



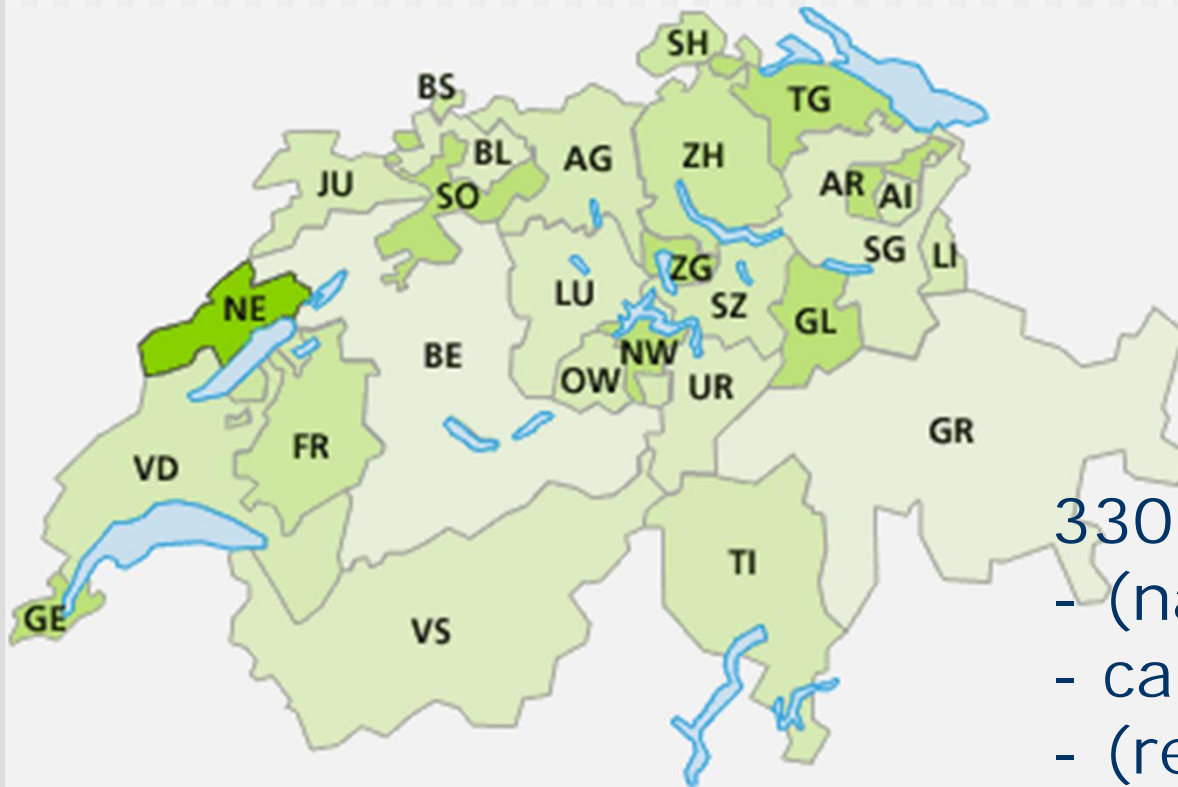
# Developing *know how* and professionalism in the Swiss police forces

Hanspeter Uster, former police minister of the canton of Zug (1991- 2006)  
Since 2007: President of the Board of the Swiss Police Institute



# Police System in Switzerland

## Political Switzerland



- 330 police forces:
- (national)
  - cantonal
  - (regional)
  - (municipal)



# Police System in Switzerland

## Police on different political levels

- Cantons
  - "Kantonspolizei" (26)
  - full responsibility for all domains
  - various organisational structures
- Cities
  - "Stadt-/Gemeindepolizei"
  - limited responsibilities (public order) or full responsibility for all domains
  - various organisational structures



# Police System in Switzerland

## Police on different political levels

- Confederation

Federal office of Police (fedpol):

special responsibilities (e.g. political & organised crime, terrorism, Cybercrime Coordination Unit Switzerland, Money Laundering Reporting Office Switzerland)

- no police academy



# Police System in Switzerland

## Special cases on national level

- Swiss Border Guard
  - limited responsibilities (areas in Switzerland in distance of 30 km from the border)
  - training centre of its own
- Military Police
  - only for troops on duty
  - using regional police academies
- Public Transport Police
  - only for passenger safety
  - using regional police academies



## Levels, admission and certificates

### Levels, admission and certificates

- Policeman I
  - assessment > federal certificate
- Policeman II
  - policeman I
  - experience > federal diploma



