

# 11 Police training and education in Hungary

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The expression 'police officer' ('rendőr' in Hungarian) first appeared in written language in the 1820s and in legislation in 1846. The history of the independent national police force goes back approximately 150 years. Politically, these were unsettled times that hindered the undisturbed development of law enforcement organizations (Cartedge 2011). These transformations resulted in the leadership of the police force being replaced, and significant numbers of well-trained and professional staff dismissed. Politicians at national and local level habitually interfered with purely professional issues, eventually usurping decision-making. Sometimes law enforcement organizations were used to suppress citizens on racial and religious grounds, to subdue social and ethnic movements, and the deportation of more than 600,000 Jewish people (Deak 2001).

Being a province of the Habsburg empire Hungary did not have the status of an independent state until 1867. Public administration and law enforcement bodies were supervised by foreign rule, which led to citizens turning against their presence. In the 1850s and 1860s the situation had become untenable (Cartledge 2011). The first Hungarian Ministry of the Interior was established resulting in the re-organization of the police. Previously, these tasks and responsibilities were allocated to the Habsburg government. After the Emperor withdrew his acknowledgement of the independent Hungarian government in 1848, leading to a war of independence, which ended with Hungary's defeat, the Ministry and its organizations were dissolved. Civil development begun in the first three decades of the nineteenth century had evolved slowly and was not strong enough to establish a Western European-type police force (Stanislas, Chapter 1). Elements of a feudal society survived until 1945, which prevented the evolution of modern civilian rule. Legislation (often considered unjust) that regulated the life of the country and facilitated the oppression of minorities and religious denominations, gravely distorted the operation of law enforcement and its relationship with the people.

What is called the 'Compromise of 1867', a legal agreement between the Hungarian and Austrian ruling elites, the Austro-Hungarian monarchy was established which created Hungary's own government, Ministry of Interior, and police within the dualist state. This led to the creation of an independent (albeit not unified) national police force. These arrangements operated almost

uninterrupted until 2005, when they were replaced by the newly elected government, who, following the 'Scandinavian' model (see Kratocoski and Cebulak 2001), placed the police force under the supervision of the Minister of Justice. In 2009 following the new elections, the Ministry of the Interior was re-established and has been responsible for the police since then.

Following the 1867 Compromise, the police force and law enforcement was organised along several lines simultaneously; rural areas and villages under the Gendarmerie's jurisdiction. Gendarmerie units consisted of enforcement squads organized in a military fashion. Their establishment started in 1849 initiated by the Emperor's government. In 1881 the Hungarian government passed legislation setting up six gendarmerie districts to cover the whole country. Despite being reorganized several times, the Gendarmerie operated until 1945. After the Second World War the new democratic government dissolved the Gendarmerie for its participation in war crimes, and specifically in the deportation of Jews. Towns with larger populations had the opportunity to organize and operate their independent police force at their own cost. In 1886 there were 24 such settlements. Due to growing costs these police forces were phased out and state police organizations were established. A unified state police force in all the towns of Hungary was established in 1920 and operated alongside the Gendarmerie. State police units were formed in towns with smaller populations or those not wishing to have their own police force. In the capital Budapest the police was created by merging three geographical areas in 1872.

By the end of the nineteenth century the foundations of the new police force had been laid. The Budapest Board of Detectives was formed in 1886, a new police uniform was introduced in 1909, the Museum of Criminal Investigation was founded in 1908 and the first dog-training school of the Gendarmerie was established in 1910. The development of the Hungarian police also produced a few outstanding achievements. Hungary was the second country in Europe, and the first on the Continent, to introduce dactyloscopy (fingerprinting). This new identification method spread thanks to Ferenc Pekári, a former Deputy Commissioner of the Budapest Police, who learnt about it whilst a guest of Scotland Yard in 1902.<sup>1</sup>

In 1905 the Hungarian Border Police was established to address the ever growing cross-border traffic at the state borders with Romania, Serbia, and Russia. This agency was abolished after Hungary was defeated in the First World War. According to the Treaty of Trianon that concluded the war with conditions highly unfavourable to Hungary, two-thirds of the territory of the country was assigned to neighbouring states. The police force was completely reorganized in a much smaller country whose territory had been reduced to 28 per cent of its former size. The end of the Second World War witnessed the creation of new state organizations to replace the old ones that served the former fascist regime. Civilian democratic rule was short-lived with the growth and hegemony of the Communist Party in 1949, and its monopolization of state power (Cartedge 2011: 413–426).

