

CHAPTER 8

LEGAL PECULIARITIES AND WAYS TO IMPROVE PROFESSIONAL PSYCHOLOGICAL TRAINING OF POLICE OFFICERS OF THE NATIONAL POLICE OF UKRAINE

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INTRODUCTION

In the period of exacerbation of the criminal situation in the country, a special attention is paid to the issues of professional training of the police officers, which is accompanied by the extreme workloads. The National Police of Ukraine (NPU) is a central executive authority that serves the society by ensuring the protection of human rights and freedoms, combating crime, maintaining public security and order. According to the Law of Ukraine «On National Police», the *police is responsible* for providing police services in the following areas: the ensuring public safety and order; the protection of human rights and freedoms, as well as the interests of the society and the state; crime prevention; providing assistance services to the persons that need such an assistance for personal, economic, social reasons or as a result of emergencies, in the limits defined by the law¹.

The law states that a police officer is obliged: to comply strictly with the provisions of the Constitution of Ukraine, the laws of Ukraine and other normative legal acts regulating the activities of the police and the oath of the police officer; to perform professionally his/her official duties in accordance with the requirements of normative legal acts, official (functional) duties, overhead personnel orders; to respect and do not violate the human rights and freedoms; to provide an urgent aid, in particular medical and pre-medical assistance, to the persons who have suffered as a result of offenses, accidents, as well as to persons who have been in a helpless condition or a condition dangerous to their life or health; to store the restricted information that has become known to him/her in

¹ Pro Natsionalnu politsiuu: Zakon Ukrainy vid 02.07.2015 № 580-VIII // Vidomosti Verkhovnoi Rady Ukrainy. 2015. № 40–41 (9 zhovtnia). Stor. 1970. St. 379. URL: <https://zakon.rada.gov.ua/laws/show/580-19> (data zvernennia: 07.05.2019).

connection with the performance of the official duties; to inform the immediate head about the circumstances that make it impossible for him to continue his service in the police or to stay at the taken position².

It is obvious that the performance of the duties by the police officer requires a legal, psychological and pedagogical knowledge, many special skills, as well as a number of professionally important individual psychological qualities (psychophysiological, intellectual, motivational, characterological, emotional and volitional). The police service takes place under the tense, difficult conditions and it is the integrity and professional skills of the personnel that influence not only on the results of their work, but also on the life and health of the staff. The frequent staying in an aggressive and criminal-oriented environment, the irregular working hours, the access to the weapon and the right to use it, the presence of stressful situations, the increased degree of the risk cannot but affect the adequacy and the speed of reactions, the emotional and volitional state and the functional reserves of the body³. Therefore, due to the complexity of the tasks to be solved, the prevailing significance of the legal and moral aspects in the operational and service activities of the police raises the question of the effective professional selection and training for the law enforcement officers.

8.1. Analysis of the latest research and regulatory framework for the professional psychological training of the National Police officers

The experience of the foreign countries (USA, Great Britain, Germany, and Israel) shows that the effective professional training of the law-enforcers necessarily provides for a psychological component. Ukraine has not yet developed its own comprehensive experience of the professional psychological training of police officers. Also, the relevant legal and regulatory framework for such police training has not been developed. The Law of Ukraine «On National Police» does not mention the system of professional psychological training of the police officers. But a professional police officer should not only have the special professional knowledge and skills, but also to be psychologically prepared for the actions in special and extreme conditions, for the communication with

² Pro Natsionalnu politsiiu... Indicated work.

³ Bandurka A. M., Zemlianskaia E. V. Psikholohiia rukovoditel'ia: monohrafiia. Kharkov: Zolotaia milia, 2013. 720 s.

different categories of citizens, for the use of physical force and special means, for the rapid response to the events in a time and risk deficit, etc.⁴.

Operational and official activities require from the police officers the development of their personal qualities: the emotional and volitional stability and the formation of their psychological reliability under the influence of stress factors. A big number of the dangerous situations, and sometimes life-threatening ones, requires the workers to be able to possess themselves, quickly assess the complex situations and make the most appropriate decisions that will contribute to more effective tasks implementation, reduction of the emergency situations and personal disruption of the occupational activity among the personnel police units. The inability of the police officer to regulate his mental state and actions leads to the negative, often severe consequences both for himself and for the others. Thus, an important direction to improve the effectiveness of the law enforcement body is to ensure the psychological training of the police officers to the conditions of the professional activity.

