

How to Develop a Professional Police Officer?

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Abstract

Police officers must be professional in order to do their tasks professionally. Professional police officer manages to deputize for public interest without damaging his/her own inner interests and to seek purposely for common wellbeing. Policemen also feel the responsibility because they do not offend against legal norms, regulating their activity. Overall, more highly educated policemen rated themselves higher in their responsibility to deal with criticism, change, workload, and stress. The article strives to disclose the higher police education at the Faculty of Public Security Mykolas Romeris University in Lithuania. Higher education can best assist police, in their great social work, by working with them to design, develop, deliver and evaluate full-fledged philosophies of police education. In management education in particular, this relies on the development, or at least the articulation, of normative and interrelated models of society and its police, and on the identification of empirically justifiable dispositions for practice and methods for teaching.

Keywords: policeman, professionalism, responsibility.

1. Introduction

Policeman in their job constantly meet the situations that require for determinate communication independent from believes, but dictated by the present social role. Good intentions and will are not enough in professional activity, and a special knowledge is also needed. However, police officer, fulfilling the responsibilities, must be able to reconcile sometimes partially incompatible legality and justice, also state purposes with public interests². Education of police officers is very important in a modern, quickly changing society because relations in society get sophisticated, technology level increases and requirements for professionals, whose decisions directly influence welfare of both society and individual people, are growing³. Psychological and physical strain rises every day and relationship gets complicated.

Besides the law regulating relations in the society, active intervention of mediators is needed. Professional policeman in today's society must have very important features such as high level of responsibility. Therefore trainings of police officers and ethical police characteristics face huge challenges⁴. According to democracy principles it is necessary that a person would know moral norms and rules as well as could apply them in everyday life, would solve problems and conflicts in debates and moral discourse. It was proven in researches that the lack of moral competence might have negative influence on person's life and even aggravate learning. Learning gets easier, and positive influence of people relationship is observed after development of moral competence.

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² Nefas, S. & Smalskys, V. (2008). Physical Safety of People as the Common Function of the Police and Local Community / Journal of Comparative Politics. Vol 1, No. 1, p. 82-92.

³ Stam, J.G., Grotendorst, A., Prinks, A.B. & Peeters, M.H. (2007). New Look, Reforms in Police Training. Police Education and Training in a Global Society. Lanham: Lexington Books.

⁴ Chapell, A. (2008). Police Academy Training: Comparing across curricula / Policing: An International Journal of Police Strategies and Management. Vol 31, No 1, p. 36-56.

The main purpose is to raise such police officer who would be professional, competent and responsible in all purviews of the activity following general human and professional values. Thereof a question arises about studies' program and its implementation where responsibility of future police officers is formed. Irrespective of continually changing political, social or economic conditions, police officer must remain competent, professional and responsible, constantly improve on his/her theoretical, practical and professional skills and knowledge⁵. Responsibility appears from duty to respect and defend human honor and dignity, support and protect rights and the main liberties of all people. Legal order as an attribute of civilized society is a social value. Police institution is established to protect public interest in the ranges significant for security of the state and society. Obviously it is necessary to define professionalism and responsibility of policeman.

The aim of work: to define same aspects of education professionalism and responsibility in policeman and to estimate what the public expect from the police?

The following methods were applied in the research: analysis of scientific literature and documents, content analysis.

2. Policeman Professionalism and Responsibility in Public life Analysis

One of the aims of the Government of the Republic of Lithuania is the strengthening of the state governance and municipality, ensuring public order, improving the operation of legal system, seeking to temper corruption. This priority has a great influence on police activities, since police is one of the main institutions providing security of society and public order in the country. Lithuania, after becoming the member state of the Europe Union, is induced to follow recommendations of the Europe Union institutions when choosing optimal directions of policemen preparation and qualification rise and participating in education of European policemen's⁶.

Therefore today's challenge is the development of cooperation of police and society in public safety problems, modernization and rationalization of police departments work, the improvement of planning, organization and coordination of activities with social partners, the creation of effective police work control, the enforcement of optimal distribution of police activities, police agencies and officers competence and responsibility in accordance with principles of subsidiary, good administration, proportionality, legal expectations, transparency, social partnership, and the involvement in joint Europe Union crime control, prevention and cooperation system⁷.

