RECRUITMENT OF CANDIDATES AND INTERNAL CONTROL AS MEASURES TO PREVENT AND COUNTERACT CRIMINALITY OF THE POLICE IN POLAND

Introduction

The Police is a state-run organisation established for the selfless protection of society. It is a law-abiding institution, hence it should be characterised by particularly high ethical standards, especially in relation to enforcement of the law. The Police, as an instrument for prosecution of criminal offences, are obliged to strict compliance with the procedures that are in force in the area in which they work or which they protect. The main functions of the Police include protection of public security, ensuring that law is obeyed, and taking measures to eliminate violations of the law. In the formal and legal dimension, the job of a police officer is not a profession of public trust. Aside from ambiguity of that last category, Article 17 of the Constitution of the Republic of Poland can be indicated, which combines the category of “profession of public trust” with professions that have self-governance associations. According to Andrzej Krasnowolski, the abovementioned category relates to the professions “which, when being performed, do not relate to service

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subordination”


5 When asked in 2008 about the profession of public trust, respondents ranked the police officer’s job as the second one (after the medical profession). However, the survey shows that they connected this category with the profession whose representatives should enjoy public trust (hence politicians were listed in third place). Zawody zaufania publicznego w świadomości Polaków, Research International Pentor, Raport przygotowany dla Polskiej Izby Inżynierów Budownictwa, March 2008.


predispose him/her for duty which requires extremely rigorous compliance with the principles of the ethics of “the officer of the law”. The candidate for the police shall possess the following qualities: honesty, reliability, and – most of all – responsibility, courage and willingness to sacrifice oneself\(^9\). Therefore, the recruitment system shall be designed – on the one hand – to eliminate candidates who do not have such characteristics, and – on the other hand – to effectively recruit those whose psychological and moral profile provides warranty of reliable fulfilment of official police duties.

One the one hand, monitoring is specific and constant supervision over the effectivity of the recruitment, and on the other hand, it verifies whether there are any changes in the ranks of the adequately recruited officers causing rejection of the values and behaviour patterns by individuals which they demonstrated at that point of the recruitment process. Such kind of control may be internal and external. In the following analysis, the first aspect associated with both institutional and social\(^{10}\) supervision has been omitted, concentrating on internal an control system.

The phenomenon of criminality is being indicated as an inseparable element of community life, whose complete elimination is impossible, but whose limitation is necessary for the correct functioning of the country and the society. In order to fulfil the expectations of society, police particularly shall stand out by manifesting honesty and incorruptible integrity\(^{11}\). Each breaking of the law by a police officer could negatively affect the image of the whole formation and may contribute to the reduction of the level of social trust.

The purpose of this article is to analyse the system of recruitment and internal control in relation to its effectiveness in preventing and eliminating the phenomenon of criminality in the police forces. The analysis has been limited to corruption crimes, because – as indicated by the statistics – these constitute more than 50% of all crimes disclosed in this professional group (Graph 1). One can make the argument that these are not only the most common crimes, but they are also the most damaging to the ethos of the police, and negatively influence the image of the law enforcement officer\(^{12}\).

\(^{9}\) Załącznik do zarządzenia nr 805 Komendanta Głównego Policji z dnia 31 grudnia 2003, Zasady etyki zawodowej policjanta, § 3.

\(^{10}\) See: Handbook on police accountability, oversight and integrity, United Nations Office on Drugs and Crime. New York, 2011, p. 11.

\(^{11}\) Biuro Spraw Wewnętrznych Policji, Informacja na temat stanu zagrożenia przestępczością w środowisku policyjnym w 2017. Warsaw, 2018, pp. 2–3.

\(^{12}\) Opinia na temat korupcji w Polsce, CBOS, Komunikat z badań, No. 63/2017, May 2017, p. 4.
Total number of all allegations against police officers in 2011–2018, divided into corruption crimes and other crimes

Source: Author’s own elaboration based on information about the functioning of the Internal Affairs Office (National Police Headquarters, hereinafter: KGP) and crimes committed in the police environment, together with data from 2012 about the functioning of the KGP, and about the threat of the crimes by Police personnel since 2014; about the functioning of the KGP and the threat of the crimes by Police personnel since 2016, regarding the level of the crimes committed by police officer in 2018

Phenomenon of corruption in the police and legal consequences for police officers