The purpose of the officers' psychological training is the formation of the readiness of the police officers to act professionally, competently, clearly, with high working capacity in any difficult conditions of the service activity. The research by the domestic scientists shows that the police officer should have the professionally important individual-psychological qualities necessary for work, among which there are the strength and the lability of the nervous system, courage, distress tolerance, sociability, leadership qualities, high intelligence and creativity. These individual features should be taken into account during the professional selection of the personnel to the police; it is equally important to constantly develop and improve the various components of the psychological

⁴ Barko V. I. Klymenko I. V., Kryvolapchuk V. O. Profilaktyka adyktivnoi povedinky u pratsivnykiv OVS Ukrainy: navch. posib. Kyiv, 2009. 52 s.; Spetsialna fizychna pidhotovka: navch. posib. / V. O. Kryvolapchuk, M. S. Krymska, S. M. Reshko ta in. Kyiv: Nats. un-t vnutr. sprav, 2009. 209 s.; Psykholohichna ta fizychna hotovnist osobystosti do dii v ekstremalnykh sytuatsiiakh: prakt. posib. / V. P. Ostapovych, V. H. Babenko, L. A. Kyriienko; za red. V. O. Kryvolapchuka. Kyiv: DNDI MVS Ukrainy, 2016. 84 s.; Profilaktyka profesiinoy deformatsii pratsivnykiv orhaniv vnutrishnikh sprav: navch.-metod. posib. / V. O. Kryvolapchuk, S. V. Kushnarov, V. R. Slivinskyi. Kyiv: Nats. akad. vnutr. sprav Ukrainy, 2014. 68 s.; Osoblyvosti nadannia psykholohichnoi dopomohy uchasnykam ATO: posibnyk / Ostapovych V. P., Kyriienko L. A., Kotliar Yu. V., Barko V. V.; za red. V. O. Kryvolapchuka. Kyiv: DNDI MVS Ukrainy, 2017. 163 s.; Aldwin C. M. Stress, Coping, and Development: an Integrative Perspective. Second Edition. New York: Guilford, 2007. 432 p.; Maddi S., Khoshaba D. M., Jensen K., Carter E., Lu J. L., Harvey R. H. Hardiness training for high risk undergraduates // NACADA Journal. 2002. № 22. P. 45–55.

readiness of the police officers to work in the process of implementing their special professional psychological training⁵.

The domestic scientists make a point of the development of the issues of psychological training of police officers and the problems of psychological support of the Ministry of Internal Affairs (MIA). The strategy of the system development of the MIA of Ukraine up to 2020 determines the human resources development as one of the priorities of the bodies' activity that should be achieved through the optimization of the departmental system of the education and the improvement of the personnel training procedure, which will meet the demands of the society regarding the National Police staff professionalism.

After all, *the professional activities of a police officer imposes many different requirements*: the professional and psychological orientation of his personality; psychological stability; developed volitional qualities (ability to control oneself in the difficult situations, courage, bravery, reasonable predisposition to risk); well-developed communicative qualities (ability to quickly establish the contact with different categories of people, establish and maintain the trusting relationships); ability to exert a psychological influence on the people in solving various kinds of operational tasks; role skills, ability to reincarnate; developed professional and significant cognitive qualities (professional observation and attentiveness, professionally developed memory, creative imagination); professionally developed thinking, predisposition to intense mental work, intelligence, developed intuition; speed of reaction, ability to navigate in a difficult situation⁶.

Over the last years, many scientific studies have been carried out and the methodological, practical manuals and recommendations have been developed for the police officers, police heads, psychologists, human resources department personnel, and these are aimed at providing a psychological support to the activities of the National Police. In works by E. Klimov, the theoretical basis for the study of the psychological aspect of the professional formation of the future law-enforcers during his studies in the higher education institutions is presented. E. Zeier, V. Bodrov,

⁵ Barko V. I. Klymenko I. V., Kryvolapchuk V. O. Profilaktyka adyktivnoi povedinky Indicated work. P. 25; Spetsialna fizychna pidhotovka... Indicated work. P. 54.

⁶ Lapko A. H. Moralno-psykholohichna pidhotovka yak determinanta formuvannia profesiinoi maisternosti pratsivnykiv militsii // Naukovyi visnyk Natsionalnoi akademii vnutrishnikh sprav. 2013. № 2 (87). C. 341–348. URL: http://nbuv.gov.ua/UJRN/Nvknuvs_2013_2_48 (data zvernennia: 07.05.2019).

M. Hlukhaniuk, Ye. Ilin, and O. Borysova have studied the psychological fundamentals of the professional responsibility and the issues of professional and psychological nonconformity compensation. Also, the domestic scientists: V. Barko, V. Babenko, I. Klymenko, Yu. Kotlyar, V. Kryvolapchuk, L. Kyriienko, V. Leftierov, V. Ostapovych, I. Pampura, O. Tsilmak, N. Yarema, S. Yakovenko and others have carried out the scientific researches related to the development of professional and psychological readiness of the police officers to service activity; the formation of psychological and physical readiness of the individual to act in extreme situations; provision of the psychological health to the officers of the National Police; psychological provision of employees from Internal Affairs Bodies (IAB) and militaries from National Guard, anti-terroristic operation participants; the use of psychotechnologies in the practice of staff training of the law-enforcement authorities; studying the psychological aspects of communication with the individuals that are going to make a suicide; research of patrol force actions at the involvement trips, etc.⁷.

However, the effective legislative and normative base for the NPU activities does not fully allow implementing relevant tasks of the professional psychological training of the police officers. The Resolution of the Cabinet of Ministers of Ukraine «On Approval of the Regulation on the National Police» stipulates that the National Police shall organize a system of psychological support for the policemen and officers of the National Police and ensure its functioning in accordance with the tasks entrusted. But until now, no relevant normative documents were approved setting the principles of organization, tasks, functions, structure, forms and methods of the service of psychological provision for the National Police.