The main goal of police in the Republic of Lithuania is serving the people and ensuring the safe living of residents, seeking to be the active guarantors of people's safety and not only the registrars of criminal facts. Police is one of the biggest public institutions constantly maintaining the contact with residents and working for the sake of whole society. This confers an exceptional position on it in the state. Police takes the most important role in the state governance due to versatile activities related to all areas of social life. In any country of the world, police together with state's armed forces and security agencies is the support of government authority, which cannot be separated from state mechanism. Police maintains public order, fights and prevents the crime.

Its activities are related to law observance but at the same time police, as a public institution, is under the influence of various political forces, on which depends the leverages of state governance. Policeman is voluntarily committed public officer who has assumed extraordinary and complex obligations for society demanding for special knowledge or preparation.

⁵Faull, J. (2009). Security in Europe-objective, initiatives and measures of the European Union. / *The New Police in Europe. The Professional Journal for Further Education and Training.* Vol 1, No 1, pp. 3–5.

⁶Janusauskas, A. (2012). After the Bologna process: new developments in University education of police officers. *Public security and public order: scientific articles (7)* Kaunas:MRU. Vol 7, p. 103-111.

⁷Marenin, O. (2004). Police training for democracy. *Police Practice and Research.* Vol 5, No 2, pp. 107-123.

Voluntariness of police officer, his/her competence based on professionalism and knowledge of equal evaluation of public and private interest is that “conciliatory” aspect of police officer with society and all subjects legally seeking for self-benefits⁸. Policeman assists other person by realizing his duties, authority and rights, and helps others to implement their rights and needs. Appropriate competence must be obtained for this.

Responsibility as a legal status element of a subject is a juridical guarantee that appropriate institution or official will perform its tasks, functions and duties properly and on time. On this approach responsibility can be interpreted as a realization stimulant of specific authoritative commitments. This legal status element of institution means that it is needed to account for work results to superior institution. When speaking about the responsibility of policeman we think about personified responsibility subject whom various types of legal liabilities can be applied. It should be noted that consequences of application of institution and officer responsibilities are different. Responsibility of policeman’s uncovers exceptionality of statutory servant status.

Supreme Administrative Court of Lithuania has stated that the nature of statutory intercourses determines the special significance of discipline and disciplinary responsibility in interior institutions and their particularity raises higher requirements for police officers of interior institutions. Ensuring the appropriate discipline is the safeguard of home affairs institutions effectiveness. Legal responsibility is a lawfully controlled duty to answer for one’s actions and to evaluate them; this duty is stipulated by responsibility against the law; frequently legal liability is reminded to a person by a fair, that in case of guilt he/she would be punished by law. The purpose of legal responsibility is stimulating, maintaining positive changes of social intercourses and from this point of view it is ratable as a measure of internal administration autonomy of institutions and social engineering. Legal responsibility is impossible without the definition of public policy implementation. Another group of models of implementation assessment is oriented towards analysis of activity processes and is based on policeman confidence giving prominence to individual responsibility of persons.

Policeman’s must be personally responsible for this, and therefore autonomy of policeman’s is very important or otherwise they cannot act flexibly for the justice, purposefully use their professional skills and decide what measures should be used for enforcement of aims and goals, i.e. policeman’s cannot adjust to the requirements of the environment. Policemen first of all must feel responsibility for all acts offending against the law and that could be made while discharging the duties. This sense of responsibility should help to define the limits of police officers’ activity: policeman can only perform lawful actions and has no right to go beyond the law. According to A.Laurinavičius⁹ it was determined that legal responsibility obligates policeman’s to discharge their duties and rights properly. It was proven that social environment has influence on frequency of exercising policeman’s rights. Policeman in conflict society are made to use force more often when discharging their duties and therefore additional possibilities for legal responsibility of policeman appears. Responsibility obligates policemen to do their duties and rights properly. Responsibility of police officers shows the oneness of status of statutory officers. It should be noted that police officers having right to use force might mistake when choosing required extent of force and must be brought to administrative or criminal responsibility.

