



BRIEF REVIEW OF THE EXPERIENCE OF SWITZERLAND IN PRACTICAL POLICE TRAINING

Abstract: The article presents my own views and experiences directly gained during my leadership of a project under the Bulgarian-Swiss Program at the Ministry of Interior. The particularities of the entire national security system of the Swiss Confederation, of the crisis management system, of the security environment and of police activity, all of these factors directly affect the type of training at the Savatan Academy.

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Introduction

Police training has been explored for a long time aimed at creating the conditions for appropriate, comprehensive and specific tutoring of the trainees in the police profession. The requirements of the society to the police authorities become higher and higher every year, and simultaneously the restrictions in the means and the methods of the police become more and more. Even the increase of individual freedom and inviolability of citizens (a process fully corresponding to democratic practices) is already a challenge with regard to the use of legal means and methods.

In its attempt at expanding our knowledge of established good practices of other countries, within the framework of Project “Establishment of the Principles for Observation of Human Rights in Police Activities in Bulgaria” a group of Bulgarian experts and lecturers from the Academy of the Ministry of Interior paid a visit to the Swiss Confederation for acquaintance with the practical training at initial police preparation. Both our initial impressions and our real observations after the end of the visit showed a clearly defined and orderly system, coordinated, modern, practical and most of all conformed to the needs of the country in this sector. A system which accepts the best traditions from the Swiss military training.

We will mention military training briefly but it is of essential significance for the understanding of the citizens of Switzerland of order, discipline, duty and responsibility, of the involvement of each of them in the national cause to protect the territory. Switzerland has been a neutral country for 500 years. This fact, however, does not mean that the country was not threatened by external enemies or was isolated from the processes in global history. On the contrary, Switzerland was fully aware of these dangers and it is due to this reason that the country maintains exceptionally high combat capability and combat readiness of its Army, with great efforts and for a lot of funds.

The military staff in Switzerland adds up to about 9 000 persons and they are occupied predominantly in the Air Forces of the country: officers from the Headquarters, non-commissioned officers and soldiers from the special forces and the military police. The remaining 120 thousand are

the so called active militia soldiers and officers as well as about 230 thousand reservists form the bulk of the armed forces. Although the organization of the Swiss Army already aroused interest in our society, rather frequently the figures are not particularly relevant – 700 thousand soldiers, even 1,7 million, who are to be mobilized within the framework of up to 24 academic hours, this situation is simply past, at the moment as everywhere throughout the world, the Army of Switzerland is also reduced in number but the terms for mobilization and the commitments of the mobilized ones really remain.

This unique Swiss militia system has its roots in the distant Middle Ages and is explained by historical reasons in the development of the country, constantly torn apart by local wars between the cantons or forced to fight with external enemies. *The first military contract* of the cantons of united Switzerland was signed in 1798, - the present Swiss army also originated then. This Contract anticipated *compulsory military service for all male citizens* of these peculiar allied powers. Indeed, there was possibility for purchasing from military service: rich citizens voluntarily deposited a fixed not insignificant amount into the cantonal fund. Actually, such transactions are also anticipated in the Statute of the Army.

Each male citizen after coming to the age of 19 is called in the ranks of the Swiss Army (women optionally). They are registered in the ranks of Rekrutenschule - Ecole de recrue, where they go through initial training of 90 days. Each year after that they pass through military training for three weeks, so training reaches nine months until they come to the age of 30. The weapons received during the training are preserved at the homes of the soldiers. Small, neutral and peace-loving Switzerland is the European country with the biggest number of weapon owners. There are 3 400 000 weapons privately owned in Switzerland, which has a population of nearly eight million inhabitants. And this means – there are weapons in nearly each Swiss home. The Swiss Army is in fact a people's volunteer force, but ready for action and capable to act in an organized manner at war.



With the brief text mentioned hereinabove we simply wish to introduce the tradition and the understanding of the Swiss society with regard to the problems of national security, which consequently pass and are successfully used for the training of police officers.

I. Academy Savatan

“Police officers work the way they are trained, this is why they should be trained as they would work.” This is the motto of Police Academy Savatan. It fully reflects the spirit of the entire situation and the objectives ambitiously set up by the lecturers in it.

