

UDC: 351.745.7:159

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## PSYCHO-PEDAGOGICAL TRAINING OF OPERATING UNIT WORKERS OF NATIONAL POLICE OF UKRAINE

*The article describes the content and specifics of the psychological training of operational unit employees of the National Police of Ukraine due to the work in the operation and search field, which is associated with the extreme working conditions. Psychological training of National Police staff should be carried out at higher education institutions with specific educational conditions that carry out the training of cadets (students), adjuncts for further work as officers (sergeants) or the commanding staff in order to meet the needs of the Ministry of Internal Affairs of Ukraine, the National Police. Professional psychological training of operational unit workers of the National Police of Ukraine should be provided by means of special trainings according to the directions of operational units' work. There are some suggestions of introducing a positive experience of psychological training of operational unit employees of developed democratic states, where such a training is carried out at a high level for law enforcement agencies of Ukraine. These are the requirements of moral qualities that an operational officer must possess in order to perform the tasks assigned to the operation and search activities effectively. The ways of improving the psychological support of operational units of the National Police of Ukraine are presented.*

**Keywords:** *psychological training, law enforcement agencies, police training technologies, functional preparedness, cognitive functions.*

### Introduction

At the modern stage of state-building, Ukraine's integration into the European Union is recognized as an integral part of the further democratization of the country and the formation of a civil society [1, p. 52]. Therefore, radical socio-economic transformations that have taken place during the last decade have caused both positive and negative changes in the modern Ukrainian society [2, p.142].

As a result of the changes taking place in the society, along with positive ones, individual negative tendencies appear, which to a great extent hinder the development of statehood in Ukraine. Serious concern is caused by the problems of crime, namely its globalization, the growth of organized crime, group and mass unlawful manifestations, etc. On the other hand, when adjusting to the environment, law enforcement officers try to adapt to the changes taking place in the society. The analysis of their behavior in the process of performing official duties under extreme conditions shows that some of the employees are not psychologically ready to perform such tasks, are confused and make serious mistakes [3, p. 36]. The tension in the

socio-political situation in Ukraine, the increase of the level of criminal threats in the society, the professionalization of the criminal world have recently raised the issue of increasing the effectiveness of law enforcement activities, forming sustainable 'socially useful' personal and professional qualities of its main actors, namely the employees of the National Police. Today, the issue of reliability of National Police officers is very acute and relevant today, which depends to a large extent on further improvement of the methods of their professional psychological selection and their further psychological training.

Police activities are leading among law enforcement agencies, characterized by extremeness, conflictness, diversity of situations, therefore, the improvement of professional selection of personnel for these units is the main condition of the effectiveness and legitimacy of counteraction to crime in the state [4, p. 227]. Unfortunately, it should be noted that there is no effective system of professional and psychological selection of employees for operational units who would carry out operative and investigative activities in accordance with the law, provide security for criminal proceedings participants and

carry out security measures provided by the law, carry out counteraction to crime, etc.

Today there is an urgent need to increase the moral and psychological stability and professional-psychological competence and reliability of employees of the National Police of Ukraine, especially operational unit personnel [3, p. 36]. Since the main direction of the development of modern Ukraine is the formation of confidence in the authority and law-enforcement system, growth of economic potential of the state, improvement of well-being, etc., the creation of the National Police of Ukraine and ensuring the provision of high-quality service to people in terms of ensuring security, as well as law and order is an important stage for the development of the state [4, p. 327]. And first of all it is about psychological training of policemen under conditions of reforming the National Police of Ukraine in accordance with European standards [2, p.142].

The system of psychological support in operation and search activities is aimed at the implementation of the following tasks:

- professional psychological selection of personnel for detective search activity (assistance to citizens in choosing the profession of operative worker, determining the degree of compliance of the candidate's psychological characteristics with the requirements of the specialty, etc.);

- psychological support of performing duties (psychological support of adaptation of employees to the conditions of service, minimization of harming influence of life-threatening psychological factors; psychological rehabilitation after completing tasks in extreme and other emergency situations);

- professional psychological training of operational workers by means of methodological support, formation of their psychological readiness for activities in extreme situations, their socio-psychological culture, gaining knowledge of professional ethics and etiquette, etc.; psychological support of operative investigation activity, in particular, the process of completing special operative-search, crime scene investigation teams, squads, crews, analysis of psychological peculiarities of offenders, psychological assistance of negotiating activities, provision of psychological support for persons who have suffered as a result of a crime or an emergency, assistance in interaction with different demographics, etc.; assisting in the development of techniques and tactics for implementing specific, confidential tasks assigned to operational staff, assisting operatives and investigators in performing certain procedural actions such as interrogation, searching, identifying, interviewing, etc.

