



DH&A's program for the reconstruction of national police forces



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General:

1. The police force is a constituted body of persons empowered by the state to enforce the law, protect property, and limit civil disorder. Their powers include the legitimized use of force.
2. Police services of a sovereign state are authorized to exercise the police power of the state within a defined legal and territorial area of responsibility.
3. The police force is a paramilitary organization with all the characteristics of a military one including hierarchy, discipline, orders, uniforms, ranks and usage of firearms.

Basic motives:

1. To serve and protect – The police is a service organization whose main duty is to maintain the quality of life of the state's citizens and inhabitants.
2. Human rights and dignity – The police draw its power from its duty to protect its citizens' human rights from any kind of abuse including by its own operatives.
3. Safe and prospering environment –The police as a main supporter of the government desire to establish relationship based on trust, loyalty, lack of fear and equality before the law.



Areas of responsibility:

1. Fighting crime, criminals and criminal organizations
2. Law enforcement, monitoring civil behavior according to state law.
3. Maintaining safety, security and public order.
4. Locating missing people and stolen goods.
5. Securing public events.
6. Preventing human trafficking, smuggling goods, drags and weapons and illegal migration.
7. Enforcing traffic laws.
8. Enforcing environmental protection laws.
9. Education regarding the police and the law, safe city etc.

Common kinds of police forces:

1. State police / federal police / city police.
2. Traffic police.
3. Borders police / harbor police / coast guard.
4. Migration police.
5. Tourism police.
6. Environment protection police.

Authorities given by law to the police force:

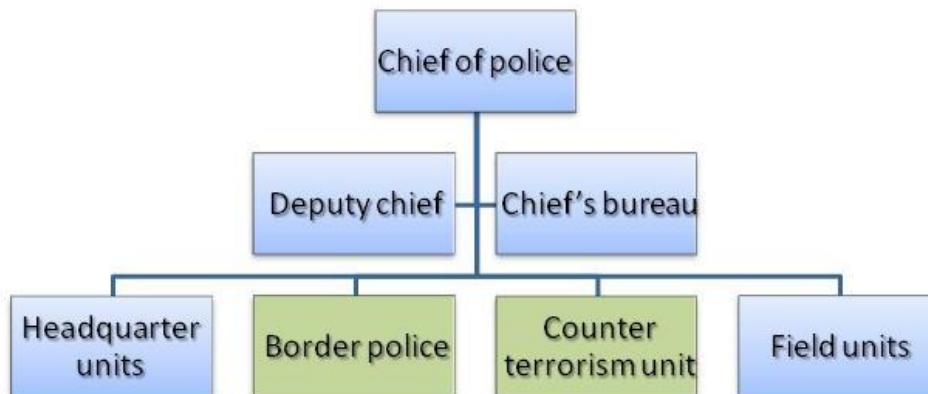
1. Detaining, arresting and imprisoning.
2. Investigating witnesses and suspects.
3. Legal usage of force and weapon.
4. Physical search. Searching buildings and vehicles.
5. Maintaining and enforcing traffic orders.
6. Enforcing civilian restrictions in emergency.



Restrictions on the police force:

1. The police force is a governmental arm and as such it is subordinated to state's rules, and its mandate of operation is given to it by a detailed designated legislation.
2. The police force should be an autonomous entity with no political, social or other influence. Policemen should be allowed to conduct their duties and responsibilities without external pressure from any kind.
3. The police force should be restricted from excessive usage of power, abusing human rights and abusing the relative flexibility that the law gives it in order to fulfill its duties and responsibilities.

Some operational units characterizing modern police
General chart of police command





General headquarter units

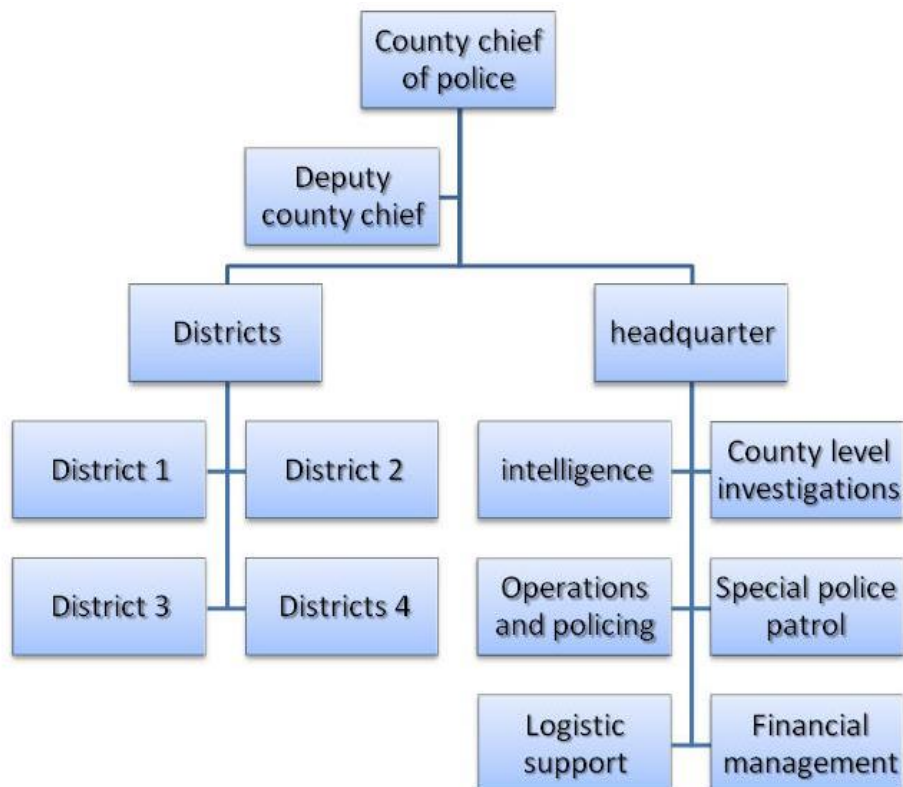




General headquarters' units:

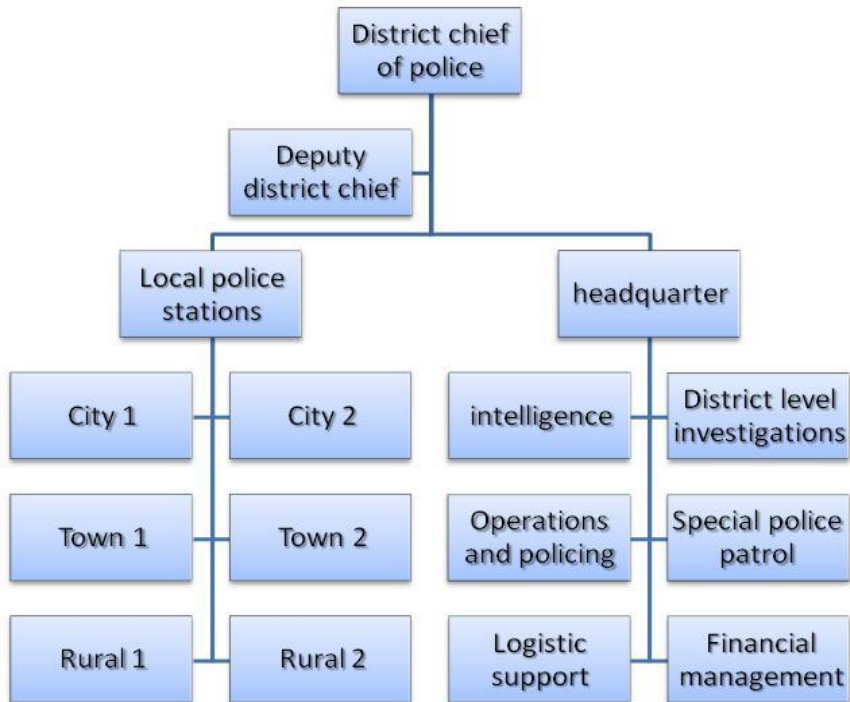
1. Intelligence and investigations.
2. Border police.
3. Traffic police.
4. Migration police.
5. Community police.
6. Planning and organizing including improvement and services).
7. Logistic support, technology.
8. Human resources (including basic school and school for officers).
9. Legal (including internal courts).
10. Financial matters.
11. Spokesman, public affairs and international relations.

County headquarters' units





District headquarters' units



Local police station





Local police station's units:

1. Investigations (including detectives).
2. Intelligence (including agents).
3. Patrol and public order (including means of controlling riots).
4. Rapid intervention (including bomb squad and SWAT).
5. Traffic control and support.
6. Computer crimes - investigation and prevention (including K9).
7. Service to the public (including service desk and call center).

Local police station's duties:

1. Maintaining public order
2. Investigations, fighting crimes
3. Patrols and public safety
4. Intelligence and criminals' exposure
5. Fighting organized crime
6. Traffic control
7. Securing public events

Recruitment and training

Recruitment and training procedures:

1. The police should seek recruiting quality and qualified people to its service. Quality people in service will increase public trust to the police and its actions.
2. People recruited, men and women, should be screened, trained, coached and monitored.
3. Screening process should include:
 - a. Checking criminal files and background.
 - b. Education and qualification.
 - c. Social and psychological testing and evaluation process (using assessment centers as main tool)
 - d. Medical and mental evaluation.
 - e. Testing of qualification to become an officer.



4. Basic police training – people who would be found qualified to join the police force would be summoned to police basic training that lasts 1-2 months. The basic training subjects should be:
 - a. Orientation to the police force – law, authorization, structure, duties, procedures etc.
 - b. Ethics, limitation of usage of power etc.
 - c. Serving the public.
 - d. Physical trainings.
 - e. Qualification in the usage of firearms.
 - f. Assertive behavior, handling conflicts, decision making.
5. Advanced police training – considering the screening process and qualities revealed at the basic training each recruited will be referred to the specific training to match his or her qualifications and abilities.
Trainings in:
 - a. Investigations, detective work.
 - b. Patrol and public order
 - c. Traffic control and order
 - d. Intelligence.
 - e. Computer support
 - f. Police administration and public service

DH&A's involvement:

1. DH&A will become a major consulting entity in the reconstructing process using its elite professional consultants and its extensive field experience.
2. DH&A will provide the best consultants and operatives in the field of policing as well in the field of management and organizations. The modus operandi of DH&A cooperation will be discussed and agreed.

