

„DANI ARČIBALDA RAJSA“ “ARCHIBALD REISS DAYS”

*Beograd, 10-11. mart 2016.
Belgrade, 10-11 March 2016*

**TEMATSKI ZBORNIK RADOVA
MEĐUNARODNOG ZNAČAJA**

**THEMATIC CONFERENCE PROCEEDINGS
OF INTERNATIONAL SIGNIFICANCE**

**TOM II
VOLUME II**

**KRIMINALISTIČKO-POLICIJSKA AKADEMIJA
Beograd, 2016
ACADEMY OF CRIMINALISTIC AND POLICE STUDIES
Belgrade, 2016**

Publisher

ACADEMY OF CRIMINALISTIC AND POLICE STUDIES
Belgrade, 196 Cara Dušana Street (Zemun)

Editor-in-Chief

DRAGANA KOLARIĆ, PhD
Academy of Criminalistic and Police Studies

Editors

ĐORĐE ĐORĐEVIĆ, PhD, Academy of Criminalistic and Police Studies
MILAN ŽARKOVIĆ, PhD, Academy of Criminalistic and Police Studies
DRAGAN RANDELOVIĆ, PhD, Academy of Criminalistic and Police Studies
BOBAN MILOJKOVIĆ, PhD, Academy of Criminalistic and Police Studies
DANE SUBOŠIĆ, PhD, Academy of Criminalistic and Police Studies
SAŠA MIJALKOVIĆ, PhD, Academy of Criminalistic and Police Studies
OBRAD STEVANOVIĆ, PhD, Academy of Criminalistic and Police Studies
ZORAN ĐURĐEVIĆ, PhD, Academy of Criminalistic and Police Studies
TIJANA ŠURLAN, PhD, Academy of Criminalistic and Police Studies
NIKOLA MILAŠINOVIĆ, PhD, Academy of Criminalistic and Police Studies
DRAGOSLAVA MIĆOVIĆ, PhD, Academy of Criminalistic and Police Studies

Thematic Proceedings Reviewers

Full Professor OLIVIER RIBAUX, PhD
School of Criminal Justice, Faculty of Law, Criminal Justice and Public Administration,
University of Lausanne, Switzerland
Associate Professor GABOR KOVACS, PhD
Faculty of Law Enforcement, National University of Public Service, Hungary
Full Professor JOZEF METENKO, LL.D.
Academy of Police Force in Bratislava, Slovakia
Associate Professor SNEŽANA MOJSOSKA, PhD
Faculty of Security, University "St Kliment Ohridski", Macedonia
Associate Professor GEORGICĂ PANFIL, PhD
"Alexandru Ioan Cuza" Police Academy, Romania

Impression

200 copies

Print

PEKOGRAF, Belgrade

THE CONFERENCE AND THE PUBLISHING OF PROCEEDINGS
WERE SUPPORTED BY THE MINISTRY OF EDUCATION AND SCIENCE
OF THE REPUBLIC OF SERBIA

© 2016 Academy of Criminalistic and Police Studies, Belgrade

ISBN 978-86-7020-357-0
ISBN 978-86-7020-190-3

Izdavač
KRIMINALISTIČKO-POLICIJSKA AKADEMIJA
Beograd, Cara Dušana 196 (Zemun)

Glavni i odgovorni urednik
prof. dr DRAGANA KOLARIĆ
Kriminalističko-policijska akademija

Urednici
prof. dr ĐORĐE ĐORĐEVIĆ, Kriminalističko-policijska akademija
prof. dr MILAN ŽARKOVIĆ, Kriminalističko-policijska akademija
prof. dr DRAGAN RANDELOVIĆ, Kriminalističko-policijska akademija
prof. dr BOBAN MILOJKOVIĆ, Kriminalističko-policijska akademija
prof. dr DANE SUBOŠIĆ, Kriminalističko-policijska akademija
prof. dr SAŠA MIJALKOVIĆ, Kriminalističko-policijska akademija
prof. dr OBRAD STEVANOVIĆ, Kriminalističko-policijska akademija
prof. dr ZORAN ĐURĐEVIĆ, Kriminalističko-policijska akademija
prof. dr TIJANA ŠURLAN, Kriminalističko-policijska akademija
doc. dr NIKOLA MILAŠINOVIĆ, Kriminalističko-policijska akademija
doc. dr DRAGOSLAVA MIČOVIĆ, Kriminalističko-policijska akademija

Recenzenti Zbornika radova
prof. dr OLIVIJE RIBO
Univerzitet u Lozani, Švajcarska
prof. dr GABOR KOVAČ
Policijska akademija, Nacionalni univerzitet za javnu službu, Mađarska
prof. dr JOZEF METENKO
Policijska akademija, Bratislava, Slovačka
prof. dr SNEŽANA MOJSOSKA
Fakultet bezbednosti, Univerzitet "Sv. Kliment Ohridski", Makedonija
prof. dr George Panfil
Policijska akademija "Aleksandru Joan Kuza"

Tiraž
200 primeraka

Štampa
PEKOGRAF, Beograd

ODRŽAVANJE SKUPA I ŠTAMPANJE OVOG ZBORNIKA PODRŽALO JE
MINISTARSTVO PROSVETE, NAUKE I TEHNOLOŠKOG RAZVOJA
REPUBLIKE SRBIJE

© 2016 Kriminalističko-policijska akademija, Beograd

ISBN 978-86-7020-357-0
ISBN 978-86-7020-190-3

**INTERNATIONAL SCIENTIFIC CONFERENCE
“ARCHIBALD REISS DAYS”**

THE HONORARY COMMITTEE

Mladen Bajagić, PhD, Acting Dean of the Academy of Criminalistic and Police Studies, President
Dragana Kolarić, LLD, Acting Vice Dean of the Academy of Criminalistic and Police Studies
Tijana Šurlan, LLD, Acting Vice Dean of the Academy of Criminalistic and Police Studies
Sima Avramović, LLD, Dean of the Faculty of Law, Belgrade
Zoran Stojanović, LLD, Full Professor, Faculty of Law, Belgrade
Ivica Radović, PhD, Dean of the Faculty of Security, Belgrade
Major-General **Goran Zeković**, Spec., Head of the Military Academy, Belgrade
Ambassador **Ljiljana Nikšić**, PhD, Head of the Department for Migration Policy and Diaspora,
Ministry of Foreign Affairs of the Republic of Serbia
Academician **Dragoljub Živojinović**, Serbian Academy of Sciences and Arts
Jovan Ćirić, PhD, Director of the Institute of Comparative Law, Belgrade
Branislav Đorđević, PhD, Director of the Institute of International Politics and Economics, Belgrade
Momčilo Pavlović, PhD, Director of the Institute for Contemporary History, Belgrade