The effectiveness of such units is determined by the quality of personnel selection, the level of occupational and psychological training of employees. After all, they often have to act under extreme conditions associated with significant mental and physical activity, under conditions of uncertainty, shortage of time, the need for rapid decision-making, apprehending criminals, releasing hos-

tages, in the face of natural and man-made disasters. The increased requirements for the personality of the operational unit employee of the National Police of Ukraine are also conditioned by specific peculiarities of service during the provision of public order in the period of cultural and political events, when preventing mass riots, group violations of public order and mass disorders [5, p. 1].

Therefore, the issue of psychological training of the employees of operational units of the National Police of Ukraine for self-regulation of mental states under extreme conditions, as well as the effectiveness of law enforcement officers' actions in fulfilling professional duties remains understudied, which determines the relevance of the chosen topic.

#### ***Aim and Tasks***

The paper aims to analyze the psychological training of operational unit employees of the National Police of Ukraine in the context of the reforms undertaken considering international experience, as well as to formulate and substantiate the peculiarities of psychological training of such workers, taking into account the work in the detective and search field and extreme situations of work.

The following tasks are set:

- to review scientific literature on the issue;
- to determine main tasks of psychological training of operational units of the National Police of Ukraine;
- to find out moral requirements for the employee of the detective-search unit of the National Police of Ukraine;
- to consider modern approaches to the formation of the content of psychological training in Ukraine;
- to investigate the level of psychological training of employees of operational units of the National Police of Ukraine;

#### ***Research Methods***

To achieve the goal and to realize the objectives of the study, an integrated approach was adopted that involves the combination of general and special research methods.

The methodological basis of this scientific work is the comparative legal method – for analyzing the views on the subject of research, scientific categories, definitions and approaches of scientists from different countries, as well as for the analysis of the current legislation, namely: the Law of Ukraine “On National Police” dated 02.07.2015 No. 580-VIII (as amended on June 8, 2017, the Law of Ukraine “On Operational and Investigative Activity” dated February 18, 1992 No. 2135-12 (as amended on April 12, 2017), the draft Order of the Ministry of Internal Affairs “On Approval of the Regulation on the Organization of the System of Psychological Support of the National Police of Ukraine”, the Resolution of the Cabinet of Ministers of Ukraine “On approval of the National Police” dated 28 October. 2015, #877 (amended on 20.07.2017).

Specific sociological methods were used to perform theoretical and applied tasks: analysis, questionnaires, interviews, surveys, generalizations, the study of the opin-

ions of operational staff, and individual indicators related to the subject of the study.

The empirical basis of the study is the results of a survey of 153 employees of the operational units of the National Police of Ukraine, who during 2016-2017, held courses for improving professional and psychological training at the National Academy of Internal Affairs through special training in the areas of the operational units' work for further formation of high psychological sustainability, development of observation, memory, thinking and other professional psychological qualities and skills.

The survey involved 72.7% of the employees of the criminal investigation unit and 7.7% of the human trafficking unit, 7.1% of the employees of the drug trafficking unit, 5.5% of the employees of the economic protection unit, 5.2% of the employees of the internal security unit, 1.8% of the employees of the cyberpolice unit. Accordingly, 4.4% of the respondents are deputy heads of the department, 17.7% are heads of the department, 13.7% are deputy heads of the department, 22.5% (68) are senior operatives, 41.7% are authorized officers. Most of the respondents had legal academic degree (74.9%), some of them had higher non-legal academic degree (12.5%), 8.9% of the respondents had non-academic legal degree, and 3.7% had no academic degree.

Also, the method of statistical analysis was used to summarize statistical data of 2015-2016 recruiting centers regarding the special psychological selection of candidates for service at the National Police of Ukraine. The analysis of training systems and programs of professional psychological training of law enforcement agencies of the USA, in particular such as: "Community policing, or community-oriented policing"; "Blue Courage"; "Learning Styles of Millennial Law Enforcement Officers"; "Dynamics of officer citizen encounters"; "21st Century training: the training system that science built" was also performed.