The analysis of the regulatory framework and the latest research on professional training of police officers and psychological work in the National Police of Ukraine shows that the main documents regulating the organization and holding of the professional and official training of police officers are the *Law of Ukraine as of 02.07.2015 «On National Police»*; *Resolution of the Cabinet of Ministers of Ukraine as of October 28, 2015 No. 877 «On Approval of the Regulation on the National Police»*, as well

⁷ Barko V. I. Klymenko I. V., Kryvolapchuk V. O. Profilaktyka adyktivnoi povedinky... Indicated work; Spetsialna fizychna pidhotovka... Indicated work; Psykholohichna ta fizychna hotovnist osobystosti... Indicated work; Profilaktyka profesiinoi deformatsii... Indicated work; Osoblyvosti nadannia psykholohichnoi dopomohy... Indicated work.

as the Order of the Ministry of Internal Affairs of Ukraine of January 26, 2016 No. 50 «On Approval of the Regulation on the Organization of Professional Training of the Officers of the National Police of Ukraine»⁸.

Let us consider to which extent the indicated legal documents help to solve the tasks of the professional psychological training of police officers.

The article 72 of the *Law of Ukraine «On National Police»* states that the professional training of police officers includes several types of activities, namely: initial professional training; training in higher education institutions with specific learning conditions; postgraduate education; service training as a system of measures aimed at consolidating and updating the necessary knowledge, skills and abilities of a police officer, taking into account the operational situation, specifics and profile of his/her operational activities.

Article 73 of this Law stipulates that the initial professional training of the police officers, who were for the first time recruited to the police service, is carried out with the aim of acquiring the special skills needed for the execution of the police powers; job applicants for the service are required to complete the relevant training programs (plans) approved by the Ministry of Internal Affairs of Ukraine.

The article 74 of the Law «On preparation of the police officers in higher educational establishments with a specific study conditions» provides that the higher educational establishments with a specific study conditions which carry out the preparation of police officers may enroll only those persons who as of December 31 of the admission year will be 17 years old.

Article 75 in the Law determines that for the police officers postgraduate education is mandatory one that is made on general grounds determined by the Law of Ukraine «On higher education» and it consists of: specialization, retraining, advanced training and internship.

With the order of MIA of Ukraine as of 26.01.2016 No. 50, *the Regulations on the Organization of Professional Training of the Officers of the National Police of Ukraine was approved*. Respectively, the definition for the *official training* is given as the system of measures aimed at the

⁸ Pro Natsionalnu politsiiu... Indicated work; Pro zatverdzhennia Polozhennia pro Natsionalnu politsiiu: postanova Kabinetu Ministriv Ukrainy vid 28.10.2015 № 877 // Uriadovi portal. URL: <https://www.kmu.gov.ua/ua/npas/248607704> (data zvernennia: 07.05.2019); Pro zatverdzhennia Polozhennia pro orhanizatsiiu sluzhbovoi pidhotovky pratsivnykiv Natsionalnoi politsii: nakaz MVS Ukrainy vid 26.01.2016 № 50 // Ofitsiinyi visnyk Ukrainy. 2016. № 22 (vid 25.03.2016). Stor. 42. St. 861. Kod aktu 81130/2016. URL: <https://zakon.rada.gov.ua/laws/show/z0260-16> (data zvernennia: 07.05.2019).

establishment and update of the necessary knowledge, skills and abilities of the police officer taking into account the specifics and the profile of his service activities that includes: *functional, general specialization, tactical, weapons and physical training*⁹.

Some types of the official training, for example, weapons and tactical training provide for the psychological component. Thus, this Regulation states that «lessons of weapons training shall be organized and held in the study groups at the place of service, at the training sessions where it is necessary to take into account the level of training and the psychological qualities of the police officers». Tactical training provides for «the acquisition and improvement of the psychological readiness of the police officers to the actions of different risk stages»; «the acquisition and improvement of the police officer skills concerning the formation of moral and mental toughness to the service tasks implementation in the particular circumstances». However, the mentioned Regulation does not determine the form, methods, technologies and means for task solutions related to the psychological component of the training of police officers.

8.2. Peculiarities of professional psychological training of the police officers

The important aspect of the MIA system reform is the making up a unified policy in the field of departmental education, system optimization of the existing educational establishments, ensuring compliance with the principles of the education continuity and the qualitative combination of theory with practice, creating an efficient and professional human resources core. After all, the professional training is carried out on the basis of higher educational establishments of the Ministry of Internal Affairs with the specific training conditions and establishments (institutions) of the National Police, which operate to provide the organization of appropriate special training of police officers for the first time recruited to the police service, as well as advanced training and retraining of the junior police officer, holding certain types of policemen training.

Order by Ministry of Inner Affairs of Ukraine as of January 29, 2018, No. 51 the *Concept of three-level model introduction for police officers*

⁹ Pro zatverdzhennia Polozhennia pro orhanizatsiiu sluzhbovoi pidhotovky pratsivnykiv Natsionalnoi politsii... Indicated work.

preparation (Concept) was approved. *The purpose of the Concept* is to determine the strategic directions, principles and mechanisms aimed at professional training quality improving for police officers based on a three-level model of their training, integrated into the national educational system and capable of preparing police officers for any specialization. The Concept establishes the levels of police officer professional education: *basic, elementary, bachelor and master levels*¹⁰.

