

# **THE RECRUITMENT AND SELECTION OF POLICE OFFICERS-COMPARATIVE ANALYSIS OF SIMILAR POLICY IN EUROPEAN STATES**

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## ***Abstract***

*Recruitment and selection are some of the most important activities in the human resources management. Since socio-economic conditions are not the same in all states, then the recruitment and selection policies reveals common types of conditions to become a policeman, on the one hand, and categories of conditions that customizes each system and each country, on the other hand. The influence they exert on the entire organization is very important because it can make big gains if performed by professional criteria, but big losses when it does not apply to a very important principle, that of the appropriate person in the right place.*

**Key words:** *human resources, recruitment, selection, external recruitment*

**JEL Classification – K19**

**Paper type – Case study**

## **Introduction**

The identification of methods and efficient means from the perspective of recruitment and selection of police officers is one of the fundamental attribute of the human resource structures of the ministers who have competence in administration and management of internal affairs in the EU countries.

Because the social and economical conditions in the member states are not the same, the analysis of the recruitment and selection policies that are developed shows on one side the categories of common conditions that must be fulfilled by the candidates for the police officer job, and on the other side the categories of conditions that individualise each system, those being the most important from the perspective of the present study.

### **I. The recruitment**

#### **1. The common conditions request for recruitment**

The requirements for participating at admission examination in the schools for training and preparation of police officers that must be at the same time accomplished in the 4 states that are analysed (Norway, Denmark, Spain, Romania) are:

- The citizenship
- A certain age
- Graduate high school with baccalaureate diploma
- No criminal record

- Good health-capable from medical point of view

## 2. Specific conditions

Besides the common conditions that must be fulfilled by each candidate there are certain conditions specifically for each state, as the following:

### a) Norway

- ✓ Personal maturity and character
- ✓ tests and physical exams
- ✓ driving licence
- ✓ writing and oral communication skills
- ✓ maturity and capacity of thinking and decision
- ✓ spirit of initiative
- ✓ capacity of self evaluation

### b) Denmark

- ✓ The minimum age of 21 years and the maximum of 29 years
- ✓ Danish citizenship or if they have applied for Danish citizenship
- ✓ Concerning the medical condition a particularity is the fact that they accept to use contact lenses to correct the eyes
- ✓ IT knowledge
- ✓ Driving licence
- ✓ Knowing a foreign language
- ✓ Completion of a test of rescuing a person from drowning

### c) Spain

- ✓ Minimum age of 18 years and maximum age of 30 years
- ✓ The condition for a certain height
- ✓ Writing acceptance of the liability for caring and using of firearms
- ✓ Not be convicted for offences committed with intention
- ✓ Not been disciplinary removed from the local, autonomous or institutional public administration
- ✓ Not be declared inapt for public functions, no matter the reason
- ✓ Driving licence

### d) Romania

- ✓ Knowledge of the Romanian language in writing and speaking
- ✓ Full capacity of exercise
- ✓ Minimum age of 18 years or to accomplish this age in that year
- ✓ Maximum age of 27 years accomplishing in the year of participating at the admission competition for initial training as a policeman\*
- ✓ To obtain, during high school, the minimal score of 8,00 as overall average for conduct\*
- ✓ Not to be expelled for misbehaviors from an educational institution\*
- ✓ Minimum height of 1,70 for men and 1,65 for women\*
- ✓ Proper behaviour in accordance with the conduct requirements admitted and used in the society
- ✓ No criminal record or put under prosecuting or in phase of a trial for committing offences, except the situation when the rehabilitation has operated
- ✓ No to be dismissed from a public function in the last 7 years
- ✓ Not to conduct activities of political police

- ✓ Not having qualities of a member in a political party or organization with this character
- ✓ Accomplished the special conditions to occupy by exam a public function with special status
- ✓ The service stopped / were put in reserve under certain conditions specified in the law governing the police officer status, that is the law of the military

\* *Specifically criteria for recruiting the candidates at the admission competition in the educational institution of the Ministry of Administration and Interior*

For a general view, the conditions mentioned above are presented in the following table:

RECRUITMENT CONDITIONS	COUNTRY			
	NORWAY	DENMARK	SPAIN	ROMANIA
Citizenship	✓	✓	✓	✓
Apply for the state citizenship		✓		
Age	✓	✓	✓	✓
Minimum age of 21 years old and maximum age of 29 years old		✓		
Minimum age of 18 years old and maximum of 30 years old			✓	
Minimum age of 18 years or to accomplish this age in that year				✓
Maximum age of 27 years accomplishing in the year of participating at the admission competition for initial training as a policeman*				✓
Graduate high school with baccalaureate diploma	✓	✓	✓	✓
Certificate of graduating a general secondary education (similar with baccalaureate)	✓			
No criminal record	✓	✓	✓	✓
Not to be put under prosecuting or in phase of a trial for committing offences, except the situation when the rehabilitation has operated				✓
Medically capable	✓	✓	✓	✓
Concerning the medical		✓		

condition a particularity is the fact that they accept to use contact lenses to correct the eyes				
Personal maturity and character, maturity and capacity of thinking and decision	✓			
Driving licence	✓	✓	✓	
Physical test and exams	✓			
Completion of a test of rescuing a person from drowning		✓		
Verbal and writing communication skills	✓			
Spirit of initiative	✓			
Capacity of self evaluation	✓			
IT knowledge		✓		
Knowing a foreign language		✓		
Knowing the national language writing and verbal				✓
Condition for a certain height			✓	
Minimum height of 1,70 for men and 1,65 for women*				✓
Writing acceptance of the liability for caring and using of firearms			✓	
Not be disciplinary removed from the local, autonomous or institutional public administration			✓	
No to be dismissed from a public function in the last 7 years				✓
Not to be declared incapable for public function, no matter the reason			✓	
Accomplished the special conditions to occupy by exam a public function				✓

with special status				
Full capacity of exercise				✓
Proper behaviour in accordance with the conduct requirements admitted and used in the society				✓
Not to conduct activities of political police				✓
Not having de qualities of a member in a political party or organization with this character				✓
The service stopped / were put in reserve under certain conditions specified in the law governing the police officer status, that is the law of the military				✓
To obtain, during high school, the minimal score of 8,00 as overall average for conduct*				✓
Not to be expelled for misbehaviors from an educational institution*				✓

\* *Specifically criteria for recruiting the candidates at the admission competition in the educational institution of the Ministry of the Administration and Interior*

## II. THE SELECTION

If in case of recruitment there were highlighted the common conditions as well as the particular ones for each state analysed, in what concerns the selection, a different presentation of the situation from each country imposes itself.

### a) Norway

The central institutional for training the police personnel and the departments of sheriffs from Norway is the Academic College of the Norwegian Police<sup>1</sup>, institution who propose itself to transmit and improve knowledge, skills and to build the conduct that is necessary to police officers to keep the safety and the respect for the law and order in the society, preventing and combating the antisocial and criminal phenomena.

The College is under the responsibility of the National Directorate of the Norwegian Police and has the primary task the education and base instruction of the personnel who serves in the Norwegian Police Unit, as well as the continuous improvement of the ones who are already working.

The Academic College of the Norwegian Police is part of the Admission Service of the Norwegian Universities and Colleagues, what implicate the adoption of the admission methodologies similar to all higher education institutions in Norway.

In this context, the candidates must submit the applications for participation at the admission tests and exams until the first of March of every year, by fulfilling electronically a set of forms directly on the website [www.samordnaopptak.no](http://www.samordnaopptak.no).

The candidates who join the general conditions for recruiting will be invited to participate at the aptitude tests. The candidates who past the physical tests and the medical exams will be afterwards interviewed by an admission commission, who decide if they are admitted or not in the College classes.

The graduating diplomas given by The Academic College of the Police are fully recognized at national and European level (based on the ECTS system)

#### **b) Denmark**

In Denmark the police are under the authorities of the Ministry of Justice, who exercise his competences, through the national commissar, as well as the police districts commissars.

The National Commissioner's Office is responsible for the allocations of the police personnel and administrates the police personnel, the bureaucratic and logistic personnel. Any citizen of Denmark and Faeroe Islands can apply to become a police officer. The National Commissioner's Office is the one who employs the police officers in the Danish police force. **Every policeman from Denmark has graduated the National College of Police, who is situated in Copenhagen.**

To become a police officer in Denmark the recruits have to join the recruitments conditions that are presented above.

If the one who wants to apply meet these conditions, he will have to pass an exam consisting in the same elements. S/he needs to havewriting skills of Danish language, math and general knowledge. Follow a physical test in which the recruits must touch some scores. After this exam, there will be a team test, a psychological examination lead by a police medical examiner, and at the end an interview.

If the one who applied past all the tests, it is possible to be employed as **police officer for probation period**. He will receive a salary from the first day of work.