### Research Results

According to the Law of Ukraine "On National Police" dated November 7, 2015 in the article 1 it is determined that the National Police of Ukraine is a central executive body that serves the society by ensuring protection of human rights and freedoms, combating crime, maintaining public security and order, and according to the article 2, the main task of the police is to counteract crime [6].

The creation of the National Police of Ukraine engaged in countering organized groups and criminal organizations was necessary because these socially dangerous phenomena are characterized by specific features, rapid growth and expansion.

In this regard, only special units authorized to carry out operational search activities, as well as using official and unofficial staff members and freelance workers [7] can counter organized groups and criminal organizations.

Therefore, based on the Article 5 of the Law of Ukraine "On Operational and Investigative Activity", the

legislator has identified a number of units authorized to counteract criminal organizations.

It is within their authority operational units to carry out necessary operational and investigative measures for the prevention, timely detection and suppression of crimes and to disclose causes and conditions which lead to crimes commission, etc.

Therefore, the departments of the National Police of Ukraine are operational units, which deal with crimes committed by criminal organizations. In the system of the National Police of Ukraine, operational and search activities are carried out by units of the criminal and special police: criminal police, which includes criminal prosecution units, internal security units, cyberpolice units, economic protection units, criminal intelligence units, anti-human trafficking units, drug control units, etc. [7].

In accordance with paragraph 51 of the Regulation on National Police in the police units, it is necessary to organize a system of psychological support for the police staff, whose activities should include the following directions: a) psychological selection for service, the results of which are kept in the personnel record throughout the service; b) psychological support of performing duties; c) professional psychological training; d) psychological support of operational-service measures; e) promoting healthy lifestyle in everyday life.

The special psychological selection of candidates for service at the National Police in 2016 was carried out by recruiting centers employing civil psychologists (that is, there are no psychologists-policemen) who do not have comprehensive information about the specifics of the activity of law enforcement bodies and specific conditions of service, and therefore cannot adequately assess the suitability (or unsuitability) of a candidate for service in the police. The staff psychologists of the Ministry of Internal Affairs examined 22965 candidates for service throughout 2015 (in 2014 – 29390 people) [8, p. 11].

Work in law enforcement communities is complex in terms of the need for individual psychological resources. It is true for both Ukrainian and foreign law enforcement officers. For example, Indian scientists state that police officers are vulnerable to high levels of stress and professional burnout. Physiological, psychological and behavioral effects of stress and burnout are a matter of concern, especially when they are manifested in the form of suicide or murder in the line of duty. Police work conditions are complex and difficult in many aspects, including social and psychological [9]. On this basis, it is difficult to talk about the psychological well-being of law-enforcers.

Therefore, the National Police of Ukraine is the direct actor involved in the fight against organized crime. It is known that the execution of such duties by operational units of the National Police of Ukraine is under the influence of logistical, personnel, informational and psychological difficulties. It should be noted that at present the operational unit of the National Police of Ukraine is at the stage of formation in connection with the reforms taking place. Thus, the updated structure of operational search

units requires constant professional psychological training.

The profession of policeman has the following features. Firstly, it was and remains elitist, and it puts forward not only the acquired but also inborn requirements to applicants for this profession: they must have logical thinking skills, express their thoughts and ideas clearly and convincingly, have good communication skills, be extraverted, etc. Secondly, such a profession has a genuine humanistic value, and with the development and self-improvement of a human being as a personality he/she may have a desire to become a policeman [10, p. 115].

The moral requirements for an operational employee may be as follows:

- attitude towards a person as the highest value, respect and protection of human and civil rights and freedoms and human dignity;
- a deep understanding of the social significance of their profession, their role and high professionalism, their responsibility to the society and the state as an employee of the law-enforcement system, on which the public security, protection of life and health of citizens depends;
- reasonable and humane use of rights provided by the law in strict conformity with the principles of social justice, civil, service and moral duty;
- commitment to principles, courage, uncompromisingness, selflessness in the fight against crime, objectivity and impartiality in decision-making on carrying out operative-search activities, use of force, means and methods of operative-search activity;
- honesty, integrity, care for professional honor, reputation of an employee of the operational unit;
- conscious discipline, diligence and initiative, professional solidarity, mutual assistance, support, courage, moral and psychological readiness for action in complex operational-search and operational-tactical situations, the ability for intelligent operational risk under extreme conditions;
- continuous improvement of professional skills, knowledge in the field of operative-search ethics, improvement of the general culture, expansion of worldview, creative mastering of the necessary domestic and foreign experience.