Separate from the police, a special police organization of conscripts was set up. It mainly carried out the tasks of riot police and was used in public areas to support the police when needed. It operated until 1972, most of the time supervised by the Minister of the Interior, similar to the Border Guard, also comprised of regular soldiers. The latter was established with a two-fold purpose: it functioned as an armed force, also carrying out law enforcement activities. At one time the Border Guard had a staff of 17,000 and also assisted the police when needed. The Border Guard was integrated into the police force in 2007, consequently Hungary has one state police organization.

The political transformation of 1989–1990 resulted in significant changes within the police, especially its personnel. Its top leadership changed several times, as elsewhere throughout the organization. In the 20 years that followed democratization the same party was only able to establish a government in two consecutive electoral cycles which illustrates the instability of the time. Each incoming government introduced new plans for the reorganization of the police and a change in personnel. An important development during this period with significant consequences for the police was Hungary's accession to the European Union, which brought with it beneficial international relations (Benke 2001). This took the forms of substantial funding for the development of the organization, the purchase of technical equipment and in-service training for staff (see Stanislas, Chapter 1). Other developments with training and education implications has been the adoption of modern scientific methods which have become part of everyday working practices that include: using IT, setting up and searching databases, DNA tests, profiling, and conducting crime surveys.

### **Police organizational structure**

The territory of Hungary is 93,000 sq km, with a population of ten million. The structure of the police reflects the system of public administration elsewhere (Mercer and Newburn 2009). The County Police Headquarters is located in the capital, with local administrative units in each of the 19 counties, and the National Police Headquarters as the main managing body. The Defence and Law Enforcement Committee in Parliament is responsible for passing bills related to law enforcement and meets in the event of crises. The police force is supervised by the Minister of the Interior and controlled by the Commissioner of the Hungarian National Police. The legal foundation for the police's various functions is provided by Act XXXIV of 1994 on the Police and the Decree of the Minister of Justice and Law Enforcement 62/2007 (XII 23). Established in September 2010 with a staff of about 600 people, the Anti-Terrorist Centre reports directly to the Ministry and is independent of the police. Its tasks include averting, and collecting intelligence on terrorist actions and the personal protection of the Prime Minister and the President.

The Hungarian police has approximately 46,500 staff and reports to the National Police Headquarters, headed by the Commissioner (see Boda forthcoming) who is assisted by three deputies, the Director General for Criminal Investigation, the

Director General for Policing and the Director General for Economic Affairs. The Director General for Criminal Investigation is the first deputy and responsible for the detection and investigation of crimes. Other areas of responsibility are:

- Criminal Investigation Department
- International Law Enforcement Cooperation Centre
- Criminal Analysis and Evaluation Department
- National Bureau of Investigation
- Hungarian Institute for Forensic Sciences

The Director General for Law Enforcement is responsible for the activities of the 'uniformed units' and:

- Law Enforcement Analysis and Evaluation Department
- Department of Duty and Defence Administration
- Public Order Department
- Traffic Policing Department
- Administrative Policing Department
- Border Policing Department
- Riot Police
- Airport Security Directorate (operating at the international airport of the capital and some smaller airports).

The second level of the police force is constituted by the 20 police headquarters. Their jurisdiction corresponds to the 20 public administration counties, one of which is the capital. Police stations responsible for towns and neighbouring settlements operate on the next (third) level. There are 154 such units operating all over the country. At the lowest level are police stations (of smaller settlements), offices of community police officers and border policing offices, also supervising border crossing points. Hungary is situated at the external border of the EU, therefore guarding the more than 1000 km-long Schengen external border is a major task.

### **Personnel and training**

Police staff comprises commissioned officers, non-commissioned officers (NCOs) and civilian employees. These groups of personnel have different responsibilities and tasks which is reflected in their training. The Commissioner of the National Police also supervises four law enforcement vocational schools that provide basic training for NCOs. Only those graduating from one of these vocational schools can work as police NCOs. The faculty of Law Enforcement of the University of Public Service is independent from the police, and provides BA and MA Degree programmes for those preparing to become commissioned officers. Several other centres for further training, and a dog-handler training school, can also be found within the police organization.