The individual cantons in Switzerland conduct local training of police officers but usually within very brief terms. At initial training they send their applicants to Savatan where there are predominantly French-speaking graduates, the school for the German-speaking part of the canton is located in the village of Hitzkirch, near Zurich.

Police Academy Savatan is situated in Canton Vaud, Municipality of Vevey, not far from the town of Monthey. It is difficult to suppose what infrastructure is developed in the Academy from the highway along the river valley of the Rhône River. An exceptionally steep, narrow and perfectly maintained road takes us to Savatan Academy, and at times there is a directly vertical view to the valley from it – the slope is so steep that the road seems somehow illogical in such a place. The terrain obviously was a military area which is the first impression when seeing the buildings, the turret at the entrance and the strategic position, which the entire valley is seen from. Actually, this is not a secret

for anyone. The total area of the region is 500 decares (for comparison – the region of the Academy of the Ministry of Interior in Sofia is about 400 decares, at that the whole of it may be used with a view to its relief), and with that steep terrain it is divided into more than three levels connected with the same narrow automobile and pedestrian roads. In spite of the attempt to use the area maximally well, the conditions are difficult enough and the relief is quite Alpine.

35 kilometers of tunnels in the rocks are also heritage from the Army (in our country this fact would be an exceptional state secret), of which the Police Academy uses about 25% for its own purposes. These tunnels in three levels in the rocks and in fact at a military situation and at war are fully fit for use in conformity with their designation.

11 years ago the Police Academy Savatan arrived in its present region provided by the Military Ministry, which also preserved a significant territory for itself within the area. Rent is paid to the Ministry of Defense for the use of the region.



The main reason for the selection of this region for continuous training of police officers, as it was several times emphasized by various colleagues and lecturers of the Academy, is its isolation from civilians. Here the trained graduates (as the trainees in police profession are called) and their lecturers may conduct classes creating conditions close to the real ones. As it turns out, fires, explosions, night exercises, shooting with different arms, weapons included, Alpine training and so on are imitated here in a

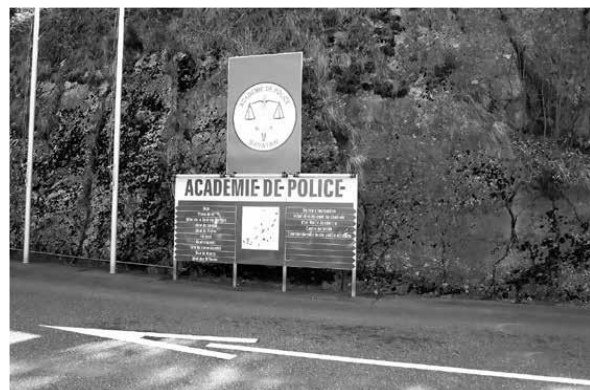
completely plausible manner during training.

Dormitories, training halls and testing grounds with various designations, including on terrains beyond the academy – for instance a tactical power ground in the populated area of Lavey nearby, a site for training in driving motor vehicles and descent from a helicopter, which are located on flat terrains in the valley have been created for ten years within the area of the Academy without the construction of new buildings, predominantly with renovation or through the introduction of modular structures.

The funding of Police Academy Savatan differs a lot from the funding as we know it. In practice, there is no budget for it at a federal level, even rent is paid for the use of the military territory as seen hereinabove.

Cantons Vaud and Geneva are partners in the financing of the Academy and the small school for police officers in Geneva (with up to 20 trainees in initial training) will be closed from next year and the training will be transferred to Savatan, most of all from economic, but also from practical considerations, probably precisely because of the missing testing grounds for modern training.

The fees from cantons for the training of the graduates sent by them are another main item of the budget. The maintenance of a graduate adds up according to our hosts to about 50 (fifty) thousand Francs. In their opinion this is a serious amount and the salaries of the trainees are also undertaken by the cantons and constitute big expenditures as well. Without commenting on payment, the hosts simply confirmed that the trainees receive “quite a high salary”. This is the main reason for the cantons very carefully to select the staff sent for training, on the one hand because of the price of the training and on the other hand – a police officer who has failed his training costs the canton quite a big



amount of money and he himself has to return the money he was paid. This situation does not allow for filling up the capacity of the Academy even once for all the 10 years.