The above requirements give a clear image of moral qualities that an officer must possess for effective carrying out of the tasks assigned to the operative-search unit, being able to devote his/her life to serving the community, protecting the rights and freedoms of citizens, involving persons in assisting law enforcement agencies in the fight against crime and provide them with social, legal and moral protection.

Law enforcement agencies should, with the help of citizens, provide operational units that carry out operative search activities, prevent, stop and expose crimes, without involving anyone in their commitment. This is a duty, provided by relevant regulatory acts, which is full of deep moral content.

In modern conditions in various branches of psychology, psychological training becomes very relevant. This is explained primarily by the number of objective and subjective difficulties experienced by workers of risk-based occupations in emergency situations when performing their professional duties. This is especially true for those types of activities that are full of various extreme situations. It is precisely these types of activities that include the professional activity of operational officers of the National Police of Ukraine [11, p.116].

Solving tasks in the process of operational-search activity is impossible without the use of special psychological knowledge, because without it, in today's conditions of the fight against crime, it is impossible to improve and qualitatively upgrade the work of operational units. The specifics of operational and investigative activity with its constant and increased risk factor, moral and physical stress under conditions of uncertain or insufficient information, high responsibility and a shortage of time place the bodies conducting operational-search activities before new challenges that can be solved only with the systematic organization of a permanent psychological support [12].

Psychological knowledge helps a police investigator: to understand the motivation of human behavior; assess the psychological state of a particular person; build and manage relationships with necessary people; collect personal and other information related to a particular crime or person whose behavior is of interest to operational staff; to examine applicants for cooperation professionally, establish trusting relations with people; communicate with undercover agents in the context of their isolated activities [13].

It is impossible to imagine a highly skilled investigation of criminal proceedings without the use of psychological knowledge. In fact, the solution of a case is often accompanied by psychological peculiarities specific to operative and investigative activities, in particular: active opposition to a criminal element and the environment; confidentiality of a significant part of operational-search activities; encryption of many types of communication in operational-search activities; the necessity of conspiracy not only to carry out certain measures but also the real role of their subjects (intelligent surveillance, secret study of documents, undercover investigation).

Among the professional qualities, cognitive functions play one of the main roles in resolving issues of operational-search tasks. They include the development of professional attention, memory, mental stability, and efficiency of work [14, p.113].

Law enforcement often places employees in a situation where reaction, speed, coordination and ability to make quick decisions and accurate judgments under pressure are crucial. In this case, the feeling of psychological autonomy will allow an individual to counteract external stress factors successfully and improve psychological well-being. The autonomy of the individual means the level of self-control, the acceptance of responsibility for

his/her own actions and feelings, the freedom to choose a behavior pattern appropriate for a certain situation. Thus, a person who has a high autonomy – independent of the opinions of others – can resist the majority, think creatively, assesses oneself and one's own behavior adequately (focusing on feelings and values, and not the opinions of others). Lack of sufficient level of autonomy leads to conformism, excessive dependence on the opinion of others. Autonomy manifests itself in a high level of independency and responsibility for one's own decisions [15]. It refers not to independence itself but rather to voluntary acts, acts of choice. If a personality is 'autonomous' his/her actions are characterized by freedom and possibility of choice. De Charms [16] argues that autonomy is the main motivational property through which a person tends to be the main cause or source of his/her own behavior.

Of course, the effective implementation of law enforcement activities, including through the active use of psychological knowledge, depends on the characteristics of its subjects [17]. That is why the implementation of psychological tools and technologies begins at the time of the selection of candidates for positions in law enforcement structures. The psychology of the operative-search unit employee is formed in the conditions of a "critical" type of activity, which is often carried out under extreme conditions or under compulsory conditions of conspiracy, limited information, shortage of time, etc. Unlike crime investigators, operational unit employees interact with criminals at liberty, in real life situations, full of constant risks, which can pose a direct threat to their lives and health, for example, when an operative employee is penetrated into a criminal organization. Any negligence in their behavior can cause their disclosure, create a serious danger. In the process of apprehending criminals, the confrontation becomes the most acute in nature, up to physical fighting, the use of weapons and special means. Between the operational officer and the offender during the search, apprehension, and other operational measures, the 'intelligence collision' takes place, and it is necessary to recognize his/her intentions and react quickly to illegal actions of the perpetrator.