Basic level of professional education. The police officers that are recruited to the police service are obliged to receive the primary professional training with the unified study programs (plans) for a period of six months, with the aim of special skills acquiring needed to fulfil duties of patrol police officer. According to the study results, the students get the knowledge on the main principles, methods and means for the development and improvement of the police officers (inspectors) activities; they get the practice of needed toolkit usage to solve the problems in the professional activity. The topics in the normative part of the professional program of initial training for the police officers that are partly related to the psychological training («Tolerance and Non-Discrimination in the Work of the Police officers», «Effective Communication», «Distress tolerance», «Interaction with the Population on the Basis of Partnership», «Prevention of Violence in the Family», «Anti-human-trafficking») but these do not cover the whole spectrum of the necessary knowledge and skills¹¹.

With the aim of the optimization of professional and psychological selection of the police officers to the National Police of Ukraine that are recruited to the service for the first time, it is expedient to use the complex of valid and safe psycho-diagnostic methods enables the determination of features and peculiarities comprising the structure of professional and psychological readiness to the activity and reasonably reflect the structure of the individual (motivational, capable, characterological, cognitive and operational components): verbal and non-verbal texts of the crystal and free intelligence (R. Amthauer, H. Eysenck, D. Wechsler, R. Kettell),

¹⁰ Pro zatverdzhennia Kontsepsii zaprovadzhennia tryrivnevoi modeli pidhotovky politseiskykh: nakaz MVS Ukrainy vid 29.01.2018 № 51 // LIHA: ZAKON. URL: http://search.ligazakon.ua/l_doc2.nsf/link1/MVS815.html (data zvernennia: 07.05.2019).

¹¹ Profesiina prohrama pervynnoi profesiinoi pidhotovky politseiskykh, yakykh vpershe pryiniato na sluzhbu v politsiiu na posady politseiskykh (inspektoriv) patrolnoi politsii. Odesa: Odeskyi derzhavnyi universytet vnutrishnikh sprav, 2017. URL: <http://oduvsv.edu.ua/wp-content/uploads/2018/05/Profesiina-programa-pershopotchatkova-patru-l-onovleno-07.02-druk.pdf> (data zvernennia: 07.05.2019).

professional activity motivation (Ritchie–Martin), tests for determination of strength and lability of the nervous system (tapping test), ITQ characterological questionnaire (L. Sobchik). The proposed complex is expedient to be supplemented with the projective tests on character traits (L. Szondi, H. Rorschach), tests of creativity or divergent thinking (J. Guilford, E. Torrance), methods for the level of emotional intelligence diagnosing, as well as such hardware methods of diagnosing the person's motivation and truthfulness as a polygraph survey¹².

Elementary and bachelor level of higher education. After the expiration of the period of the two-year contract concluded in accordance with the paragraph 1 of part two of the article 63 of the Law of Ukraine «On National Police», which includes the periods of primary professional training and service with a mentor; the issue of the continuation of their service in the police on the basis of an order is under the way of resolution (the sixth part of the article 63 of the Law «On National Police»). The police officers, who have showed a desire of career promotion and have relevant indicators in the field of police activity may be recommended for the training at higher educational establishments of the Ministry of Internal Affairs taking into account the existing level of education.

The process of candidates' selection for the study at higher education institutions with the specific educational conditions is the first stage in the training of police officers. The attention should be drawn to certain legal and organizational gaps in the process of candidates' selection for training at these higher education institutions in 2018, primarily because of the lack of procedure for candidates' selection based on their personal qualities.

The article 51 of the Law of Ukraine «On National Police» states that during the selection and career promotion of the police officers an objective assessment of their professional level and personal qualities should be ensured. During the admission campaign of the previous years, the issue of personal qualities studying of the candidate to a certain extent was solved through a creative contest. But in 2018, this contest for the majors «Law» and «Cybersecurity» was cancelled due to the annex 4 to the Terms of admission to the study at the higher education establishments in Ukraine in 2018, approved by the order of Ministry of Education and Science of Ukraine as of October 13, 2017 No. 1378.

¹² Profesiino-psykhologichna hotovnist politseiskoho do sluzhbovoi diialnosti: nauk.-prakt. posib. / V. P. Ostapovych, V. I. Barko, V. H. Babenko, L. A. Kyriienko, N. Yu. Yarema, I. I. Pampura; za red. d-ra yuryd. nauk, prof. V. O. Kryvolapchuka. Kyiv: DNDI MVS Ukrainy, 2017. 192 s.

The list of the disciplines (subjects), the time allocated to their learning and the terms of training are determined by the relevant training programs (plans) that are developed by the human resources unit of the National Police apparatus; it is agreed with the relevant structural units of the apparatus of the NPU and approved by the executive management of the Ministry of Internal Affairs. The forms of professional training organization are determined by the institutions, which are carried out in agreement with the staffing unit of the apparatus of the National Police¹³.