The aim of NCO training is to prepare students for probationers' positions. After finishing the vocational schools students are allocated to a branch of the police service (CID, traffic, public order or border policing, the riot police). Successful candidates become professional employees of the Ministry of the Interior, and take an oath, prior to taking up their role as police sergeants. The Police Act (1994) stipulates a certificate of secondary education and graduating from a law enforcement vocational school as the condition of becoming a police sergeant, and member of the professional staff.

The job of a police officer is recognized in Hungary as a regulated profession. Police education is part of national vocational training. Legally accepted professions in Hungary are listed in the National Training Catalogue, a document that prescribes the requirements set for various professions and the number of lessons to be provided for professional courses. It also establishes which professions can be considered as similar, and relevant educational preconditions (see Peeters' chapter). There are four law enforcement vocational schools where NCOs are trained, established in former schools or military training bases. These were transformed into vocational schools in 1992–1993. Their curricula were updated and they obtained the right to issue a certificate of secondary vocational education. Managed by police colonels, these schools report to the Ministry of the Interior in terms of organization and to the Police Commissioner on budgetary matters. Training lasts for two years, starting in September and finishing in May of the second year. The admission quota is agreed by the Minister of the Interior; in September of the 2011–2012 academic year this figure was 1200 people, and 25–30 per cent of the students are women.

Accommodation and full board is provided at the schools, the cost of which is partly covered from students' grants. The curriculum is divided into five modules. After completing the first module, students are employed as professional probationer staff for one year and later confirmed in posts. Being probationers they are authorized to carry out partial police duties, a common practice in developing basic skills and knowledge and provided with the necessary uniforms and equipment. At the beginning of their studies students agree a contract with the police force, in which they commit themselves to work as professional police officers for two years after finishing their studies, in exchange for the education provided.

### **The structure and content of training**

Hungarian citizens aged 18–35 without a criminal record are eligible to join the police and start training. After completing the various admissions procedure, clearance, and physical tests candidates receive basic training. The training described here was launched in the 2011–2012 academic year and organized around five modules. The basic training for police NCOs has changed several times in the last ten years. Post-secondary school training for NCOs was introduced in 1992, but because of the shortage of police officers a new two-year programme was run simultaneously with the earlier ten-month course.

Within police NCO training four specializations (in official terminology: branches) are border policing, public order policing, criminal investigation traffic policing. While the structure and length is the same for all of these specialisations, there are differences in the curricula. The total number of lessons is 2500. The curricula are broken down into five modules with 350–350–600–600–600 lessons, with each lesson being 40 minutes in duration. Training for the various branches is the same in the first four modules and is specialized in the fifth.

After graduating from the vocational schools police officers can attend the following additional training courses that build upon the knowledge acquired in one of the four specializations:

- police ensign – prepares students for activities requiring higher expertise, e.g. leadership of a service team
- officer attending scenes of accidents
- SOCO (Scene of Crime Officer)
- border police manager – prepares students for activities requiring higher expertise in this field
- police officer responsible for a certain area or settlement (community police officer)
- document examiner

### General issues

Based on their previous studies students can choose between English and German technical language for law enforcement, and each student can learn one language. By the end of the second year students are required to obtain a driving licence type 'B', entitling them to drive a sedan (i.e. ordinary passenger car). In

Table 11.1 Basic training modules

Module 1	<i>Law enforcement agencies: general tasks and responsibilities, regulations.</i> Basic training involves intense physical stress exercises every morning, a 10-kilometre and a 20-kilometre route march and marksmanship with a pistol and with a carbine submachine gun. After finishing this module, hitherto civilian students swear an oath and are transferred to a probationer police officer status
Module 2	<i>Guards' and patrol members' tasks and responsibilities</i> prepares students for guarding facilities and escorting arrested persons.
Module 3	<i>Patrol members' tasks and responsibilities in squad operations</i> about the activities of the riot police and working in public areas.
Module 4	<i>Patrols' tasks and responsibilities</i> prepares students for the activities of police patrols.
Module 5	Consolidates and revises the knowledge acquired before and relevant for the given specialization, and supplements it in the special areas of border policing, public order policing, traffic policing and criminal investigation.