The list of main tasks of psychological training of the operational units of the National Police of Ukraine is as follows:

- 'arming' them with the practical knowledge necessary for the competent assessment and application;
- development of professional-psychological orientation of a specialist of the corresponding operational unit as one of the important components of his/her professional abilities;
  - professional development of psychological qualities (professional memory, professional observation);
  - formation of the ability to take into account the psychological conditions for the performance of professional actions;
  - formation of the ability to use psychological, verbal and non-verbal means of communication psychologically

effectively for the purpose of qualitative resolution of operational and service tasks;

- formation of the ability to use psychological techniques to increase the efficiency of performing operational tasks;
- formation of psychological stability to the difficulties arising in the process of performing official duties;
- psychological improvement of professional skills that will ensure their best use in extreme, psychologically difficult conditions in the fight against crime [11, p.118].

Considering the essence of psychological training of employees of operational units, it should be noted that it is carried out in close union with the professional training and on its basis. The inseparable process of educating professional and psychological qualities ensures the successful execution of operational-search tasks.

Psychological support has not only strictly legal significance in detecting crimes but also socio-economic character of origin, essence and performance indicators [18]. Measures of psychological support promote the purposeful development of operational workers, increase their professionalism, efficiency, preservation of health and life in the performance of their duties.

In general, it can be argued that this area of psychological support for professional activity of law enforcement officers has sufficient scientific and normative provision. Foreign experience also outlines a sufficient amount of authority of a psychologist as to the psychological support of the service by police officers.

Speaking of psychological readiness as an integral part of the successful implementation of the professional activities of the employees of the units dealing with drug trafficking and other operational units, it should be noted that its important structural component is professional self-awareness, which is considered as understanding of one's role in further work. It is essential for activities regulation. Understanding oneself, one's aspirations, opportunities, and adequate self-esteem are an integral part of psychological readiness. Adequate self-esteem involves a critical attitude towards oneself, the constant correlation of one's capabilities with the requirements of professional activity, the ability to set goals independently and achieve them successfully.

Scientific researches show that psychological training involves the formation, improvement and maintenance of the operational unit employees' professional-psychological focus as a special quality; professionally developed psychological qualities (professional observation, memory, thinking); the ability to take psychological aspects into account when performing professional activities; psychological stability [11, p.118].

The expansion and introduction of modern approaches to the formation of the content of training specialists is also worth noting. The content of education is determined by educational-professional programs, which reflect the content-implementation aspects of educational qualification characteristics, define the normative content of the training, establish the requirements for the content,

volume and level of education and professional training of specialists of the corresponding educational-qualification level of a certain specialty. They are used in the development and adjustment of relevant curricula and curriculum programs, the development of tools for diagnosing the level of educational and professional training of specialists, the definition of the content of training as a base for mastering the relevant specialties and qualifications [19, p. 242].

Professional psychological training of National Police workers is a modern type of specially organized training of lawyers, law enforcement officers, which helps to prepare them for overcoming psychological difficulties of professional activity and, thus, to ensure the successful resolution of the tasks facing them [2].

In 2002, Practical Psychology Centers under the Ministry of Internal Affairs and corresponding universities were created. The professional activity of practical psychologists of the National Police of Ukraine covers four areas:

1. Professional orientation and professional-psychological selection for service and education;
2. Psychoprophylactic work and psychological support of the service of the National Police of Ukraine;
3. Psychological support of operative-service activity of the state bodies of the National Police of Ukraine;
4. Psychological and pedagogical support of the educational process in the educational institutions of the Ministry of Internal Affairs, implementation of psychological training and introduction of the latest psychological technologies.

In accordance with the Law of Ukraine “On National Police”, sub-item 51 of item 4 of the Regulation on National Police, approved by the Resolution of the Cabinet of Ministers of Ukraine dated October 28, 2015, No. 877, with the aim of organizing the system of psychological support in the National Police of Ukraine, bringing normative legal acts into conformity to the legislation of Ukraine, the Department of Personnel Support of the National Police of Ukraine developed a draft order of the Ministry of Internal Affairs “On Approval of the Provision on the Organization of the System of Psychological Support On National Police of Ukraine” [21].