International members

Zvonimir Jovanović, President of the Serbian-Swiss Friendship Association “Dr. Archibald Reiss”
Olivier Ribaux, PhD, Director of the School of Criminal Justice, University of Lausanne, Switzerland
Marcelo Aebi, PhD, Deputy Director of the School of Criminal Justice, University of Lausanne, Switzerland
Barry Lituchy, PhD, University of California, Berkeley, Director of the Jasenovac Research Institute, USA
Wang Shiquan, PhD, President of the National Police University of China
Vladimir Tretyakov, LLD, Chief of the Volgograd Academy of the Russian Internal Affairs Ministry
José García Molina, PhD, Director of the National Police Academy, Ávila, Spain
Major **Knut Thoresen**, Researcher of the „Simon Wiesenthal“ Centre, Norway
Hélène Martini, PhD, Director of the France’s National Police College
and President of the Association of European Police Colleges
Norbert Leitner, PhD, Vice President of the Association of European Police Colleges
and Director of SIAK, Vienna, Austria
Major-General **Valeriy Vyacheslavovich Sereda**, LLD, Rector of the Lviv State University of Internal Affairs, Ukraine
Major-general **Vladimir Bachila**, LLD, Head of the Academy of the Interior Ministry of the Republic of Belarus
Gheorghe Popa, PhD, Rector of the Police Academy “Alexandru Ioan Cuza”, Bucharest, Romania
Simon Carp, PhD, Rector of the Academy “Stefan cel Mare”, Ministry of Interior of the Republic of Moldova
Piotr Bogdalski, LLD, Commandant-Rector of the Police Academy, Szczytno, Poland
Lucia Kurilovská, PhD, Rector of the Academy of Police Force, Bratislava, Slovakia
Jozef Meteňko, PhD, Academy of Police Force, Bratislava, Slovakia
Milorad Kojić, PhD, Centre for the Investigation of War,
War Crimes and the Search for Missing Persons, Republika of Srpska
Duško Pena, MA, Director of the Police College, Republic of Srpska
Mile Šikman, PhD, MoI of the Republic of Srpska
Count Philippe Piccapietra, Honourable President of the the Serbian-Swiss
Friendship Association “Dr. Archibald Reiss”, Switzerland
Nedžad Korajlić, PhD, Dean of the Faculty for Criminal Justice, Criminology and Security Studies,
University of Sarajevo, Bosnia and Herzegovina
Zoltán Rajnai, PhD, Bánki Donát Faculty, Óbuda University, Hungary
Andrej Sotlar, PhD, Dean of the Faculty of Criminal Justice and Security, Ljubljana, University of Maribor, Slovenia
Ivan Toth, PhD, Dean of the University of Applied Sciences Velika Gorica, Croatia
Oliver Bačanović, PhD, Dean of the Faculty of Security, Skopje, Macedonia
Dragan Radonjić, LLD, Dean of the Faculty of Law, Podgorica, Montenegro
Milica Pajović, Dean of the Police Academy, Danilovgrad, Montenegro

THE PROGRAMME COMMITTEE

Đorđe Đorđević, PhD, Academy of Criminalistic and Police Studies, President
Milan Žarković, PhD, Academy of Criminalistic and Police Studies
Dragan Randelović, PhD, Academy of Criminalistic and Police Studies
Boban Milojković, PhD, Academy of Criminalistic and Police Studies
Dane Subošić, PhD, Academy of Criminalistic and Police Studies
Saša Mijalković, PhD, Academy of Criminalistic and Police Studies
Obrad Stevanović, PhD, Academy of Criminalistic and Police Studies
Zoran Đurđević, PhD, Academy of Criminalistic and Police Studies
Nikola Milašinović, PhD, Academy of Criminalistic and Police Studies
Dragoslava Mićović, PhD, Academy of Criminalistic and Police Studies

MEĐUNARODNI NAUČNI SKUP „DANI ARČIBALDA RAJSA”

POČASNI ODBOR

prof. dr **Mladen Bajagić**, v. d. dekana Kriminalističko-policijske akademije, predsednik
prof. dr **Dragana Kolarić**, v. d. prodekana Kriminalističko-policijske akademije
prof. dr **Tijana Šurlan**, v. d. prodekana Kriminalističko-policijske akademije
prof. dr **Sima Avramović**, dekan Pravnog fakulteta, Beograd
prof. dr **Zoran Stojanović**, redovni profesor Pravnog fakulteta, Beograd
prof. dr **Ivica Radović**, dekan Fakulteta bezbednosti, Beograd
general-major spec. **Goran Zeković**, načelnik Vojne akademije, Beograd
ambasador dr **Ljiljana Nikšić**, načelnik Odeljenja za migracionu politiku, dijasporu,
socijalne sporazume i kulturu sećanja, Ministarstvo spoljnih poslova
akademik **Dragoljub Živojinović**, Srpska akademija nauka i umetnosti
dr **Jovan Ćirić**, direktor Instituta za uporedno pravo, Beograd
prof. dr **Branislav Đorđević**, direktor Instituta za međunarodnu politiku i privredu, Beograd
dr **Momčilo Pavlović**, direktor Instituta za savremenu istoriju, Beograd

Članovi iz inostranstva

Zvonimir Jovanović, predsednik Društva srpsko-švajcarskog prijateljstva „Dr Arčibald Rajs“
prof. dr **Olivier Ribaux**, direktor Fakulteta za kriminalistiku, Univerzitet u Lozani, Švajcarska
prof. dr **Marcelo Aebi**, zamjenik direktora Instituta za kriminologiju, Lozana, Švajcarska
prof. dr **Barry Lituchy**, Univerzitet Berkli, direktor Institut za istraživanje zločina u Jasenovcu, SAD
prof. dr **Wang Shiquan**, predsednik Nacionalnog policijskog univerziteta Kine
prof. dr **Vladimir Tretjakov**, načelnik Volgogradske akademije Ministarstva unutrašnjih poslova Rusije
prof. dr **José García Molina**, direktor Nacionalne policijske akademije, Ávila, Španija
major **Knut Thoresen**, istraživač Centra „Simon Vizental“, Norveška
Hélène Martini, predsednica Asocijacije evropskih policijskih koledža
i direktorka Francuskog nacionalnog policijskog koledža
dr **Norbert Leitner**, potpredsednik Asocijacije evropskih policijskih koledža
i direktor SIAK Policijske akademije, Beč, Austrija
general-major prof. dr **Valerij Vjačeslavovič Sereda**, rektor Državnog univerziteta
unutrašnjih poslova, Lavov, Ukrajina
general-major doc. dr **Vladimir Bačila**, načelnik Akademije MUP R. Belorusije
prof. dr **Gheorghe Popa**, rektor Policijske akademije „Alexandru Ioan Cuza“, Bukurešt, Rumunija
prof. dr **Simon Carp**, rektor Akademije „Stefan cel Mare“, MUP R. Moldavije
prof. dr **Piotr Bogdalski**, komandant-rektor Policijske akademije, Ščitno, Poljska
doc. dr **Lucia Kurilovská**, rektor Policijske akademije, Bratislava, Slovačka
prof. dr **Jozef Meteňko**, Policijska akademija, Bratislava, Slovačka
dr **Milorad Kojić**, Republički centar za ratne zločine, Banja Luka, R. Srpska
mr **Duško Pena**, direktor Visoke škole unutrašnjih poslova, Republika Srpska
dr **Mile Šikman**, MUP Republike Srpske
prof. dr **Philippe Piccapietra**, počasni predsednik Društva srpsko-švajcarskog prijateljstva
„Dr Arčibald Rajs“, Švajcarska
prof. dr **Nedžad Korajlić**, dekan Fakultet za kriminalistiku, kriminologiju i sigurnosne studije,
Univerzitet u Sarajevu, BiH
prof. dr **Zoltan Rajnai**, Fakultet Banki Donat, Univerzitet Obuda, Mađarska
prof. dr **Andrej Sotlar**, dekan Fakulteta bezbednosnih studija, Ljubljana,
Univerzitet u Mariboru, Slovenija
prof. mr. sc. **Ivan Toth**, dekan Veleučilišta Velika Gorica, Hrvatska
prof. dr **Oliver Bačanović**, dekan Fakulteta bezbednosti, Skoplje, Makedonija
prof. dr **Dragan Radonjić**, dekan Pravnog fakulteta, Podgorica, Crna Gora
Milica Pajović, direktorka Policijske akademije, Danilovgrad, Crna Gora