the last ten years, because of frequent shortage of police officers, training has been shortened several times so that students can be sent 'on the beat' as early as possible. To this end the '1 + 1' system was introduced in which students spend the first year at school and the second one in a police unit, finally returning to the law enforcement vocational school to take their final exams (Stanislas, Chapter 13). In 2011 a training course was conducted for 900 students covering only the first two modules due to staff shortages (Guards' and patrol members' tasks and responsibilities) six months before joining the police. Fifty Roma candidates also attended a shortened six-month course so as to increase the ratio of Roma people in the police force. Another method used by schools to mitigate staff shortage and to shorten the term of training is called 'partial vocational training', where students complete only a few out of the modules of a course, e.g. at the law enforcement vocational school. They then start working as police officers, but only in the special area relevant to their training. This partial training can later be supplemented by completing the remaining modules in order to obtain the full professional qualification required to become a police officers.

### **Training dog handlers**

Like public order training, the training of police dogs (K-9s) receives little attention, despite their fundamental importance to contemporary police work. It is also a very unique area of activity working with live animals. The Hungarian Police employs approximately 550 service dogs and provides a range of training for working with them at its Dog Training Unit, which also houses other special courses. The dog handler profession is acknowledged in the National Training

*Table 11.2* Special courses for handlers of dogs

<i>Special courses for handlers of dogs deployed in</i>	<i>Duration</i>
• general police duties (for community police officers, for patrolling and tracking tasks and responsibilities)	5 months
• tracking	6 months
• patrolling	3.5 months
• guarding	2 months
• narcotics detection	4 months
• explosives detection	4 months
• odour identifying	6 months
• public order (special training)	5 months
• criminal investigation (special training – corpse detection)	5 months
<i>Dog training courses</i>	
• tracking (for dog handlers who have completed the special course)	3 months
• patrolling (for dog handlers who have completed the special course)	1.5 months
• narcotics detection (for dog handlers who have completed the special course)	2 months
• explosives detection (for dog handlers who have completed the special course)	2 months
• squad operations	1 month

Catalogue. Training is carried out for various types of the deployment of K-9s such as guarding, patrolling, drugs/narcotics, explosives, and corpse detection. The outline below illustrates that the use of dogs in Hungarian policing is far wider than represented in Benke (2001: 98), who suggests they are used primarily as tools of control and intimidation.

### **Course for service dog handler candidates**

The aim of the training is to enable the would-be dog handler to keep their future K-9 at home or place of work and to train it independently or with the help of a trainer dog handler. It lasts for one month (or for two weeks at places of duty with a trainer dog handler). Courses build on previous training, for narcotics detection, corpse detection, and tracking. The aim of the training is to enable dog handlers having K-9s younger than six years, with special abilities and appropriate classification, to carry out multiple duties after completing the course.

### **Further training conducted at law enforcement vocational schools**

Depending on capacity, institutions are regularly used by the police force to conduct further training programmes which are not part of basic training. In the last few years vocational schools have run the following courses:

- Romanian and Serbian language courses of neighbouring countries
- document examiners course
- for officers attending scenes of accidents for the Traffic Policing Department of the army
- for customs investigators for the Customs Guard
- supplementary courses for police officers who joined the force earlier and had not yet attended the two-year training.

### **Higher education and commissioned police officers**

In Hungary there is only one institution where students are trained to become commissioned police officers. Commissioned police officers' positions can only be filled by holders of college or university degrees (Kratocski 2007: 16–17). The first college for commissioned police officers, named Police College, was established in 1970. Training for the police and the Correctional Services started around the same time, and their training provision increased to include further specialisms such as:

- 1987: Customs Investigation
- 1991: Customs Management
- 1992: Border Policing
- 2000: Economic Crime Investigation



- 2004: Disaster Management
- 2006: Private Security
- 2008: Law Enforcement Management (MA)

The present institution, named the National University of Public Service was founded by the Hungarian government in January 2012. The University was created by integrating three institutions of higher education, namely:

- the Faculty of Public Administration of the Budapest Corvinus the University, trains officials for state and local administration;
- Zrínyi Miklós University of National Defence, maintained by the Ministry of Defence, trains army officers;
- the Police College supervised by the Minister of the Interior, trains commissioned officers for the Police, and broader areas of law enforcement.