European countries have quite different systems of police education and training. Today, in all countries of the European Union there are educational institutions that train professional police officers. Police academies are created on the basis of the Ministries of Internal Affairs of the country or under its patronage on the basis of higher education institutions as a separate department. In educational institutions, they pay special attention to not only the basic skills of policemen (criminalistics, investigative actions, forensic medical examination, etc.), but also such general-public subjects as sociology, political science, psychology, foreign languages, which allows to equate the education of a policeman to the training at a vocational school [22, p. 334].

It should be noted that Ukraine should take into account the experience of psychological training of the operational units of the NP of Ukraine of developed democratic states, where such a training is carried out at a high level, and take positive experience. On this occasion, the Ukrainian delegation took part in a study tour on relevant issues in the field of standards, certification and development of training courses for law enforcement officials (Nashville, Lexington, USA) [4, p.328].

It should be noted that the IADLEST International Forum – 2017 “International Association of Directors of Law Enforcement Training Programs” (May 21-24) has become an important event in the field of education, law enforcement, training, development in the field of law and order and public safety standards, which took place with the participation of law enforcement agencies authorities from many countries of the world. The delegation of the Ministry of Internal Affairs of Ukraine took part in the plenary sessions, which involved the following sections:

- “Community policing, or community-oriented policing” is one of the key areas for community-based policing in the United States aimed to build partnerships with residents, business owners and community groups to develop initiatives to improve the quality of life and tackle crime-related issues [23];
- “Blue Courage” is a program focused on raising the level of health and well-being in the field of police activity through the absorption of recovery skills [24];
- “Learning Styles of Millennial Law Enforcement Officers” is an effective education system aimed at overcoming dangers and implementing various responsibilities by police officers [25];
- “Dinamices of Officer Citizen Encounters” is a program designed to provide optimal training for law enforcement officials and eliminate gaps in the training [26];
- “21st Century Training: the Training System that Science Builds” is a program which is aimed at overcoming stress, which affects the behavior of law enforcement officers. It involves the study of effective methods for overcoming stress [27].

Taking into account the above mentioned, it should be noted that in the process of training law-enforcement bodies, in addition to foreign experience, it is important to take into account mental characteristics [28, p. 78].

Consequently, the activity of the employee of the operational unit of the National Police of Ukraine is primarily aimed at the optimal selection of psychologically grounded and practically justifiable tools of the cognitive-communicative process for the implementation of the tasks of the operational-search activity. This direction of applied implementation of psychological technologies is more complicated, because it requires the appropriate professional training of operational officers. Sharing the opinion of some scholars in this field [29, p. 365; 30, p. 192], it is the psychological training of an operational unit workers is of crucial importance. Therefore, the effectiveness of professional activities is due, above all, to the

level of knowledge, skills and abilities of the subject of operational activity and directly depends on his/her psychological readiness. At the same time, the psychological readiness to perform official duties is formed in the process of both general and special psychological training [31].

The practical aspect of psychological training results is aimed at mastering the skills and abilities of professional and psychological observation, professional imagination, techniques of professional thinking; methods of auditory and visual psychodiagnostics, skills of identification of emotions, including indicators of deceit and insincerity in communication; communication skills, as well as skills of non-verbal transmission and recognition of information; technology of establishment and development of psychological contacts; mastering methods of self-regulation and self-mobilization, etc. [31].

Having analyzed the above, it is necessary to note the significant experience of using training technologies abroad. So, the US police uses training of verbal and non-verbal forms of communication. It is based on the formation of policemen's communication skills that can help prevent conflicts. The same form of police training was introduced in the middle of 1990s in Bavaria (Germany). According to experience and analysis of the classes conducted, together with the main tasks of obtaining the police practical skills for confronting stress, improving communication skills, optimizing the socio-psychological climate in the groups of police units, they also made it possible to reduce the level of traumatism in the police [32; 33; 34].

Concerning the results of the survey carried out by us, we have found the following. The respondents believe that it is important to consider organizing and conducting classes in the system of professional training with young specialists of the National Police of Ukraine. Almost all the interviewed workers noted that in the process of adaptation to the work in NP young specialists face some difficulties, namely: incomplete mastery of the legal base (45%) and lack of professional experience (50%). Therefore, according to the respondents, it is necessary to conduct classes with young specialists in the system of vocational training.

According to 100% of the respondents, the National Police of Ukraine needs to improve the practical types of training and the active implementation of training programs.

### **Discussion**

Particular attention should be paid to the psychological training of operational officers of the National Police of Ukraine to counteract various criminal organized ethnic groups.

