

## L A W   E N F O R C E M E N T

# TRANSFORMATION OF THE POLICE HIGH SCHOOL IN SREMSKA KAMENICA INTO A BASIC POLICE TRAINING CENTRE

### Background

The present Police High School in Sremska Kamenica is a major training institution in the Republic of Serbia, with an enrollment of about 1,600 students, ages 14 to 18 who are to become police officers. In line with OSCE recommendations and accepted practices in most European countries, the Ministry of Interior of the Republic of Serbia has decided to freeze enrolment as of the 2006-07 academic year, and to initiate the process to transform the Police High School into a **Basic Police Training Centre (BPTC)**. It is envisaged that approx. 350-400 cadets that have previously completed secondary education be admitted at the BPTC, per year. The transformation includes reform in four areas: **organisation, human resources, curriculum** and the facility's **infrastructure**.

### Actions taken

The OSCE has been involved in the reform of the Police High School in Sremska Kamenica through its advisory role on legislation and strategic solutions, and more directly through fund raising, curriculum design and development of the filed training programme.

On 16 June 2006 the OSCE Mission to Serbia and Montenegro organized Donors' conference to raise funds for the infrastructure development. Estimated costs of the complete refurbishment of PHS facilities are estimated at 2.6 million EUR. The funding is expected to cater for refurbishment of classrooms, dormitories (so as to accommodate both male and female students), practical training fields, equipment etc.

Staff at the current Police High School have successfully completed the OSCE Trainer Development Programme consisting of Trainer Development, Curriculum Design and Training Evaluation courses and are fully competent to deliver new curriculum that conforms the principles of adult learning and student centered methods of teaching.

### Recruitment

Both male and female candidates can apply for Basic Police Training School from all around Serbia. The recruitment process is open for all and participation of minorities is the only way to achieve a police service that represents the ethnic composition of Serbia.

#### *General Requirements:*

- Citizenship of Republic of Serbia
- No dual citizenship
- No previous criminal sentence and no ongoing criminal proceedings
- Between 18 and 25 ages
- Four year secondary school education
- Passing the entry exam in BPTC

### ***Specific Requirements***

- "B" Driving License
- Health, psychological, and physical criteria
- Minimum height of 163 cm for women and 170 for men

The entry exam for the Basic Police Training Center will include below components:

- Medical examination
- Psychological test
- Physical ability test
- Literacy and orthography
- Interview

### **Curriculum**

The OSCE Mission to Serbia and Montenegro is providing assistance to National curriculum developers in their efforts to develop a curriculum that conforms to the principals of adult, experience-based, modular training. The curriculum envisages both student centered learning in the safe environment of the BPTC as well as practical learning in the real environment.

Having gone through first twelve weeks of training at the BPTC the cadets will have an opportunity to exercise gained skills in the real environment by being mentored for the following two weeks with their designated Field Training Officer. Both a cadet and a FTO shall keep a diary of daily activities. The diary is broken down into phases, which are progressive in nature and in line with the curriculum.

The first mentoring phase is followed by eight weeks of student centered training at the BPTC which is again followed by four weeks of field training. Having successfully completed his/her second mentoring stage, a cadet goes through another thirteen weeks of training at the BPTC, then sits for the final exam, which is for those that successfully pass it, followed by twenty six weeks of mentoring in the field. (probationary period).

### **Role of the Field Training Officer**

The role of the Field training officer is a crucial one in the entire process of the cadet's training and his/her gradual integration into the police service. The Field training officer will be responsible for "bridging the gap" between a cadet's knowledge and skills gained and practiced in the safe learning environment of the BPTC and their application in the real environment. S/he will be tasked with following -up on the curricula taught at the Basic police training centre and will have the total responsibility for the cadet's development during the mentoring period.

Field training officers will be selected among first line and mid level managers on the level of the Regional Police Department. They will attend relevant training and eventually will be *offered a competitive salary*.