PROGRAMSKI ODBOR

prof. dr **Đorđe Đorđević**, Kriminalističko-policijska akademija, predsednik
prof. dr **Milan Žarković**, Kriminalističko-policijska akademija
prof. dr **Dragan Randelović**, Kriminalističko-policijska akademija
prof. dr **Boban Milojković**, Kriminalističko-policijska akademija
prof. dr **Dane Subošić**, Kriminalističko-policijska akademija
prof. dr **Saša Mijalković**, Kriminalističko-policijska akademija
prof. dr **Obrad Stevanović**, Kriminalističko-policijska akademija
prof. dr **Zoran Đurđević**, Kriminalističko-policijska akademija
doc. dr **Nikola Milašinović**, Kriminalističko-policijska akademija
doc. dr **Dragoslava Mićović**, Kriminalističko-policijska akademija

TABLE OF CONTENTS

TOPIC II

Police Organization – Structure and Functioning

Dane Subošić, Dejan Milenković CAREER DEVELOPMENT OF POLICE OFFICERS IN THE REPUBLIC OF SERBIA	2
Obrad Stevanović, Golub Gačević THE STRUCTURAL FEATURES OF THE PERMANENT ON-CALL POLICE DUTY.....	14
Meiying Geng RESEARCH ON THE CONSTRUCTION OF EFFECTIVE CAMPUS POLICING SYSTEM IN CHINA.....	24
Gabor Kovacs THE THEORY AND PRACTICE OF THE TEMPORARY POLICE ORGANISATION'S LEADERSHIP SYSTEM	37
Nevenka Tomovič POLICE EDUCATION AND TRAINING IN A TIME OF CHANGE.....	47
Zoran Aracki, Vladimir Vuckovic ORGANIZATION AND MEDIA PRESENTATION OF GERMAN MILITARY-POLICE ADMINISTRATION IN NIS 1941-1945	56
Dragan Arlov, Milan Popović CONTRIBUTION OF THE CERTAIN MORPHOLOGICAL CHARACTERISTICS AND MOTOR SKILLS OF POLICE ACADEMY STUDENTS TO PRECISION SHOOTING FROM THE PISTOL CZ 99	65
Zoran S. Golubović, Vesna M. Milanović POLICE RESPONSE TO DOMESTIC VIOLENCE IN THEORETICAL AND EMPIRICAL RESEARCHES.....	74
Miloš Milenković, Dalibor Kekić, Slobodan Miladinović THE IMPACT OF ORGANIZATIONAL CHANGES ON PERFORMANCE AND BEHAVIOR OF POLICE OFFICERS.....	88
Nikolay Shelukhin ABOUT THE SYSTEM OF OPERATIONAL-INVESTIGATIVE POLICE EDUCATION	96
Zorica Vukašinović Radojičić NEW POLICE LEGISLATION OF THE REPUBLIC OF SERBIA - OWARDS A NEW HUMAN RESOURCE MANAGEMENT SYSTEM	103
Nenad Milic, Dragan Milidragovic MEASURING THE PERFORMANCE OF POLICE IN REPRESSIVE TREATMENT - CURRENT STATE AND POSSIBLE IMPROVEMENTS.....	112
Nenad Koropanovski, Rasa Dimitrijevic, Radivoje Jankovic TREND OF CHANGES IN MOTOR ABILITIES INITIAL LEVEL IN THE MALE STUDENTS OF THE ACADEMY OF CRIMINALISTIC AND POLICE STUDIES.....	124
Danijela Spasić, Ivana Radovanović GENDER EQUALITY IN THE POLICE: SITUATION AND PROSPECTS.....	132

Halid Emkic LEGAL AND ORGANIZATIONAL SPECIFICS OF THE POLICE OF BRCKO DISTRICT OF BOSNIA AND HERZEGOVINA	143
Nikola Dujovski SOME ETHICAL DILEMMAS IN POLICE TRAINING	155
Kludia Marczyová, Marián Piváček, Jakub Chrenšť THE ROLE OF THE POLICE FORCE IN RELATION WITH HUMAN RIGHTS AND FREEDOMS	163
Srđan Korac POLICE ORGANISATIONAL CULTURE: "CLOUD" OVER GOOD ETHICAL DECISION MAKING?	173
Dejan Stojković, Milan Kankaraš, Vlada Mitić MODEL OF IDENTIFYING REQUIRED POLICE CAPABILITIES	184
Gojko Šetka POLICE SYSTEM IN BOSNIA AND HERZEGOVINA BETWEEN ITS FUNCTIONALITY AND DYSFUNCTIONALITY	192
Svetlana Ristic THE PUBLIC AS A CONDITION FOR ESTABLISHING AND FUNCTIONING OF COMMUNITY POLICING	200
Slavisa Krstic STRUCTURING OF THE ORGANIZATIONAL UNIT FOR SECURITY THREAT ASSESSMENTS OF CERTAIN PERSONS AND FACILITIES	212
Jelica Nedeljković, Dragan Mijović, Slavoljub Stošić PSYCHOLOGICAL EXPLORATION OF PERSONALITY OF THE NATIONAL FORENSIC CENTER EMPLOYEES FOR THE PURPOSE OF OPTIMISING ORGANISATIONAL STRUCTURE AND WORK EFFICIENCY	222
Bence Balassa, Tamás Bezsényi LAW ENFORCEMENT ADMINISTRATION IN CRIMINAL SERVICE.....	239
Ratko Radošević DISCRETIONARY ADMINISTRATIVE ACTS IN THE FIELD OF WEAPONS AND AMMUNITION.....	250
Nenad Radivojević COOPERATION OF PUBLIC AND PRIVATE SECURITY SECTORS IN SECURING PUBLIC GATHERINGS AND SPORTS EVENTS.....	258
Radosav Popović MODEL OF COMMUNICATION BETWEEN MANAGERS WITHIN THE MINISTRY OF THE INTERIOR OF THE REPUBLIC OF SERBIA BY USING MODERN TECHNICAL MEANS IN THE NON-VOICE MESSAGING SYSTEM.....	267
Ivana Vasiljevic CHALLENGES FOR INCLUSION OF WOMEN IN POLICE PROFESSION.....	280
Darko Bikarević THE SYSTEM OF INNER CONTROL OF THE POLICE AS A SUPPORT TO THE RULE OF LAW	291