On the subject of policeman’s responsibility in general it should be emphasized that peculiarities of policeman’s activity determine distinctive conception of responsibility. Policeman’s in comparison to staff of other institutions assume additional social obligations but are not exempted from responsibility by law. Besides, quite strict disciplinary responsibility is provided in respect of police officers. Hence disciplinary responsibility is first of all applied in case of infringements of official law. Its peculiarity is the circumstance that it supposes double liability of police officers which cannot be applied on ordinary citizens.

⁸Nedzinskas, E. &Bankaukienė, N. (2009). Training practice – the premise for professionalism of a future officer of law enforcement. Changes in Social and Business Environment: proceedings of the 3rd international conference. Kaunas: Kaunas: Technologija. p. 279-288.

⁹Laurinavičius, A. (2006). Problems of implementation the European convention on human rights in the statutory public administration institutions. Jurisprudencija. Nr. 3(81). p. 47-55.

Police officers while discharging their duties and infringing the law, are brought to official, civil, pecuniary or criminal responsibility according to the nature of infringement. As it was noticed when analyzing liability of police officer as a citizen by Constitution, execution of possibly illegal order or prescript does not exempt from liability. Harm caused to natural or legal person by illegal act of police officer is recompensed by the state following the order established in legal acts. Police officer acting under authority given by laws and other legal acts is not responsible for harm caused when acting pursuant to authority given by laws and other legal acts. One of the main peculiarities of policeman's responsibility is that it is imposed for law-breaking and nonobservance of official discipline when official obligations were not fulfilled or wrongly fulfilled. Policemen can be brought to criminal, civil, pecuniary and disciplinary or official responsibility for above-mentioned matter.

Educator's activity is based on the responsibility for educate, consistently seeking for the set tasks of personality development and choosing optimal education measures¹⁰. Usually people behave under the moral principles that were soaked up and checked by the experience of life. They make decisions independently in one or another situation but it is not correct in the regard of moral choice. Fair behavior is because of fear to be punished for the crime or because of expected award. People behaving morally stick to inner self-control principles. Level of moral consciousness of people imbibing moral code in dominant social environment can be divided into two stages: first, when people orient towards commonly accepted norms of behavior, principles and values created by the society; and second where people knowingly make decisions themselves.

Moral consciousness reaches the highest level of development when behavior will be controllable by highest moral criteria, "golden ethical rules": do not treat other people in the way you would not like to be treated. It might be concluded that a person could be a chemist – theorist contemplating in the highest level of conceptual thinking but at the same time remaining in the lowest level of moral consciousness. Content and methods of education must help educating an active person because activity is one of the main characteristics when raising a responsible society member. Social responsibility reflects cultural values and traditions, and gets different forms in various societies. Individual free of social obligations and responsibility for the community transmutes into a victim of self-nourished individualism. Liberty without any moral breaks always degenerates and turns into chaos and on contrary people realizing the essence and price of freedom seriously perceive responsibility given by freedom. Social responsibility is an accountability for something occurring outside the reach our dwelling or family.

Values change when person inherently matures or various crises befall. Values can also be purposely influenced in education process. Exponents of humanistic and existential psychology maintain that human plenitude depends on personal values depending if they are integrated or imposed. Human maturity is assessed according to values and personal relation with these values. Essential values, realization of life principles and responsibility to himself/herself is characteristic to human. Immature person constantly blames others and environment because of his failures, and often refuses choice and responsibility of decision because such person has not deeply perceived values that could be the base of the decision. Individual is able to center, undertake the task trusting in his/her consistency, stamina and faithfulness. Human being is the one who is able to act not only encouraged by inspiration or passing enthusiasm but also is able to follow reasonable certitudes, might be generous and active and knows the reason of his/her behavior after thinking over and assessing everything.

Finally that is the person who is (and wants to be) responsible for one's and other's lives, in solidarity with others, not evading life challenges, meaning perceiving one's social roots and acting in the society agreeably with possibilities and competencies. Person is able to accept his/her personal unbalance by deferring to them instead of craftily paltering. On the subject of mature person, his/her wholeness, capability to realize the world and him/herself impartially, arrange and change the environment and to take responsibility for one's actions.

