

Policing in the Netherlands

Foreword

In a healthy society everything and everybody is continuously on the move. This is certainly the case with the Police and its organisation.

A similar situation existed in 1995 when the previous edition of *The Police in the Netherlands* was published. At that time, several important developments were in progress, and this is still the case today. Examples of this are the changes within police training, the formation of the Police Inspectorate, the co-ordination of the international police co-operation and the transfer of the national Police Services in 2000 from the Ministry of Justice to the Ministry of the Interior and Kingdom Relations.

This new edition also can provide only a snapshot of the current situation. Mostly we have had to confine ourselves to the main issues. If you ask a doctor what the requirements are for a well-muscled body, he will answer: 'a strong skeleton'. Ask a policeman what is necessary for an effective police force and the answer will be: 'a strong organisation'.

This brochure shows how the 'skeleton of the Dutch police is made up. If you are interested to know more about any specific subject, you are invited to contact one of the specialists within the Dutch police force or the Police Department within my ministry.

The previous edition found its way to people at home and abroad. In a world in which police organisations are rapidly changing, this new version will undoubtedly find its way to interested parties inside and outside the Netherlands.

The minister of the Interior and Kingdom Relations

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Police



In a constitutional state all citizens have equal rights. Everyone is equal before the law. Everybody is entitled to freedom of speech, freedom of association with others, and freedom of assembly, and everybody's privacy is protected. Fundamental to a constitutional state is the fact that all government bodies must respect the citizens' rights. Therefore government bodies are bound by rules.

The Netherlands is a constitutional state. This means that the country has a division between parliament (legislative power), administration (executive power) and the dispensation of justice (judicial power). These three bodies have many dealings with one another, but are preliminary independent. Parliament controls government. The dispensation of justice lies in the hands of the independent judiciary.

The position and tasks of the police within this framework are expressed in the phrase 'the strong arm of the law'. As the administration's executive organisation, the police are subjected - as are other government bodies - to the law. Every police action must therefore be based on the law. This is important because the police have a 'monopoly on violence'. The police are entitled and supposed to use force, which for an ordinary citizen would constitute an offence or crime. If necessary, an independent judge assesses whether a police action was indeed based on the law.

1.1 Public Safety Policy in the Netherlands

In every society it is important that civilians are able to develop in the way they see fit. The basis for this is to be found in a general feeling of security. It is the pre-eminent task of government to provide this security.

Dutch public safety policy, laid down in the cabinet's Integrated Public Safety and Security Policy (I.V.P.) (June 1999), includes a wide range of issues, varying from preventing crime, nuisance and feelings of insecurity, to improving trafficflow safety and minimising risk from fire, accidents, environmental and other disasters.

Implementation of the public safety policy is to a large extent a police matter. The police are the citizen's first point of contact: police officers are visibly present in the street and therefore easily approachable. This increases the citizen's sense of security.

However, providing security is not limited to the police. There is also a task for the judicial authorities, the fire department, other governmental bodies, private organisations and social organisations.

In the East the Netherlands borders on its major trading partner, Germany. To the West and in the North lies the North Sea, to the South lies Belgium. The Netherlands is a densely populated country: almost 16 million people live on 41,000 km².

the Netherlands

The business community also contributes to preventing unsafety thanks to private organisations such as private security companies, emergency centres, money transport companies, company security services and private detective agencies.

In effect all the mentioned organisations can contribute to, the safety of society. It is important to involve as many interested parties as possible in executing the security policy. This increases public support for the security policy and therefore the effectiveness of the policy.

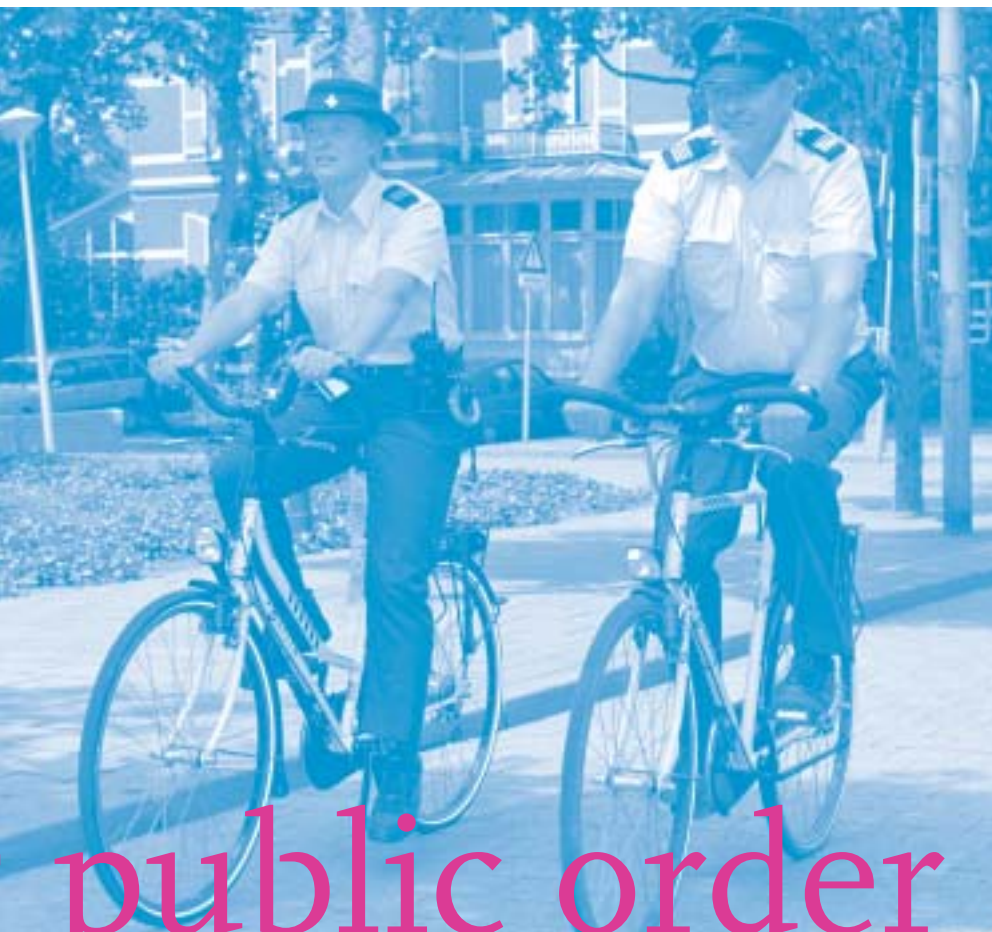
A major role for the municipality

Security problems first become apparent at a local level. Municipalities are closest to the citizens and have a clear view of how their residents experience safety and insecurity.

More than half of the Dutch municipalities are therefore developing their own public safety policy, in order to respond directly to local issues. In order to execute this policy, the municipality as a 'director' deploys a number of 'players', including the police and the social partners (business community, hotel and catering industry, schools, housing associations, etc.). Of course certain tasks fall exclusively under the domain of the police, for example in situations in which the use of (armed) violence is required.

The mayor is responsible for maintaining public order, individual specialist aldermen are responsible for sectors of the policy. The third key task of the police, enforcing criminal law, falls under the authority of the Public Prosecutions Department.





public order



Organisation

Organisation of the police force

Maintaining the rule of law along with preventing and combating crime and disorder are traditionally the government's responsibility. The government makes use of the police force to achieve this goal.

The Dutch police organisation is based on the 1993 Police Act. Article 2 provides a clear insight into the role of the police: "In subordination to the competent authorities and in accordance with the applicable legislation, the task of the police is to actively maintain the rule of law and to offer assistance to those who need it."

2.1 One organisation, 26 forces

The Dutch police is organised in 25 regional forces and one force that operates nation-wide, the National Police Services (*KLPD, Korps Landelijke Politiediensten*), which has various supporting divisions. A regional force is responsible for the execution of the police task in one specific area, the police region.

The size of a regional force is determined by criteria such as the number of residents within the region, the crime rate and the building density within the municipality.

A regional force is divided into districts and units. Districts are generally divided into base units.

The police: serving two masters

For the tasks of *maintaining public order and providing assistance*, the competent authority is the mayor of the municipality in which the police operates.

The Queen's Chief Constable of the municipality under which the region falls, sees to it that the police performs these tasks properly. On a governmental level, the minister of the Interior and Kingdom Relations is responsible for maintaining public order and matters of security.

If the police act within the context of enforcing criminal law or if it performs tasks for the judiciary, the public prosecutor is the competent authority. The Board of Procurators General sees to it that the police perform these tasks properly. The minister of

Justice is politically responsible for all the actions of the public prosecutors and the Board of Procurators General.

The relationship between these management authorities arise from the actions of the police and those overseeing them. The mayor, the public prosecutor and the local chief police officer have regular tripartite consultations with respect to the way in which the police perform their task.

Dual authority



Management

The management of the 25 police forces is determined regionally. The forces have a great degree of freedom in the way in which they perform their tasks and in determining their priorities. Each force decides for itself on matters such as finance, personnel, materials and buildings, organisation and operations, information and automation and the regional criminal investigation department.

The regional police force manager is the mayor of the largest municipality of the region. He is the intermediate between the minister of the Interior and Kingdom Relations and the police force itself. The regional police force manager usually delegates part of his decision-making powers to the regional police chief, particularly in the field of personnel management. The largest municipality of the region also holds the administrative centre of the regional force, the police headquarters.