Corruption is a felony in all political systems, although one shall note that it is not fought against with equal determination and consequence everywhere. In several countries, corruption is tolerated to the point where it takes on a systemic form, while its occurrence becomes ingrown into the country’s structure. This, first of all, applies to many African countries (Médart J.F, Corruption in the Neo-Patrimonial States of Sub-Saharan Africa, [in:] Heidenheimer A.J, Johnston M (Eds), Political Corruption. Concepts & Contexts, Transaction Publishers, New Brunswick 2007, p. 380) and some post-communist ones (Cheloukhine S, Haberfeld M.R, Russian Organized Corruption Networks and their International Trajectories, Springer, Dordrecht 2011).
of the state of law and the level of citizens’ trust in the institutions of the country.\textsuperscript{14}

Corruption exists in two versions – activity and discontinuation of activity. Activity means conducting a specific operation in return for a determined financial benefit, and discontinuation of the activity means aborting the activity and acceptance of benefits.\textsuperscript{15} According to Brunon Hołyst, the phenomenon of corruption is a “moral decay”, which results in egoism – materialistic self-fulfilment at the expense of others.\textsuperscript{16} Moreover, the risk of the corruption phenomena in police forces can be presented by Robert Klitgaard’s model. Corruption has been presented by the model as the sum of monopoly (of power) and discretion reduced by the difference of responsibility:

$$
corruption = \text{monopoly} + \text{discretion} - \text{responsibility}$$\textsuperscript{17}

Corruption crimes occur not only in the police. In the whole of Poland, corruption is still an important social issue, although it shall be noted that this phenomenon is decreasing significantly. As shown by the data of Transparency International in recent years, in 2017 and 2018, the Republic of Poland scored 60 points (out of 100) in the Corruption Perceptions Index research – CPI, which located Poland in the 36th position out of 180 countries.\textsuperscript{18} Such a rating is a significant improvement compared to the research from 2005, for example, when Poland scored only 3.4 points (out of 10) and was the 70th out of 158 in the ranking of the least corrupted countries.\textsuperscript{19} In the Corruption Perception Index research conducted since 1995, Poland scored the most points in years 2015 – 63 points and 2016 – 62, which resulted in the 29th position in the ranking (Table 1).

\textsuperscript{18} The CPI study involves collecting social opinions on corruption from different backgrounds by means of surveys (in 1995-2011 there was a score indicator on a scale of 0-10, while in the remaining years there was a score indicator on a scale of 0-100, with a lower number of points indicating greater corruption and vice versa). Thanks to this study, it is possible to estimate this phenomenon in various countries worldwide. Source: Baszczyńska A, Pekasiewicz D, Estimation of the corruption perception index. Acta Universitatis Lodziansis, Folia Oeconomica, 2011, No. 255.
Classification of Poland in Corruption Perception Index research in 2010–2018

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<tbody>
<tr>
<td>Points scored</td>
<td>5.3</td>
<td>5.5</td>
<td>58</td>
<td>60</td>
<td>61</td>
<td>63</td>
<td>62</td>
<td>60</td>
<td>60</td>
</tr>
<tr>
<td>Position in the ranking</td>
<td>41</td>
<td>41</td>
<td>41</td>
<td>38</td>
<td>35</td>
<td>29</td>
<td>29</td>
<td>36</td>
<td>36</td>
</tr>
<tr>
<td>Number of countries taken into account</td>
<td>178</td>
<td>183</td>
<td>176</td>
<td>177</td>
<td>175</td>
<td>168</td>
<td>176</td>
<td>180</td>
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On the other hand, the statistics of the Anti-Corruption Office Centre indicate that in 2011, 2937 people were convicted of corruption crimes in Poland (Table 2). This is the largest number of people convicted for activities in that particular criminal category since 2010. The lowest number was reported in 2017, with the total number of those convicted equal to 2161.