These three institutions were merged, as of January 2012, and transformed into one university, unifying public administration, military and law enforcement training. The new organization has three faculties:

- Faculty of Public Administration (FPA)
- Faculty of Military Sciences and Officer Training (FMSOT)
- Faculty of Law Enforcement (FLE).

At the head of the University are the Rector and the Senate. The faculties are led by the Deans and the Faculty Councils. The Governing Board is the most important decision-making body, composed of representatives from the three ministries that administer and fund the University (the Ministry of Public Administration and Justice, the Ministry of Defence and the Ministry of Interior). The Board exercises power over training, economic management, and personnel issues. Both the educational institution and its specialities are accredited in the system of higher education. Bologna-type Bachelor's and Master's programmes are taught by the institution (Betcheva and Valev 2003), controlled by the Hungarian Accreditation Committee, the Ministry of National Resources (responsible for higher education) and the other ministries concerned.

The tutors' and students' rights and duties are regulated by legislation, e.g. the Act on Higher Education. The annex to this Act lists state accredited institutions of higher education, including the University. Tuition is conducted in a credit points system (Bachelor's programme: 180 credits, Master's programme: 120 credits). The Police College, the predecessor of the present FLE, joined the European Credit Transfer System (ECTS) and the European Higher Education Area (EHEA) (see Osborne and Thomas 2003). The Faculty continues to be involved in the EU's Erasmus Programme (Thomas 2003). Within its framework foreign students from various countries of Europe are received to study subjects in English. Students of the Faculty are sent on work placements and to study in other states such as the United Kingdom,<sup>2</sup> Spain, France, Germany, and Central

European nations. Tutors have also been involved in a wide range of travel and learning opportunities under this programme.

The tutors at the Faculty are civilian employees or professional commissioned police officers, who must fulfil the requirements for tutors set by the Act on Higher Education. Senior teachers hold scientific degrees, have achieved habilitation or are college or university professors. Police tutors are members of the staff of the Ministry of Interior. They apply for positions at the Faculty and after their term has expired they can return to the police. The institution is located on the territory of a former nunnery, and has classroom facilities, including for the teaching of special subjects, language labs, a hall of residence that can accommodate 500 persons, sports facilities and an indoors shooting range.

### **The Bachelor's Programme**

At the Faculty three-year BA training courses are conducted both full-time and part-time for future mid-level leaders of the police force, the National Tax and Customs Administration, the National Directorate for Disaster Management, the Hungarian Prison Service and for the private security sector (see Wakefield and Button chapter). This latter programme is self-financed by the students, whereas all the others are state-funded. Quota for admission to the University is agreed annually by the Ministers concerned. The migration specialisation with a Bachelor's Programme starts in September 2012 for the Office of Immigration and Nationality. Training is organised into six semesters, after which the students have to pass a final examination and defend their degree theses. Students on full-time courses first undergo preparatory training, which is practically the same for all of the specialisations, and at the end of the second and fourth semester, and participate in a work placement of 320 hours spent at the various police units.

Students can choose to learn one of four foreign languages: English, German, Russian, or French. The most popular is English. Students can only get their degrees if they pass a state-accredited oral and written foreign language exam at intermediate level.

In Hungary there are Bachelor's programmes with a large number of various policing specializations. The currently accredited BA specializations are as follows:

#### **Current accredited BA specializations**

- Private Security (a self-financed course for would-be specialists in the private security sector);
- Criminal Investigation (+);
- Corrections (training for the Prison Service);
- Economic Crime Investigation (+) (training investigators for the area of economy and finance);
- Border Policing (+);
- Administrative Policing (+);

- Disaster Management (students are trained for the National Directorate of Disaster Management);
- Traffic Policing (+);
- Public Order (+);
- Financial investigation (training for the Tax Authority and the Customs Guard);
- Customs and Excise Administration (training for the Customs and Finance Guard)
- Specializations marked with (+) train officers for the Police.