Multiple courses organized by the Academy for the private sector are another source of financing. There is a significant diversity of such courses for guards, for company managers, for municipal employees and so on with regard to their various functions as management in crises, mobilization, analysis and evaluation, maintenance of the order, professional ethics and protection of human rights and so on, in other words income from own activities. For valuable consideration external organizations may use the infrastructure of the Academy for their own purposes, which they pay rent for.

The latest announced source of income for the Academy is from the so called Service for Audits and Consultations of private companies. Verifications, control, analyses and evaluations of individual units or activities of private applicants are made for valuable consideration. This task is often fulfilled on the spot and the employees of the Academy are sent there on business trips.

In this complicated manner of financing, with the absence of an actual main supplier of funds, Savatan Academy can not afford a big number of employees. The full-time staff up to date consists of about 50 persons, the majority of which are administrative personnel. We should emphasize the very



important role of the headquarters (in translation literally “main headquarters”), which entirely resembles a military structure, amongst these administrative personnel. It includes the commanders of different groups of trainees, heads of departments, the bodies for planning, the financial bodies, logistics, secretariat and so on. The lecturers to the Academy are predominantly temporary staff but they add up to the impressive number of 350 persons. Companies for the maintenance

of the region and the implementation of servicing activities are also hired – about 10 persons take care of the territory of the Academy - taking care of the grass areas, cleaning, washing bed linen and so on.

The objective of the visit under the project was the acquaintance with practical training, which is conducted on multiple testing grounds specially created for the purpose. The main objective of the realized testing grounds is the creation of real conditions for actions of the trainees as in the real environment of their work. Due to this reason the testing grounds were built in two directions and the training seeks balance between two types of skills. The basic idea of the testing grounds is:

1. They should be maximally close to reality (it was called a “beautiful” testing ground). The following were consecutively built in this testing ground, along one street:

- A public toilet (as everywhere else, people in Switzerland also find that “toilets are places where drugs, sexual services are offered, where there are cases of violence take place and so on, i.e. risky places”), the toilet is even used as such;

- A bank office with all the needed elements – an automated teller machine, office equipment, premises for the agents and others (indisputably the security of the banks in Switzerland is a primary task), and even the two strongboxes are with bulletproof glass;



- a shop (a supermarket) with full shop equipment, supplied with real goods (simply with expired use-by date), even the signs for reduced-price goods and various warnings are available there, doors, shelves and strongboxes are located in exceptionally suitable places and so on.



- An actually functioning church in which a local priest periodically conducts services (there are no practical exercises in it but it is used for theoretical ones, with a view to the understanding of religion as culture and tradition. The fact that there are police officers from various religions, Muslims included, was repeatedly emphasized to us, and their society traditionally consists of big groups of Catholics and Protestants);

- An entertainment establishment – a beerhouse – with a bar, a cash register, tables and chairs and so on;

- A disco club – the premises are located in a hall in the cases and the lighting, the dance floor, the private rooms, the music recording and the bar, even the pylon, are fully relevant as an interior of a similar establishment.

- A court – the premises are also located in the complex of caves and represent full imitation of a court. We should clarify that in Switzerland it is possible to bring charges under the reports of a police officer due to which the same is regularly summoned in the court and he/she should be able to defend his/her theses. According to our hosts, they are in a position to organize the training completely realistically and real judges and prosecutors take part in the trainings who are paid for it;

- A house – in the caves again but fully imitating a house with equipment and even with a small courtyard. The Swiss hosts repeatedly emphasized that domestic violence is their main problem of public order, due to which the furnishing of the home, the exercises in home atmosphere were conducted aimed at making the change of the environment possible (“Police officers too quickly learn to act in familiar environment”), as well as for the provision of the instructors with possibility directly (visually, not only with camera) to monitor the actions of the trainees. Corridors were made around the premises of the home with such objective, which the instructor may move unnoticed and exercise control over the behaviour of the trainees. The same corridors may also be used by the actors who play the relevant family problems and too often these actors are really such by occupation and their participation is paid for. As a whole, the hosts were exceptionally satisfied with the participation of actors as the imitation of a real scene of violence becomes extremely plausible.