Number of people convicted of corruption crimes in Poland in 2010–2017

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<tr>
<td>228 kk* (venality)</td>
<td>364</td>
<td>346</td>
<td>304</td>
<td>278</td>
<td>256</td>
<td>219</td>
<td>338</td>
<td>294</td>
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<tr>
<td>Article 229 kk (bribery)</td>
<td>2009</td>
<td>1975</td>
<td>1644</td>
<td>1720</td>
<td>1434</td>
<td>1213</td>
<td>1228</td>
<td>1015</td>
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<tr>
<td>Article 230 kk (passive paid protection)</td>
<td>88</td>
<td>143</td>
<td>119</td>
<td>102</td>
<td>94</td>
<td>108</td>
<td>107</td>
<td>84</td>
</tr>
<tr>
<td>Article 230a kk (active paid protection)</td>
<td>160</td>
<td>187</td>
<td>218</td>
<td>119</td>
<td>251</td>
<td>212</td>
<td>102</td>
<td>82</td>
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<tr>
<td>Article 231§2 kk (paid abuse of power)</td>
<td>83</td>
<td>103</td>
<td>93</td>
<td>92</td>
<td>95</td>
<td>97</td>
<td>100</td>
<td>112</td>
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<tr>
<td>Article 250a kk (elections bribery)</td>
<td>9</td>
<td>79</td>
<td>33</td>
<td>16</td>
<td>14</td>
<td>49</td>
<td>38</td>
<td>15</td>
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<tr>
<td>Article 271§3 kk (statement of untruth)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>478</td>
<td>618</td>
<td>505</td>
</tr>
<tr>
<td>Article 296a kk (economic corruption)</td>
<td>13</td>
<td>11</td>
<td>17</td>
<td>13</td>
<td>14</td>
<td>17</td>
<td>27</td>
<td>19</td>
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<tr>
<td>Article 296b kk - revoked (sports corruption)</td>
<td>113</td>
<td>93</td>
<td>66</td>
<td>2</td>
<td>87</td>
<td>-</td>
<td>54</td>
<td>2</td>
</tr>
<tr>
<td>Article 46 Legal act regarding sports**</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
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Research conducted by the Centre of Public Opinion Poll (hereinafter: CBOS) in 2009 shows that most respondents (up to 89%) considered corruption to be a significant problem (out of which, 40% reported it to a very significant problem). Nevertheless, only 16% of the respondents indicated that the issue occurs in the police force and 29% answered that corruption occurs in the courts and Prosecutor’s Offices mainly.\textsuperscript{20}

The consequences of reaping financial benefits by officers most often end in dismissal in all countries. In Poland, the legal consequences resulting from acceptance of financial benefits for all public servants are described in section XXIX of the Polish Penal Code. Depending on the circumstances, the penalty can be financial or a prison sentence, determined by the judgement of the court.\textsuperscript{21} However, the greatest consequence of the abovementioned felony is depriving the police officer of the right to a police pension.\textsuperscript{22} Police officers with significant experience suffer the most from such consequences, especially when they were admitted to police service at a young age.

Counteraction to crimes and offences in the police force is provided by the system of normative and institutional solutions, among which a special role is attributed to recruitment and monitoring.

The most common association with corruption by police is the situation in which officers of the traffic patrol instead of issuing a fine, collect

\textsuperscript{20} CBOS, Opinia społeczna o korupcji w Polsce, Komunikat z badań BS/62/2009, 2009, pp. 1–3.

\textsuperscript{21} Ustawa kodeks karny z dnia 6 czerwca 1997, Dz.U., 2019, item 1950, chapter XXIX.

\textsuperscript{22} Ustawa o zaopatrzeniu emerytalnym funkcjonariuszy Policji, Agencji Bezpieczeństwa Wewnętrznego, Agencji Wywiadu, Służby Kontrwywiadu Wojskowego, Służby Wywiadu Wojskowego, Centralnego Biura Antykorupcyjnego, Straży Granicznej, Służby Ochrony Państwa, Państwowej Straży Pożarnej, Służby Celno-Skarbowej i Służby Więziennej oraz ich rodzin z dnia 18 lutego 1994, (Dz.U., 2019, item 288), Article 10(2).
“a fee” from the controlled or detained drivers. Such situations are the most common form, however corruption is also encountered in other areas of police activity. That fact is confirmed by the statistical data below. By analysing the records, one can see that in the years 2016 and 2017, many more (over 100 cases more) corruption allegations were reported against traffic police, compared to police officers on duty in any other divisions (Table 3).

Table 3

<table>
<thead>
<tr>
<th>Type of service</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
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<tbody>
<tr>
<td>Traffic patrol</td>
<td>57</td>
<td>206</td>
<td>202</td>
<td>157</td>
</tr>
<tr>
<td>Other</td>
<td>105</td>
<td>57</td>
<td>91</td>
<td>150</td>
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</table>

Source: Author’s own interpretation based on information regarding the functioning of Bureau of Internal Affairs at the National Police Headquarters, information about criminal threat in the police in 2016 and information in relation to the state of criminal threat in the police in 2018.

In this regard, it should be noted that the occurrence of corruption in police forces, especially in crime investigation departments, promotes the emergence of organised crimes of both national and international scale, which can result in the whole security system of the country being undermined23.