Major policy decisions are taken by the *regional board*, which consists of all the mayors from the region and the chief public prosecutor. In consultation with the police chief and the chief public prosecutor, the regional police force manager subsequently works out the policy plans in detail.

The 26th force, the National Police Services (*KLPD*), is managed by the minister of the Interior and Kingdom Relations. In his name, the director-general public order and public security is responsible for its management.

Responsibilities of the ministers

The minister of the Interior and Kingdom Relations and the minister of Justice each bear part of the responsibility for the Dutch police force.

- *The minister of the Interior and Kingdom Relations* is the principle person responsible for maintaining public order and public security on a governmental level. His task also comprises the indirect management of the 25 police forces and the direct management of the National Police Services. He is also responsible for the training of the police. He makes available the funds for the police force and assigns them in consultation with the minister of Justice. In addition, he determines the maximum formation of the management of the regional force and appoints the regional chiefs and executive assistant chief constables. Foremost in this context is the guarantee of the level of police care, both in the field of productivity and effectiveness.
- *The minister of Justice* is responsible for the (national and international) enforcement of criminal law and tasks for the judiciary. He is also the person in authority for the Public Prosecutions Department.

National policy and management cycle

A national policy and management cycle sets the framework for the activities of the police force in the

Netherlands. The phases and structures of the policy and management cycle of the force are in line with the planning and inspection cycle of the Public Prosecutions Department.

The cabinet determines which national policy themes deserve nation wide attention in the coming period. This is basically determined for a period of 4 years, which is the length of time for a term of office. Annually, these national themes are worked out in more detail and – if need be – actualised in the national police letter.

The minister of the Interior and Kingdom Relations is the first person responsible for co-ordination with the regional police force. For this purpose, he is the recognisable and unequivocal contact person for the force, the parliament and the other ministers, including the minister of Justice.

2.2 The police at work

The police force greatly vary in size and nature. The largest force is Amsterdam-Amstelland, a mainly urban region with over 850,000 residents and police staff of over 5,000 people. This makes one police officer for every 169 residents. The smallest police force is Gooi- en Vechtstreek, a more rural area with 245,000 residents and 550 police officers, making one police officer for every 445 residents.

Basic police care

The police function in the midst of society, as close as possible to the population. This is where the focus must lie. The majority of the police operate in basic units, the majority work operate relating directly to the citizens' security.

Police care consists mainly of activities aimed at preventing crime. Therefore police officers work together with all strates of the population. The police keeps in touch with, for example, companies and institutions, residents' associations and many other interested parties. The relationship with the public is based on a neighbourhood and community-oriented approach.

Usually a base unit has one or several police stations, where the police officers are responsible for the general police task. This task is performed by:

- daily police supervision by means of of patrols by car, motorcycle, bicycle or on foot;
- providing emergency assistance;
- recording reports of crime;
- keeping in touch with the population, with companies, institutions and interest groups such as residents' associations;
- mediating in disputes and other assistance-related tasks;
- performing investigations;
- preventing crime, for example by advising on the prevention of burglary;
- managing traffic flows, including conducting traffic surveillances, investigating traffic accidents and proposing traffic measures;
- enforcing environmental regulations;
- enforcing special legislation, such as the Licensing and Catering Act, the Weapons and Ammunition Act, the Betting and Gaming Act, the Trading Hours Act and the Fishery Act.

The work is mainly carried out in shifts, although some neighbourhood teams are not available 24 hours a day.

Maintaining public order

If serious disorder threatens the public safety, the police force can come into action. In accordance with the law, each police region has one or more squads standing by for this purpose. The Netherlands have a total of 45 of these *Riot Squads*, each consisting of approximately fifty members including executive command and staff. Nine of these squads are also trained to operate in and around ships or boats.

The large - urban - force have four riot squads, each regional force in rural areas have one squad each. Each riot squad has its own arrest units.

In principle, each police officer can be deployed with a riot squad. A special training is required in order to be deployed with a riot squad. Members of a riot squad have special gear and weapons. Riot squad duty is an extra duty. A police officer is ordinarily attached to a police station, only in special circumstances is riot duty required.



An arrangement based on the Police Act makes it possible to rapidly deploy the riot squads. The regional force are obliged to provide assistance to other regions if necessary. In case of riot squad actions, the squads fall under the local authority of the mayor.

A separate chapter on maintaining public order is made up by police action against football hooliganism. Fighting football hooliganism is foremost a matter of local government.

There are various instruments that can be used to fight football hooliganism:

- imposing a ban on hooligans to visit a football stadium (imposed by the judge, the club or the KNVB, the Royal Dutch Football Organisation);
- imposing a duty to report (a hooligan is prohibited from attending a match and has to report at a specified location during the match in question);
- making obligatory a so-called '*combikaartje*' (combination ticket) (for an away match people are forced to make use of pre-arranged transport arrangements, this arrangement is controlled by the local authorities involved);

Ticket sales for matches are basically free, unless the local authorities indicate that due to an increased risk the tickets may only be sold to holders of club cards.

At the national level there is the *Centraal Informatiepunt Voetbalvandalisme* (central information point football hooliganism). This police unit, located in Utrecht, collects information on hooligans. The information is available to the force in the Netherlands and abroad, as well as to the local authorities.

Football vandalism

There is also the *voetbalvolgsysteem* (football data collection system), a computer system all the force can use to find information on hooligans and past experiences with certain football clubs.

Detective force and investigations

The detective force is responsible, among other things, for the investigation. Often a police station or base unit will have its own criminal investigation department. In addition, each region has its own central or regional criminal investigation department. Most regional police force also have a *technical detective squad*. This technical detective squad concentrates on the technical side of investigations: its staff, for example, are involved in the examination of technical footprints and fingerprints in case of burglary, and they obtain photographs of suspects and crime scenes.

The detective force is supported by specialist units, which are often centrally organised. These include the departments involved in collecting information, such as the identification services and the intelligence services. Several forces also have surveillance teams and arrest squads, which work in an interregional context.

Intelligence services

Two types of information services support the investigations. Firstly, there are the *identification services*, which collect and process 'hard' information. This refers to factual information, relating to a person's criminal record. Hard information also includes photographs of offenders and crimes, fingerprints and collections of tracks. The identification services are being fully computerised at the moment.

Secondly, the police have a *criminal intelligence unit* (CIE), which focuses on 'soft' information; information of a less factual nature. This often concerns presumptive evidence or suspicions that the police can use in preventing or solving crimes. This type of information derives from the police's own observations, interviews, interrogations etc. Because the data involved are often quite privacy-sensitive, there are very strict rules for the use of this information.

In addition to the regional intelligence unit there is a national *criminal intelligence unit* (CIE), which is part of the Central Criminal Intelligence Agency of the National Police Services. This division concentrates on intelligence of (inter)national relevance.

Core teams

Combating serious and organised crime requires great expertise and many specialist fields. Most police forces are too small to be able to build up the necessary knowledge and experience. For this reason it has been decided to form five *core teams*, co-operation groups of regional police forces. Core teams are put under the administration of one of the participating regions, the managing force. A sixth core team is the National Investigation Team (LRT), which falls under the National Police Services. All the teams are directly financed by the Ministry of the Interior and Kingdom Relations.

A core team is a relatively small unit of approximately fifty to ninety persons. The participating regions each supply staff. The police officers in question are always attached to a core team for a period of five years at a time. After this period the police officers return to their own force. A core team is stationed in one of the participating regions.

Core teams are active not only in their own region, but over the entire country. They focus on investigative work and gathering information relating to one or more areas for special attention. These areas for special attention are divided into the type of offence or type of crime, geographic location, type of detective work or investigative work and ethnicity/nationality of perpetrator groups, for example:

- Dutch networks, Dutch organised crime;
- synthetic drugs, focusing on combating the production of and trade in synthetic drugs such as XTC, amphetamines and variants;
- migrant trafficking;
- crime from South-America and South-East Asia.

The *National Investigation Team* concentrates on fighting serious organised crime, focusing specifically on fraud and international requests for assistance. The team is specialised in financial and fiscal detective work and large-scale fraud cases. In this context special attention is focused on fraud of which companies and financial institutions can fall victim; 'horizontal fraud'.

Synthetic Drugs Unit and Migrant trafficking Unit

The Synthetic Drugs Unit (SDU) has been set up to fight synthetic drugs, a co-operation group consisting of police, customs, Royal Netherlands Military Constabulary and Fiscal Intelligence and Investigation Service. This team falls under the core team South-east Netherlands.

A separate unit has also been set up for fighting migrant trafficking. This unit falls under the core team North and East Netherlands.

Fraud teams

In addition to the core teams, there are interregional *fraud teams*, assigned to combat fraud, which can affect especially banks and insurers. The Dutch police has seven of these special fraud teams, which are financed by the Ministry of the Interior and Kingdom Relations. Expanding the number of teams is under consideration.

Each fraud team is a co-operation group consisting of a number of regions, always with a nation-wide task on a specific specialist area. For example:

- data transport fraud;
- fraud involving banks, especially card fraud;
- bankruptcy fraud;
- insurance fraud.

In the fraud teams the police and the Public Prosecutions Department work closely together with (external) financial experts such as accountants and tax specialists. The co-operation between the partners is laid down in covenants.

Other forms of co-operation

Other forms of interregional co-operation in detective work are mainly focused on fighting so-called middle crime. These forms of co-operation usually have an ad hoc nature. At the moment efforts are being made to create a more general structure.