### **The Master's Programme**

The former Police College founded and accredited a university speciality in Law Enforcement Management. The first students started their studies in September 2008. The purpose of this course was to launch an independent MA speciality for police officers. The first training programme of its kind in Hungary, it gives commissioned police officers the opportunity to obtain a university degree in their 'own' educational institution, and being holders of the qualification be able to fill managerial positions. The developers of the curriculum were able to take into account the requirements and peculiarities of police work (see Peeters *ibid.*). Until that point commissioned police officers were able to obtain degrees of such a high level only at 'civilian' universities, and they usually opted for faculties of law. The number of applicants for the MA programme is usually three or four times higher than the quota.

This speciality is accredited as a full or part-time, four-semester course. For practical reasons it is being conducted only as a part-time course and is self-financed, i.e. students pay a tuition fee of HUF160,000 per semester (approximately £446.00). Applicants come from various law enforcement agencies, including the police. Classes are held at the weekends because of work demands. The course ends with a final examination where students must write and defend their theses. The condition for issuing the diploma is obtaining a certificate of an intermediate-level state-accredited English language exam. There is an entrance examination, a written test in law and law enforcement. Only commissioned law enforcement officers with a Bachelor's degree and at least three years' professional experience can apply. If their original diplomas do not accrue 50 credit points in law and law enforcement studies, the applicants must obtain them.

### **Policing managers' course (for commissioned police officers)**

Increasing numbers of employees of the Hungarian Police are holders of 'civilian' Bachelor's degrees (typically obtained at teacher training, and technical colleges, business schools or faculties of law), but have not received specialised training at a higher education law enforcement institution. In order that they can work in mid-level management, as commissioned police officers, and get the income appropriate for such positions candidates must complete the policing managers' course (see

Neyroud and Wain chapter); also conducted at the FLE. This type of thinking informs calls for a new management qualification for the British police (Neyroud 2011: 38–39, Stanislas, Chapter 4). Graduates from the police managers' course are not given a higher education degree. Only employees of the police with a degree in civilian higher education can apply, with the consent of their commander. Thus, students already belonging to the police staff but in theory having only civilian knowledge have the opportunity to acquire the essentials of police work.<sup>3</sup> Almost half of the students on this programme are NCOs. This type of programme is very popular and approximately 27 courses have been run. Attendance is self-financed; it has cost HUF145,000 (approximately £404.00) in recent years. The curriculum consists of 600 lessons, 360 concerned with theory and 240 practice. Students spend 15 weeks at the Faculty, attending 360+90 lessons (theory and practical respectively), which is followed by a four-week (150 hours) field trip spent at one of the mid-level management units of the police force.

### **Additional information**

The Faculty of Military Sciences and Officer Training of the NUPS has an accredited doctoral school (for PhD candidates) that runs doctoral training two-year part-time courses. One of the areas PhD students can conduct research in is defined as 'National Security and law enforcement'. Among the doctoral supervisors of the University, are commissioned police officers who are habilitated doctors and holders of scientific degrees. They supervise four to five PhD students (commissioned police and law enforcement officers) with writing and defending their theses. Enrolment for PhD studies is self-financed by students. The University also accepts foreign applicants.

### **Law enforcement research**

Both the Ministry of Interior and the National Police Headquarters have their Scientific Councils. They coordinate scientific research conducted at the organizations, announce tenders for papers discussing issues of importance for the police force, organize conferences, support doctoral students and issue publications. Research is divided into sections according to the most important topics. The legal basis for the activities of the two councils is provided by the decree issued by the Minister of the Interior. In 2004 the Hungarian Association of Police Sciences was founded to coordinate the activities of those interested in law enforcement research. The Committee on Police Science was established within the Section of Economics and Law of the Hungarian Academy of Sciences in 2007. The Committee has 18 members and its aim is to coordinate law enforcement research at the level of the Academy.

### **Further training for police officers**

By further training we mean all forms of training that are not part of the training provided by the law enforcement vocational schools or by the accredited

programmes of the FLE and the NUPS. At a national level further training is organised and coordinated by the Education and Training Management Department of the National Police Headquarters. The most common form of such programmes is training courses that last for different periods of time. Several institutions within the police are maintained with the task of conducting further training.

### **Special examination in law enforcement**

The special examination in law enforcement, the passing of which is mandatory for filling managerial positions, has existed since 2002. Candidates are prepared for it at two levels, at Leadership and Master Leadership courses. The special examination in law enforcement comprises obligatory and elective subjects and written and oral tests. The tests are preceded by a three-day training, attendance which is a condition for being admitted to the examination. All the tests need to be passed within one year from the first day of the training. Candidates who cannot pass all the tests in one year lose grades obtained from all previous tests. In such cases, candidates are provided one more year to pass all examinations without having to repeat the training. Failing to obtain the certificate of the special examination results in having to re-apply for the course again.