Recruitment for police service

In every institution, recruitment provides an important process for acquiring employees. It is commonly known as a verification system, which can select good and talented candidates. The literature often refers to recruitment as a tool necessary for maintaining the strategic position of a given company, hence its main task is considered to be the acquisition of workers who have the qualities relevant for the duties to be performed24. The profession of police officer is associated with everyday risk, but also with “temptation” to abuse power. Therefore, selection of the right candidates for the service is extremely difficult, but at the same time a key task. The right candidate should distinguish himself or herself by emotional stability, resistance to stress, responsibility, courage and exceptional service ethics25. Due to the nature of the performed duties, these are the

necessary qualities of personality, especially when responsibility for the safety of the country and its citizens is involved. To assure purposefulness of the recruitment, several specialists take part in the process, and they take care of evaluating candidates by examining them on various levels, *i.a.* in relation to having general knowledge about the activity of the various branches of law enforcement, physical fitness, health (psychological, mental and general), and in relation to interpersonal skills. The whole selection and choice of officers shall enhance the good image of the police in Poland and all over the world in the future, but also limit and maximise the elimination of criminality among police officers.

Selection of candidates is one of the first elements (before further internal and external auditing) of the whole process of crime prevention among employed officers. In Poland, the required selection criteria were set out in Article 25 of the Police Act of April 6th 1990, according to which the most important requirement (necessary to start the recruitment) is a good reputation of the future police officer in their social environment, at least secondary education and no criminal record. The candidate’s social opinion is usually verified by a community police officer during a so-called field interview in the place of residence, and his/her lack of criminal record is checked in the police database by other officers.

Acceptance of the candidates is based on the so-called recruitment competition, which is regulated by the Regulation of the Minister of the Interior, dated 18th April 2012, regarding qualification procedures related to the candidates applying for a position in the police forces. The recruitment process begins with the submission of all of the required documents to the indicated police office. The purpose of the competition is not only selection of the best candidates based on their knowledge and physical fitness, but also recognition of their intellectual predisposition and future social position (including their tendency to turn to crime). The stages of the selection process are as follows:

— Knowledge test,
— Physical fitness test,
— Psychological test,
— Interview.

Among the stages listed above, the physical performance test has no significant importance in preventing crimes by police in the future.

The knowledge test consists of 40 general legal and administrative questions and lasts approximately 40 minutes. The maximum score is 40 points (1 correct answer – 1 point) and there is no minimum score required to pass the test.

After the knowledge test and the successful physical fitness test, the person applying for a position in the police takes the psychological test,

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27 Rozporządzenie Ministra Spraw Wewnętrznych z dnia 18 kwietnia 2012 w sprawie postępowania kwalifikacyjnego w stosunku do kandydatów ubiegających się o przyjęcie do służby w Policji, Dz.U., 2012, item 432(10).
also known as the MultiSelect test. The test takes approximately 2–3 hours and consists of two stages. In the first stage, the candidate answers the questions via computer, while in the second stage, he or she is interviewed by a police psychologist, based on the results obtained from the computer-based test. In this case, similarly to the general knowledge test, there is no minimum limit to pass the test – the stage is passed starting from scoring 1 point and the maximum score is 60. Such a form of testing is complicated and challenging for the candidates, as at this stage the personal qualities, which will highly determine the possibility of service to the police, are evaluated.

Subsequently, after passing the stages listed above, the candidate is interviewed by police officers and other persons involved in the candidate’s recruitment. During the interview, various topics are discussed and different aspects are assessed, including the level of motivation for joining the police service, methods of establishing new relationships, as well as general knowledge regarding the duties of a police officer. The maximum score at this stage is 60 points as well, however to pass the test, a score of 36 points is required.

The results of all of the tests taken by the candidate are summed up and placed in the ranking list in chronological order. Depending on the scale of the recruitment, it is possible that not all candidates will be admitted during one recruitment or admitted at all. Extra points for education and other qualifications are added to the overall score.

The ultimate objective of the recruitment process is selection of the candidates who, apart from performing daily official duties, will perform them in compliance with the law and in an exemplary way, which in the future will not tarnish, but rather will have a positive influence on the image of the whole police force.

Once the required documents are submitted, the candidate’s recruitment process begins, and at the same time, the internal part of it, which verifies the content and compatibility of the information included in the documents with the data indicated in registries and police records. Every stage of the recruitment procedure plays an important role in the selection process. The result of the first stage helps to determine the candidate’s knowledge regarding public safety and the functioning of Polish government, while the psychological test allows the specialists to define their predispositions for fulfilling the duties (intellectual and personality ones) which, depending on the opinion of the reviewer (positive or negative), will determine the future of the candidate in the process. The final stage of the recruitment focuses on defining the motives of applying to police.

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29 Rozporządzenie Ministra Spraw Wewnętrznych z dnia 18 kwietnia 2012 w sprawie postępowania kwalifikacyjnego w stosunku do kandydatów..., § 29 and § 30.
30 Ibid., § 31 and § 34.
31 Ibid., § 35 and § 43.
as well as evaluation of the self-presentation of one’s self image, ability to establish new relationships and evaluation of presented social attitude\textsuperscript{33}.