Co-operation between forces always centres on the exchange of information. This information must come together in the Criminal Investigation Department, which falls under the National Police Services. The Criminal Investigation Department, which collects and refines information, therefore plays a major role within the co-operation in detective work.

Arrest squads

Supraregional co-operation has also taken shape in eight *arrest squads*, which are all active in several regions and are also financed by several regions. An arrest squad is responsible for apprehending suspects who are armed and dangerous and providing assistance to detective teams in specific cases. Members of arrest squads have received highly specialist training and have special equipment.

Other tasks of the arrest squads are:

- assisting in guarding and protecting the transport of witnesses, suspects or prisoners;
- assisting in guarding and protecting objects.



Police infiltration teams

Police infiltration teams (PITs), another type of supraregional co-operation group, provide support for investigations. There are several regional PITs, and one nation-wide PIT that falls under the National Police Services. This nation-wide team also provides international assistance.

Observation teams

Each region has its own observation team, which provides support for investigations. Most core teams also have an observation team.

Traffic control



Special assistance units

Special assistance units are deployed in case of hostage-taking and terrorist acts. These special assistance units consist of police officers, including marksmen, marines and Army personnel. The people involved are trained for extreme situations, such as aeroplane hijackings and hostage-takings.

Criminal investigation support teams

For solving crimes that because of their nature (very serious crimes) or their frequency are far-reaching, most regions have a *Criminal investigation support team* (RBT). On a case to case basis a group is formed from various selected members of the regional forces. This project structure has been chosen because combining the knowledge spread over a force on a temporary basis puts less of a strain on police capacity than permanent teams of specialised detectives.

The public decency

Fighting offences against the public decency is a task of the police. Examples of such offences are child prostitution and the production and distribution of child pornography.

Each regional force has the expertise required for this purpose, sometimes centrally organised. In 1999 a nation-wide project was started to enhance the quality of the care for public decency with the police and the Public Prosecutions Department. After the project is

finished, there will be specialised vice detectives available to each force and each public prosecutor's office will have a public prosecutor assigned as contact for matters concerning the public decency.

Reports of offences against the public decency are carefully investigated.

The victim is for example entitled to choose between being interviewed by a female or male police officer. In principle reports of offences against the public decency are handled by two police officers and recorded on tape.

Traffic

Regulating traffic is an important component of basic police care, which requires much work because of the increase in public mobility. The police focus particularly – but not exclusively – on five specific areas: speeding offences, driving through red lights, alcohol consumption and enforcing the duty to wear a seat belt and a safety helmet.

Every year the force draw up an annual and a long-range 'traffic regulation' policy plan, in which these five priorities are covered. In addition the regional plans contain a problem analysis and targets based on the analysis. In several regions projects have been started to intensify traffic regulation. The Public Prosecutions Department also contributes to these regional projects. The expectation is that these regional projects will be introduced throughout the country within a few years.

The environment

Enforcing environmental legislation is the responsibility of several institutions. The police contribute unilaterally towards this cause and also in co-operation with other institutions.

The police deal with environmental offences at three levels:

- simple offences against which every police officer may act;
- medium-serious offences that are investigated independently by environmental protection officers in the region;
- more serious offences involving multidisciplinary teams of the police and other investigation services or representatives of ministries.

In the police regions the environmental task has traditionally been organised in a diverse way, which is related to regional or local circumstances. Several regions have their own environment bureau, performing the comprehensive police environmental task.

2.3 National Police Services (KLPD)

In addition to the 25 regional police forces, the Dutch police has a national police force, the National Police Services (KLPD). The KLPD falls under responsibility of the minister of the Interior and Kingdom Relations. The KLPD employs well over 3500 staff.

The tasks of the KLPD are twofold. They include independent activities such as the supervision over the main traffic arteries in the Netherlands, whether it be motorways, waterways, railways or traffic in the air.

The KLPD also supports the regional police force by supplying specialised experts, capital intensive resources and advanced technology through the central purchase and integration of activities and services. Usually this involves resources and special experts not available at these forces, the input of extra manpower and material for major incidents, mass manifestations and other large-scale events or interregional or international operations.

2.3.1. Criminal Investigation

National Criminal Intelligence Service (NRI)

The National Criminal Intelligence Service (NRI) is the very heart of criminal intelligence within the Dutch police force. Some specialist bureaus are accommodated here. Also found here is a national overview of and insight into current operational affairs surrounding organised crime. The dactylography department - examination of fingerprints - is also housed with the NRI.

The service issues many publications on crime investigation, such as the Criminal investigation information bulletin (*Recherche Informatie Bulletin*) - also in digital form via Police Intranet Netherlands - and is responsible for the weekly TV broadcast of *Opsporing verzocht* (A Dutch TV programme calling in the public's assistance in trying to search for victims and offenders).

International Networks

Contact locations for Interpol, Europol, the Translations department and the Schengen Information System are found within the IN department, the intersection of international criminal information and co-operation. It is also the co-ordination point for the criminal liaison-officers who are associated with Dutch embassies in many places around the world.

Criminal Investigations

Within this department some highly specialised, nationally operating teams of detectives perform their duties. For instance, the *National Investigation Team*, which investigates particularly complicated extensive fraud cases and other cases encompassing the financial-economic sector. The *detective team Transport and Logistics* focuses mainly on transport crime in all flows of traffic on land and sea.

The *Digital Crime Investigation project* was initiated for digital investigation, such as securing evidence in a digital environment. It also surfs the internet in order to trace crime. The investigation of war crimes and the antiterrorist sector also fall under the National Criminal Intelligence Service.

Specialist Investigation Applications

This department supports the entire Dutch police force using highly specialist staff and resources. This includes observation, infiltration and intervention. It also encompasses programmes for the protection of witnesses.

The Research and Development segment of this department occupies a prominent position in the world.

2.3.2 Mobility

Traffic Police

The field of activity of the national Traffic Police consists of the network of the nationally and internationally relevant motorways. Its core tasks include:

- promoting mobility;
- increasing safety;
- reducing the burden placed on the environment;
- controlling crime.

The Traffic Police have both general and specialist responsibilities performed in co-operation or in consultation with the regional police force.

General tasks include overt and hidden traffic surveillance and speed and alcohol control. The KLPD's traffic assistants must in case of tailback support the flow of traffic. Separate departments control lorry traffic and passenger traffic and investigate extensive and serious traffic accidents.

Railway Police

The Railway Police are responsible for maintaining public order on and surrounding the railways and for identifying offences at railway stations and on platforms and trains. This also includes handling railway accidents.

The Railway Police always collaborate closely with the regional police force, in particular with regard to the tasks involved in basic police care, which is basically the foremost sphere of activity of the regional police force. Specific knowledge of trains and railways comes in useful in particular with, for example, trains carrying supporters to and from football matches, and drugs checks on trains. Railway Police departments are spread all over the country at the major railway stations in our major cities.

Waterways Police

The watery Netherlands has two special departments of Waterways Police. The national Waterways Police belongs to the KLPD; the River Police belongs to the regional police force Rotterdam-Rijnmond.

The national Waterways Police supervises police control on main waterways, large-surface waters and the North Sea. The latter in co-operation with the Coastguard which assists the regional police force in their supervision over water sports in recreation areas. The tasks of the national Waterways Police include:

- promoting a quick and safe passage;
- helping to prevent accidents where professional and recreational shipping meet;
- reducing the burden placed on the environment;
- controlling crime.

The River Police performs its task in the Rotterdam Seaports and surroundings.

Aviation Police

Besides Schiphol, one of the main airports in the world, the Netherlands has a few other frequently visited airports as well as many private airports. The Aviation Police is involved in the busy air traffic by:

- investigating accidents involving aeroplanes;
- supervising compliance of aviation legislation;
- supervising the transport of dangerous substances through the air;
- combating crime in the air;
- taking action in case of objectionable or dangerous behaviour in the air.

The Aviation Police collaborates closely with the regional police force, the Civil Aviation Tribunal, the detective force and the Royal Netherlands Military Constabulary.

2.3.3 Other tasks

Police Aviation Service

The KLPD accommodates the aviation department for the Dutch police. The aeroplanes and helicopters of this department fly only at the request of the regional police force, the other KLPD departments or other investigation services. The observer on board is always a member of the police force making the request.

The flight services run according to schedules fixed in advance, on the basis of a pro rata contribution.

However there is always an aeroplane available for immediate use, for example after a bank raid or in connection with a search for a missing person. The Police Aviation Service has many highly experienced air photographers. The helicopters can be equipped with special equipment such as video and infrared cameras or fire-extinguishers. The pilots are in constant touch with the emergency room at Driebergen.

In the event of mass demonstrations, large-scale sporting events, high-risk football matches, floodings and other special events, support from the air always plays an important role. This department literally has a birds eye view.

General information and co-ordination function

In the headquarters of the KLPD at Driebergen the national emergency room and its accompanying services are located. Three main tasks can be distinguished:

- arranging the radiotelephone and walkie-talkie traffic of KLPD departments and bringing about the desired connections within the Netherlands;
- the central information function for the operational police departments (including regional force and other requesters) in the area of environment, theft of and from lorries and boats;
- the 1-1-2 (emergency telephone number) centre for all mobile alarm callers.

The KLPD has the accommodation for co-ordinating national operations and events (such as Euro 2000).