Thus, an ethnically organized criminal group is characterized by specialization in certain types of criminal activity. In some cases, this is due to ties to organized crime in the homeland and traditional forms of criminal activity. According to experts from Europol, there is such a division: traditionally Turkish and Albanian organized

criminal groups are engaged in the import and distribution of drugs, in particular heroin; Romanian and Bulgarian groups deal with human trafficking; the Chinese ones promote illegal migration and human trafficking for the purpose of further sexual exploitation. They also deal with smuggling [36].

Countering the crimes committed by organized groups and criminal organizations formed on an ethnic basis requires careful attention and special approaches, taking into account their national (ethnic) psychological peculiarities [37].

As practice shows, most of Ukrainian National Police workers are confused when facing natural high emotional reactivity, imbalance, and inflexibility of some ethnic groups. In most cases, this is due to insufficient psychological training of the employees of the National Police of Ukraine for such situations, as well as the lack of knowledge of the specifics of the behavior of such groups, their lifestyle.

Thus, research in the field of theory and practice of management psychology suggests that it is especially important for the employees of the National Police of Ukraine to master profession-related scientific foundations, to be able to apply them creatively. Having knowledge and professional 'art', the employee determines the goals of his/her activities and develops a strategy that defines the means to achieve them; adopts the appropriate decision strategy for which he/she is personally responsible [38].

As a result of the study, it has been established that an important factor ensuring the effectiveness of conducting psychological training measures for operational officers of the National Police of Ukraine is the maximum approximation of the conditions to the real ones which operational officers face during the performance of professional duties, therefore, it is necessary to develop recommendations on the use of methods of socio-psychological, individual psychological and the rehabilitation nature for Ukrainian National Police authorities to work with the staff.

We support the position that improvement of the psychological support of operational units should take place in two ways:

1) introduction of innovative methods during classes on psychological training:

- introduction of modeling of the substantive and social content of future operational and service activities during trainings;

- use of diagnostics and monitoring of the process of professional development of future specialists based on using the method of projects, which allows to build a learning process according to the interests of the trainees and provides them with the opportunity to identify autonomy in the planning, organization and control of their educational cognitive activity, the result of which is the creation of a methodology for analyzing the operational environment in the context of preparing and conducting a special operation of various types and developing plans

for special measures aimed at solving specific problems, as well as the complex psychological characteristics of the military-combat situation and criminal profiles [39; 40, p.260];

2) implementation of scientific researches aimed at the formation of a system of psychological support for operational and service activities of the police, namely:

- investigation of the psychological aspect of operational and service activities;
- determination of psychological peculiarities of activity of subjects of operative-search service;
- development of scientifically substantiated psychological characteristics of criminals, which should be taken into account during operational activity;
- development of psychological and tactical recommendations for actions in a changing, complex operational environment;
- development of modern psychological methods for recruiting criminal police personnel depending on the types of tasks of operational and service activities (detectives, analysts), psychological support of the organization of professional and psychological training of the personnel of the units of criminal police for the successful resolution of the tasks of countering crime; scientific substantiation and research of the influence of objective and subjective factors that reduce the efficiency of the modern system of psychological support of operative-service activities of the operational units of the criminal police;
- development of a conceptual structural and functional model of psychological readiness of operational unit personnel to perform operational and service tasks;
- carrying out a psychological analysis of the subjects of operative-service activity of the criminal police and suggesting psychological principles of selection and study of candidates for service in the operational units of the criminal police;
- studying the problems and identifying ways of improving psychological rehabilitation of the personnel of the operational units after performing tasks in the criminal environment and the combat environment of the anti-terrorist operation zone;
- studying the experience of the world police in using the achievements of legal psychology during special operations and its implementation in the operational-search activities of the National Police of Ukraine;
- development of suggestions on the use of psychodiagnostic methods in order to monitor the situation in a criminal environment [40, p.260-261].

Every policeman must study throughout the service, hence his/her career advancement depends on this, and educational institutions must form his/her self-development and self-study skills. In addition, it is believed that the content of professional-psychological training of police officers requires a reassessment that cannot be reduced to physical training, combat techniques and the basics of criminal-law disciplines. The formation of

knowledge and skills of communication with different layers of the population, mastering of the latest technologies, methods of disclosure of crimes, analysis of criminal situations, etc. are of extreme significance.