\textbf{Internal audit}

Inspections are an integral part of the functioning of every organisational unit. In Polish police units, the Audit Office at the National Police Headquarters performs the major role of internal auditing, working under direct supervision of the National Police Chief. The Office operates in four spheres, \textit{i.a.} conducts inspections, investigates complaints, analyses materials and synchronises various control operations\textsuperscript{34}. The National Police Headquarters carries out its tasks in accordance with legal regulations, based on the Government Administration Control Act of 15\textsuperscript{th} July 2011\textsuperscript{35}, decision No. 65 by the Minister of the Interior of 31st May 2012, regarding the implementation of guidelines related to the rules and course of conducting audits in administration offices servicing the authorities in organisational units, which are subordinate or supervised by the Minister of the Interior\textsuperscript{36}, and according to auditing standards in government administration published by the Prime Minister of Poland\textsuperscript{36} on 10\textsuperscript{th} February 2012\textsuperscript{37}.

In order to ensure the activities carried by the KGP are performed correctly, the police published the “Quality assurance program of inspections implemented by police officers and employees of the KGP Audit Office”\textsuperscript{38} on their website. This program includes the method of conducting audits and all related legislations.

The activity of the KGP Audit Office is particularly focused on ongoing controlling of duties performed by organisational police units and other authorities subordinate to the National Police Chief, and on introducing any modifications that would positively influence the activity of the entities mentioned above. The objective of the tasks performed by the KGP

\textsuperscript{33}  Ibid., pp. 137–142.


\textsuperscript{35}  Ustawa o kontrolu w administracji rządowej z dnia 15 lipca 2011, (Dz.U., 2019, item 730).

\textsuperscript{36}  Decyzja nr 65 Ministra Spraw Wewnętrznych z dnia 31 maja 2012 w sprawie wprowadzenia do stosowania wytycznych w zakresie zasad i trybu przeprowadzania kontroli w urzędach obsługujących organy lub w jednostkach organizacyjnych podległych lub nadzorowanych przez Ministra Spraw Wewnętrznych, (Dz.U. of MSW (Ministry of the Interior), 2012, item 42).

\textsuperscript{37}  Departament Kontroli i nadzoru Kancelarii Prezesa Rady Ministrów, Standardy kontroli w administracji rządowej z dnia 10 lutego 2012. Warsaw, 2012.

Audit Office is not only inspection and issuance of remedial tasks in the case of disclosure of irregularities, but also monitoring the performance of the tasks, and most importantly, implementing processes for improvement of the management of the police in Poland.

The second field of activity of the KGP Audit Office is dealing with the implementation of complaints and requests, which are addressed directly to the National Police Chief. The complaints usually arise from the dissatisfaction of the complaining party due to, e.g., the attitude displayed by an officer or the activities undertaken by him or her at the scene of intervention, which later becomes one of the reasons for inspection of the indicated police unit. During a complaint procedure, grounds of accusation against police officers are verified, as well as causes of specified anomalies. In a case where the violation of the rights of the complaining party is confirmed, proper measures are taken to ensure appropriate consequences and reforming of existing incorrects.

One of the fields of the KGP Audit Office’s activities is carrying out thematic analyses associated with revealed irregularities, which the KGP aims to group and define their sequence. These steps shall define the causes of their occurrence and establish measures to reduce or completely eliminate their causes.

The last of the mentioned fields of activity is coordination of any control operations, i.e. those which are carried out by the police, not only by the National Police Headquarters, but also by other units qualified to carrying out such inspection (i.e. Provincial Police Headquarters and Municipal Headquarters).

Furthermore, documentation is completed from every control performed or commissioned by the Audit Office. The content of the documentation shall ensure the National Police Chief direct access to the update on, e.g. the prevalence of exceptional incidents in the police forces, and other information associated with the activity of units subordinate to National Police Headquarters.

An extraordinary incident in the police force is a situation where a police officer has committed a crime or a misdemeanour. According to the annex to Ordinance No. 1173 of the National Police Chief dated 10th November 2004, the name of the exceptional incident has been identified as an “unprecedented situation, with the participation of a police officer on or off duty, caused by deliberate or unintentional violation of law and/or service regulations”.