TOPIC III
Contemporary Security Studies

Milivoj B. Gavrilov, Slobodan B. Marković, Dragan Mlađan, Miroljub Zarić, Aleksandar Pešić, Natalija Janc, Nedeljko Todorović GLOBAL WARMING – BETWEEN THE MYTH AND REALITY.....	304
Saša Mijalković PUPIL SAFETY: SCIENTIFIC-METHODOLOGICAL FRAMEWORK AND EXPERIENCES IMPLEMENTING THE PROJECT “LIKE FOR THE SAFETY OF THE PUPILS OF PIROT”	314
Stanislav Stojanović SECURITY OF THE WORLD BETWEEN HOBBS AND KANT’S THEORETICAL POSTULATES.....	325
Miroslav Talijan, Hatidža Beriša, Rade Slavković THE BATTLE AGAINST ISLAMIC STATE – SOME OF THE POSSIBLE STRATEGIES	336
Radiša Stefanović THE EFFECT OF ULTRASOUND ON HUMANS	347
Aleksandar Chavleski THE EUROPEAN UNION COUNTER-TERRORISM POLICY AFTER THE TERRORIST ATTACKS IN PARIS.....	356
Tatjana Gerginova THE TERM NATIONAL SECURITY IN SCIENTIFIC LITERATURE	366
Ljubinka Katić, Željko Bralić DYNAMICS OF THE RELATION BETWEEN THE EDUCATION FOR SECURITY AND THE NEEDS OF SOCIETY.....	377
Mile Sikman NEW FORMS OF TERRORISM – CHALLENGES FOR CRIMINAL LEGISLATION.....	388
Marjan Gjurovski, Gojko Pavlovic, Dragan Djukanovic HUMAN SECURITY AS CONTEMPORARY THEORETICAL LEVEL OF ANALYSIS IN SECURITY STUDIES.....	398
Nenad Bingulac, Joko Dragojlović CONTEMPORARY SECURITY CHALLENGES IN EUROPEAN COUNTRIES VIEWED FROM THE ASPECTS OF TERRORISM AND RELIGIOUS EXTREMISM	406
Violetta Rottler THE SCANDINAVIAN MODEL OF PRIVATE SECURITY	418
Goran Maksimović GUN CULTURE IN THE REPUBLIC OF SRPSKA	427
Vladimir M. Cvetković, Aleksandar Ivanov, Boban Milojković INFLUENCE OF PARENTHOOD ON CITIZEN PREPAREDNESS FOR RESPONSE TO NATURAL DISASTERS CAUSED BY FLOODS	440
Nebojsa Nikolic, Svetlana Jankovic INTERORGANIZATIONAL COLLABORATION IN COUNTERING HYBRID WARFARE.....	454
Milan Marcinek, THE CURRENT SITUATION IN VEHICLE SAFETY SYSTEM	462

Hajradin Radoncic, Samed Karovic, Mevlud Dudic ETHNIC AND RELIGIOUS CONTRADICTIONS AS SECURITY FACTOR OF THE REPUBLIC OF SERBIA.....	473
Marko Zelenović CONTRIBUTION OF ARCHIBALD REISS TO CONDUCTING INFORMATION OPERATIONS DURING WORLD WAR I	485
Nenad Kovacevic, Zeljko Popovic CONSEQUENCES OF USE MINE-EXPLOSIVE DEVICES IN ACTS OF TERRORISM.....	501
Jelena Vukoičić, ECONOMICS OF POLITICAL VIOLENCE: THE ROLE OF ISLAMIC CHARITIES IN THE GLOBAL TERRORISM FINANCING....	511
Marija Popović NATO'S PUBLIC IMAGE AND THE ROLE OF CRISIS MANAGEMENT	519
Mladen Lišanin INTERNATIONAL SECURITY: THE EXPLANATORY POTENTIAL OF REALIST THEORY.....	528
Dejan Đurđević EMERGENCY PREPAREDNESS AND RESCUE SERVICES AIMED AT RESPONDING TO CBRN THREATS RESULTING FROM USING DANGEROUS GOODS	537

TOPIC VI

Forensic Linguistics and Language for Specific Purposes

Lidija Beko, Aleksandar Laban THE CV-CLIP AS A META-LEARNING STUDENT - TAILORED ACTIVITY WITHIN CLIL AT FMG	548
Filip Mirić DRUG ADDICTS' SLANG THROUGH PRISM OF FORENSIC LINGUISTICS.....	556
Vojislav Jovanović VERBAL PREFIXES IN SERBIAN AND THEIR ENGLISH TRANSLATION EQUIVALENTS IN POLICE, CRIMINALISTIC AND LEGAL CONTEXT	562

CAREER DEVELOPMENT OF POLICE OFFICERS IN THE REPUBLIC OF SERBIA

Dane Subošić, PhD¹

Academy of Criminalistic and Police Studies, Belgrade

Dejan Milenković

Ministry of the Interior of the Republic of Serbia

Abstract: The paper specifies the career development of police officers in the Ministry of Internal Affairs of the Republic of Serbia (MoI RS). In this regard, this document covers the following issues: 1) defining employment conditions for admission in MoI RS, 2) the classification of jobs in the MoI RS (includes the determination of equivalent organizational units and equivalent jobs in the MoI RS movement in the career of police officers) 3) requirements for promotion to the higher rank within the same immediate and senior management levels (including the requirements of the internal competition for attending appropriate managerial level training, as well as the conditions of internal competition to fill the vacant managerial positions and ranking of the candidates, and 4) the key selection and training as a condition for promotion and transfer of police officers. In addition, the focus of this document is on explaining the idea that career advancement is based on rank / profession as a condition for attending training for the managers of the appropriate level and applying for appropriate job positions. In addition, considerable attention is dedicated to the tabular modeling of police officer career. All of the above mentioned regarding career development of police officers, MoI RS, is subject to the current Law of the police and secondary legislation which defines its individual provisions. Some attention of this document is devoted to transitional arrangements for the implementation of the career development of police officers, MoI RS.

Keywords: career development, police officers, promotion, transfer, conditions.

INTRODUCTION

The career development of police officers is a process of continuous improvement to maximize an employee's individual and organizational performance, with the aim of lawful and effective contribution to the strategic goals of the Ministry. An integral part of career development and career advancement is the movement of a police officer from the workplace at the lower position to a higher hierarchical level. The mentioned progression is based on the minimum rank / profession, as a condition for the internal competition: (1) attending training for the managers of the appropriate level and (2) for applications to an equivalent job position. This introduces two levels in the process of selective employment of police officers in management positions (which was not the case), that creates conditions that only capable, competent and motivated candidates (those with the best performance) are suitable for applications in managerial positions, thus creating the preconditions that only quality candidates

¹ E-mail: subosicdane@yahoo.com.

fill the positions which are planned for the most complex operating jobs and the highest level of responsibilities. In order to obtain the immediately higher rank / profession is no longer enough just to cumulatively fulfill previously needed conditions (appropriate level of education, the time spent in the previous act and the corresponding official rates), but it is necessary to successfully pass the professional examination for the lowest rank / title of the immediately higher-level management, which is implemented upon completion of training for managers of the appropriate level.

DEFINING MANNER AND CONDITIONS OF ENTERING INTO EMPLOYMENT SYSTEM OF MOI RS

Employment with the Ministry shall be entered into through a vacancy notice, or by means of assuming employees from another government authority based on the agreement of officials and with the consent of the person being assumed. Employment with the Ministry may be entered into only for job positions envisaged by the act on interior organization and job classification, and in cases when filling in a job position is in accordance with the adopted personnel plan. The competition is mandatory for employment in the Ministry and filling vacancies, however it does not apply in cases of admission of candidates with higher education institutions that are educated in accordance with the special program of study with the Ministry on the basis of previously concluded contracts (such institution is *The Academy of Criminalistic and Police Studies*²). The procedure and manner of implementing a vacancy notice shall be prescribed by secondary legislation.³

A person entering into employment with the Ministry, in addition to general conditions for employment in a government authority, must meet the following special conditions:

1. Be a citizen of the Republic of Serbia;
2. Have registered permanent residence in the Republic of Serbia for at least five uninterrupted years before filling an application to enter into employment;
3. Shall not have dual citizenship for those job positions where exclusively the citizenship of the Republic of Serbia is required;
4. There are no security threats for the performance of activities in the Ministry;
5. Fulfill the criteria of health, mental and physical capacity, and the criteria of competences for the job position that he applies for.
6. In the entry into employment procedure, the Ministry shall take into account the representation of national minorities, in accordance with the law⁴.

Employment with the Ministry shall be prohibited for persons:

7. Undergoing criminal proceedings for criminal offences which are prosecuted *ex officio*,
8. Convicted of a criminal offence which is prosecuted *ex officio*,
9. Sentenced to a term of imprisonment longer than six months,
10. Whose employment with a government authority was terminated due to serious violation of official duty by a final decision of a competent authority,
11. Whose employment with a legal person with public authority was terminated due to violation of the work responsibility or breach of work discipline,

²Decision on the Establishment of Academy of Criminalistic and Police Studies, "Official Gazette of RS", No 58/06.