Passing the law enforcement special examination is mandatory to fill posts belonging to the category of head of department or higher, as defined by the Ministerial decree on the law enforcement special examination, and leadership training in law enforcement. The aim of the training is to ensure that commissioned officers, candidates for the aforementioned positions acquire comprehensive understanding of the activities of law enforcement agencies, and operation of public administration and complement and update their professional knowledge (Kratoscki and Das 2007, Stanislas *ibid.*).

The content of the training:

#### **The material of the nine examination subjects (one obligatory and eight elective)**

- Public administration and integrated law enforcement management (obligatory subject)
- Border policing administration (elective subject)
- Disaster management and fire protection administration (elective subject)
- Police administration (elective subject)
- Health and psychological management of law enforcement agencies (elective subject)
- Economic and financial management of law enforcement agencies (elective subject)
- Administrative management of law enforcement agencies (elective subject)
- HR management of law enforcement agencies (elective subject)
- Technological and IT management of law enforcement organs (elective subject)

### **Leadership training**

The condition of appointment to certain higher posts is completing two more coherent training courses. Commissioned officers who have passed the special examination in law enforcement and have completed the Leadership course can be appointed Head of Department or Deputy Head of General Department (and are entitled to the corresponding income). Only those who have completed the Master's Leadership course can be appointed (or be acting holders of the positions of) Head of General Department or to higher managerial positions or other roles at this level.

Training takes place at the Law Enforcement Leadership Training and Research Institute (LETRI), an organ of the Ministry of Interior with an autonomous budget and staff of 53 (Stanislas, Chapter 1). Leadership training courses have been conducted there for 12 years and have been completed by about 1500–1600 officers. The dual functions of the LETRI are:

- to provide leadership and further training for the leaders of the commissioned staff;
- to provide the organizational background for scientific research in law enforcement.

Training is carried out in two stages, in two connected courses called Leadership (12 five-week courses a year, with four days a week and groups of 14) and Master Leadership courses (two four-week courses a year, with four days a week, groups of 14).

The curriculum covers the current theoretical and practical issues of leadership in the police force. On completing the course students are awarded a diploma.

A needs analysis and compiling a development plan form an integral part of the programme, as well as completing a significant number of assignments. Students must research a project and present it at the final examination. For a more detailed examination of different types of leadership programmes and forms of assessments used (see Neyroud and Wain chapter).

### **Central European Police College (MEPA)**

The German name of the organization is *Mitteleuropäische Polizeiakademie*, a regional cooperation involving Central European countries with similar historical, social, and cultural backgrounds. The member countries are: Austria, Hungary (as founding states), Slovenia, Slovakia, Poland, the Czech Republic, Germany, and Switzerland (Pagon *et al.* 1996; see Peeters chapter). The institution was established to carry out training tasks; its primary aim is to facilitate practical cooperation in combating organized and cross-border crime, using the German technical language for policing and by acquiring new methodologies in criminal investigation and border policing (Stanislas *ibid.*). The training is

preceded by a (German) technical language course, as the working language of the CEP is German. Member countries send commissioned officers to the CEP for training. During the training students visit member countries and their educational institutions and law enforcement agencies. Students obtain knowledge of up-to-date professional methodologies and the peculiarities of the different countries (Neyroud and Wain *ibid.*; Kratoscki and Das 2007). The course is completed by the presentation of a professional essay. The ability of students to establish personal relationships is of major importance, and is particularly beneficial in developing further international cooperation (Stanislas *ibid.*).