The second most important control authority, right after the KGP Audit Office, is the Department of Inspections of Provincial Police Headquarters (hereinafter: KWP). The KWP Department of Inspections conducts the audits in subordinated divisions, and the audits are based on the same

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40 Słownik pojęć zawarty w załączniku Zarządzenia Nr 1173 Komendanta Głównego Policji z dnia 10 listopada 2004 w sprawie organizacji służby dyżurnej w jednostkach organizacyjnych Policji (Dz.U. of the KGP, 2013.73), point 12.
documentation that is used by the KGP Audit Office. The mission of the KWP Department of Inspections is also included in the regulation of the relevant Provincial Police Headquarters (these are usually similar or even the same in each Provincial Police Headquarters of the country). This article makes an attempt to illustrate the scope of works, based on § 27 of the Regulation by Provincial Police Headquarters in Opole, dated 27th March 2019, which indicates that the most important tasks are as follows:
— indicating the areas to be inspected and preparing annual control plans,
— conducting the inspections in the normal or simplified course,
— overall risk assessment and preparation of the guidelines eliminating the occurrence of irregularities,
— creating post-inspection projects and recommendations and monitoring its implementations,
— eliminating the causes of abnormalities based on conducted audits,
— receipt of applications and complaints,
— implementation of applications and complaints, conducting procedures with police officers and/or civilians involved, and controlling subordinated units in terms of fulfilling these tasks,
— documenting the occurrence of unusual incidents involving police officers and civilian workers,
— creating reports of operations performed,
— estimation of overall risk in the police service and evaluation of implementation of the measures of fire-protection, health and safety, and occupational medicine,
— administrative tasks41.

The Department for Inspection is directly supervised by the Provincial Police Chief. It conducts routine inspections and in the case of urgent circumstances, unplanned inspections42. Planned inspections follow a standard procedure that is developed in accordance with the specific inspection requirement of each police unit.

The head of the unit (where the inspection is to take place) should be called and informed regarding the date of the scheduled inspection and the documents needed for the inspection. Conversely, unplanned inspections, depending on their nature (i.e. urgent, immediate), are usually conducted without prior notification and in a more simplified way. Unplanned inspections usually occur in extraordinary circumstances concerning police officers or civilian employees of the police apparatus. In the instances where a criminal act is confirmed, the unplanned inspection will be conducted in a more complex systematic way43.

The inspections mentioned above are designed to check the overall readiness of the police unit. Their scope ranges e.g. from checking

41 Regulamin Komendy Wojewódzkiej w Opolu z dnia 27 marca 2019, § 27.
42 Ustawa o kontroli w administracji rządowej z dnia 15 lipca 2011, op. cit., Article 14, Article 15, Article 17.
43 Ibid., Article 51, Article 52, Article 53.
ammunition inventory through processing applications and general complaints to receiving anonymous reports about abuse of power and bribery to be looked into. The main aim of these inspections is to uncover any legal or constitutional violations committed by the said police unit. Additionally, these inspections are used to expose any managerial deficiencies and issue binding instructions to remedy them.

With regards to patrol officers, the most important inspection is conducted whilst officers are out in the streets. These inspections are carried out by authorised supervisors who are appointed directly by the Municipal Police Chiefs and Police Station Chiefs within their jurisdiction. In accordance with § 39 of Regulation No. 768 of the National Police Chief of the 14th August 2007 on the forms and methods of performing patrol duties and the coordination of prevention activities, County (Municipal) Police Chiefs and Chiefs of Police Stations shall bear supervisory responsibility only in the areas which fall within their territorial jurisdiction. When it comes to the oversight over these police units, Provincial Police Chiefs and the Warsaw Police Chief supervise police organisational units belonging to their territorial jurisdiction.

In the next paragraph, the regulation in question defines the process and the aim of the supervision duties, which include inspection of the official notebooks of police officers being supervised, evaluation of official duties carried out, inspection of the official uniform and equipment, in addition to assessing the knowledge of regulations regarding the use of firearms and direct coercive measures. The inspecting supervisor is obligated to document and disclose any irregularities observed, and immediate rectifications must be issued.

The supervising inspector has the right to view briefing memos and assigned tasks. This enables supervisors to participate, evaluate and rectify interventions conducted by police officers under inspection. This can be done either overtly with a given police officer fully aware of being supervised or covertly using undercover techniques. Additionally, the supervisor has the right to independently inspect any location or facility mentioned in briefing memos, in order to assess law enforcement and public order.

The main objective of supervising patrol officers is to ensure lawful action by the police officer, to prevent violations such as falsifying records.

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46 Ibid., § 40.
47 Ibid., § 41.
in police notebooks in terms of the location, time and manner of interventions carried out in high risk areas, and to prevent any form of criminal act that might be committed by the police officers. It is important to note that the awareness of a possible inspection has major preventative value with regard to corruption.