Security of persons

Members of the Royal Family, diplomats and other persons are protected by specialists of the KLPD, who are able to very discretely effect a high degree of protection, thus ensuring a balance between security and decorum.

The Minister of Justice issues the instructions for the security of persons. For the members of the Royal Family there is a threat assessment analysis. For diplomats and other persons such analysis is formulated in advance. 'Other' persons may include officials who are threatened, for example mayors, Queen's Commissioners or members of the judiciary, public prosecution or police.

Top-level security places great demands on the police officer. Therefore selection and training can be described as testing. Technical resources are increasingly used, which reduces the workload of the department and increases the secured person's privacy.

This department co-operates closely with domestic and foreign police organisations and ministries. In particular the advisory aspect is important.



Livestock

The police in the Netherlands use horses and dogs, not only for maintenance of public order but also for ceremonial events. The horses and (tracker) dogs meet specific testing requirements laid down in test regulations. The riders and supervisors have received special training followed by exams.

Some of the large police force have their own police horses and riders. For large-scale (sporting) events, mass demonstrations and the supervision of woods and dunes the smaller police force make frequent and grateful use of the KLPD's mounted policemen and their horses.

Logistics

The purchase of clothing, gear, weapons, munition, special police cars and equipment is done by the Dutch police from one central location: the Logistics division of the KLPD. Due to framework agreements drawn up for the regional force by this department, the force are able to purchase more economically.

This department is responsible for the special storage and - if so ordered - destruction of seized weapons and munition.

In order to optimally equip the police, the KLPD carries out market research and quality controls. The Logistics division monitors the developments and maintains contact with the users to know where their needs and demands lie. The KLPD mediates and gives advice when needed.

All police staff in the Netherlands can use the catalogue – which is also available on CD-ROM – to examine the assortment and make digital orders. The personal budget allocated to each police officer by his own police force is monitored via the central budget management system.

Large-scale purchase enables a sound use of purchase budgets from which the entire Dutch police force profits.

2.4 Immigration Police

The Immigration Act gives a regional police force manager powers and responsibilities in the field of the admission, supervision, detention and deportation of aliens. Admission includes the granting, extending and cancelling of residence permits. Within a force specially trained police officers perform the duties within the scope of the Aliens Act.

Over the years a relationship has been built up in the Netherlands between aliens and the police, a relationship which is unique in Europe. Because of frequent contacts, aliens too are given an impression of the police that goes beyond that of a mere law enforcer. This lays the foundation for a good relationship between aliens and the police. The police are becoming increasingly familiar with the alien population and are therefore able to anticipate developments that could influence security and public order.

This has resulted in a mission for the force that offers protection to aliens, both as an individual and as a group, and contributes to their integration in society. The police see to it that aliens can only stay within the

territory of the Netherlands if they are legally entitled to do so. By controlling crime and the problems surrounding public order with regard to aliens the police also guarantees the security and quality of life of society.

2.5 Volunteers

Approximately 2,500 voluntary police officers serve as a complementary force to the regular regional police force. The volunteers make a valuable contribution to the realisation of security and efficient police care in the Netherlands. They have a bridging function: they strengthen the relationship between the public and the police.

Within a nationally established framework the deployment of voluntary police officers is a regional responsibility. The regional police force managers judge to what extent they wish to make use of volunteers. As a result, the way in which voluntary police officers are deployed varies from region to region depending on circumstances and management.

In the current cabinet period the Dutch government is focusing on increasing the deployability of volunteer police officers. It will become possible to move on to a level higher than surveillance will be possible and the legal status of volunteers will be improved. According to the minister of the Interior and Kingdom Relations and the minister of Justice the deployment of volunteers does not have to be restricted to executory services. Volunteers may also fulfil various supporting functions.

2.6 City watchers

Approximately 4,000 city watchers assist the Dutch police in supervising the public domain. The city watchers – or security assistants – operate under the immediate supervision of the police. Their powers are limited to calling people to account for their unwanted conduct. They keep in touch with the control room through radiotelephone. That way immediate police assistance can be called in if required. The presence of uniformed city watchers has a pre-emptive effect on unwanted conduct that endangers

safety and the quality of life. In addition, the public's feeling of safety is reinforced.

The city watchers were introduced using government grant schemes.

2.7 Royal Netherlands Military Constabulary

In addition to the civil police the Netherlands also has a police force with a military status: the Royal Netherlands Military Constabulary (KMar). Since its establishment in 1814 the Royal Netherlands Military Constabulary is based on the three internationally known principles of gendarmerie, which state that the personnel involved are military, that it is a mounted force and that the personnel are housed in barracks. These principles still apply, although the term 'mounted' must nowadays be read as 'mobile' and 'housed in barracks' as 'rapidly deployable'. As to position and structure, the Royal Netherlands Military Constabulary is comparable to the Italian Carabinieri, the Spanish Guardia Civil and the French Gendarmerie. The tasks can be divided into civil and military tasks.

Civil tasks

The most important civil police tasks of the Royal Netherlands Military Constabulary are:

- ensuring the security of the members of the Royal Family, in close co-operation with the Royal and Diplomatic Security division and the National Police Services (KLPD);

- performing the police and security task at the national airport Schiphol and at other civilian airports;
- providing assistance to civil police force in maintaining public order and the criminal law, including providing assistance in combating cross-border crime;
- enforcing legislation in respect of aliens by means of border control at the borders of the Schengen territory and mobile supervision of aliens; including providing assistance in receiving aliens and deporting asylum seekers who have exhausted all legal remedies as well as rejected asylum seekers and unwanted aliens;
- ensuring the security of money transport of the Netherlands central bank;
- performing the police and security task at the official residence of the prime minister.

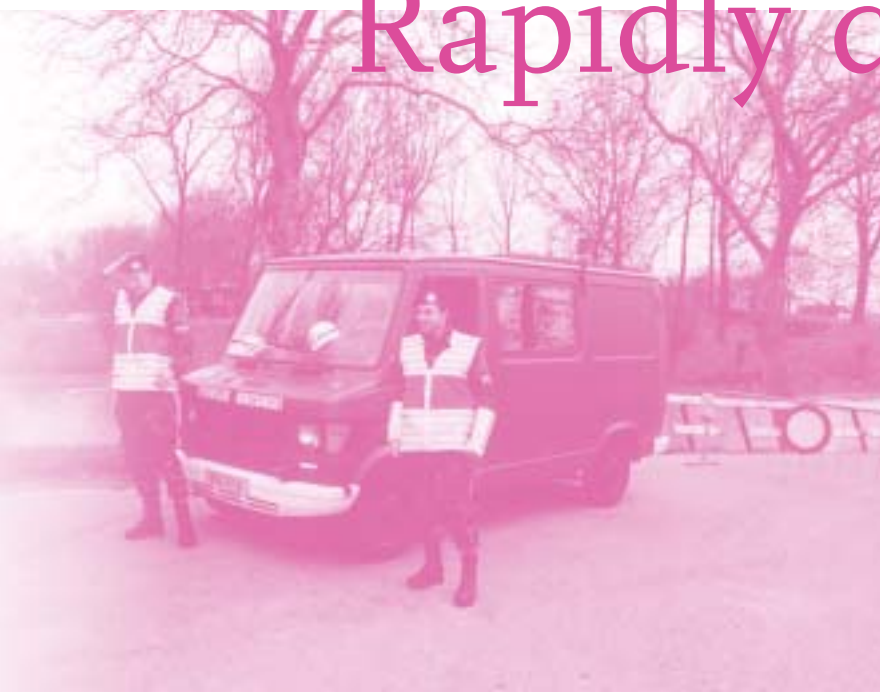
Military tasks

Other police tasks of the Royal Netherlands Military Constabulary have a military nature, for example:

- performing the police task for the Dutch armed forces, for foreign soldiers stationed in the Netherlands and for international military headquarters;
- performing police tasks at locations that fall under the supervision of the Ministry of Defence.

The minister of Justice is the person in authority for tasks pertaining to criminal law relating to the maintaining of both the civil and military rule of law. Tasks within the context of maintaining public order are carried out under the supervision of the minister of the Interior and Kingdom Relations. The minister of Defence is the person in authority for specific military tasks.

Rapidly deployment



Company



3 The police as a company

The Ministry of the Interior and Kingdom Relations allocates the Dutch police force an annual budget. In the past few years much attention has been paid to making operational management more transparent in order to gain a clear understanding of the results obtained in relation to the budget. In addition, a unique quality system has been introduced.

3.1 Financing

Every year, the ministry allocates a budget to the regional force, the National Police Services (*KLPD*), the National Police Selection and Training Institute (*LSOP*) and several other police organisations. The amount is to be spent on people and resources.

The budget is allocated in proportion to the police force. Factors such as the size and the population of the region determine the number of distribution units to be allocated. This number is multiplied by a certain standard amount that is adjusted every year on the basis of, amongst other factors, the wage and price index.

Within the policy framework of the ministry a police force decides itself how the money is to be spent. After all, it is best assessed on a regional level which problems must be tackled.

A police force must account for all the funds spent.

3.2 Operational management

The national policy and management cycle defines the framework for police work. The cycle collects the contributions and wishes of the various ministries. The government sets requirements, but the police force are themselves accountable for their operational management.

The Minister of the Interior and Kingdom Relations also provides steering by setting policy topics. Some of the topics in the past few years were *Youth and Crime*, *The Environment* and *Violence on the Streets*.