The premises mentioned hereinabove located in two various sections of the Academy serve for tactical training without the application of a force, in other words the matter is about monitoring, analysis and evaluation of the situation, appropriate active operational and procedural actions, avoidance and prevention of conflicts, violence and so on. As the hosts themselves declared this type of a testing ground is more difficult for use, it needs actors also in the various exercises, although it is closer to reality. In some events, however, when the matter is about qualification courses of police officers (we will explain herein below the training of police officers in various levels and degrees), it is possible to conduct exercises with simulation ammunitions.

The exercises which are conducted on this testing ground are photographed by cameras and are transmitted in training halls, where the remaining part of the group may observe the actions of their colleagues. The analyses of the actions of the trainees in the classroom may impose a repeated review of the records of the actions of the graduate in the testing ground, owing to which the same are stored and serve as evidence for its evaluation. Often the trainees do not agree with the evaluation of their actions at which it is necessary to conduct the analysis with the help of such recording.

2. The second idea of the testing ground training is realized through two buildings within the region of the Academy and the testing ground in Lavey which is also in a military area and represents a big building, a former storehouse for weapons and military equipment (the good symbiosis between the Army and the Police, their mutual assistance and supplement was emphasized all the time). The same sites are imitated in these testing grounds but the individual elements are only marked as a



situation, without any factual approximations with the actual furniture. Shops, a house, a bank and so on are created through mobile (most frequently wooden) modules to conduct a training for strong interventions – attacks, approach by cars, intervention into premises and sites, conduct of arrests, even real shooting with weapons. It is completely possible here to use various means and devices for counteraction to the police by a criminal, to have resistance from the

criminal/s. The primitive materials of construction (wood and iron) allow to be hit, cut and so on, to be interchangeable and to be repaired easily. The modular structures allow through unscrewing two bolts to move walls, doors, windows, to change the situation at each new test and prevent the trainees from learning the environment by heart. The opening of doors and windows is in fact a very good example for the efficiency of this modular principle of construction of the testing grounds, i.e. the lecturer in an exercise may exchange the opening inwards or outwards.

In talks these testing grounds were called “ugly” but in fact they provide practical possibility to imitate a multitude of complex situations through which the training of the graduates may also show their self-control, self-possession, quick thinking and a lot of other qualities.

As an example for the changed environment of work, the hosts explained the difference between an intervention 30 years ago (with maximal strength and rapidity, often with blowing up doors, walls or other partitions) and today when due to the development of the democratic practices and the protection of human rights this intervention is possible with observation of a complex procedure of actions, minimal noise, unlocking doors, minimal destructions and so on.

This testing ground provides the excellent possibility to conduct the exercises with all the possible munitions of the police officers, to test the functioning of the various weapons by each trainee, to realize the significance of the individual practical actions, even to hear the actual sounds from blows, shots, collisions of cars and so on. Shooting at the glass of a car is also performed.

It is possible to imitate various sounds through equipment in both kinds of testing grounds, in the various testing grounds for opening doors, for falling down of objects, steps, shots, signals and so on, with which the situation of the police activities should be perceived as quite real.

As the testing grounds were the main objective of our visit, I take the liberty along with the photographs and their description to reflect also the theoretical substantiation of this training and respectively to show the grounds for the construction of exactly these two models of testing grounds.

The Director of the Academy Colonel Alain Bergonzoli presented the basic principles observed at the construction of the testing grounds:

In the first place, the modular principle is in the grounds of the execution. Aimed at the testing ground being multifunctional and being used for the solution of various practical cases, a significant part of the elements which build up the limits of the testing grounds are mobile – moved easily through carrying, rotation or along rails. Thus the trainees do not get used to the situation and depending on the level of the training the lecturer may change the complexity of the case.

In the second place, the doors and the windows should be opened in the two directions.

In the third place, it should be possible that the lecturer could have continuous monitoring over the exercise, as if it is in the equipment premises, in the classroom with the trained group or directly next to the testing ground, and he/she should also be in a position to exert impact over it. He/She should be able to react to any sounds and the trainees should be able to hear him/her. It should be possible for him/her to exert influence directly over the performance through a microphone in the equipment premises or be quite near to be in a position to get near for a few seconds.



In the fourth place, at the performance of the cases the trainees should be able to use the actual equipment they will work with – a motor vehicle, a motorcycle, a truncheon, spray, weapons and so on.

