



ORGANIZATION FOR SECURITY AND CO-OPERATION IN EUROPE

POLICE EDUCATION AND DEVELOPMENT

The OSCE Mission in Kosovo, the third pillar of the UN Interim Administration (UNMIK), is mandated with institution and democracy building and promoting human rights and rule of law. Its Department of Police Education and Development (DPED) is tasked with developing and training a new democratic Kosovo Police Service that will uphold the rule of law and further respect for human rights.

Introduction

The OSCE-run Kosovo Police Service School (KPSS) was established in September 1999 with an aim to create a modern police force that will restore confidence in law enforcement and effectively apply community based policing principles.

The Department of Police Education and Development (DPED) is tasked with developing and providing democratically oriented basic police training for 7,300 (number estimated as needed for effective law enforcement) locally recruited police officers, by December 2005. To date, close to 7,000 officers have graduated from the KPSS.

Recruitment and selection

While the OSCE trains the recruits, UNMIK Police and the Kosovo Police Service (KPS) are fully charged with processing applications for the KPSS. During the selection process, conscious effort is made to recruit men and women from different regions who reflect Kosovo's ethnic and cultural diversity.

All applicants must have completed secondary school (or the equivalent), be of ages 21 to 55, and residents of Kosovo. They must also be in excellent physical condition, have strong moral character, and be tolerant and willing to work with people of different ethnicities. And finally, they must demonstrate a commitment to protecting the human rights of all people.

Applicants that fulfill these criteria undergo a series of medical and psychological examinations, as well as a comprehensive background investigation.



The KPSS has been working over the last five years to create a democratic police service that will uphold rule of law and respect for human rights of every individual.

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Training Programs

Once recruited to the school, applicants go through a number of training programs prior to being deployed with the KPS.

Basic Training Course

Currently, students entering the KPSS undergo 20 weeks of basic police training. The basic curriculum upholds principles of democratic policing and human rights, and covers a wide variety of skills required for policing in a democratic society. These include: patrol duties; crime investigation; gathering forensic evidence; traffic control; defensive tactics; use of force and firearms; first aid; applicable laws; and interviewing techniques. International standards of human rights are interwoven into all core subjects, both in the classroom and in practical field exercises. Classes are taught in English, Albanian and Serbian.

Sixty international OSCE and 105 KPS police instructors, as well as over 200 local staff, including 3 local legal experts, guide the students through their training on daily basis and assist the overall functioning of the school.



Graduating Police Officers take on the responsibility to create and maintain a safe living environment for all the people living in Kosovo.

To begin the training process, the Mission refurbished the Police Academy in Vushtrri/Vučitrn, a facility that can now hold some 650 students and is equipped with up to date teaching tools and training equipment.

Field Training

Those who successfully graduate from the basic training course are required to complete 20 weeks of structured field training with the UNMIK police. The field training focuses on practical application of the coursework and further develops community policing skills. During this training stage, KPSS graduates are deployed with UNMIK and KPS Primary Field Training Officers and KPS Field Training Officers, who function as mentors and evaluate graduates' overall performance.

Upon successful completion of the combined 40 weeks of classroom and field instruction, the new police officers become eligible for certification and independent assignment, and become full fledged KPS staff members.

The OSCE continues to teach the Primary Field Training Officer Course for select groups of UNMIK's international police officers. The KPSS also offers a two-week Field Training Officer (FTO) course for selected KPS officers who began performing their mentoring duties in early 2004. The FTO courses are designed to standardize the instruction program while assisting both KPS and international officers in expanding their capabilities as on-the-job trainers.

Re-certification Training

KPSS also conducts a re-certification training program for all KPS officers. The intent of this training is to regularly verify competency and certify proficiency of KPS officers in specific skill areas. At the minimum, the re-certification involves providing evidence of current proficiency in use of firearms, first aid, self-defense tactics, and drug identification.

Supervisor / Management Training

Furthermore, the KPSS conducts first line, middle management, and senior management/supervision courses for selected KPS officers. After completing a 100-hour first line supervision course, these officers are added to a pool of possible KPS supervisors.

To date, UNMIK promoted many KPS officers who completed this course to the ranks of: Colonel – 5; Lt. Colonel – 13; Major – 9; Captain – 52; Lieutenant – 129; and Sergeant – 702.

