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POLICE TRAINING UNDER REFORM

Environment. Worldwide we see the process of adjustment of police to the needs of the population and the needs of the countries. This adjustment process is - generally - seen as a Security Sector Reform (SSR) process. Given my professional experience, in and outside the Netherlands, I can tell you that this process for different reasons is not an easy process.

The security sector in an international context will normally consist of all state and civil organisations existing to preserve the security of the country and the population. In a more narrowed sense, we speak about civilian security sector reform (CSSR) and leave military organisations and militia groups out. Taking a closer look to the rationale behind the, sometimes problematic, CSSR process we see that there are two main “obstacles”. The fact that:

- The CSSR sector – although limited to Civilian – is still an enormous complex of organisations that by law have to interact and cooperate to preserve the state security in all ways.
- Police organisations, prosecution, judicial powers and organisations tasked with domestic safety and security, given their status and place in the national organisational environment and like any other organisation, are not particularly change oriented.

Taking a closer look at the situation, we are in presently in Ukraine.

Based on 45 years of police background I do not see that much difference between the Netherlands police reorganisation (2013 // 2017) the Ukraine police development (2014//2017) on one side and the developments in Afghanistan, the Balkans or Africa on the other side

In all cases, it is a long and difficult process where (police) organisations and people are under pressure, for protracted periods of time.

In all countries that I have worked and in every international mission in this world good advice, education and material support is the only way of change and develop. However, advice and support are only a short-term solution. Training of all the workers in the organisations in CSSR seems to be the only way to reach an effective and efficient reform process.

But to my opinion and experience the training of police officers in all ranks is the essential building stone to ensure public safety and security and restore trust of the populous.

Rationale. Taking a closer look to the Laws and Law Enforcement Agencies (LEA's) in Ukraine general, we conclude that in the past they were, organised and operating as under the former regimes. It is on the request of the Ukraine Government that International Organisations together with the Ukraine state authorities building a Ukraine local Law Enforcement product that will restore the public trust in LEA's. What do we need the reach this objective and how do we get there in an effective and efficient, way enhancing the concept of CSSR?

Given the number of people in the respective organisations and the number of different tasks given to people and organisations in the LEA family, this is not and will not be a quick fix.

In conclusion the environment education and training seem the only effective way ahead, to forward development and needed change. After we found this one might ask; “are these steps

in education and training the only things we urgently need to improve the product of the Law Enforcement Agencies (LEA's) in Ukraine?"

The answer there is: "No". The best way – and from my point of view the only way forward is:

- Adoption of the Ukraine legal frame work to the required situation
- An adequate open but sustainable Human Resource system
- An adequate training and education package
- Adequate material support to operation and education

If I look to the reform of any security sector that I know of – the one in the Netherlands and the ones abroad this quadrant is paramount and essential to have a chance of success in the security sector reform.

All support should fit and support the required changes in tasks and responsibilities. Let me give you the example as in the delineation of competences seen in:

- the oversight function of the Public Prosecutor or
- the investigative powers of the Security Service of the Ukraine on one side and
- the merger of operatives and investigators

The delineation of competences can be and will only be effective within a legal framework supported by material and educational support to LEA's and Educational Centres as urgently needed.

Training. As "police training under reform" is the topic of this day we might take a good look at the involvement of international actors in training and education, as there are;

- An adequate training and education package on;
- Train the Trainer projects on multiple subjects and in all Oblasts
- Training on and introduction of a Community Policing (CP) and
- Training on and introduction of an Intelligence Lead Policing (ILP) concept
- Training and introduction of a European Style Criminal Investigation concept
- Training of Gender Based Violence Stakeholders and training on Gender Based

Violence awareness for police personnel

- Training on Dialog Policing for Public Order Units
- Training Human Rights for police custody officers
- Training First Responders on the in incident
- Management training on CP, ILP and HR issues
- And others training subjects. In cooperation with the Ukraine authorities, we

develop and adjust curricula for these products at the request of the local owner.

As Ukraine and the international support aim for a sustainable result it is needed to develop local ownership. It should be clear that the combination of objectives, volume of the target audience and the operational capacity issues in the LEA's will be severely hampered if solely dependent on international support only.

This conclusion clearly demonstrates that the cooperation between local owners of police education such as the Kharkiv National University of Internal Affairs and the international support such as the European Union Advisory Mission, is paramount and the only way to achieve the objective.

Recently Ukraine adopted, after a long and difficult legal procedure a nationwide Donation agreement opening the way for material support. This opens finally the way for material support to the Ukraine LEA's. Adequate material support to enhance a more sustainable operation and education product.

Conclusion. In the last 4 years, Ukraine made big steps forward to have a change in the security sector, in this for Ukraine essential quadrant.

- Adoption of the Ukraine legal framework to the required situation
- An extensive number of laws and regulations are in process in the Verkhovna Rada
- On almost any Ministerial Level the adjustment of Standard Operating Procedures is a full day job for many
- International organisations as the EU assist and support and advise Ukraine authorities.

The Kharkiv Regional Presence of EUAM participates in strategic advice and support at the following sections:

- Annual Safety Program of Kharkiv Region
- Project Support to Police Reform in Ukraine “SPRU”
- Police-Prosecutor cooperation in Kharkiv Region
- Inter-Regional Project on Regional Training Centres
- Enhancing Crime Fighting Capacities in the Region
- Ukraine’s Serious and Organized Crime Threat Assessment
- Community Policing Activities
- Prosecutor Evaluation System
- Strengthening Human Rights Capacities in the Region

On the organisational support to the LEA’s in Ukraine EUAM supports in development of

- An adequate open but sustainable Human Resource system
- After the nationwide re-attestation of LEA’s
- Gender
- National Police Plan adoption of a new PES

As mentioned above the organisational reform, supported by the essential training and education package, will not lead to the best practice without knowledge given by training. The complex of these initiatives, on the side of the Ukraine authorities and the international actors, will lead to the requested situation and this even might be reached by the set date of 2020.

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РОЛЬ ТА ПРОБЛЕМНІ ПИТАННЯ ПРОЦЕСУАЛЬНОГО КЕРІВНИЦТВА ПРОКУРОРА У ПРОЦЕСІ ОРГАНІЗАЦІЇ ДОСУДОВОГО РОЗСЛІДУВАННЯ В ОВС

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