In the fifth place, a security zone should be differentiated prior to the entry into the testing grounds – the weapons should be left there (our colleagues from Savatan had a lethal accident with real use of weapons), the trainees should get acquainted with safety measures, if possible, some measures should be promptly implemented. In this connection prior to similar exercises in Savatan video frames are used from fixed or mobile cameras, which police actions are shot with. Projected onto a white board, analyses and evaluations of the actions of the police officers are made within real time.



Proudly Colonel Bergonzoli confirmed that he considers Savatan Academy as the first implementer of the use of recordings from www.dartfish.tv with such a purpose.

In the sixth place, the testing ground should not be perceived as something static, it should be built up with the idea that it will develop.

In other words, today's public environment very frequently pushes one or another kind of crimes in the foreground as publicly significant. This imposes that the testing ground further to multifunctional

should also be flexible, it should offer easy and accessible development into the needed direction. The impression that violence in the homes in Switzerland is a main problem is also confirmed by the fact that another home situation is planned for building up in several free premises – a residence of another type, by which this problem precisely will be taught in an even more profound and ingenious manner. In the same way, the increase of organized crime through skimming devices of automatic teller machines provides the lecturers with an occasion to require the delivery of an automatic teller machine so that the graduates could be acquainted with the elements of the technical execution and the organization of this crime.

In the seventh place, no two types of testing grounds should be created in the same building. The training at force actions and the monitoring, the analysis, the criminalistic work should not be conducted at the same time with various groups and in the same place. Predominantly from security considerations, as well as for the appropriate building up of the situation, which the trainees are placed in. This situation does not mean, however, that no one-type tasks may be fulfilled in one testing ground by more than one group.

Presented in this manner, the task of the team of Project “Establishment of the Principles for Observation of Human Rights in Police Activities in Bulgaria” is more than difficult – under our conditions, without a lot of structural changes, to find the balance between the “ugly” and the “beautiful” variants of the testing ground, between the reality of the environment and the modularity making use of the available and the already presented to us buildings on the territory of the Academy of the Ministry of Interior.

II. Who and How Becomes a Graduate of Savatan Police Academy

In fact the classes of graduates add up to about 130-150 police officers per year. As we have already mentioned, the capacity of the Academy is not filled up due to the balancing of the budget expenditures for the cantons striving sparingly and wisely to use the funds. There are, however, applicants in spite of the sieve of the cantons and the high requirements during the academic year. Moreover, because of the authority of the police profession, the payment, the good reputation of the Academy, there is a multitude of examples for people with higher education who wish to become police officers.

The applicants as a rule should have completed their secondary education at the age of 16 but after that they should have also completed their education in another specialty (prior to starting their police education). It is not a problem for the trainees to be trained younger but rational practice in the last few years has indicated that it is good for the police officers to have another profession as well in case they fail in their training due to health or other reasons. Psychologists have correctly reported that it is possible for trainees younger than 19 to be subjected to excessive stress and traumatized during the training process. Applicants are at the minimal age of 20, they should already have served their military service and have military training and weapons. The habits acquired in their military service have wide application in the organization of the training process and the overall behaviour of the graduates.

The training in initial police preparation lasts for 12 months.

Regardless of the material difficulties, the Management of the Academy has sufficient grounds to hope that this training will be increased to 18 months and even to 24 months. The special feature of the Swiss police education is the availability of a Police Qualification Institute – Neuchatel, which in fact issued the methodology of all the kinds of police education, developed the programmes, exercises control over the training itself, conducts the exams with graduates at its end. If someone fails the exams, there is only one chance to re-sit the exams. The syllabuses are created by a team having the needed educational qualifications. Good training is required for participation in such a team as well as authority built up before police managers – letters of recommendation by at least three police commanders are needed. Every year various interviews concerning the work are conducted with the

creators of programmes and lecturers. Thus, the Institute in Neuchatel is in practice the main organizer and methodologist of the training of police officers.

The training commences with a 3-week initial course with severe trials. The trainees get up at 5 a.m and they are assigned with maximum amount of physical exercise. The idea of this challenge is making some of the trainees to give up – those who believe they do not wish to or are not able to go through this course. In practice, about 10 per cent of the trainees really give up training during this 3-week time period.