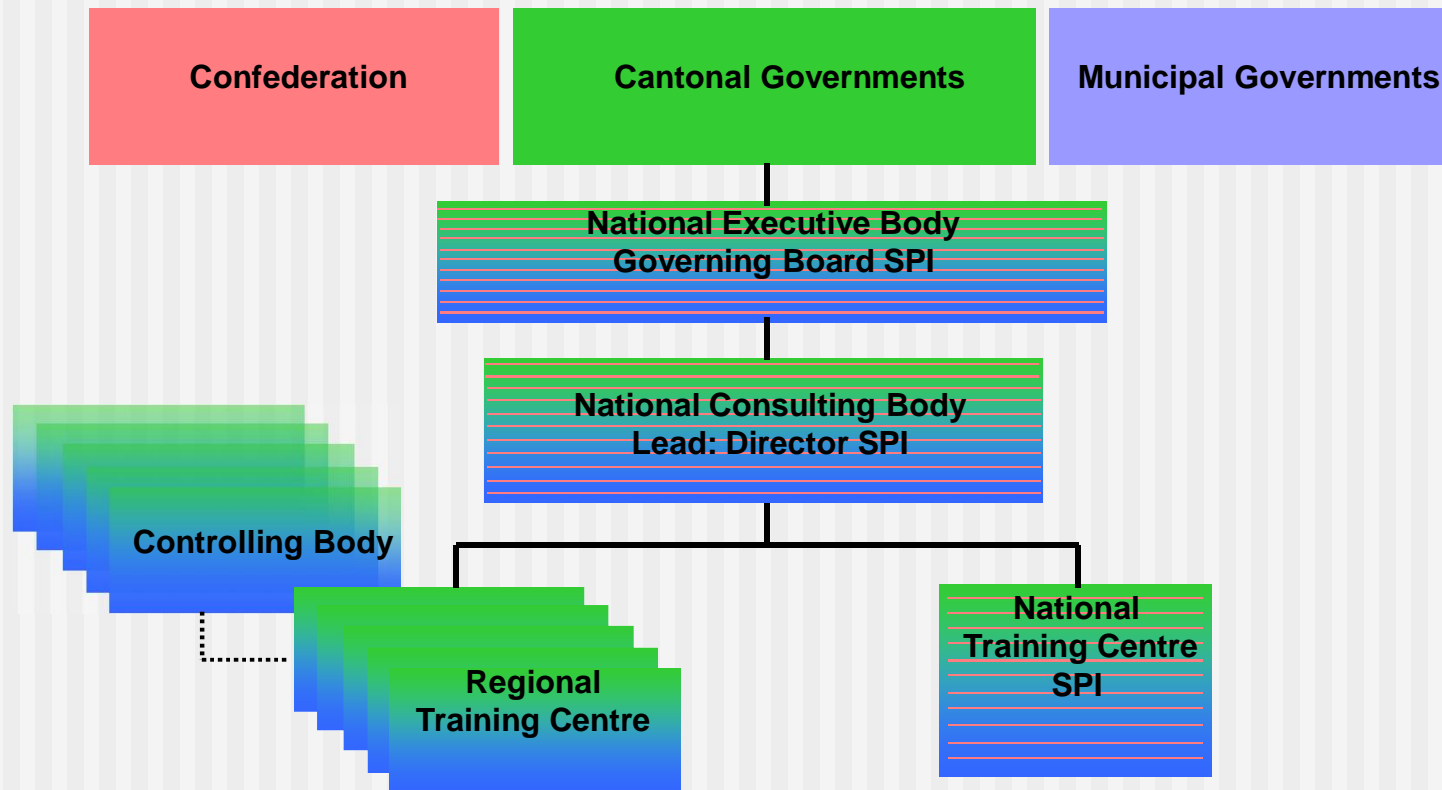
## Levels, admission and certificates

- Policeman III
  - special exam
  - > post graduate diploma (CAS)
- Policeman IV
  - special exam
  - internal selection
  - > post graduate diploma or master (planned)
- Security Assistant
  - introductory exam
  - > special certificate (planned)