Advance / Specialized Training

Since 2001, KPSS offers a four-week Criminal Investigation Course (CIC). To date, over 1000 KPS officers have successfully completed this course.

The KPSS has also begun delivering a four-week Traffic Accident Investigation Course. In addition, a one-week



A broad based training at the KPSS prepares the new police officers for their daunting task. To ensure quality policing, serving officers undergo re-certification training and examination.

Emergency Response Driving course has been developed. These courses will be conducted weekly throughout 2005.

Moreover, DPED has developed a Basic Drivers Theory Course, that was attended by 1767 KPS Officers and 867 Cadets. They all completed it successfully.

Trainer Certification Program

In August 2001, 16 selected KPS instructors graduated from an intensive 12-week Trainer Certification Program that made them the first certified KPS Police Trainers. By the end of 2002, an additional 100 KPS officers were trained and certified as trainers and assigned to core subject areas of the re-certification programme. Over 2003 and 2004, KPSS trained and certified additional 265 trainers who are now assigned to various police training programs.

Currently KPSS has 105 KPS instructors (Kosovo Albanians and Kosovo Serbs), as well as three local legal instructors.

Special Projects

Since its establishment, DPED has worked to assist with ingraining the concept of community based policing. Working with KPS, it developed and implemented number of project in this field.

Following the March 2004 riots, DPED focused its support to projects that strengthen relationship between the police and youth, and increase safety and well-being of local communities. In addition to trainings provided at the KPSS, DPED set up Community Policing Programs in

eight multiethnic municipalities: Dragash/Dragaš; Fushë Kosovë/Kosovo Polje; Gjakovë/Đakovica; Kačanik/Kaçanik; Leposavić/Leposaviq; Novobërdë/Novo Brdo; Rahovec/Orahovac; and Vushtrri/Vučitër.

DPED also organized a multiethnic seminar on Organized Crime. The seminar promoted the idea that the society, as a whole, needs to work to eradicate organized crime. This further supported the application of the community policing concept.

Students / Course Statistics

From 16 October 1999, when the first class of 176 recruits graduated from the KPSS, to 30 October 2004, 29 classes and 6,953 police officers were trained at the KPSS.

Class 30 of 345 cadets is scheduled to complete basic training on 28 May 2005, at which point KPS will have the following ethnic and gender composition:

Ethnic Background Classes 1 – 30		
Kosovo Albanians	Kosovo Serbs	Others*
84%	10%	6%
* Kosovo Roma, Turks, Gorani, Bosniaks, and Muslim Slavs		

Gender Analysis Classes 1 – 30	
Male	Female
84%	15%

Classes	# of Students	Graduation Date
01	176	16 October 1999
02	173	19 February 2000
03	230	22 April 2000
04	215	20 May 2000
05	276	17 June 2000
06	314	15 July 2000
07	312	12 August 2000
08	281	16 September 2000
09	269	14 October 2000
10	292	18 November 2000
11	310	16 December 2000
12	287	3 February 2001
13	260	3 March 2001
14	250	14 April 2001
15	201	13 May 2001
16	260	15 September 2001
17	284	15 January 2002
18	296	30 March 2002
19	285	29 June 2002
20	283	14 September 2002
21	81	14 December 2002
22	253	4 December 2002
23	22	12 April 2003
24	96	12 April 2003
25	195	28 June 2003
26	202	27 September 2003
27	185	12 December 2003
28	328	29 May 2004
29	337	30 October 2004
30	345	28 May 2005

Total: 7,289

NOTE: Some of trained officers have left the service over the last five years. It is expected that the Class 31 will number some 350 students.

Results

The KPS officers patrolling Kosovo have by now outnumbered their UN Civilian Police counterparts and, by all accounts, perform their duties professionally.

While creating a new police service initially required the KPSS to develop and provide an accelerated basic training programme, later on it started focusing on supervision and management, as well as on specialized, and in-service training.

The KPSS also provides training for border police and correctional service officers. Furthermore, in 2005, it will continue to provide extra-curricular training in organized crime, hostage negotiation, special weapons and tactics, and community policing, in cooperation with the OSCE's bilateral partners.



Female candidates are encouraged to apply for the KPSS and ensure gender balance in the service.