³Article 135 *Law on Police*, http://www.parlament.gov.rs/upload/archive/files/cir/pdf/predlozi_zakona/3712-15.pdf.

⁴ Article 137 *Ibid.*

12. Convicted by a final judgment of a misdemeanor with an element of violence or of another misdemeanor making him unfit for the performance of activities at the Ministry, and

13. If security threats are determined in the procedure of conducting a security check.

Data on the persons wishing to enter into employment with the Ministry shall be collected in the procedure of performing security checks and may not be used for other purposes⁵.

Optimal use of the mentioned provisions of the *Law on Police* is possible with admission to employment in the executants working places, with a secondary education and exceptionally high degree education (e.g. If the workplaces of high complexity jobs whose filling is required narrow specialization, for example, helicopter pilot). Staffing job of a police officer requires the prior completed basic police training at the Centre for Basic Police Training (CBPT)⁶ in Sremska Kamenica, after successfully mastering the curriculum, and certification of students *The Academy of Criminalistic and Police Studies* (ACPS) in terms of mastering basic police training after successful completion of the second year of basic studies). This solution optimizes the admission of candidates to the MoI RS according to the criteria of economy, time and efficiency, because the candidates (in this case students of ACPS) at their own expense certified for the occupation of a policeman, which allows them to acquire competencies for employment in the workplace of a policeman at MoI RS etc., to work and study, work if they leave the studies, in which the MoI RS without additional competition (time, money, and energy resources) fills the jobs of police officers (police officers) with secondary education competent candidates.

To apply the mentioned solution, it is necessary to include the content of basic police training that is implemented in the CBPT Program in the first and second years of basic vocational and academic studies in criminology at ACPS, necessary to be done in the new cycle of ACPS accreditation. Staffing jobs of police officers with secondary school education, on the principles of automatism, should be implemented and the recruitment of students financed by the ACPS after successfully mastering first study program of the Academy. Staffing the above mentioned jobs is possible and the recruitment and self-financing students ACPS - as needed. Finally, when it comes to filling vacancies with police officers with higher school education, it is possible to be done only from the ranks of police officers who have spent at least two years effectively in the workplace of a policeman of general jurisdiction.

CLASSIFICATION OF JOBS AND CAREER MOVEMENT OF THE POLICE OFFICERS IN THE MINISTRY

Job positions in the Ministry shall be appointed positions, managing and staff-member job positions (a police officer, a forensic technician, gendarme, specialists, etc.). The persons at appointed positions in the Ministry shall be exempt from provisions on career development of employees of the Ministry. The Ministry does not apply the provisions on career development of employees in the Ministry on the people at the position (which means that the minister and state secretaries are out of a career system)⁷.

⁵Article 138 *Ibid.*

⁶The purpose of Center for basic police training is to train participants basic police training including both male and female who have completed four years of high school. The aim of basic police training is to provide quality vocational training for uniformed police officers of general jurisdiction, which meets the needs of the Ministry of Internal Affairs of the Republic of Serbia for qualified Contracted personnel in the fields referred to police work, and society as a whole, in accordance with the *Law on Police*, "RS Official Gazette", No. 101/05, 63/09 - YC, 92/11 (http://www.copo.edu.rs/novi_vid_obuke.html, available 10.07.2009).

⁷Article 147 of the *Law on Police*, http://www.parlament.gov.rs/upload/archive/files/cir/pdf/predlozi_zakona/3712-15.pdf.

Managing job positions of police officers shall be classified into four categories depending on the complexity of jobs, education, rank/grade, and degree of responsibility, authorization to make decisions and independence in work, as follows⁸:

1. *Strategic-level managing job positions* (Police Directorate - director, deputy and assistant director of police, department / unit commanders and their deputies – and equivalent functions within the sector MOI RS, MOI RS organizational units outside the Directorate and sectors);

2. *High-level managing job positions*, (generally speaking, the regional police directorate (RPD) - Deputy Chief of the RPD to the Assistant Chief of Administration and an independent organizational unit of the Police Directorate (Gendarmerie (G), Special Anti-Terrorist Unit (SATU), Helicopter Unit (HU) and others);

3. *Middle-level managing job positions* (management positions of intermediate levels (from Assistant to the Head of the RPD, except (R)PD for the City of Belgrade));

4. *Operational-level managing job positions* (management positions of operational level (in general, positions in police stations (PS) and police substations (PSS), including 1stcategory PS / PSS Assistant Commander and its equivalent jobs)).

The above classification of jobs is written in general. In order to be applied, it is necessary to establish equivalent organizational units and equivalent positions in the MoI RS. For example, it is necessary to establish that the PS/PSS (1st Category) = troop Gendarmerie, or 1st cat. PSS Assistant commander = Crime Inspector in the Department for Combating Crime of Police Station (DfCCoPS) = ... or – 3rdCategory PSS Commander = 2ndCategory PSS Deputy Commander = 1stCategory Assistant commander = ... The attached abbreviations are listed for better understanding of the following table, which refers to the proposal of equivalent organizational units and equivalent jobs in the Directorate of Police MoI RS.

Table 1: *Proposed equivalent organizational units and equivalent jobs in the Directorate of the Police MoI RS*⁹¹⁰¹¹²¹³

LEVEL	Work-place/duty PoGJ ⁹	Equivalent PoGJPU for the City of Belgrade	Equivalent CP ¹⁰	Equivalent TP ¹¹	Equivalent BP ¹²	Equivalent PUoSP ¹³	Ranks range from / to	The numerical code act (training / education)
EXECUTANT	Police officer	Police officer	/	Traffic policeman	Border policemen	Gendarme	Junior sergeant of police/ Police sergeant	1-2 (CBPT/ ACPS)
	2. Escort	2. Escort	/	2. Escort	2. Escort	Gendarme	Junior sergeant of police/ Police sergeant	1-2 (CBPT/ ACPS)
	1. Escort	1. Escort	Crime technician DfCCoPSPS	1. Escort	1. Escort	Gendarme	Junior sergeant of police/ Police sergeant	1-2 (CBPT/ ACPS)
	Patrol leader	Patrol leader	Crime technician DfCCoPS	Patrol leader	Patrol leader	Gendarme	Police sergeant/ 1 st Sergeant	2-3 (CBPT/ ACPS)
BASIC TRAINING FOR MANAGERS (minimum Police sergeant)								