In its current form the training contains 1440 academic hours during these 12 months. It is subdivided into the following disciplines:

- Police intervention - 884 academic hours; In fact, this is the police tactics we know with added to it Personal Protection and Physical Education and Shooting Training. The testing grounds, which various scenarios, cases and exercises are performed in, play major role in this discipline. I again emphasize as it was repeatedly done before us that they are not afraid to do everything on the spot in the Academy as no one sees and hears it. What is remarkable for police training in Switzerland is the enormous advantage of the police intervention as a discipline, obviously, the appropriate attitude to the service, wearing uniforms, use of equipment, weapons and auxiliary means, are studied here and the relationship with all the remaining disciplines is 60/40 in its favour.

- Ethics and human rights - 54 academic hours;
- Psychology - 84;
- Total academic hours - 194 academic hours – language training, documentation studies (common for the system and operational);
- Special academic hours - 80. It turns out that these hours are used for studying the differences in documents and practices at the confederation level, at the canton level, as well as particularities of the preparation for appearance before the Court;
- The police near the society – characteristic practices maximally close to our programme;
- Exams - 40 academic hours;
- Others - 36 academic hours – they are used for meetings with famous politicians, practitioners from the police practice and so on.

In spite of the division per disciplines mentioned hereinabove, the training is eventually divided into 60/40 between theory and practice respectively.



As a whole, at that one-year training the graduates are evaluated critically and repeatedly. The reason for this situation is obtaining the rank of a “police officer”, which after that time cannot be deprived of any more. Within this meaning the Board of Examiners may reject someone who has excellent results, but the evaluation for his employability turns out to be negative.

Graduated police officers should serve between 5 and 10 years obligatorily. The difference is between the cantons, and there are no federal police in practice.

Each graduated police officer is entitled to be promoted in service through several qualifications. The first amongst them and in practice completed by nearly everyone is a three-week course conducted in Neuchatel called “Level 1”.



The next degree may be obtained after completing a course “Level 2”, which for the various cantons and officials is up to one year, i.e. with interruption of the training due to the fulfillment of the official duties. Not more than 10 per cent complete the second level of qualification as a total percentage.

The next, the so called second qualification, is conducted again in Neuchatel for a time period of one year and a half, after which the graduates acquire the specialty “Police” and a right to an officer’s rank. The hidden detail here is that it may not be a matter of a university education again, but this course allows the employees to occupy positions with higher education.

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The continuous education is characteristic of the training of police officers in Switzerland – each police officer goes through training for updating his knowledge and skills in Savatan every year. The training passes within a term from 3 days to 2 weeks depending on the nature of the courses, but their training of up to 6 weeks is also possible depending on the canton need. The special munitions are used namely in such trainings even in the “beautiful” testing ground. Thus police training passes in conformity with the already tested scheme for lifelong learning.

The regime of training in Savatan has a lot in common with the military order. The graduates get up at 6 a.m.. There is fighting formation and shift of guards in general at the beginning of the week. They are completely at the disposal to the school during the entire year. They are entitled to go home for the weekends but very frequently they remain at school to rest and to get ready for the next week. The intensity of the training, the time occupied as a whole put to the test not only the physical but also the moral qualities of the graduates. During the time of our stay the course for initial training was only in its second week of preparation, i.e. quite at its beginning. The first march, however, was already prepared – 16 kilometers, followed such with 25, 40 and 100 kilometers within the framework of a day and night. No difference in genders is made. We got convinced in that during the event for getting to know the territory of the testing ground observed by us – headed by a division commander (each week a different trainee is the division commander), the remaining in columns of two, running under the instructions of the lecturer and along sites where he has placed marks for orientation for the next direction and site, girls in the middle of the column and in line with their remaining colleagues.

None of the lecturers speaks about need of motivation of the graduates, i.e. their motivation as young, but sufficiently grown up people with developed worldview is never doubted.

During this one-year time period each trainee shoots about 3500 cartridges (quoted after Colonel Bergonzoli), which means intensive and diversified shooting training. This figure by itself provides an answer to the question with the quantity of hours of the discipline “Police Intervention”.