In addition, the minister provides management preconditions such as working towards a transparent organisation, attention to quality management, efficient and goal-directed working. Operational management increasingly focuses on performance and increased transparency, both of the Dutch police as a whole and of the regional force in particular.



3.3 Quality management

Comprehensive quality management has been introduced for the Dutch police force. All police forces endeavour to provide top quality police care according to a specific quality system. Their work is assessed very regularly, both on a national and on a regional level. The purpose is to gain an insight into the contribution of the police to safety and into the relation between expenses and results.

Moreover, the views of the public on the police are charted regularly, often by means of the *Politiemonitor* (Police Monitor), an extensive survey carried out among the population. This is generally done within the Dutch quality model for the police (NKP model).

The police force themselves compare the level of quality provided with the standards of the quality system. They list how they perform on various sections in a number of fields. This is further expanded to an overview of the entire force.

Police force also review the quality performance of their counterpart force. The managers and chief officers of the force together with a representative of the Police Inspectorate produce an inspection report on quality performance.

These inspections lead to cross-fertilisation: by mutual inspections the police force learn from one another's *best practices*, which stimulates improvements.

The Police Inspectorate supervises the correct operation of the quality system.

developments such as an 'office on the street' and further improvement of service and assistance come within reach.

A good information supply is both a prerequisite and a means to accomplish several other objectives, such as assessing the efficiency and effectiveness of the police, increasing the transparency of operational management, steering and management, supervision, monitoring and, eventually, political assessment, both on a regional and a national level.

The Organisation for Information and Communication Technology (ITO) contributes to an efficient and effective organisation of the judicial and police information supply. The ITO is an agency of the Ministry of the Interior and Kingdom Relations. It plays an important part in the C2000 project, a computer system under development that will enable the fire brigade, the ambulance service and the police to intercommunicate. The ITO aims to realise the exchangeability of the various information flows.

3.4 Information management

Police work is often carried out successfully as a result of the effective use of information. Thus, a good information supply is a prerequisite for the efficient execution of police tasks. Advanced information and communication technology has proved to offer excellent support in this context.

In this field, many processes have been put into motion in the past few years. Initial efforts have been undertaken relating to the information supply within the police forces. Supraregional provisions were next. Regional co-operation definitely provides additional value in improving the information supply.

The exchange of electronic information between police force makes high demands on the available equipment and the internal infrastructure. In order to make optimal use of technology the parties involved combine their forces. This way a level is reached where the available resources support the primary process instead of impeding it, as a result of which



The co-operation between the government and the police regions with regard to information management is shaped and defined in the ICT Board (*Regieraad ICT*). The members represent all the relevant parties (managers of forces, chief officers, Chief Public Prosecutors, the Ministry of the Interior and Kingdom Relations and the Ministry of Justice. Specific targets of the ICT Board in the years to come are:

- developing, implementing, evaluating and adjusting the ICT policy of the Dutch police;
- realising an similar basic level of ICT provisions and a uniform information supply among the regional police force;
- developing standards in the field of ICT, internal standards between the regional police force

information



Training



As for the composition of its personnel, the Dutch police organisation favours as far as possible a reflection of society. To achieve this, recruitment, selection and training are the tools used in addition to aspects such as employment conditions, the labour market and its image as an employer.

The police force are responsible for recruitment and selection, but the technical selection takes place at the National Police Selection and Training Institute (LSOP). In case of a positive appointment advice, the applicant may basically join any police force. The LSOP is also responsible for the training of police staff. The police ministers both carry final responsibility for the LSOP and for the selection and training of the police. They will therefore ultimately decide on the training provided by the LSOP.

Since the eighties much effort has been made to reinforce the police force, in particular by appointing women and representatives of ethnical minorities. The coming years will concentrate on effecting a larger and more diversified intake of new staff. Considering the shortage of labour, much effort is put into this.

Staffing is not restricted to appointing new personnel. Keeping staff and the policy concerning career development, will also receive due attention.

4.1 Recruitment and selection

The first decade of this new millennium will see a growing need for new police staff. There are several causes for this, the main causes being the outflow due to ageing and the desired expansion of the police force. Other factors include the introduction of a 36-hour working week, the termination of surveillants' contracts and the increase in the number of part-timers.

A shortage in the labour market prompts the police force to take adequate measures for the timely recruitment of new police staff. The minister of the Interior and Kingdom Relations has therefore taken the initiative for the *Project Personeelsvoorziening Politie* (PPP) (police staffing project). The police forces, the LSOP and the NPI are closely involved in the implementation of this project.

The objectives of the PPP reach beyond the recruitment of personnel only. The aim is to also increase the recognisability of the police as an employer and to enhance the image of the police as an institute. Other objectives include an analysis of



selection criteria, a cutback in time between recruitment and selection, and the testing by the police of the employment conditions against the market.

The PPP supports the police force with their recruitment and selection and offers multiple facilities to achieve this. There is, for example, a general service and information centre – the police job line – where those who are interested may obtain information. Also, the national campaign 'Image of the profession'

has started. The aim of this recruitment campaign is twofold: taking on new candidates on the one hand and setting a positive image of the police as an employer, visible to both citizens and its own staff on the other hand. This should discourage the outflow of personnel.

4.2 National Police Selection and Training Institute

The National Police Selection and Training Institute (LSOP) is the training and knowledge centre of the Dutch police force, where each year some 30.000 police officers receive their training. This varies from a basic training to more specific courses. From surveillant to detective. From a member of the riot squad to traffic expert.

In particular the functions of surveillant, policeman and supervisor require professional training for which the support and understanding of the immediate work environment is very important. These types of training have therefore been accommodated within the LSOP. For specialist advanced training this is less evident. In consultation with the LSOP specialised training institutes are called in, also outside the regular training.

Organisation of the LSOP

Under the umbrella of the LSOP, various institutes are active in more or less identifiable working areas within the Dutch police force. These institutes are relatively independent in content. The LSOP is responsible for the co-ordination of research, development and training.

To illustrate this, the LSOP comprises five institutes that furnish the Dutch police force with training and advice in order to perform its tasks. Each of the five institutes specialises in a functional area of the police organisation:

- Institute for the Basic Police Function;
- Dutch Police Academy;
- Police Institute for Public Order and Danger Management;
- Police Institute for Traffic and Environment;
- Institute for Crime Control and Investigations.

In addition to these, there are two LSOP-wide institutes:

- Institute for Police Recruitment and Selection;
- Central Police Examination Bureau, which has an independent position supervised by an examination council.

The LSOP uses various strategic co-operative arrangements, also internationally. For the latter the



section International Police Training (IPO) has been set up, whose key objective is to promote knowledge about and communication and co-operation among the various police organisations. The institute participates in the European Police Academies Association.

Management and supervision

Police education was privatised in 1992. The general management is conducted by the LSOP. A management team consisting of the directors of the institutes, and the general management, assisted by the heads of the support services, are responsible for policymaking.

A supervisory board consisting of members from relevant social disciplines supervises the policy of the general management and renders its approval to policy plans, the annual budget, annual accounts and major organisational changes.

4.3 Reforms in police training

Social developments make increasing demands upon both the police organisation as such and the individual police officer. In the daily performance of their tasks, police officers are expected to give adequate and appropriate answers. This is an ongoing point of interest in police training. Continuous gearing to the actual practice is required to enhance the professional abilities of the police.

Police training in the Netherlands is currently facing drastic reforms set to lead to a considerable quality impetus. The reforms must be completed in 2002.

Police training 2002

The main characteristics of the new training system are:

- *Uniform job profiles*, up-to-date and future-oriented. These profiles have been developed by the professional group (LSOP and the co-operation partners), legitimised by the police councils and will be formally adopted by the minister of the Interior and Kingdom Relations and the minister of Justice.
- *Well-defined final standards*. The various types of training are provided with definite standards on the basis of the developed job profiles. These are determined by the minister of the Interior and Kingdom Relations and the minister of Justice.
- *Structure linking up to regular professional training and higher education* (WEB and WHW) due to which the qualifications obtained in police training may lead to exemptions in regular education and vice versa. In order for these qualifications to have the same value, examining as part of the police training must be legitimised by an independent body (external legitimisation).
- *Dual training system*. The emphasis within the educational system of the new type of training will lie on a combination of working and training.
- *Consultation police force*. The police force are involved in the development and implementation of police training.

This approach will ensure a type of training more suitably customised to the police profession and better geared to other areas of expertise.

The aim of the new system is to be regarded as qualified professional training at upper secondary

vocational education (MBO), higher professional education (HBO) and university education (WO) levels respectively. The curriculums provide training for five professional groups within the police force geared to the qualification structure of the regular professional training:

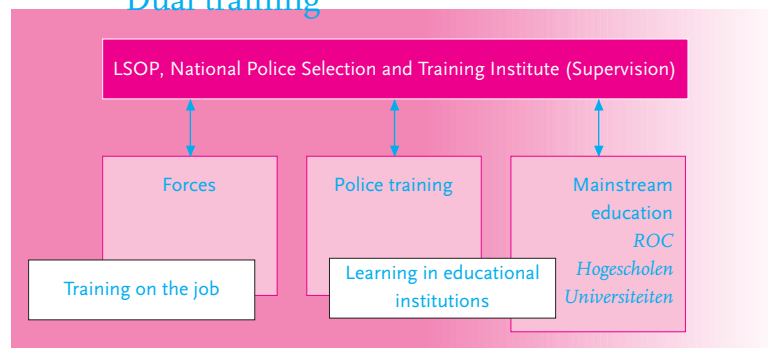
- assistant police officer (level 2)
- police officer (level 3);
- all-round police officer (level 4);
- police expert (level 5, bachelor);
- police expert (level 6, master).

