are ascribed to them. In every unit work analysis and description of the workers' objectives results in characterizing

¹⁰ RYBAK M. *Rola kształcenia i doskonalenia pracowników w rozwoju potencjału pracy*, In *Instrumentarium zarządzania zasobami ludzkimi*, (Red.) MAKOWSKI K., Warszawa : Szkoła Główna Handlowa 2002, p. 369.

¹¹ PRONKO J., WIŚNIEWSKI B., WOJTUSZEK T. *Kryzys i Zarządzanie*, Bielsko-Biała : Wyższa Szkoła Administracji 2007, p. 169.

¹² PENC J. *Sztuka skutecznego zarządzania. Kierowanie firmą z myślą o jutrze i procesach integracji z Unią Europejską*, Kraków : Oficyna Ekonomiczna 2005, p. 209.

¹³ LETKIEWICZ A. *System szkolenia i doskonalenia zawodowego*, In *Współczesny wymiar funkcjonowania Policji*, (Red.) WIŚNIEWSKI B., PIĄTEK Z., Warszawa : Akademia Obrony Narodowej 2010, p. 34.

¹⁴ *Zarządzanie zasobami ludzkimi w warunkach nowej gospodarki*, (Red.) WIŚNIEWSKI Z., POCHTOWSKI A., Kraków: Wolters Kluwer Polska 2004, p. 179.

operational objectives of every training and professional perfection of the officers. The choice of materials followed the set of objectives, referring directly to the requirements of the position and professional competence. Each module unit comprises of smaller self-reliant part of materials usually meeting the requirement of particular professional goals and has full didactic facilities. Methodological help to specified parts of the program shed light on learning in practice and shaping particular professional skills¹⁵.

The supplement of such organized training is also participation in training of the institutions cooperating with the public safety service and the same service's educational activity for the society¹⁶. The aim of taking part in the training organized by such cooperating institutions is:

- preparation to the execution of common objectives,
- increase in action efficiency,
- verification of the established solutions in domain of cooperation.

Such training includes theoretical and practical part, which are the basic form of defense training. It consists in organizing meetings, conferences, classes, giving information considering goals of public safety service. The first-plan objective of education process led by public safety service for the good of the society is mainly preparation of the society to counteract the situations endangering citizens' safety. It is believed that the most effective way of planning public safety service officers' education process is annual cycle.

The very basis of such planning should be:

- identification of the danger,
- estimation of officers' knowledge,
- last year training results,¹⁷
- executives' decisions,
- possibility of cooperation with specialized training centers, colleges and universities,
- material conditions of the training process.

It should be noticed that because of the public safety service's characteristic its education should contain mainly the executives, especially leadership and management skills. Hence, education process of the executives should take place in colleges and universities with sufficient background, including highly-qualified didactic staff. The cooperation between colleges and public safety service should be regular. Simultaneously, colleges should answer the needs of this service. This cooperation should be continuously estimated, with use of surveys and interviews.

Recently more often than it took place before voices appealing to reform public safety service officers' education training are heard. It is thought that the ability to introduce reforms is the evidence that organizations is able to adapt to continuous and rapid changes in environment. Only organizations with flexible internal structures and management succeed. That is why public safety service cannot be resistant to changes, because the cause of the reform is to improve the institution and help it achieve higher level. At the same time, the change should not be a goal itself. What is more, it should be remembered that introduction of the changes requires particularly legible way of their incorporation and giving the reason of

¹⁵ LETKIEWICZ A. *System szkolenia i doskonalenia ...*, p. 35.

¹⁶ WIŚNIEWSKI B., PRONKO J. *Edukacja dla bezpieczeństwa*, „Biuletyn Centralnego Ośrodka Szkolenia Straży Granicznej” Koszalin 2004, nr 3.

¹⁷ Note: Graduates of the course for police officers receive the certificate based on their achievements .

their presence. Though, it is not possible without engaging interested officers into the process, because identification with the change results in treating it as positive¹⁸.

During public safety service's education process organization international aspects should be included. Due to the globalization of free flow of people, services and products there arises a problem of international criminality, which requires taking actions also in training field, responsible for preparing policemen to fight with the criminality with simultaneous usage of international cooperation mechanisms. Such state enables officers of cooperating countries acquaintance with the standards and procedures and gives the opportunity to exchange experiences, what results in citizens' safety improvement¹⁹. During planning of the public safety service's officers education process following elements should be included:

- promotion of education in every possible situation,
- passing on the responsibility for the education to the lowest organization level,
- fighting against the resistance during introducing necessary changes in education programs,
- avoiding routine,
- link between education programs and the effects of recent activity and results of the control made by superiors.

Conclusions

To sum up, public safety service officer's education is a part of education system for the state safety. It takes place in many specialized training centers, including colleges doing research on the problems of safety²⁰. Recent threats, as well as great danger to life and health during the fight with them, require the need of including the set of specific elements, such as using specialized equipment, shooting, specific tactics and team leadership. Sufficient preparation of the people to execute their objectives requires usage of non-standard training methods, chosen in such way that allows coping with the danger²¹. Not only is education activity important, but also political and social aspects are important, giving the evidence that the state is the good of all citizens. The axis of these procedures should be forming the best possible conditions for executing the very basic right of state existence – securing safety of its citizens and people living on its territory as well as creating conditions to realize their own interests and aspirations. Such attitude enables precise location of the domain, where citizens' common interests are relatively convergent and it is safety, where it is present. The best, insofar, guarantee of safety is community called the state, which, changeable in form, remains safety's most effective defender²². Simultaneously it should be mentioned that the quality of executing goals in securing safety by the state depends on the competences of all people responsible for public safety. We should remember that recent attitude to problems of public safety service officers' education ought to be characterized with rather dynamic approach, more appropriate to the scale of recent tasks and threats.

¹⁸ SOCHA R., GUŁA P. *Szkolenie obronne Policji. Doświadczenie i wnioski*, „Biuletyn Informacyjny TWO” Bydgoszcz: Towarzystwo Wiedzy Obronnej 2009, nr 1/51, p. 52.

¹⁹ SOCHA R. *Międzynarodowe aspekty doskonalenia zawodowego Policji*, (not yet published).

²⁰ KORZECKI K. *Struktura i funkcjonowanie podsystemu edukacji kadr kierowniczych administracji państwowej i samorządowej*, [In:] *współczesne zagadnienia edukacji dla bezpieczeństwa*, (Red.) STĘPIEŃ R., Warszawa: Akademia Obrony Narodowej 1999, p. 16l.

²¹ JAŁOSZYŃSKI K. *Wybrane problemy szkolenia sił przeciwdywersyjnych*, [In:] *Właściwości dywersji i jej zwalczania*, (Red.) JAKUBCZAK R., WIŚNIEWSKI B. Warszawa : Akademia Obrony Narodowej 2007, p. 83.

²² *Bezpieczeństwo wewnętrzne...*, p. 118.

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Resumé

Článok predstavuje nové trendy vo výcviku dôstojníkov polície, ktorý sa uskutočňuje v Poľsku a je súčasťou vzdelávacieho systému pre policajných dôstojníkov. Prezentované v rôznych fázach výstavby konkrétnych modulov školenia, ktoré pozostávajú z menších samostatných častí. Sú v ňom opísané jednotlivé prvky z ktorých sa skladá proces vzdelávania v rámci odbornej prípravy polície. Príspevok prezentuje realizácie vybraných foriem výučby.

dr hab. Bernard Wiśniewski
Higher Police School in Szczytno,
Poland
mob. (+48) 793783111

Recenzent: PhDr. Magdaléna Ondicová, PhD.