The Central Bureau of Coordination is in Vienna and there are national contact points in every member state. The highest authority of the organization is the Board of Directors, assisted by the Board of Trustees, which carries out organizational and executive tasks. The institution has been operating since 1992; its working language is German and it offers opportunities for further training for commissioned police officers in the following fields:

#### **Further training for commissioned police officers**

- (Main) course in criminal investigation (11 weeks+ language course – approximately eight weeks) – target group: specialists in the field of organized and economic crime.
- Integrated Border Management (four weeks+language course – approximately three weeks) – target group: police officers working in the field of border security with intermediate or advanced technical language skills.
- Professional seminars (annually 8–10) in the member countries (4–5 days) in the field of criminal investigation, public order and border security for participants with intermediate technical language skills
- Work placement corresponding to the participant's original place of duty (one week for participants with at least intermediate technical language skills)
- Language course abroad (three weeks in a German-speaking country with at least elementary technical language skills)
- German courses of 500–550 lessons – preparation for elementary, intermediate and advanced language exams, starting in February and September.
- Publications, books, periodicals, online material (search with keyword MEPA, [www.mepa.net](http://www.mepa.net))

#### **International training centre**

The institution was founded in 1999. At present it reports to the Minister of the Interior and financed by the Ministry. Being an accredited adult education institution and a state registered language examination centre, its main tasks include:

- organizing training courses;
- recruitment, selection and preparation of officers for international missions and peacekeeping activities;

- organizing and conducting language (English, German, French, Russian, Italian, and Esperanto) courses of 50, 100, and 450 lessons;
- operating as the national contact point for CEPOL (European Police College), and hosting its national office;
- providing logistic support for the International Law Enforcement Academy (ILEA). This training institution is maintained by the US (Stanislas, Chapter 1), it operates according to the bilateral agreement signed by the Hungarian and the US governments in 1996, managed by an American Director and supervised by the US Embassy in Budapest;
- providing logistic support for the operation of the Central European Police College (MEPA).

The main courses conducted by the Training Centre are:

- peacekeepers' training
- mental-tactical training
- training the trainers
- training in crowd management (public order, public safety)
- training for undercover detectives
- witness protection
- training in complex investigation, open and covert methods and tactics
- community policing and crime prevention
- police communication with the media
- traffic safety and attending the scenes of accidents
- basic training in criminal investigation
- crime scene investigation
- training for mid-level managers
- hostage negotiation training
- training for criminal experts and research workers
- training in fighting organized (drug) crime.

### **Law enforcement agencies' training centre**

The police force has a training centre in the capital with the following tasks and responsibilities:

- planning and organizing annual sports events for the police;
- planning international police sports events;
- special training (for operations teams, sharpshooters, motorcyclists, motor-boat drivers, off-road vehicle drivers, marksmanship instructors, trainers of tactics used when taking measures);
- conducting psychological and traffic safety training;
- management of the annual further training and sports activities of the Hungarian Police;
- cooperation with international training and sports organizations.



## **Conclusion**

The Hungarian police training and education system represents an ongoing effort to develop a comprehensive approach to produce the highest possible quality police officers with appropriate knowledge and skills to carry out their various roles. One dimension of this has been the increasing importance of higher education as illustrated by postgraduate education as a precondition for access to higher appointments and the provision of specialist modules available to police and other public security and emergency response personnel. The Hungarian police training system is underpinned by assumptions about the professional nature of police work and formally recognized as such. Increasingly, an appreciation and exposure to working in international environments or those other than Hungary or in combination with agencies outside the country is becoming an important feature of these processes, reflecting contemporary trends.

## **Notes**

- 1 Source of information: The Police History Museum. The museum was founded in 1908 and for 36 years it collected a significant amount of material from the relevant subject area, which was almost completely destroyed during the Second World War. It boasts a significant archive of films and a collection of 50,000 specialist books and periodicals.
- 2 De Montfort University is a member of the Erasmus Programme. Its Erasmus coordinator is Kim Sadique of the Community and Criminal Justice Department.
- 3 The essential difference and strength of the Hungarian system compared to the British in providing various career routes for civilian staff can be evidenced via the writer's personal experience. During his first spell of teaching at Bramshill Police Staff College, he was interrupted by an Assistant Chief Constable who enquired about his age. He then asked whether the writer had considered doing a 'proper job' commensurate with his talent, and went on to explain that based on experience he recognized a 'natural operational commander'. He then began to explore the various mechanisms open to a civilian police staff member of a particular career grade wanting to fast track through the police structure, and was joined by other senior officers in the discussion. The conclusion was there was no mechanism for that to occur, other than to take a reduction in pay to join at constable rank. How to address some of these problems are considered by the Winsor Report.

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