⁸Article 148 *Ibid.*

⁹ PoGJ – Police of General Jurisdiction

¹⁰ CP – Criminalistic Police

¹¹ TP – Traffic Police

¹² BP – Border Police

¹³ PUoSP – Police Units of Special Purpose

OPERATIVE	1 st Category S. sector Leader	1 st Category S. Sector Leader	/	1 st Category T.S. Sector Leader	1 st Category S. Sector Leader	/	1 st class Sergeant / Warrant officer	3-4 (CBPT/ACPS180 ECTS)
	LPD ¹⁴ Commander	LPD Commander	/	/	/	Group leader	1 st class Sergeant / Warrant officer	3-4 (CBPT/ACPS180 ECTS)
	PSS/PS DS Shift leader	PSSDS Shift leader	Crime inspector SE ¹⁵	TPSS ¹⁶ DS Shift leader	BPSDS Shift leader	Assistant shift chief of Duty service of squad of The Gendarmerie	1 st class Warrant officer / Warrant officer	3-4 (CBPT/ACPS180 ECTS)
	PSS/PS DS Shift chief	PSSDS Shift chief	Crime inspector	TPSSDS Shift chief	BPSDS Shift chief	Shift chief of Duty service of squad of The Gendarmerie	Warrant officer/ 1 st class Warrant officer	4-5 (ACPS180 ECTS)
	Assistant 3 rd Category PSS/PS commander	Assistant 3 rd Category PSS Commander	3 rd Category PS Crime inspector	Assistant 3 rd Category TPSS Commander	Assistant 3 rd Category BPS Commander	Team leader	1 st class Warrant officer / Warrant officer	4-5 (CBPT/ACPS180 ECTS)
	Assistant 2 nd Category PSS/PS commander	Assistant 2 nd Category PSS Commander	2 nd PS Category Crime inspector	Assistant 2 nd Category TPSS Commander	Assistant 2 nd Category BPS Commander	Deputy platoon commander (1 st team leader)	Warrant officer/ 1 st class Warrant officer	4-5 (ACPS180 ECTS)
	Deputy 3 rd Category PSS Commander	Assistant 2 nd Category PSS Commander	2 nd Category PS Crime inspector	Assistant 2 nd Category TPSS Commander	Assistant 2 nd Category BPS Commander	Deputy platoon commander (1 st team leader)	Warrant officer/ Warrant officer	4-5 (ACPS180 ECTS)
OPERATIVE	Deputy 1 st Category PSS/PS commander	Assistant 1 st Category PSS Commander	1 st Category PS /DfC-CoPS Crime inspector	Assistant 1 st Category TPSS commander	Assistant 1 st Category BPS commander	Platoon commander	Warrant officer 1 st class / 2 nd Lieutenant	5-6 (ACPS 180 ECTS)
	Deputy 2 nd Category PSS commander	Assistant 1 st Category PSS Commander	1 st Category PS /DfC-CoPS Crime inspector	Assistant 1 st Category TPSS commander	Assistant 1 st Category BPS commander	Platoon commander	Warrant officer 1 st class / 2 nd Lieutenant	5-6 (ACPS 180 ECTS)
	3 rd Category PSS Commander	Assistant 1 st Category PSS Commander	1 st Category PS / DfC-CoPS Crime inspector	Assistant 1 st Category TPSS commander	Assistant 1 st Category BPS commander	Platoon commander	Warrant officer 1 st class / 2 nd Lieutenant	5-6 (ACPS 180 ECTS)
	Head of 3 rd Category PS	Deputy 1 st Category PSS commander	1 st Category PS / DfC-CoPS Group leader	Deputy 1 st Category TPSS commander	Deputy 1 st Category BPS commander	Assistant Company commander	2 nd Lieutenant / Lieutenant	6-7 (ACPS 180/240 ECTS)
HIGHER TRAINING FOR MANAGERS (minimum 2nd Lieutenant)								

14 LPD – Local Police Department

15 SE – Secondary Education

16 TPSS – Traffic Police Substations

INTERMEDIATE	Deputy 1 st Category PSS/PS commander	Deputy 1 st Category PSS Commander	1 st Category PS / DfC-CoPS Chief	Deputy 1 st Category TPSS Commander	Deputy 1 st Category BPS Commander	Deputy Company commander	Lieutenant / Captain	7-8 (ACPS240 ECTS)
	RPD/PD ¹⁷ Officer	An officer in the department at the headquarters (R)PD ¹⁸ for the City of Belgrade	RPD ¹⁹ / DoCP ²⁰ Crime inspector	RPD/ DoTP ²¹ Officer	RC ²² Officer	Gendarmerie squad headquarter Officer	Captain / Major	7-8 (ACPS240 ECTS)
	Head of 2 nd Category PS	1 st Category PSS Commander	DoCPRP- DGroup leader	1 st Category TPSS Commander, Head of DoTPRPD Department	1 st Category BPS Commander	Company commander	Captain / Major	8-9 (ACPS240-300 ECTS)
	1 st Category PSS Commander	1 st Category PSS Commander	Head of DoCPRPD- Department	1 st Category TPSS Commander, Head of DoTPRPD Department	1 st Category BPS Commander	Company commander	Captain / Major	8-9 (ACPS240-300 ECTS)
	Head of 1 st Category PS	1 st Category PS Head	Head of DoCPRPD	Head of DoTPRPD	Head of RC Department	Head of Department at the Gendarmerie squad headquarter	Major/ Lieutenant colonel	9-10 (ACPS300 ECTS)
	Head of PDRPD	Head of department at the headquarters (R)PD for the City of Belgrade	Head of department at DoCPRPD	Head of DoTPat RPD	Head of DoBP ²³	Head of department at the Gendarmerie squad headquarter	Major/ Lieutenant colonel	9-10 (ACPS 300 ECTS)
	Deputy head of PDRPD	Deputy head of department at the headquarters (R)PD for the City of Belgrade	Deputy head of DoCPRPD	Deputy head of DoTPRPD	Deputy head of RC	Deputy head of department at the Gendarmerie squad headquarter	Major / Lieutenant colonel	9-10 (ACPS300 ECTS)
	Head of PDRPD	Head of department at the headquarters (R)PD for the City of Belgrade	Head of DoCPRPD and head of DoCP ²⁴ GPD ²⁵	Head of DoTPRPD and head of department TDP ²⁶ GPD	Deputy chief at the headquarters DoBP ²⁷	Head of Department at the Gendarmerie squad headquarter	Major/ Lieutenant colonel	9-10 (ACPS300 ECTS)
	Deputy head of RPD	Assistant Head of department at the headquarters (R)PD for the City of Belgrade	Head of department of DoCP GPD	Head of department of TDP GPD	Head of department of DoBP	Assistant commander of the Gendarmerie squad	Major/ Lieutenant colonel	9-10 (ACPS300 ECTS)
HIGH TRAINING FOR MANAGERS (minimum Major)								

- 17 PD – Police Department
- 18 (R)PD – (Regional) Police Department (specific)
- 19 RPD – Regional Police Department
- 20 DoCP - Department of Criminalistic Police
- 21 DoTP – Department Of Traffic Police
- 22 RC – Regional Centre
- 23 DoBP - Department Of Border Police
- 24 DoCP – Directorate of Criminalistic Polic
- 25 GPD – General Police Direktorat
- 26 TPD - Traffic Police Direktorat
- 27 DoBP - Directorate of the Border Polic

ADVANCED	Deputy head of RPD	Deputy head of department at the headquarters (R)PD for the City of Belgrade	Deputy head of Service of DoCP GPD	/	Head of RC	Deputy commander of the Gendarmerie squad	Lieutenant colonel / Colonel	10-11 (ACPS 300 ECTS)
	Head of RPD	Head of department at the headquarters (R)PD for the City of Belgrade	Head of Service of DoCP GPD	/	/	Commander of the Gendarmerie squad	Lieutenant colonel / Colonel	10-11 (ACPS 300 ECTS)
	Assistant head of PDi ²⁸ GPD	Assistant head of (R)PD for the City of Belgrade	Assistant head of DoCP GPD	Assistant head of TDP GPD	Assistant head of DoBP GPD	Assistant commander of the Gendarmerie	Lieutenant colonel / Colonel	10-11 (ACPS 300 ECTS)
	Deputy head of PD GPD	Deputy head of (R)PD for the City of Belgrade	Deputy head of DoCP GPD	Deputy head of TDP GPD	Deputy head of DoBP GPD	Deputy commander of the Gendarmerie	Colonel / General	11-12 (ACPS 300 ECTS)
WITHOUT TRAINING FOR MANAGERS (minimum Colonel)								
STRATEGICAL	/	Head of (R)PD for the City of Belgrade	Head of DoCP GPD	Head of TDP GPD	Head of DoBP	Commander of the gendarmerie	Colonel / General	11-12 (ACPS 300 ECTS)
	Assistant police director	/	/	/	/	/	Colonel / General	11-12 (ACPS 300 ECTS)
	Deputy police director	/	/	/	/	/	Colonel / General	11-12 (ACPS 300 ECTS)
	Police director						Colonel / General	11-12 (ACPS 300 ECTS)