The training period will be of approximately four years and it is divided in four modules:

- The first police basic training at the Police College (approximately 9 months)
- The second police basic training, the way of formation at a police unit (approximately 18 months)
- The third police basic training at the Police College (approximately 9 months)
- The police basic training, basic training module of police consisting in services with tactical support units of Copenhagen Police (approximately 7 months).

At the Police College, the police officers are trained for police work, traffic, criminal law, physical training, first aid law, making and securing of evidence, criminology, weapons handling, criminality prevention and many other.

At the end of the probation years in which the police officer is a probationer, he obtains the quality of **permanent police officer** and receives the designation of Police Constable.

#### **c) Spain**

The National Police is a component of the Ministry of Interior of Spain and has a huge responsibility in ensuring the safety and the citizens' security as well as the goods against some antisocial facts or in case of calamities and disasters.

The training Centre AVILA, known as “The Police Academy Avila”, is situated approximately at 120 km away from Madrid, and is the first institution of the educational pillar of the National Police Body, giving an intense programme of training to the recruits who want to enter this police structure, as well as training the national police officers in view of promotion to the leading structure, up to the rang of “inspector”.

The recruit must fulfil a form model 790, with the tax code 088(value of 10,56 euro), paid at a bank branch (the form can be downloaded for free from the web page), which the candidate will give in original to any police station or Civil Guard post. The receiver is obliged to receive the petition until the limit date established for applying. An exception from paying the tax for the exam make the unemployed and the persons who come from big families, by showing the documents revealing these facts.

The Training and Improvement Division, at the moment of receiving the requests will address directly to the Central Register Record and the General Directorate of Traffic, in order to obtain the necessary dates about the candidates (criminal record and driving licence).

The exam committees include a number of 6 police officers with rang of at least “inspector” and with the minimum 5 years seniority in the leading structure. They are chosen at random by the Directorate of Human Resource, and they will be detached over the whole period of the selection process at the Training and Improvement Centre AVILA. As follows, there will be organized 5 examination centres, which will be situated in the country in order to ensure the possibility of participation to every candidates from each part of Spain.

In every committee there will be named specialists for scientific evaluation of candidates (doctors, psychologists, language teachers and so on). The candidates will be subject to the following skills test:

1. The evaluation of theoretical knowledge - involves a questionnaire of 100 questions that must be fulfilled in maximum 50 minutes, and involves questions that require answers with true or false from the bibliography, being necessary to obtain at least 51 correct answers to pass the exam.
2. Physical evaluation - it means to obtain the minimum score from the limit established for each physical test, it is optional the possibility of random testing the candidates regarding the drugs or doping substances forbidden by the Ministry of Health regulation; to allow the candidates to participate at the physical tests they must present a medical certificate, issued by a doctor specialist in sports medicine, who will certify the candidate sportive health;
3. Mental and technical evaluation - making different tests to determinate the profile, the personality and the skills of the candidate for the police job;
4. The interview – it is organized by each committee with each candidate in public meeting;
5. Medical test;
6. Knowledge of foreign language (English or French)

For calculating the final score, depending of the points obtained at each test, the candidates who come from military service or the candidates with parents athletes will receive a supplement of points, according to the rules in force.

#### **d) Romania**

The selection of the candidates for admission in the post-secondary educational institutions of the Ministry of the Administration and Interior is done according with the methodology frame regarding the organization and development of the admission contests in the educational institution of the Ministry of the Administration and Interior, issued by the General Directorate

of Human Resources, specific methodology made by the general inspectorate who benefit from, as well as based on the regulations of the Ministry of Education, Research, Youth and Sport.

The selection of the candidates for admission on the Police Academy “Alexandru Ioan Cuza” is done according with the methodology elaborated by this institution, in accordance with the general inspectorates who benefit from and with the notice of General Directorate of Human Resources.

### **III. CONCLUSIONS**

The analysis of criteria and conditions from the three states reveals the different perception of respective countries in what concerns the model of the future police officer.

It will be important if the Romanian law system in this area will be amended with the next general conditions for admission in educational institution or direct employment

- Driving licence
- Capacity of self evaluation
- Writing acceptance of the liability for caring and using of firearms
- IT knowledge
- Physical tests and exams
- Knowledge of foreign languages

Likewise, I consider that the system used in Denmark (in which all police officers graduated from Police College) could mean a step forward for professionalization of police structure in Romania. So, the jobs that requires a special preparation, that can't be provided by the educational institutions of the Ministry of Administration and Interior, to be employed exclusively with other professional categories than police officers.

#### ***References:***

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3. Danish police site-www.politi.dk/en