Therefore, psychological training includes: awareness of the need and ability to perform the task independently, providing psychological compatibility with other operation units workers who perform the same tasks, the unity of the operational unit and mutual trust of the members of the team, the ability to overcome psychological difficulties, the feeling of mutual reciprocity, mutual help, self-confidence; readiness to be emotionally stable in the performance of the task in a social isolation, and even hostile attitude towards the worker from the surrounding, etc. [13].

### Conclusions

The specificity of modern law enforcement activities requires operative employees of the bodies of the National Police of Ukraine to have not only profound legal knowledge, but also mature psychological culture, skills and abilities. Due to changes in the concept of police activity and the shift in its emphasis to the function of social services, it is necessary to 'arm' police staff with deep psychological knowledge related to interaction with the population and the resolution of conflicts, methods of providing psychological assistance, etc.

On the basis of the foregoing, it should be summarized that the psychological training of the operatives of the operational units of the National Police of Ukraine has practical significance for the formation of their psychological competence, the development of the ability for self-regulation of emotional states and behavior in extreme situations of professional activity, as well as emotional and voluntary persistence, self-control and self-confidence for efficient performance of duties under extreme conditions.

Thus, in the process of psychological training of the operative-search units of the National Police, strict coordination between all parts of the educational process and their general (joint) subordination to the ultimate goal and result, which is also the main criterion of the effectiveness of training in higher education institutions with specific learning conditions, is necessary. Introduction of new specialties, forms and methods of cadets' training based on intensive pedagogical technologies into legal programs of law schools and faculties; the creation of a practical basis for the rapid implementation of differentiated, high-quality vocational training intended to work under new conditions for the development of a law-governed state of training courses and special courses in order to provide the educational process with new ideas, innovative technologies, modern interactive means of cognition will become a reliable basis for the professional training of highly qualified lawyers with proper level of justice. This is precisely the reason for the success of the future law enforcement officers' professional activities.

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#### **ПСИХОЛОГО-ПЕДАГОГІЧНА ПІДГОТОВКА ПРАЦІВНИКІВ ОПЕРАТИВНИХ ПІДРОЗДІЛІВ НАЦІОНАЛЬНОЇ ПОЛІЦІЇ УКРАЇНИ**

У статті розкрито зміст і специфіку психологічної підготовки працівників оперативних підрозділів Національної поліції України, обумовлену роботою в оперативно-розшуковій сфері, що пов'язана з екстремальними умовами професійної діяльності. Розглядаються питання юридично-психологічних засад професійної компетентності працівників карного розшуку оперативних підрозділів Національної поліції України. Розглянуто загальнотеоретичні положення оперативно-розшукової діяльності. Аргументовано, що психологічна підготовка працівників Національної поліції України такої категорії працівників саме повинна здійснюватися у вищих навчальних закладах зі специфічними умовами навчання, які виконують на певних рівнях вищої освіти підготовку курсантів (слухачів, студентів), ад'юнктів для подальшої служби на посадах офіцерського (сержантського, старшинського) або начальницького складу з метою задоволення потреб Міністерства внутрішніх справ України, Національної поліції. Здійснення професійно-психологічної підготовки працівників оперативних підрозділів Національної поліції України має відбуватися за допомогою спеціальних тренінгів за напрямками роботи оперативних підрозділів. Визначено вимоги до їх професійно-психологічних якостей для успішного виконання завдань в екстремальних умовах. Обґрунтовано необхідність цілеспрямованої екстремальної психологічної підготовки та оптимальні умови організації психологічного тренінгу. Наведено перелік основних завдань психологічної підготовки оперативних підрозділів Національної поліції України в сучасних умовах з урахуванням вже проведених реформ у правоохоронній сфері. Також акцентовано увагу на психологічній підготовці поліцейських у США. Запропоновано запровадження позитивного досвіду психологічної підготовки працівників оперативних підрозділів розвинутих демократичних держав, де така підготовка здійснюється на високому рівні для правоохоронних органів України. Перераховано вимоги моральних якостей, якими повинен володіти оперативний працівник, щоб ефективно виконувати поставлені перед оперативно-розшуковою діяльністю завдання. Наведено шляхи удосконалення психологічного забезпечення оперативних підрозділів Національної поліції України.

**Ключові слова:** психологічна підготовка, правоохоронні органи, поліція тренінгові технології, функціональна підготовленість, когнітивні функції.

*Sumbitted on September, 19, 2017*