The proposal for equivalent organizational units and equivalent jobs in the Directorate of Police MoI RS is neither complete nor applicable if not covered by secondary legislation. Specifically, this or a similar proposal should be covered by the act on internal organization and systematization of jobs and secondary legislation which refers to salaries in the MoI RS. More specifically, the act on salaries should provide basic (hierarchical) or additional coefficient (complexity of), as well as the coefficient of rank / title. This allows tinting hierarchical levels among workplaces, so that equivalent jobs are determined by the same basic coefficient (e.g. for 1st cat. PSS Commander and Company Commander of Gendarmerie), higher extra coefficient for the workplace involving more complex tasks (for Gendarmerie Company Commander, in this case) and the coefficient for the appropriate rank / profession (e.g. the range is 8-9, the captain-major), with the same coefficient if they were both officers of the same rank or higher for police officers of higher rank (Company Gendarmerie, in this case) and the coefficient for the appropriate rank / profession (e.g. the range is 8-9, the captain-major), with the same coefficient if they were both officers of the same rank or higher for police officers of higher rank.²⁸

The classification of jobs by levels of police organization is a precondition for moving into a career of police officers. Career is an ambiguous term, most commonly referring to building a career in management, profession and sequence of activities in the working life of the employee.²⁹ The first definition is circular (career building career ...), the second relates to the profession, with anything regarding the question of what happens if someone does not have a

28 PDi - Police Directorate

29 Super, D.E, Hall, D.T, Career Development: Exploration and Planning. In: Rosenzweig M.R, Porter L.W, *Annual Review of Psychology*, Vol. 29, Palo Alto, 1978, p. 334

profession and a career, so that the most valid definition refers to the sequence of career jobs in the course of working life of an employee.³⁰

Advancement in the career of police officers is possible through promotion and transfer. The progress of the police officers is part of career development in the course of which a police officer moves from hierarchically lower to the hierarchy higher workplace. It can happen within the hierarchical levels, as well as the transition from lower to higher hierarchical level of the police organization. On the other hand, the transfer of police officers represents a shift from one to another job of the same hierarchical level from one to another type of police, for example from the workplace of a policeman to the workplace of a crime technician in the PS (which implies the need for specialized training for which they apply) or move from one to another position of lower hierarchical levels within the same category of police (e.g. for family reunification and other reasons), which does not require specialized training.

CONDITIONS FOR ADVANCEMENT IN DIRECT HIGHER RANK WITHIN THE SAME AND DIRECTLY SENIOR MANAGEMENT LEVEL

Conditions, procedure, manner of gaining and losing ranks/grades in the Ministry shall be regulated by secondary legislation within 90 days following the entry into force of this Law.

In accordance with the same career development, it is necessary:

1. To acquire the next rank/grade within the same level, the conditions that must be met include the appropriate educational level, the necessary number of years in service in the previous rank/grade, successfully completed professional training for a rank/grade, and appropriate annual assessments,

2. To acquire the next rank/grade of the immediately higher level, the conditions that must be met include the appropriate educational level, the necessary number of years in service in the previous rank/grade, successfully completed professional examination for a rank/grade, and appropriate annual assessments

The time spent in the rank/grade with a lower educational degree shall not be calculated in the time needed for the promotion. Only the time effectively spent at the job position in the previous rank/grade shall be calculated in the years of service needed for promotion to the following rank/grade.³¹

Therefore, career progression based on rank / grades is necessary to determine the ranks / grades of police officers. The status of authorized police officials includes police officers having the following ranks:

1. with secondary education - junior police sergeant, police sergeant and first class police sergeant,
2. with the first stage of higher education - warrant officer of the police, 1st class police warrant officer and 2nd police lieutenant,
3. the second degree of higher education - a lieutenant of police; police captain; police major; police lieutenant colonel; police colonel and a police general.

Police officers in the status of persons on special duties shall have the following grade:

1. with secondary education - junior police officer; a police officer and a senior police officer;

³⁰ Robbins, S. P, Coulter, M, *Management*, the eighth edition, Data status, Belgrade, 2005, p. 299

³¹ Compare to the Article 165 *Law on Police*, http://www.parlament.gov.rs/upload/archive/files/cir/pdf/predlozi_zakona/3712-15.pdf.

2. with the first stage of higher education - junior police assistant; police contributor and freelance police assistant;

3. the second degree of higher education - senior police assistant; younger police adviser; police adviser; independent police adviser; senior police adviser and the chief police adviser.

In this connection, a new by-law determining necessary time needed in one rank / profession in order to obtain immediately higher rank / position, if all conditions are met must be passed. On this occasion, a proposal contained in the following table, which applies only to ranks, but not the titles, is submitted.

Table 2: *Work time needed in one rank in order to obtain immediately higher rank, if all conditions are met:*

The numerical rank code	Rank	CBPT (years)	ACPS 180 ECTS	ACPS240 ECTS	ACPS300 ECTS	Level	Professional qualifications (type and level of education)
	Junior sergeant of police	5	4	3	/	EXE-CU-TANT	MIDDLE + CBPT (ACPS)
	Sergeant of police	5	4	3	/		
	1 st class police ssergeant	Until re-tire-ment (20 years)	4	3	/		
BASIC MANAGEMENT TRAINING (minimum Sergeant of police)							
	Police Warrant Officer	/	5	3	2	A JUNIOR OFFICER	HIGH (professional studies ACPS - 180 ECTS)
	1 st class Police Warrant Officer	/	5	3	2		
	2nd Police Lieutena-nt	/	Until re-tire-ment (8 years)	3	2		
SENIOR MANAGEMENT TRAINING (minimum 2nd lieutenant of police)							
	Police Lieutena-nt	/	/	4	3	OFFICER	HIGH (BASIC STUDIES ACPS - 240 ECTS)
	Police Captain	/	/	4	3		
	Police Major	/	/	Until re-tire-ment (4 years)	4		
HIGH MANAGEMENT TRAINING (minimum major of the police)							
	Police Lieutena-nt Colonel	/	/	/	4	SENIOR OFFICER	HIGH (Basic + Bachelor or Specialist academic studies ACPS - 300 ECTS)
	Police Colonel	/	/	/	4		
	Police General	/	/	/	Until re-tire-ment	GENERAL	

In terms of Internet, the competition for attending training of appropriate managerial levels and ranking of candidates may be:

1. Applicant on internal competition (voluntary)
2. CBPT (Central School of Interior - CSoI), ACPS (College of Internal Affairs - Police College, Police Academy - PA), and exceptionally, other higher-school educational institutions,
3. The appropriate level of education (180, 240, 300 ECTS)
4. MINIMUM RANKS (!),
5. Decision on the appointment of candidates to the workplace:
 - Executorial level for attending basic management training,
 - Operating levels, to attend more management training,
 - Secondary level, to attend high managerial training.
6. The three-year average official score which must be at least exemplary - 3.51.
7. The decision of the selection committee on the admission of candidates to managerial training to which he has applied.