Dual training

Police Training 2002 offers a flexible training programme. Taking into account differences in preliminary training and (work) experience, the learning paths are customised to the individual. Central is the development of individual professional competences. The police officer therefore plays an active role in his or her own training.

The main element with all types of training is the so-called "dual training", *the learning on the job model*. Whilst learning, the student acquires the necessary competences for the daily work situation.

Dual training



The role of the LSOP

The process of Reforms in Police Training 2002 is conducted by the LSOP. To this end, the LSOP closely co-operates with the other partners, the 26 police force and various training institutes, such as upper secondary vocational education (MBO), higher professional education (HBO) and universities. There will be continuous co-ordination during the process between the partners involved.

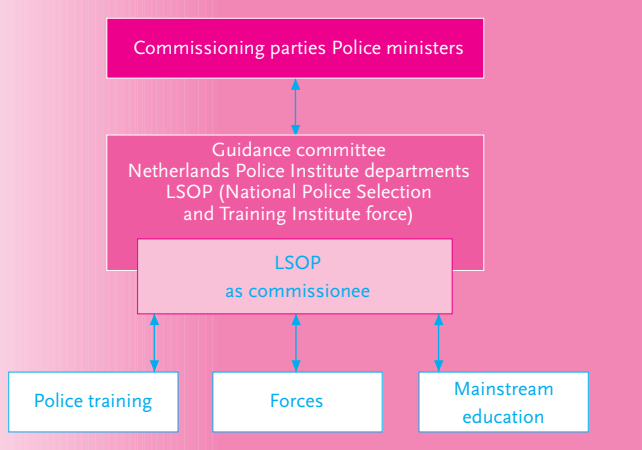
By order and under responsibility of the police ministers, the LSOP has been assigned the task to develop in concept and implement an entirely new

form of police training in the Netherlands. This is a radical process both for the LSOP and the police force.

The focus for the LSOP within the framework of the reforms of police training will be on:

- improving selection instruments and procedures in connection with the increased inflow and desired differentiation in the coming years;
- improving and modernising of the various types of entrance training - the basic police training;
- extending the current institutes for further training into knowledge centres in specific areas of expertise;
- structural embedding in the police practice;
- developing the research function;
- flexibilisation of types of training amongst others by applying information and communication technology;
- educational support.

Dual training



4.4 Career development and diversity

The regional police force are responsible for their own career policies. A proper career policy requires the necessary efforts both by the organisation and the individual. The organisation is obliged to provide the requirements and opportunities for further development; the individual staff member must support this policy by showing his or her interest and by being prepared and willing to receive training and possibly showing his or her willingness concerning mobility.

The career policy of the regional police force includes the regional management development policy which focuses mainly on the recruitment, selection, development and proper use of potentials for senior positions. This policy applies to almost all police officers with the exception of top-ranking officials who fall outside the policy. These officials are appointed by the Crown. The two police ministers are responsible for them and they will therefore set the criteria for these top functions. Instruments such as assessment will help obtain the correct picture of these officials.

The regional management development policy has as far as possible been geared to the national job profiles for an optimal co-ordination with supervisory positions. The co-ordination between national and regional policies will be worked out in consultation with the regional police force.

The LMD

The Ministry of the Interior and Kingdom Relations has set up a national co-ordination centre for management development, the LMD. The LMD scouts and selects candidates for top functions with the police and also renders advice in connection with further training and coaching and sees to it that appointment by the Crown is effected. This ensures the right people will enter the Dutch police on the right moment and in the appropriate function. This way the LMD wants to further increase the quality of top police officials.

To create opportunities for personal development and a wider career perspective, the course Police Leadership has been developed which focuses on aspects such as 'external environment' and 'strategics'. These strategic and social courses which have been developed by universities, will take two years.

Diversity

Diversity is a precondition for the quality and flexibility of the police. If all citizens feel themselves represented and supported by the police, this will enhance the position of the police. It will make the organisation better able to face the requirements of a society that is increasingly becoming more complex. The composition of the Dutch police is therefore a reflection of society.

Based on this idea the policy plan '*Police and Diversity, 1996 - 2000*' was formulated in 1996. It provides guidelines for the realisation of the target groups policies.

Subsequently the policy plan concerning immigrants, '*A Colourful Police Force*' was published. To support the police force with the implementation of this policy, late 1997 the *immigrant helpdesk* was set up at the Netherlands Police Institute.



diversity in the force



Employer

The police force in the Netherlands is a government sector. Government sectors such as the central government, education, defence, municipalities, provinces, district water boards, judiciary and police each have their own sector employer. For the police, this is the minister of the Interior and Kingdom Relations.

The actual employers of the police officers are the regional police force managers and the National Police Services (KLPD), who are responsible for the implementation of the personnel and employment conditions policy.

Legal position and employment conditions

As a sector employer, the minister of the Interior and Kingdom Relations determines in outline the legal position and employment conditions. The minister does so in consultation with the committee for organised consultation in matters concerning police officers (CGOP) in which four national police trade unions are represented. Together they act on behalf of approximately 90% of police staff.

The CGOP is explicitly involved in any policy changes and in decisions concerning legal status, which is laid down in regulations. Depending on the level of regulations, the approval of the Council of Ministers is required and the Council of State, the advisory body of the Crown will be asked to render advice.

In the consultative procedure between sector employer and CGOP, the legal position and employment conditions can only be changed if both parties agree to this. This is the so-called agreement requirement. In case of difference of opinion it is possible to request an independent committee to render advice or resolve the matter by arbitration.

Also in the area of employment conditions emphasis is put on the joint responsibility of the minister and the regional police force managers as employers of the police. Proposals are made in close consultation with the police forces. This co-operation, laid down in a covenant, clearly contributes to the police's uniformity.

Within the boundaries of national agreements a police force may also individually confer with the police trade unions within the regional organised consultations. These consultations may include, for example,

secondary and tertiary conditions of employment, or arrangements concerning the legal status in case of reorganisation within the police force.

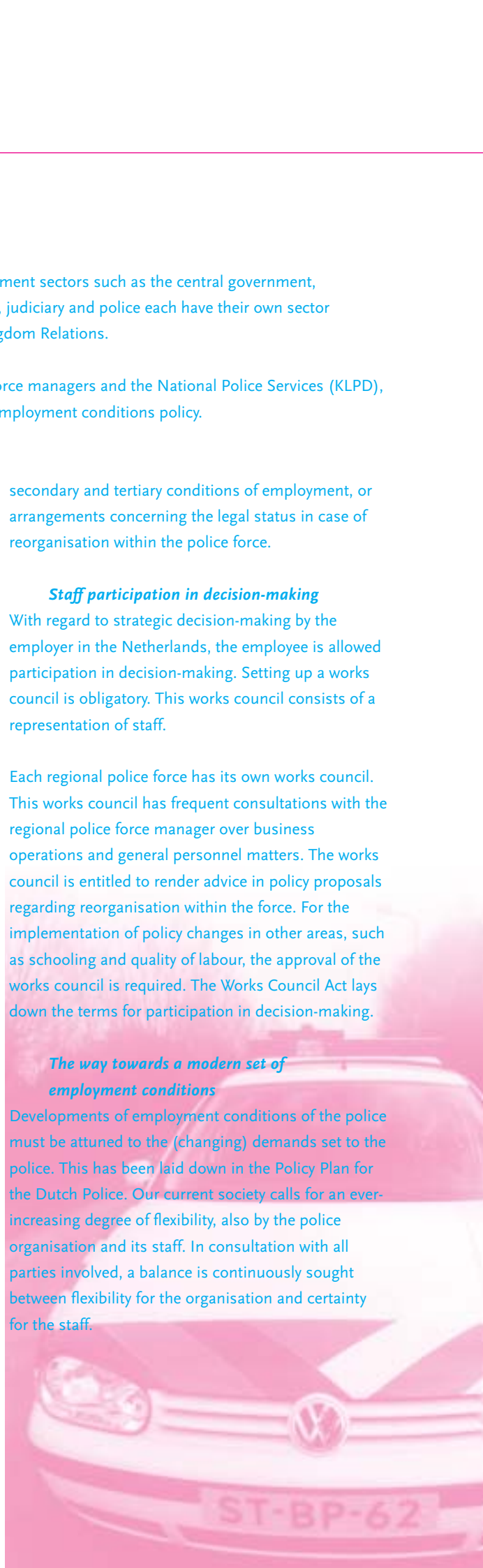
Staff participation in decision-making

With regard to strategic decision-making by the employer in the Netherlands, the employee is allowed participation in decision-making. Setting up a works council is obligatory. This works council consists of a representation of staff.

Each regional police force has its own works council. This works council has frequent consultations with the regional police force manager over business operations and general personnel matters. The works council is entitled to render advice in policy proposals regarding reorganisation within the force. For the implementation of policy changes in other areas, such as schooling and quality of labour, the approval of the works council is required. The Works Council Act lays down the terms for participation in decision-making.

The way towards a modern set of employment conditions

Developments of employment conditions of the police must be attuned to the (changing) demands set to the police. This has been laid down in the Policy Plan for the Dutch Police. Our current society calls for an ever-increasing degree of flexibility, also by the police organisation and its staff. In consultation with all parties involved, a balance is continuously sought between flexibility for the organisation and certainty for the staff.