It should be noted that due to the current legislation, during the candidates selection for the study, their level of general theoretical training (via EIT holding) and the physical aptitude (via reaching of relevant qualifying standards) will be examined; but, their personal qualities and professional motivation like patriotism, loyalty to the people of Ukraine, perseverance, humanity, conscientiousness, willingness and desire under all conditions to protect the rights and freedoms of the citizens remain unnoticed.

The analysis of the educational process organization for higher educational establishments with the specific conditions of studies provides us with the grounds to affirm that there is lack of psychological readiness of the students to work in extreme situations and the inability to overcome the effects of increased stress on the psyche and resist stress inducing factors without changing the level of working ability.

We believe that this problem can be solved by introducing aptitude screening into the selection process for candidates to the higher education establishments in the Ministry of Internal Affairs of Ukraine. This selection should not be an alternative or a substitute for a creative consent, but it should be an organic element of the comprehensive study of the qualities of candidates for study, and to facilitate the enrolment of the persons with the most developed personal and moral qualities¹⁴.

In order to improve the effectiveness of the students' psychological training, it is important to approach it in a complex and systematic way. Today, the psychological training of the future police officers at the higher

¹³ Pro zatverdzhennia Polozhennia pro orhanizatsiiu pervynnoi profesiinoi pidhotovky politseiskykh, yakykh vpershe pryiniato na sluzhbu v politsii: nakaz MVS Ukrainy vid 16.02.2016 № 105. URL: <https://zakon.rada.gov.ua/laws/show/z0576-16> (data zvernennia: 07.05.2019).

¹⁴ Sokurenko V. V. Perspektyvni napriamy optymizatsii protsesu vidboru kandydativ na navchannia do zakladiv vyshchoi osvity iz spetsyfichnymy umovamy navchannia, shcho hotuiut politseiskykh // Pidhotovka politseiskykh v umovakh reformuvannia systemy MVS Ukrainy: zb. nauk. pr. III Mizhnar. nauk.-prakt. konf. (m. Kharkiv, 24 trav. 2018 r.). Kharkiv: KhNUVS, 2018. S. 44–47.

education institutions of MIA of Ukraine system is based on the study of the following subjects: psychology, legal psychology, professional and psychological training of the officers of the internal affairs bodies.

Just when studying the last discipline in senior courses using the training technologies, the students are taught to avoid misunderstandings in the process of communication with citizens, correct behaviour in conflict situations, establishing contacts with different groups of the population (children, women, representatives of mass media and civil servants, etc.). But, as the practice shows, the content of these three disciplines is not enough to properly provide the comprehensive professional psychological training, with the use of active forms, methods and teaching techniques. Because the formation of readiness for the performance of complex tasks consists in modelling of the future activities conditions and discussion of optimal actions and their consistency.

Master level of higher education. Police officers with the Bachelor degree and that have occupied the corresponding positions at least for two years with the aim of further career promotion may be recommended for admission to the higher education institution of MIA of Ukraine to get the educational level of Master¹⁵.

Since the police officers often find themselves in the complicated, sometimes dangerous situations of official activities, they are exposed to stress inducing factors, their *psychological training at the education institution of Ministry of Internal Affairs should be aimed at formation of tolerance for: negative factors of the official activities* (tension, responsibility, risk, danger, lack of time, etc.); *traumatic factors that significantly affect the psyche* (sight of blood, corpses, bodily injuries, etc.); *confrontation situations* (the ability to psychologically resist persons who oppose the prevention, disclosure and investigation of crimes, as well as to counteract psychological abuse, manipulation, etc.); *conflict situations in the official activities* (the ability to analyse the internal causes of conflict, to make sense of the objective laws of their occurrence and course, to find the ways to resolve conflict situations; ability to keep one's temper in the psychologically tense situations)¹⁶.

¹⁵ Nova model pidhotovky politseiskykh. Rezhym dostupu: sait Vseukrainskoi asotsiatsii kadrovyykiv. URL: <https://www.kadrovik.ua/novyny/nova-model-pidgotovky-policeyskyh> (data zvernennia: 07.05.2019).

¹⁶ Yevdokimova O. O. Spetsyfika formuvannia psykholohichnoi stiikosti u politseiskykh u protsesi profesiinoy pidhotovky // Pidhotovka politseiskykh v umovakh reformuvannia systemy MVS Ukrainy: zb. nauk. pr. III Mizhnar. nauk.-prakt. konf. (m. Kharkiv, 24 trav. 2018 r.). Kharkiv: KhNUVS, 2018. S. 63–66.

We also believe that even before the introduction of a new system of three-level training, it is important to ensure the successful functioning of the previous training model for police officers preparation to the level of bachelor of civil youth, which enrolled for study after receiving the complete secondary education. It will allow comparing the quality of different training models and youth adaptation to the police service. Otherwise, it may be a situation where the «new» training system has not yet proved its effectiveness, and the «old» system has already been destroyed.