**Technology providing control measures**

The first research on personal cameras used by police was conducted in 2010 in Scotland (at that time, Polish police officers did not have such equipment at their disposal). The research found that the vast majority of respondents (76%) had a positive view on technological progress, and up to 57% of responders acknowledged the contribution of the technology to the safety of the country. By contrast, another piece of research was conducted in 2015–2017 in the USA, where surveyed citizens in the state of Florida strongly advocated the use of wearable cameras by police personnel. The vast majority, up to 87% of the respondents, believed that this technique would positively affect the behaviour of police officers on duty (they would not break the law). Moreover, 70% of the respondents thought that the society would also maintain good standards of behaviour towards responding police officers.

New technologies have been gradually introduced to the police for several years. The first one was the Global Positioning System (GPS) in vehicles and wearable stations, followed by personal wearable cameras and devices to incapacitate persons with electricity, which were equipped with cameras as well. The GPS in police vehicles and in wearable stations is often used for officers’ safety (the aim being to quickly track their location). In addition, the GPS system helps to control police officers in terms of their place of work (e.g. whether or not the location of duty has been left too early) and whether inspections are being performed at the correct location and time. On the other hand, cameras located in the devices for incapacitating persons (similarly to wearable cameras) provide the possibility of replaying the recorded incident, and at the same time, assessing if the device has been used correctly. Personal wearable cameras are intended to control both the police personnel and civilians during interventions. In some cases, such devices serve as protection for police personnel in situations when citizens aim to manipulate the image of police officers and show them as law offenders. Each party has the right to file a complaint if, in their opinion, the intervention has been carried out incorrectly or when its results are not satisfactory (disagreement regarding the amount of a

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fine, arrest or inspection). It should be noticed that the number of unjustified complaints, or complaints which are based on untrue information, is increasing. Through the use of personal wearable cameras, the situations can be reviewed, which allows of determining whether the complaint is valid, which was not possible in the past, when the assessment of the situation was based on presumptions.

Wearable cameras play a key role, especially when prosecuting police officers accused of taking a bribe, which is known as a crime without evidence. In 2014, the National Police Chief — Gen. Dr. Marek Działoszyński announced that the purpose of using personal video equipment was not only control of police officers, but also the recording of incidents as they happened and replaying them in disputable cases (e.g. accusation of abuse of power by responding police officers)\textsuperscript{50}.

In the Polish Police, wearable cameras were first introduced at the end of 2015 in Gorzów Wielkopolski. Since then, the intention was to expand the use of such cameras throughout all of the remaining parts of the country. Such a result was achieved in 2017, when the government assigned financial assistance to improve the conditions within Police forces (based on the modernisation act)\textsuperscript{51}.

Nevertheless, not every police officer in Poland is equipped with a personal wearable camera. The technology is still being gradually implemented.

**Effects of recruitment, internal and technological surveillance**

The stringent selection criteria show their effect throughout the recruitment process. Personality type, and physical and mental abilities are assessed at different stages of the recruitment in order to determine whether the candidate meets the desired selection criteria. Candidates who do not meet these criteria – at any stage – will be rejected, and their recruitment process will be terminated. The 2018 data shows that there were more than 5,300 full-time vacancies throughout Poland, however, this purposeful stringency in recruitment was still necessary to prevent selecting unsuitable candidates. One of the major criteria throughout the recruitment process is psychological testing. These tests are designed to assess the mental and moral predispositions of the candidates. Empirical data suggests that 75\% of applications are terminated at the stage of psychological testing, for example, in 2017, up to 60\% of candidate police officers failed in the Kuyavian-Pomeranian Province. From the standpoint of preventing crime within the police, this does not suggest that “potential


\textsuperscript{51} Wasiak R, Kryminalistyczno-prawna problematyka wprowadzenia do użytku nasobnych kamer video w policji – w ujęciu porównawczym. Warsaw, 2019, p. 120.
“criminals” were filtered out in this way, but it confirms the existing data of police psychologists according to which only 40% of candidates display the desirable psychological pattern of a police officer (not only in terms of integrity and morality, but also, e.g. emotional stability)\textsuperscript{52}.

The effectiveness of internal control is measured by the number of crimes detected within a police department. The fact that corruption is considered to be a crime without evidence has always been emphasised. However, for decades, even a well-founded complaint, without corroborative evidence, was rarely the basis for initiating legal proceedings. Robert Klitgaard points out that police officers on traffic patrol duty are significantly more inclined to meet the previously mentioned model of corruption. Table 2 summarises the results of corruption offenses with separate results extracted for traffic patrol. A cause and effect relationship can be noticed when a threefold increase of corruption crimes (149 cases) was detected within traffic patrols after the introduction of body cameras that document evidence.

Table 4 shows a discrepancy in the number of corruption offenses committed in 2015 and 2017. In 2015, 88 corruption cases were reported versus 269 in 2017. Abuse of power for financial gain was the hallmark corruption crime. This jump in number can be explained by the advent of technological surveillance in 2015, which was a breakthrough year for the Polish police, because of an upgrade in officers’ equipment to include individual surveillance cameras for the first time.