¹⁰Paoline, E.A. & Terrill, W. (2007). Police education, experience, and the use of force. *Criminal Justice and Behavior*. Vol 34, No 2, p. 179-196.

Human education mostly depends on personal understanding, wishes and efforts. On the outside it is possible only to help, allow willing person to enter into processes of knowledge and awareness.

Hence social responsibility is attributable to process, constant commitment to society realizing that permission to live in society obligates for certain social duties in pursuance of societal stability and coexistence. Police reaction to the crime always had various forms and depended on customs and law. Therefore ethics and humanism have extremely important role. Even the first contact of policeman and law breakers requires the highest level of tact and discretion. Justice and responsibility are the qualities that should always determine conduct of policeman. Individual delinquencies and faults of every policeman humiliate status of the whole police. Therefore it is essential constantly develop and reinforce professional skills and principles of conduct necessary for policeman's. Currently role of police is changing all over the world. Police authority has huge importance when ensuring conditions in society that people could live and work quietly. High requirements are established for police; its activity is often criticized and therefore it seems almost all the time that police works poorly. Police will be able to gain and retain public sympathy and confidence if police is accessible and comprehensible to every citizen.

Looking from the today's prospect and discussing about police problems from the viewpoint of Lithuania's integration to European processes, it is very important that service of different rank policeman's for the community would be based on humanism principles and systemic approach on public relations administration would be enshrined. The most important police duty is to find out such problems as earlier as possible and to organize all forces, especially official institutions responsible for law enforcement, to prevent events that could have negative aftermaths to people, disturb stability of public relations and conditions of social development.

Professional ethics does not pursue to create detailed codes of professional moral when standardizing specialists' activity and conduct in the field of professional activity. It is important that the main requirements of professional moral would become inner guides of specialist's conduct. Moral requirements of professional activity realized by individual specialist come through as professional conscience, duty, responsibility and honor. These categories express relation of specialist's values with his/her occupation and are elements of his/her moral self-consciousness. Specialist who developed professional conscience, duty and responsibility perceives his activity as the main area of self-expression. Professional activity for such specialist is not a heavy load but the aim and purport of life. Conscience has particular meaning in the activity of every professional. Professional conscience is an inner appraiser and regulator of specialist's conduct. It observes and judges everyone. Sensitive conscience helps avoiding mistakes and faults at work, disallows specialist to become torpid, nominally discharge duties, become reconciled with negligence and unconcern. Professional conscience stimulates activity and creativity of employees, encourage learning from his/her and other's mistakes, raise qualification and seek for professional excellence.

Raised conscience of specialist shows his/her ideological maturity and moral purity. Professional conscience is closely related to a duty. Duty is not an obligation but dictate of conscience. Therefore a conscientious specialist discharges his obligations because of inner necessity and moral need. Professional duty is not an external specification defined for specialist in the field of professional activity but inner subjective relation of specialist with those specifications. Professional duty is the most important moral stimulus for the activity of any professional. Following deep sense of duty doctors, educators, soldiers, policemen and other professionals often dedicate, take risks and accomplish acts of bravery. Professional responsibility is closely related to a duty: execution of duty presupposes responsibility of policemen and responsibility requires discharging the duty. If policemen will not feel professional responsibility, he/she does not discharge the duty. Duty makes person responsible and responsibility obligates.

Thereby in summary it might be stated that professionalism and responsibility of policemen functions in liaison with legal liability which is inner, perceived, experienced as moral sense and perennially existing as the main and permanent liability. It is strengthened when legal sanction is imposed or caused harm is indemnified.

3. Generalization

Professional policeman in today's society must have very important features such as high level of responsibility. Policeman having right to use force might mistake when choosing required extent of force and must be brought to administrative or criminal responsibility. It can be maintained that larger discipline requirements are applied for policeman and this allows ensuring efficiency of statutory institutions. Legal responsibility is a commitment regulated by law to be responsible for one's actions, deeds and to evaluate them; this commitment is stipulated by the responsibility against the law. Police education and training in Lithuania is changing. A particularly strong stimulus in this respect was the integration of higher police education into the system of general education and the incorporation of the latter in implementation of the Bologna Process. There were different perspectives about the professional status of police and if, in fact, police could ever be considered true professionals.

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