Weapons



6 Armament, equipment

As from 2001, pepper spray will be added to the standard armament consisting of a baton and a service pistol. The exhaustive supply of arms is outlined by the minister of Justice and the minister of the Interior and Kingdom Relations. The past years have shown an increase in violence used against police officers. Therefore their safety will receive extra attention, for example by examining new options for armament and gear.

Standard armament and equipment

Each police officer in the Netherlands is equipped with identical arms and gear.

Standard-issue arms are a service pistol and a required type of ammunition (Walther P5 and Action 3 bullet), a short baton and, as from 2001, pepper spray. Pepper spray may bridge the gap between the baton and the service pistol in the defence against individuals.

The gear includes, among other things, steel handcuffs.

The use of arms and violence

If police officers use violence or a weapon in the course of their work, the Police Official Instructions are applicable, which include instructions with regard to the service pistol, such as a definition of situations in which it can be used.

Special arms and equipment

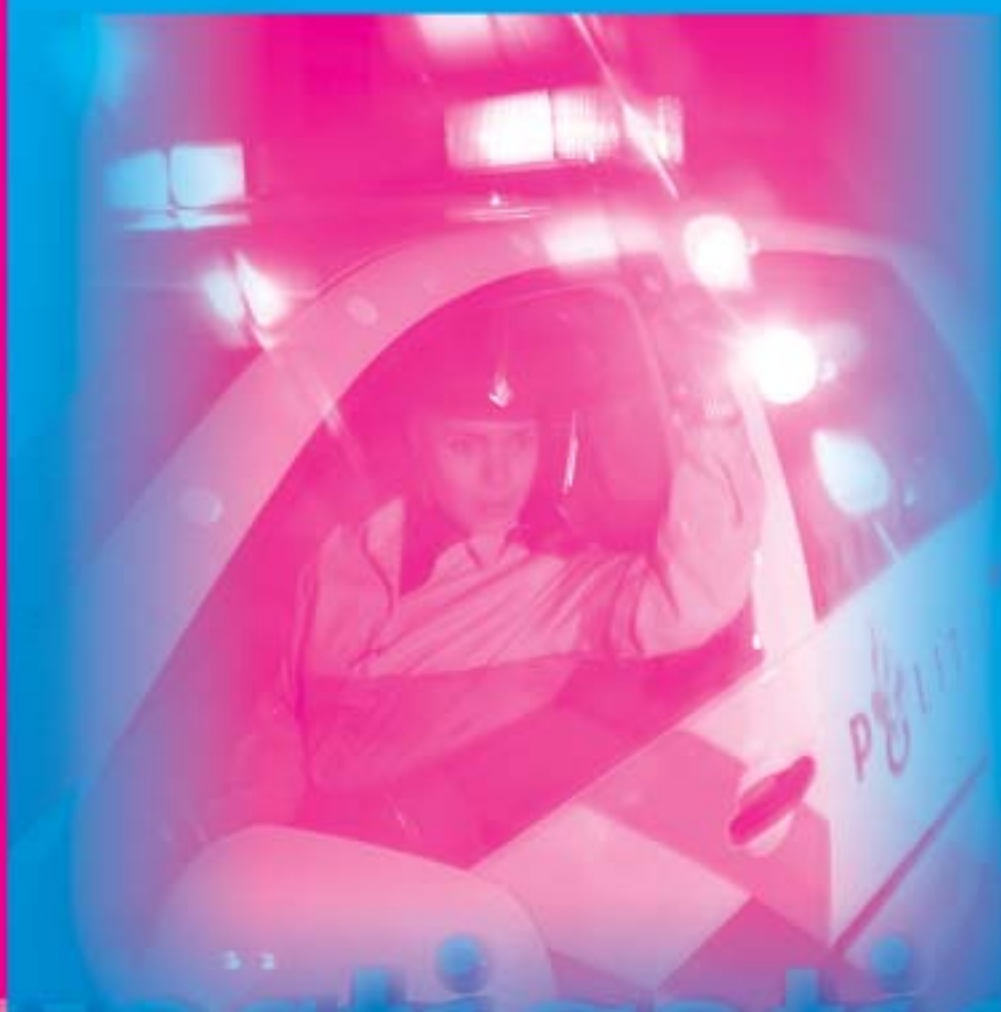
A limited number of special task forces, such as the riot squad, are equipped with additional equipment, such as shields, helmets and bulletproof vests. In addition, the arrest squads are equipped with additional arms, such as electronic batons and semi-automatic Heckler & Koch machine guns. The use of automatic firearms requires prior permission by the minister of Justice.

In certain clearly defined situations the police are permitted to use tear gas grenades to which strict instructions apply as well.

The police dog is considered another type of special armament. Dogs are used for two purposes: for surveillance purposes and for the tracing of people and drugs and such.



use of weapons



Investigation

Quality management is the first priority of the Dutch police, a mission the police forces and the National Police Selection and Training Institute (LSOP) work at themselves. To this end a quality system was introduced in 1996.

The Police Inspectorate monitors quality management and the evaluation of the execution task and thus contributes to the learning abilities of the forces and the departments involved. In addition, ad hoc investigations are carried out into incidents.

The Police Inspectorate is an independent organisation that reports directly to the Minister of the Interior and Kingdom Relations and to the Minister of Justice, either on request or voluntarily.

The Tasks of the Police Inspectorate

The Police Inspectorate assesses the way in which the police force and the LOSP use the quality system. The Police Inspectorate has four main tasks:

Task A: Assessing the way in which the police force provide quality management. The police force review their own performance within the contents of their four-year quality cycle. The Police Inspectorate also reviews their performance in this context, together with the managers of the force and the chief officers of the police force assessed. Key subjects are process and content. By assessing the process insight is obtained into the extent to and the way in which the quality system has been applied throughout the police organisation. By assessing the content the results of four years of comprehensive quality management are shown.

Task B: Assessing the various parts of the execution task and the management of the police force. The assessment may vary from a relatively long-term, in-depth investigation to quick random checks, so-called quick scans. After consultation with the people in the field and in agreement with the minister of Justice, the minister of the Interior and Kingdom Relations determines the subjects to be investigated, for example, police morality care, shooting skills and preparedness. Where possible, the results of an investigation include recommendations that focus on solutions and that may increase the learning ability throughout a force, and alert management to the



problems that may be linked to the subject investigated. Therefore it is important that reports and recommendations are followed up.

Task C: Investigating drastic incidents that involve the police. These could be:

- Incidents that have serious consequences, such as casualties or extensive material damage;
- Situations in which several force are involved in a large-scale operation;

- Police actions resulting in substantial social unrest;
 - Incidents that raise questions over police action.
- The Police Inspectorate reconstructs the facts and circumstances of these incidents to learn from them and not to punish individuals or organisations for their actions. The responsibility for the investigation of incidents lies primarily with the local authorities together with the managers of the police force. Under certain conditions the Police Inspectorate can be charged to carry out such investigations, for example if the local authorities involved have not started an investigation or if the minister thinks the investigation concerned is inadequate.

Task D: *Investigating other special cases.* The minister of the Interior and Kingdom Relations, or, if the matter concerns criminal law enforcement, the minister of Justice, can order the Inspectorate to investigate certain developments or special cases.

Independent status

The Police Inspectorate is not part of the police organisation and is therefore able to pass an unbiased judgement. The emphasis always lies on points for improvement. Therefore results are presented by comparison as much as possible – *compare and contrast* – which enables police force to learn from their mutual best practices.

The Police Inspectorate works according to the principle of hearing the arguments of both parties. Reports are made based on conversations with police force, questionnaires and interviews. The force will have the opportunity to respond to the picture the Police Inspectorate has formed of the matter investigated. Feedback is given to policy departments or ministers if the findings concern policy matters or ministerial regulations.



ation of incidents



Advisory body



8 Netherlands Police Institute

The approach of common police issues calls for intensive co-operation among the force, including the exchange of experiences and knowledge. Joint efforts will increase the effectiveness of separate measures and reduce the risk of crime spreading.

The main consultation between the various police forces is the *Council of Chief Constables* and the council of regional police force managers, both supported by a bureau. This bureau, which is also a co-ordinating advisory body, is the foundation of the Netherlands Police Institute (NPI). The NPI is also in charge of the secretariat for the Council of Chief Commissioners, the consultation between the Public Prosecutions Department and the police, and the consultation of regional police force managers.