On the other hand, the conditions of internal competition to fill the vacant managerial job and ranking of candidates may be:

1. Registration of candidates on the internet market (voluntary)
2. CBPT (CSoI), ACPS (College of Internal Affairs - Police College, Police Academy - PA), and exceptionally, other higher-school educational institutions,
3. The appropriate level of education (180, 240, 300 ECTS)
4. MINIMUM RANK (!),
5. The absence of security disturbances (determined by the security check)
6. Confirmation of successfully completed:
 - primary managerial training, to work in managerial positions at the operating level
 - higher managerial training, to work in managerial positions the secondary level,
 - high managerial training, to work in managerial positions of high and strategic level.
7. Appropriate three-year average official mark which must be at least exemplary - 3.51.

In the case of both internal competitions, ranking of candidate can be based on: the level of education (number of ECTS), the rank, the average official estimates, the workplace, the entrance exam (test) and others. Thus, each of the criteria is subject to scoring. Therefore, the rank as a condition occurs in both competitions, as protective mechanism of the integrity of the police profession, so that a lieutenant cannot compete for a high managerial training, and that a major cannot compete for the position predicted for the ranks ranging from colonel to general. This introduces the principle of heightened gradualism.

Bearing in mind the existing situation (that not all police officers have finished the course for police officers, CBPT, etc.), it is necessary to provide a transitional period, temporary solutions, which will give rise to the permanent ones depending on the cumulative fulfillment of conditions by the applicant, within 24 months as follows:

- successfully completed training in the CBPT, education CSOI, ACPS (the College of Internal Affairs - Police College, Police Academy - PA),
- the appropriate level of education (at least four-year secondary school, 180, 240, 300 ECTS), apart from those who need time to gain mentioned conditions in relation to the time left until their retirement,
- lack of security disturbances (determined by the security check),
- psycho-physical ability of candidates to perform police duties (determined by certificate Department of Occupational Health Ministries of Interior letters, in accordance with the Rules),
- three-year average official mark which must be at least exemplary - 3.51
- knowledge test.

KEY SELECTION AND TRAINING AS THE CONDITIONS FOR PROMOTION AND TRANSFER OF POLICE OFFICERS

To be a policeman in the MoI RS, in addition to performances (ability) and motivation (voluntariness, the absence of security interference), a police officer must have the competencies that fit that position. These prerequisites are necessary to achieve an adequate performance of police officers. These competencies enable students to acquire basic police training, i.e. training in CBPT or education at the undergraduate level at the ACPS. In addition to the other conditions provided for by law, the mentioned training and education are the prerequi-

site for the deployment of police officers in the workplace of a policeman for general jurisdiction, in which every police officer must spend at least two years of effective service.

In order to progress from executorial to the operating management level, among other things, a basic training for managers is required. To progress from the operational to middle management level, higher management training is required. Further, for the advancement from the medium to the high level of management, high management training is necessary. Finally, progress from the coordinating strategic level does not require training for managers. The following is a brief analysis of the main characteristics of the above managerial training.

Orientation contents of the basic training for managers training may be: organizational models, their advantages and disadvantages, the combination of models, organizational forms, methods and styles of work, the role of managers, performance management, respect for the principles and factors of management, etc., depending on the educational needs. The realization of this training should be entrusted to the RS Ministry of Interior (coordinator), ACPS (cooperator), because it is a potentially large number of participants which requires that the mentioned training is distance learning. Accordingly, the RS Ministry of Interior has issued a strategy,³² positive experience,³³ personnel³⁴ and material base.³⁵ After training, information on certified participants is entered in the personnel base of the MoI RS, thus enabling an insight into human resources of the MoI RS, in terms of the number of candidates who meet the requirements of internal competition in order to fill vacancies for which the mentioned training is a fundamental requirement.

Approximate content of higher training for head of training can be: project management, knowledge, motivation, stress, risk, human resources, organizational culture and behavior, crises, etc., depending on the educational needs. Ideally, the realization of this training should be entrusted to the MoI RS and the ACPS. As with previous training, the information on certified participants is entered in the personnel base of the MoI RS.

A restricted number of participants is assigned to attend higher training course for managerial positions. Depending on the educational needs, provisional content of this training can include strategic context of management functions (methods of strategic analysis, programming work, (re)structuring, etc.), communications, public relations and the media, international police cooperation, leadership, etc. The training should be entrusted to the ACPS (carrier) and the MoI RS (cooperator). As with the above mentioned managerial training, the information on certified participants is entered in the personnel base of the MoI RS.

The need for the mentioned managerial trainings stem from the concept of career development provided for by the *Law on Police*, in particular by the provisions relating to the career advancement. These needs should be harmonized with the possibilities. In fact, all this training should be included in the Human Resources Plan, which should be harmonized with the plan (program) of MoI RS, which is a major limitation of the financial plan of the Ministry.

32 *Strateški dokument: Uvođenje elektronskog učenja kao podrške razvoju sistema obuke u Ministarstvo unutrašnjih poslova*, MUP RS, Beograd, 2011. (*Strategic document: Introduction of e-learning to support the development of the training system in the Ministry of Interior*, MUP RS, Belgrade, 2011).

33 Hurn, Dž; *Evaluacija pilot kursa e-učenja za pripadnike policije u Srbiji*, CEPOL, Bramshil, 2012. (Hurn, J.; *Evaluation of the pilot e-learning course for police officers in Serbia*, CEPOL, Bramshill, 2012)

34 *Ibid.*

35 <http://www.moodle.org>, available 20.08.2013.

CONCLUSION

The Law on Police provides for career progression on the basis of the ranks. In order to make the provisions of the *Law on Police* applicable, a catalogue of jobs is required including the restructuring of the Ministry. After that, it is necessary to classify jobs into appropriate levels, one of which is an executive job position, and four managerial ones. Therefore, there is the need to establish equivalent organizational units and jobs and their grading not only by the Act on internal organization and systematization of jobs, with a focus on the range of ranks / grades, but also by the by-laws relating to wages. This is necessary in order to define what advancing and transfer are (whether or not requiring specialist training) as part of career development in the MoI RS. Finally, in addition to the minimum rank / grades, as well as the requirements for: (1) attending training for the managers of the appropriate level and (2) for application to the appropriate position, it is necessary to determine the other conditions of internal competition for career advancement in the MoI RS.

REFERENCES

1. *Law on Police*, http://www.parlament.gov.rs/upload/archive/files/cir/pdf/predlozi_zakona/3712-15.pdf.
2. *Decision on establishing the Police Academy*, "Official Gazette RS", No. 58/06.
3. <http://www.moodle.org>, available 20.08.2013
4. http://www.COPO.edu.rs/novi_vid_obuke.html, available 10.07.2009.
5. Hurn, Dž; *Evaluacija pilot kursa e-učenja za pripadnike policije u Srbiji*, CEPOL, Bramshil, 2012. (Hurn, J.; *Evaluation of the pilot e-learning course for police officers in Serbia*, CEPOL, Bramshill, 2012).
6. *Law on Police*, "Official Gazette", No. 101/05, 63/09 - YC, 92/11
7. Robbins, S. P, Coulter, M, *Management*, eighth edition, Data status, Belgrade, 2005
8. *Strateški dokument: Uvođenje elektronskog učenja kao podrške razvoju sistema obuke u Ministarstvo unutrašnjih poslova*, MUP RS, Beograd, 2011. (*Strategic document: Introduction of e-learning to support the development of the training system in the Ministry of Interior*, MUP RS, Belgrade, 2011).
9. Super, D.E, Hall, D.T, *Career Development: Exploration and Planning*. In: Rosenzweig M.R, Porter L.W, *Annual Review of Psychology*, Vol. 29, Palo Alto, 1978