Thus, the analysis of the current normative framework of the National Police of Ukraine activities certifies that the issues of psychological support do not get a due attention at present. On the NPU web-site, on June 14, 2017 the notification was published that in order to organize a system of psychological support at the National Police of Ukraine, Human Resources Department at National Police of Ukraine has developed a *draft order of MIA «On approval of Provision of organization of system of psychological support of National Police of Ukraine»*. However, this provision has not yet been approved in accordance with the established procedure¹⁷.

It should be noted that in accordance with clause 6, part 3 of article 13 of the Law of Ukraine «On National Police» as of July 02 2015, No. 580-VIII, one of the functional and structural components of this body is a special purpose police consisting of the separate Department «Operational and Sudden Action Corps» (KORD)¹⁸. It should be noted that their professional training shall necessarily include a psychological component as the special purpose police unit should be prepared to operate in difficult conditions and possess the specific skills. We know that the inability of the police officer to regulate the mental state and actions often leads to the negative consequences; the inability to manage own behaviour reduces the possibilities of social and psychological adaptation of a person, it is a serious obstacle in realizing own vital potential. In this regard, the mastering by the special purpose police officers of the techniques and methods of psychological self-regulation is a very topical task.

¹⁷ Povidomlennia pro opryliudnennia proektu nakazu MVS «Pro zatverdzhennia Polozhennia pro orhanizatsiiu systemy psykhologichnoho zabezpechennia Natsionalnoi politsii Ukrainy»: sait MVS Ukrainy. URL: <https://old.npu.gov.ua/mvs/control/main/uk/publish/article/2170580;jsessionid=CC307B6466090A7B58556B79F7E23FAA>.

¹⁸ Pro Natsionalnu politsiiu... Indicated work.

8.3. The ways to improve professional psychological training of the police officers at the National Police of Ukraine

Also, the problems associated with the need for development of police officers' psychological skills to maintain emotional stability, confronting stress, improving communication, establishing psychological contact with the citizens, optimization of the socio-psychological climate in the unit teams, counteracting official misuse and corruption in the activities of the police, etc. shall be considered as important. At present, these issues are not properly resolved due to the lack of proper legal regulation.

The formation of psychological readiness in the police officers to act has to be provided based on purposeful and systematic set of activities implemented in the framework of professional and psychological training in police authorities and units. It is believed that the *main task of psychological training* is bringing up a sense of duty, responsibility; providing police personnel with a system of knowledge and ideas about features and conditions of the activity, profession requirements to the individual; prevention of asocial behaviour collective forms; police officers' skills and abilities for special and extreme conditions formation; development of emotional and volitional stability, ability to self-regulate effectively while the situation is complicating; formation of the skills to assess real level of readiness to perform professional tasks, to predict the results of activities, to adjust the actions.

It is believed that in order to improve radically the quality of police officers psychological training and psychological provisions for National Police of Ukraine activities, it is reasonable to fill up the list of service preparation types that are established in the Regulations on Organization of Professional Training for the National Police of Ukraine Employees approved with Order of Ukrainian MIA as of 26.01.16 No. 50 with such a type as professional psychological training of the police officers. Professional psychological training aims at developing general and specific professional skills, knowledge and abilities of a police officer and forming the system quality of the police officer that is *psychological readiness of the individual for professional activities*. It is psychological readiness that is the final result of psychological training and it is long-term state of the personality that is characterized with the mobilization of all psycho-physiological resources of the body, availability of the set of motives, knowledge, skills and personal qualities providing the effectiveness of

certain activities implementation. Psychological readiness is a precondition for any purposeful activities, its regulation, stability and effectiveness¹⁹.

In the *structure of psychological readiness for professional activities*, traditionally the functional interrelated *components* as follows should be highlighted: motivational, cognitive, operational, and personal. Thus, *motivational readiness* to act in terms of special conditions means that a police officer has a special mind set for a certain type of behaviour, reacting and communication in complicated situations, emotional mind set to act in complicated conditions. *The cognitive component* means that police officers know norms of the administrative and criminal procedural legislation necessary for their professional activity, departmental regulating documents, ways to use physical impact, special means etc., psychological methods of impact on the personality and others. *Operational component of the readiness means* that a police officer knows how to communicate, influence the other persons and persuade them, how to act fast and confidently, how to use all the permitted by law measures and means with the aim of prevention and termination of unlawful acts, arrest offenders and others. *Personal side of the readiness* is that a police officer has necessary general and special abilities needed for professional activities; he/she has the intrinsic individual-psychological qualities needed for actions in complicated conditions (in particular, the following ones: communicability, resoluteness, courage, perseverance, stress resistance, steadiness, ability to reflect, empathy, understanding of behaviour and people emotions²⁰).

Sufficient development of these components and their integral unity ensures high level of readiness of a person for active, independent, creative professional activity. Their insufficient development certifies the readiness formation process is not completed; that is has medium or low level. Formation of professional readiness is carried out in the process of scientific and practical activity that might be aimed at satisfaction of individual needs. This process does not involve establishment of ready-made motives and goals during the training. Gaining experience in educational and practical situations is important for a future specialist, these should be oriented on the obtaining of professionally meaningful knowledge, skills and abilities.

¹⁹ Profesiino-psykholohichna hotovnist politseiskoho do sluzhbovoi diialnosti... Indicated work.