The methodological approach of the lecturers may be assessed as individual, i.e. in conformity with the needs and the knowledge of everyone. The recording of the practical exercises of the graduates consequently allows everyone, not only the lecturers, to analyze, to find mistakes and positive sides, to create competence of the trainees. Each trainee obtains the main directions for his/her

work by the lecturer. Most lecturers are police officers, they provide the needed freedom but they also require the needed discipline.

The strive of the trainers is to impose proportionality in the training, i.e. there should be evaluation and appropriate behaviour of the police officer depending on the situations. The decision should be pro rata to the threat and the violation of action when needed in words, when needed with a truncheon or with spray, if necessary – with arms as well. This strictness in a special manner indicates the first objective of the entire one-year training – training for obtaining competence.

This approach and this vision for obtaining professional competence in fact provides a clear idea of the reasons for the construction of these testing grounds with a situation simulating reality to a maximal degree for me. It is assessed that the pedagogical objectives of such training may be attained only in this manner (for instance at legal work in court – to be able to know the procedure in detail, to present the information under the case and his actions and conclusions appropriately). Within this meaning from a methodological point of view a task fulfilled in a testing ground has a theoretical side – exploring a new site, action without stress and within sufficient time; but there is also a practical side as an effect which may be felt solely within this environment - to place the person in a complicated situation so that he should feel stress and lack of time. Funds are given to actors, experts, lawyers and so on to participate in the training of the graduates of the Academy for the maximal attainment of the effects indicated hereinabove.



The above requirements place a challenge before the lecturers continually to know the operational practice, to introduce new cases, to adapt the testing grounds to the new conditions, i.e. a continuous flow of innovations, which the level of the police training should be maintained with.



Another significant conclusion from our presence in Savatan Police Academy should be drawn – excellent discipline was evident there. Discipline in the relations amongst the trainees which may also be physically felt in the dormitories, discipline with regard to the training process, discipline and responsibility to the entire surrounding environment implemented with a “watchmaker’s” precision and pedantry by everyone. Yes, and in the last place, we managed to compare the conditions for rest of the Swiss graduates to those offered by the Academy of the Ministry of Interior. The dormitories are of the military type – there is a linoleum flooring which is easily washed. The rooms are for about ten trainees but owing to the fact that each year the capacity of the Academy for trainees is not filled up, young men are 6 to 7 in number in a room and young women add up even to a smaller number. There are no electronic devices in the open air, although as modern people graduates of the Academy have them too and even use them in the training process. High cabinets for the uniforms and the shoes of the trainees are made in the corridors. The careful and uniform arrangement of the shoes both official and personal makes an exceptionally pleasant impression. As a whole the situation resembles a military educational institution to a great degree and the training itself as a whole proves it. The spirit of Spartans but sufficient for living furnishing is present everywhere. The collective spirit and mutual tolerance are inevitable under such conditions.

Fresh mountainous air and silence during the night help the relaxation of the trainees.

We will not comment on the halls for sports and applied techniques, the café and the disco club, these are the possible entertainments at leisure.

Conclusion

Valuable experience and new knowledge about the practical police training were collected. The challenge before the team of the Project is to apply this knowledge creatively in our environment and, like Switzerland, we should introduce practical testing grounds in training which:

In the first place should continue the tradition in police training to correspond to the national mentality and the professional practice in our country. Within this meaning questions of the type “What do we want to attain”, “What are the objectives we set up to ourselves with this training” are quite logical. Relying on its age-old military tradition Switzerland is faithful to the values of the society developed for such a long time in its police training.

In the next place we should find that balance between reality and modularity which would make the testing ground usable for a long time period and adaptable to cases and practical exercises various in nature. This task seems even more difficult than the first one because of the too fragile balance of opinions and ideas which are outlined in this direction as well as the limitations that no new buildings should be constructed but ready-made such should be used through renovation.

Finally, we should introduce that order and discipline in the testing grounds which in a peculiar way characterize the entire training in Savatan Police Academy. This task is the most long-term one. All the lecturers in the Academy of the Ministry of Interior should be attracted for the purpose – it could be fulfilled solely in this manner.

With their overall presentation, with the order, tranquility, confidence and creativity, the lecturers and the trainees in the Swiss Police Academy left in us the impressions of professionalism, morality, patriotism and diligence, respect for tradition, which are definitely the qualities standing in the basis of the success of the Swiss state and society.

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