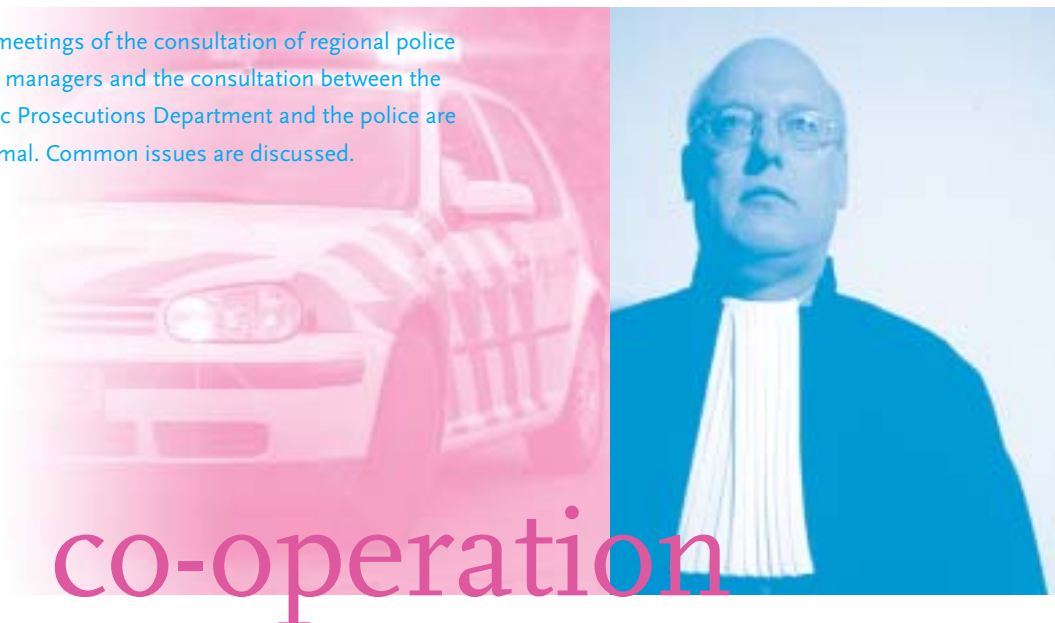
Tasks of the NPI

The Council of Chief Constables discusses items that are associated with supraregional, national or international aspects.

The minister of Justice and the minister of the Interior and Kingdom Relations have regular consultations with the regional police force managers. The minister of the Interior and Kingdom Relations also frequently confers with the Queen's Commissioners and the Association of Netherlands Municipalities.

The NPI supports the internal co-operation between the chief constables, the chief public prosecutors and the regional police force managers. The association develops a common policy and sets the priorities for matters rising above regional force interests and co-ordinates non-operational activities.

The meetings of the consultation of regional police force managers and the consultation between the Public Prosecutions Department and the police are informal. Common issues are discussed.





Antilles & Aruba

In addition to the Netherlands, the Kingdom of the Netherlands encompasses also the Dutch Antilles and Aruba. The countries of the Kingdom are each responsible for law enforcement and security policies. They are each responsible for their own police legislation and police forces: the Police Force Dutch Antilles and the Police Force Aruba.

The larger scale of the Dutch police force implies a more extensive expertise. The police force on the Dutch Antilles and Aruba can profit from this. Moreover, co-operation and exchange of expertise will ensure that law enforcement and police care are at comparable levels throughout the Kingdom.

Co-operation among the various countries and police forces is found in almost every field of police work; also with regard to organisational changes, adjustments to the training programme and IT projects. This sometimes leads to mobility of police staff within the various parts of the Kingdom.

A co-ordinator has been appointed to coordinate and encourage police-co-operation and exchange of expertise among the police forces. He is the contactpoint for the management of the police force and the supervisor of the people involved in the co-operation.

He also manages the Co-ordination Centre Police Co-ordination that provides administrative support.

The Arrangement on Police Co-ordination is being prepared. This is a ministerial arrangement between the countries constituting the Kingdom. The management of a Dutch Antillean or Aruban police force can use this regulation if any form of co-ordination requires the use of staff. The regulation is reciprocal.



co-operation

International



Police co-operation with other countries is necessary, both for the combating of international crime and for cross-border issues concerning public order, such as football tournaments and international demonstrations. This co-operation takes place in various contexts, including within the framework of the European Union, bilaterally with neighbouring countries and with Central and Eastern European countries, and with international organisations such as Europol and Interpol.

10.1 European Union

International police co-operation is necessary in order to guarantee freedom, security and justice, as title VI of the Amsterdam Treaty states. The *Third Pillar* of the European Union is focused on co-operation in the area of the police and the judiciary. The member states act together in preventing and combating, for example, (organised) crime, terrorism, the trade in humans, crimes against children, the illegal drugs trade, the arms trade, corruption and fraud, racism and xenophobia and football hooliganism. European-wide legislation is effected and agreements are made on, for example, the exchange of information and training programmes.

On the basis of the Amsterdam Treaty, the co-operation based on the Schengen Treaty has been incorporated in EU law since 1999. This co-operation refers to a large number of matters, such as the termination of border controls, co-ordinating of immigration policy and asylum policy, developing compensatory measures between police and judiciary institutions (especially visa, immigration, judiciary and police co-operation, weapons, cross-border pursuit, cross-border observation) and taking supportive measures such as the Schengen Information System, and maintaining national points of contact.

EU decisions must be taken unanimously by the Council of Ministers of the EU. Each country has an equal vote in this context. Only after approval by Dutch parliament can the Netherlands agree to decisions that bind the Kingdom.

10.2 Bilateral co-operation

Police co-operation with bordering countries is becoming increasingly important. In recent years agreements have been made with Belgium and Luxembourg, the German Republic and France. These agreements provide a solid foundation for the joint activities of the police forces in the various countries.

In the coming years similar agreements will be made with other countries as well. The experience from earlier agreements will be incorporated.



10.3 Central and East-European countries

For the countries in Central and Eastern Europe police co-operation is of great importance for the process of transformation these countries are undergoing. This applies especially to countries that are prospective members of the European Union.

The Netherlands will for non-operational co-operation focus primarily on Poland, Hungary, the Czech Republic and Slovakia. The minister has concluded *memoranda of understanding* with these countries. On the basis of these memoranda various regional police forces and the LSOP are involved in bilateral, long-term co-operation with these countries in the form of e.g. police partnerships. Much attention is given to subjects such as schooling, training, organisational aspects, community policing and the social position of the police.

10.4 Europol and Interpol

Both Europol and Interpol are involved in combating organised crime. Europol, located in The Hague, is a criminal investigation intelligence service on the European level. Europol has no executive tasks. The service is based on a treaty that became effective in 1999, containing agreements on the political and legal supervision over Europol and measures for the protection of information.

The countries of the European Union have in the Europol treaty taken upon themselves the obligation to provide information to Europol.

Interpol offers a world-wide network of points of contact in countries of which the police force is affiliated to the organisation. In the Netherlands the Criminal Investigation Department is the National Central Bureau for Interpol. Interpol is not based on a treaty, but is in effect the result of an agreement between the various police forces. Interpol's functioning is laid down in a statute.

Via Interpol information can be exchanged on all kinds of crime, whereas Europol is only active in combating

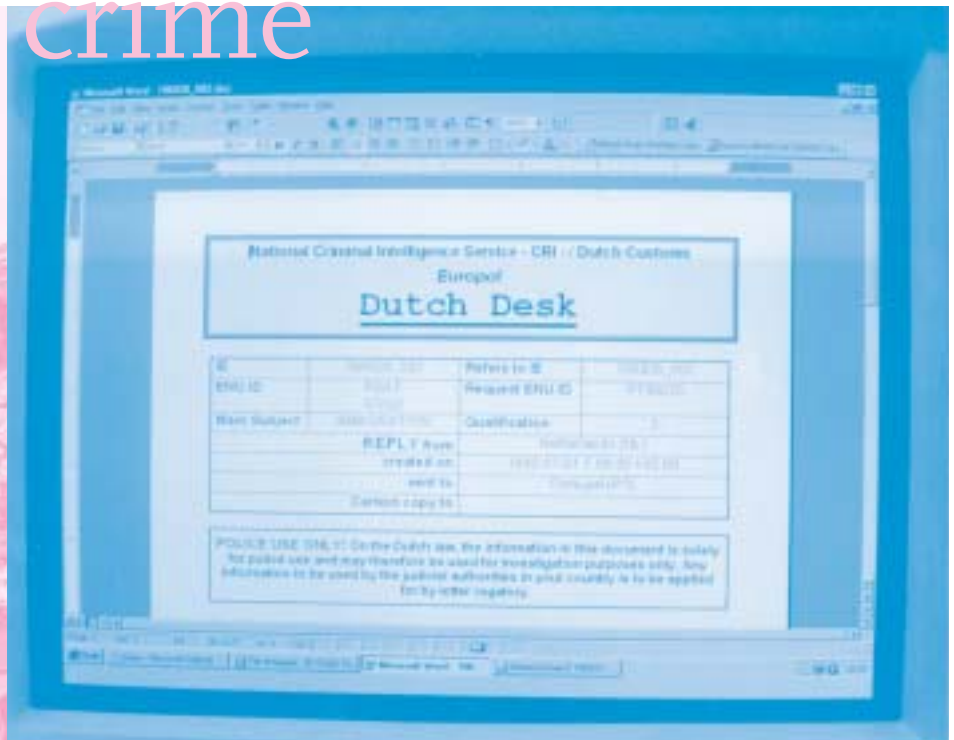
organised crime in which two or more countries of the European Union are involved. Efficient co-operation between the two information services is essential. Momentarily a co-operation agreement between Europol and Interpol is being prepared and executed.

10.5 Co-ordination and police co-operation

In mid-2000 the project organisation Dutch Centre for International Police Co-operation (NCIPS) was initiated for a period of four years. The NCIPS carries out the international, longterm co-operation projects which have been decided on by the ministers in consultation with the police force, for example with the countries in Central and Eastern Europe. In addition, the NCIPS organises the input of Police expertise in the preparation by the ministers of international agreements. It also, on request of international organisations and foreign governments, prepares and carries out the posting abroad of police officers in case of international requests for assistance.



fighting crime



Ranks



police trainee



police patrol officer



constable



constable first class



police sergeant



inspector



super intendant



chief super intendant



chief constable