²⁰ Profesiino-psykholohichna hotovnist politseiskoho do sluzhbovoi diialnosti... Indicated work.

*Researchers believe that the professional psychological training of a police officer should be carried out in three stages: the stage of early formation of readiness for action in special and extreme conditions; the stage of direct formation of readiness for action in special and extreme conditions; the stage of maintaining readiness in the process of complicated tasks performing*²¹.

An important component of the professional psychological training of police officers is formation of *psychological competence*. The psychological competence is the ability of an individual to use the structural knowledge system about the human as a personality, labour subject and a person in both the own life activity and professional or other interactions effectively. The high level of psychological competence provides successful activities and interaction in the relations of «human-human», «human-team», «human-bigger social groups»²².

In the process of professional activity, the police officers develop such *components of psychological competence as resilience* (responsibility, discipline, knowledge of the difficulties in problems solution and persistence in their overcoming, self-control, resistance to unforeseen risk); *professional and managerial qualities* (observation, professional thinking, will, readiness to act in difficult conditions); *professional and psychological skills* (knowledge of the operational and service activities psychology, tendency to identify, assess and record the subjective aspects of the operational and service activities, knowledge of the offenders behaviour, ability to communicate with citizens in difficult and conflict situations, ability to organize personal work)²³.

Professional psychological training of a police officer is a long process that starts at the initial vocational training stage and continues throughout all the professional activities. Psychological training programs for the police officers are usually developed by scientists; direct psychological training is carried out by the practical psychologists of police units and managers in the course of psychological support of

²¹ Yurydychna psykhologhiia: pidruchnyk / Aleksandrov D. O., Androsiuk V. H., Kazmirenko L. I. ta in.; za zah. red. L. I. Kazmirenko, Ye. M. Moiseieva. Kyiv: KNUVS, 2007. 360 s.

²² Tsilmak O. M. Profesiionehnez kompetentnosti fakhivtsiv kryminalnoi militsii: teoriia ta praktyka: monohrafiia. Odesa: RVV ODUVS, 2011. 432 s.

²³ Toporkova I. V. Psykholohichna hotovnist politseiskykh u roboti zi zlochyntsiamy // Pidhotovka politseiskykh v umovakh reformuvannia systemy MVS Ukrainy: zb. nauk. pr. III Mizhnar. nauk.-prakt. konf. (m. Kharkiv, 24 trav. 2018 r.). Kharkiv: KhNUVS, 2018. S. 120–123.

training and professional activities of the police officers²⁴. Professional psychological training shall be carried out by conducting educational and practical classes using interactive technologies and teaching methods (trainings, business games, psychodrama, brainstorming, case studies, barrier line testing, etc.). Such training provides for the participation of psychologists in carrying out targeted instruction for the police officers that are to serve in the extreme conditions (joint detachments that are sent to the anti-terrorist operation zone, involved to protect public order during the mass events, etc.).

For the formation of psychologically important qualities in classes while professional psychological training of the police officers, the following may be used: psychodiagnostics means (conversation, testing, automated psychodiagnostic complexes); trainings on the development of professional memory, attention and observation; psychophysical training on overcoming obstacles (complications, barriers, labyrinths); ideomotor training; trainings using elements of unexpectedness, time deficit, noise and fire effects (moral and psychological stripe); trainings on the situations development related to perception of suffering, blood, injuries, damages, deaths; learning the principles of autogenous training; trainings on self-induction, self-persuasion, mood; situational-shaped auto-training (SSAT) (imaginary transfer by the employee of the necessary individual value qualities and situations that he/she managed to solve).

The expediency of the practical classes, trainings is conditioned by existence of psychological patterns: a person who has repeatedly got into difficult conditions and coped with them, has a better chance to get out with honour from another extreme situation than one who has never got into them. In addition to the training sessions, the forms of professional psychological training include: psychological lectures, seminars, psychological informatization, psychological modeling. Reflection is a compulsory element in summarizing the results of professional psychological training²⁵.

²⁴ Osoblyvosti nadannia psikhologichnoi dopomohy uchasnykam ATO... Indicated work; Aldwin C. M. Stress, Coping, and Development: an Integrative Perspective... Indicated work; Maddi S., Khoshaba D. M., Jensen K., Carter E., Lu J. L., Harvey R. H. Hardiness training for high risk undergraduates... Indicated work.

²⁵ Shvets D. V. Psikhichna stikist pratsivnyka politsii yak osnova hotovnosti do sluzhbovoi diialnosti v ekstremalnykh sytuatsiakh // Osobystist, suspilstvo, zakon: psikhologichni problemy ta shliakhy yikh rozviazannia: tezy dop. Mizhnar. nauk.-prakt. konf., prysviachenoï pamiati prof. S. P. Bocharovoi (m. Kharkiv, 30 berez. 2017 r.) / MVS Ukrainy, Khark. nats. un-t vnutr. sprav; In-t psikhologii im. H. S. Kostiuka Nats. akad. ped. nauk Ukrainy; Konsultativna misiia Yevropeiskoho Soiuzu v Ukraini. Kharkiv: KhNUVS, 2017. S. 226–229.