# Structure

## Overall Structure

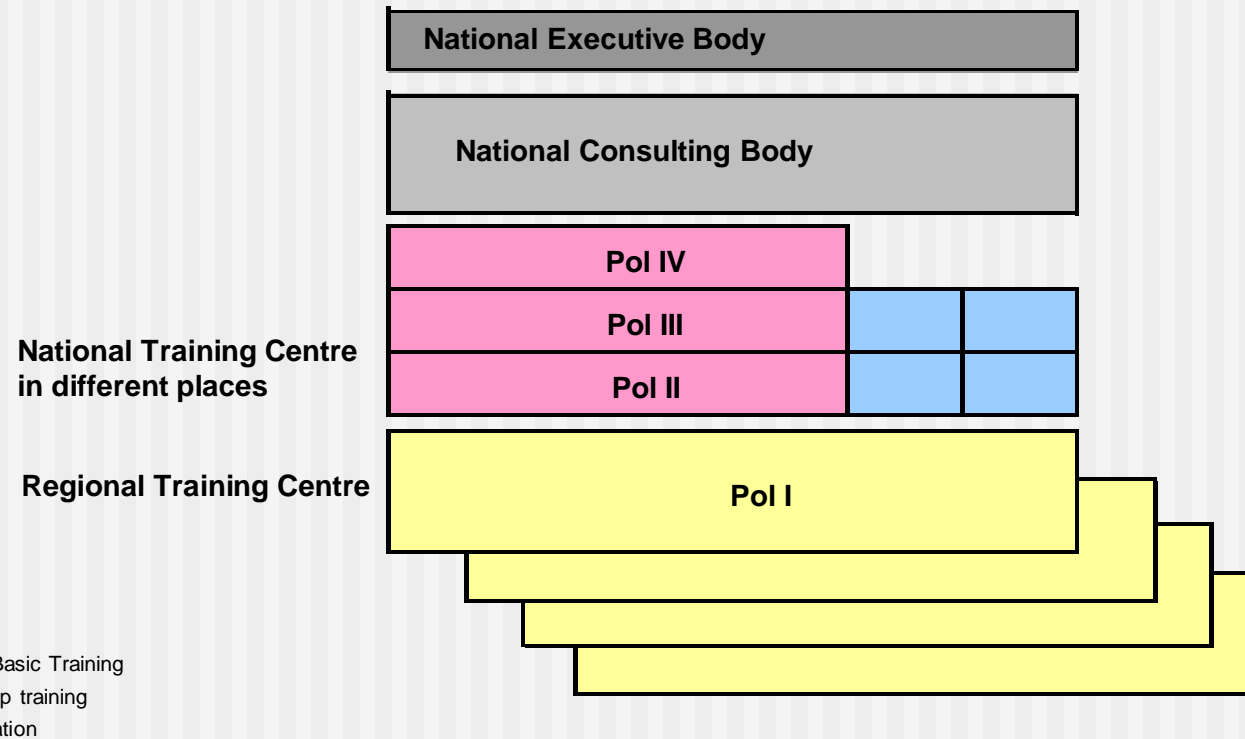






# Responsibilities

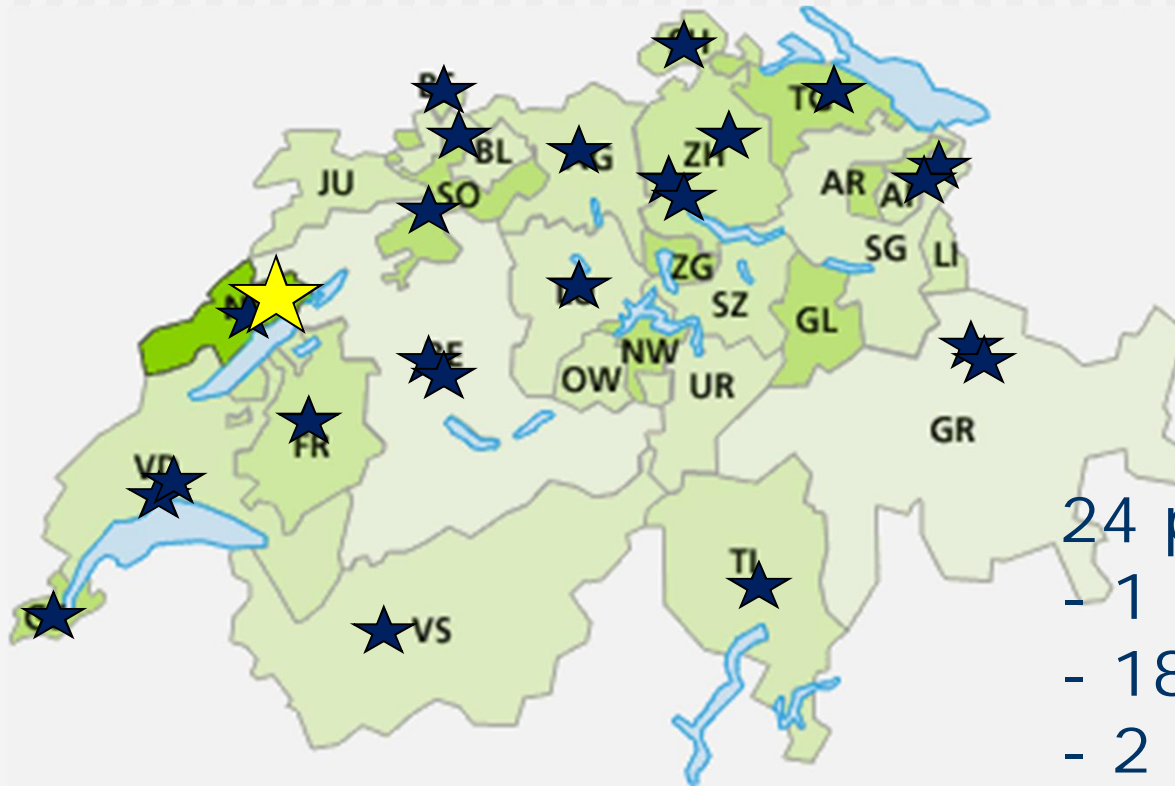
## Responsibilities





# Police Academies in Switzerland

## Police academies in the past

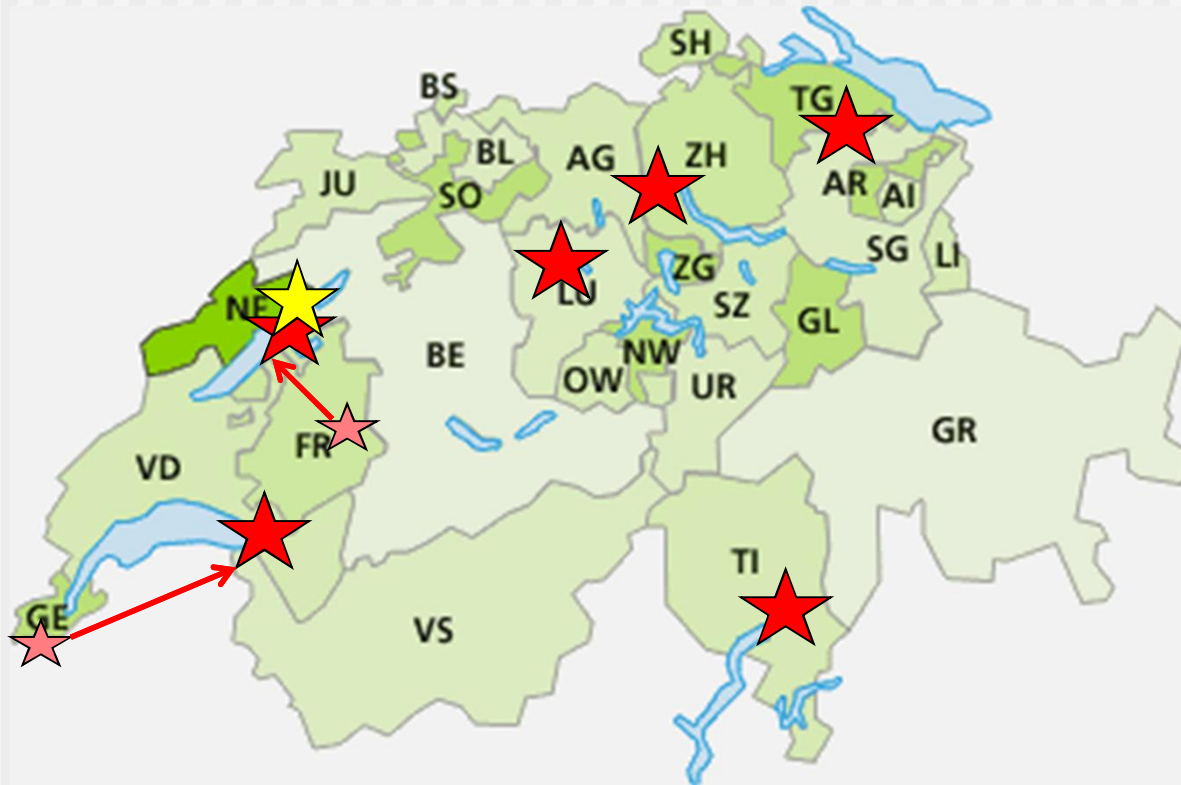


- 24 police academies:
- 1 national
  - 18 cantonal
  - 2 regional
  - 3 municipal



# Police Academies in Switzerland

## Regional Police academies today





## BGK - General concept for educational policy

Strategic decisions made in 2004 by the conference of all cantonal police ministers

What has been accomplished:

- Police education and the police profession are recognised. Police education has been integrated into the federal education system.
- The unified basic police training has led to the creation of regional police academies (RAZ).
- Police basic training and further training have been largely harmonised and are of high quality, notably for level 2 (higher vocational examination) and level 3 (CAS FIP) policemen



## BGK - General concept for educational policy: **What still needs to be done:**

- A political and strategic executive body and a governance with clearly defined tasks, competencies, responsibilities and processes
- A binding nationwide educational strategy.
- The SPI as preparer of the educational strategy, coordinator of regional police academies, controlling body for quality and finances, with an adequate structure and resources
- A single regional police academy for Western Switzerland
- The evaluation of the organisation of basic police training as variants ranging from status quo to the implementation of professional colleges.



## BGK - General concept for educational policy

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A lot of work to do!