<table>
<thead>
<tr>
<th>Type of bribery</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Venality</td>
<td>68</td>
<td>87</td>
<td>81</td>
<td>105</td>
</tr>
<tr>
<td>Abuse of power aimed at gaining financial benefits</td>
<td>88</td>
<td>172</td>
<td>269</td>
<td>195</td>
</tr>
<tr>
<td>Bribery</td>
<td>-</td>
<td>2</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>Paid protection</td>
<td>2</td>
<td>6</td>
<td>7</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>158</td>
<td>267</td>
<td>358</td>
<td>307</td>
</tr>
</tbody>
</table>

Source: Author’s own work based on the information of the Internal Affairs Office KGP and the threat of the crimes being committed by the police personnel in 2016 and 2018

This addition may have contributed to the increased rate of detection in corruption offenses in subsequent years, which can be seen clearly in 2016. Only one year after the introduction of technological surveillance,

there was over a 60% increase (from 162 to 263) per year. This data analysis is possible thanks to the annual summary produced by the Police Internal Affairs Office.

**Summary**

Police forces play a key role in the state security system. This concept is emphasised from a formal and legal point of view, where the police profession is not viewed within the context of public trust but rather within the context of social trust. The status of a “law enforcement officer” is associated with higher ethical expectations and is subjected to meticulous scrutiny when it comes to compliance with and respect for the law. Therefore, the violation of these laws not only undermines the foundations of their profession as law enforcement officers, but also the foundations of public service and social duty. The possibility of corruption in the police force was mitigated by the introduction of stringent criteria in the early phase of the recruitment process. As previously mentioned, personality traits, knowledge and a good reputation were necessary criteria throughout the recruitment phase. This process may vary depending on the country; some countries select the candidates first then subject them to a trial period when their suitability is assessed according to the accepted criteria. Other countries assess the suitability of candidates through recruitment committees first, then suitable candidates are admitted to the police force. Despite the technical methodology of selection, the general aim for all public authorities in different countries remains the same, i.e. to select individuals who knowingly will not break the law, exceed their rights or, even worse, abuse their powers for financial gain while performing a public service. Additional measures such as constant supervision by immediate superiors and external departments have been introduced as a safeguard. This chain of supervision extends upwards to include the police patrols’ managers. This internal mechanism of supervision yielded an increased crime detection rate within the police force in Poland. Other than direct supervision, Table 5 shows the introduction of technological surveillance to the police officers’ equipment (body cameras, GPS tracking via radios or police vehicles) and progressive social control via external surveillance represented by civilian audio and video documentation (smartphones or vehicles cameras) added to the elimination of discretion, which is considered to be one of the major components of Robert Klitgaard’s corruption model.

Based on this, it can be concluded that the incorporation of technology within police forces around the world will significantly reduce not only corruption crimes, but also reprehensible behaviors such as abuse of power or negligence committed by police officers. Additionally, this thesis highlights the significance of internal and external technological surveillance, the effects of which translate into police performance around the world. These safeguards serve as checks and balances to
guarantee the optimum level of functioning of the police force as a state security system. This thesis is supported by public opinion polls conducted on the introduction of new technological surveillance equipment for police officers.

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Summary: The police is an institution serving the society, its task being to enforce the law and take all actions aimed at eliminating its violations. As a uniformed and armed force, it plays an important role in the state security system, including prosecution of individuals who do not comply with applicable legal norms. The police officer's profession enjoys particular respect, but to ensure the correctness of the service performed, only those who meet the requirements specified for this profession can join the ranks of the police. The article presents topics related to the recruitment process, and the role of internal control as elements of crime prevention in the Polish police. A special role has been assigned to recruitment, which is responsible for verifying the admitted people – their character traits, moral attitudes, emotional stability, as well as health and physical fitness. In turn, the task of control is, on the one hand, to ensure the correctness of service, and on the other hand, to reveal any irregularities and to strive to remove them. The internal control in the police is the responsibility of the Control Bureau at the National Police HQ under the direct supervision of the National Police Chief, Provincial HQ Control Departments under the supervision of the Provincial Police Chiefs, and inspections by designated persons under the supervision of the City Police Chiefs. In addition, new technologies have been introduced in the police for more effective control, including determining the location of officers (using the GPS system) and recording interventions (by body-worn cameras). The said technology also has a preventive function against breaking the law. The measure of control affects the number of all crimes revealed in the police environment. The analysis of revealed irregularities has shown that more than 50% of them are corruption-related offences, and therefore this aspect has been widely discussed in the article.