In the process of professional psychological training, it is also important to ensure the functioning of psychotraining complexes, organization and conducting of trainings on topical for the police activities, aimed at forming the necessary professional, behavioural and communicative skills, readiness to act in various working situations, and practical training of the typical professional tasks by the police officers. The important factor of this work is study of the advanced international experience on effective forms and methods in the professional psychological training; introduction of modern up-to-date psychological methods of teaching into practical work of the National Police psychological support the system. We also consider it expedient to develop the «Comprehensive program for organization and holding of the professional psychological training of the National Police of Ukraine police officers» that would be approved and implemented by the relevant Order of the Ministry of Internal Affairs of Ukraine and would provide for the principles of organization, purpose, tasks, methods and means for implementation.

The professional training of the police personnel requires implementation of the active teaching methods. A significant experience in using training technology is available abroad. The foreign practice testifies to the widespread use of trainings, in particular in the US, Germany, Great Britain, where the system of compulsory police, communication, anti-stress and other trainings has been created. Thus, in the US police training of verbal and non-verbal forms of communication is found. It is based on the formation of police communication skills that could help to prevent conflicts solution by force in the service sector. The same form of police training was introduced in the mid-1990s in Bavaria. As the experience and analysis of studies conducting testify, together with the main tasks for the police officers to obtain practical skills for confronting stress, improving their communication, optimizing the socio-psychological climate in the groups of police units, they also made it possible to reduce the level of injuries in the police²⁶.

In our opinion, it is possible to distinguish three main *stages of the psychological training for the police officers*:

²⁶ Lyhun N. V. Profesiino-psykholohichna pidhotovka pratsivnykiv orhaniv vnutrishnikh sprav: osnovy ta shliakhy optymizatsii // Visnyk Natsionalnoi akademii Derzhavnoi prykordonnoi sluzhby Ukrainy. 2013. Vyp. 2. URL: http://nbuv.gov.ua/UJRN/Vnadps_2013_2_23 (data zvernennia: 07.05.2019).

– increase of the resilience of the national police employees to the action of stress factors and their combinations that are typical for the national police;

– employees psychological qualities development, formation of special features, skills, abilities contributing to the highly efficient performance of all the professional actions in the complicated circumstances of the operational activities;

– maintaining the constant readiness of the police officers to accomplish a difficult task.

The first stage is characterized with the formation and increasing resilience in police officers. The second stage consists in modelling the future activity conditions, the discussing of optimal actions and their consistency. The stage allocating for readiness support in the process of complicated task implementation is conditioned by high-probability changes in the situation; new difficulties arising as well as obstacles, which require accustoming. This testifies that the psychological service has no methodological tools in its activity, no programs for the development of emotional and will stability and self-control; prevention of the destructive emotional state in the National Police employees.

Therefore, the actual task of psychologists is to develop the programs for psychological training of workers for self-regulation based on the research of destructive emotional states arising in extreme situations for police officers. Necessity to create this program is stipulated with the existence of interconnection between peculiarities of the psychological state and the effectiveness of employees' actions in the dangerous conditions while performing the work task in the professional activity.

We believe that the important task is to approve in the established order the «Provision of organization the system of psychological providing for the National Police of Ukraine», which has to regulate the issues of the organization, planning and control of the psychological providing system, to determine the principles, tasks, functions and the directions for its implementation, methods, techniques and work means, accounting forms, issues concerning the material and technical provision, the order or interaction and the power of the psychologists, managers for the authorities and the National Police units, other officials involved in the implementation of psychological job tasks.

CONCLUSION

Hereby, currently in Ukraine there is no legal basis for the professional psychological training of the police officers. Therefore, the development of a number of legal acts is an urgent task, and these acts might regulate the issues related to the organization and holding of this such officers preparation and inclusion of the bigger number of psychological subjects to the curriculum of higher education establishments at MIA of Ukraine. It is expedient, first of all, to fill up the list of service preparation types that are established in the Regulations on Organization of Professional Training for the National Police of Ukraine Employees approved with Order of Ukrainian MIA as of 26.01.16 No. 50 with such a type as professional psychological training of the police officers. It is also expedient to develop the «Comprehensive program for organization and holding of the professional psychological training of the National Police of Ukraine police officers» that would be approved and implemented by the relevant Order of the Ministry of Internal Affairs of Ukraine. Before entering the higher education institution, apart from EIT conclusion and relevant physical standards, it is expedient to introduce the process of the professional and psychological selection for entrants. «Provision of organization the system of psychological providing for the National Police of Ukraine» may become an important regulatory document aimed at the improvement of psychological preparation of the personnel at the National Police of Ukraine and which would be approved and implemented by the relevant Order of MIA.

SUMMARY

The analysis of the scientists' recent researches and the foreign experience concerning the components of professional psychological training of the police officers at the National Police of Ukraine is carried out. The structure of the legal and regulatory framework on the subject has been studied in detail. The features of the professional psychological training of police officers at all the levels were considered: selection, elementary, bachelor, master and in the process of official activity. The components and the drawbacks in this process have been studied; the possible ways of their solution were offered. The peculiarities of the procedure for introduction of these proposals are described.

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