

Policing in the Netherlands

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Policing in the Netherlands



Although it takes months to produce a booklet like this, it is a satisfying moment when the first copies are handed over. Here, the English-language edition is being presented by the police relations officer of the Police Department of the Ministry of the Interior and Kingdom Relations to senior officers of the Amsterdam-Amstelland regional police force and a foreign high police delegation visiting the region, in summer 2000.

Foreword

Dear Reader,

I am very pleased to be able to present you with this booklet in your own language. Given its size, it cannot cover everything. It aims instead to answer the questions most frequently asked by foreign delegations. So in a sense you have helped to determine its content.

Of course, there is nothing new about taking a glimpse behind the scenes of another organisation. It is obviously useful to find out about organisations and procedures in other countries, particularly if one is involved in or contemplating a reorganisation. In the Netherlands time has not stood still and further changes continue to be made. Examples are the overhaul of the criminal investigation department, the innovations in police training and the intensification and institutionalisation of international police cooperation. Other changes include our counter-terrorism measures and the secondment of police officers on peace missions abroad.

If you would like more detailed information about particular subjects or an opportunity to discuss them, please contact the Police Department of this Ministry. Your comments and suggestions would also be very welcome.

Johan Remkes
Minister of the Interior and Kingdom Relations

Edited and published by:

Police Department
Ministry of the Interior and Kingdom Relations
Postbus 20011
2500 EA Den Haag
The Netherlands
Tel.: +31 (0)70 426 7551

Production supervised by:

Information and Communications Department
Ministry of the Interior and Kingdom Relations

Designed by:

Lumen Rotterdam (Ab Bol)

Written by:

Chan Blok, Amsterdam

Translated by:

Translation Department
Ministry of Foreign Affairs

Photographs:

Harro Meinen, Algemeen Politieblad
Richard Frigge, Royal Military Constabulary media
centre
Frans Vega, National Police Services Agency
Jeroen Stoops, Press Photo Agency

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Contact us at:

Tel.: +31 (0)70 426 6038
E mail: info@minbzk.nl
Internet: www.minbzk.nl

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1 Policing in the Netherlands



Each of the 25 Member States of the European Union puts its own cultural stamp on its national police. The Netherlands is no exception. This is why it is useful for the reader to know something about Dutch society, customs, culture and history. This may help to explain why police officers in the Netherlands sometimes deal differently with the public and employ different means or methods from their counterparts in eastern or southern Europe. Obviously, there are also differences between police work in the centre of Amsterdam and in, say, rural areas in the far north or south of the country.

The Netherlands is a modern and technologically advanced part of Europe and Rotterdam is one of the world's largest ports. The country's population of approximately 16 million now includes a couple of million people of foreign origin. Indeed, it is expected that by 2020 as many as one in three

schoolchildren in towns and cities will be of ethnic minority origin. The Netherlands has 489 municipalities, but no real metropolis. Amsterdam has a population of 732,000, Rotterdam 593,000, The Hague 491,000 and Utrecht 261,000 (summer 2003 figures).

The Netherlands is a parliamentary democracy and has many representative bodies, representatives and participation models. There is a separation of powers between the legislature (parliament), the executive (the government) and the judiciary (the courts). Although these three branches of government have a great deal to do with one another, they are, formally speaking, independent. As a branch of the executive, the police, who have a monopoly on the use of force, must operate within the law (like other organs of the state). If necessary, the actions of the police can be reviewed by the independent judiciary.



The Netherlands borders on its most important trading partner, Germany, in the east, and Belgium in the south, while the North Sea forms a natural boundary in the western and northern parts of the country. The Netherlands is a densely populated country: 16 million people inhabit an area of 41,000 km².

1.1 Public safety and security policy in the Netherlands

Ensuring public safety and security is a core task of government and one which may never be relinquished. Tackling crime, anti-social behaviour and fear of crime requires a concerted approach by government, civil society, the business community and the general public.

The Towards a Safer Society Programme sets out the government's concrete objectives for 2006 and how they are to be achieved. The overall objective is to reduce crime, tackle anti-social behaviour in public spaces and properly enforce and implement anti-crime measures.

1.2 Leading role for municipalities

The extent to which members of the public suffer from crime and anti-social behaviour depends partly on local conditions. This is why it is largely up to the municipalities to prepare and implement policy on safety and security together with its local partners. Overall control therefore rests with the local authorities.

Local policy on safety and security must formulate clear objectives and indicate where the responsibilities lie. The mayors play an important role in public order and security.

In many places the police are working to produce a local safety and security policy, but security is not a matter exclusively for the police. The police need partners and are therefore looking for ways of establishing worthwhile collaboration, for example through community policing, by which many police forces aim to establish closer ties with local people. Just how important this is in practice is evident from a survey which shows that having a good knowledge of a neighbourhood significantly enhances police effectiveness.

1.3 Core tasks of the police

Whereas in the 1970s the police tended to focus largely on the investigation of criminal offences, they now also put considerable emphasis on crime prevention. As the police are present and reachable 24 hours a day, a situation has arisen in practice in which they do work that should be the responsibility of social workers, the mental health care system and schools. If these organisations were to assume responsibility, under the local safety and security policy, for work currently done by the police (for example, shelters for the homeless), the police would again be free to concentrate on their core tasks.

Broadly speaking, the core tasks of the police are:

- patrolling the streets and other public places;
- maintaining public order;
- investigating criminal offences;
- providing assistance in emergencies.

The covenants concluded with police forces in the Netherlands focus on agreements about the core tasks of the police.

In late 2002 the total strength of the Dutch police force was 52,500 FTEs, namely 36,800 police officers, approximately 3,600 trainees (who do not count as FTEs in the figures on force strength) and 14,750 support staff in administrative and technical positions. Women account for about 18% of force strength.

1.4 Population survey

Sound information is essential for a systematic approach to safety and security. For this purpose, a nationwide population survey - Population Police Monitor (Politiemonitor Bevolking) - of crime, anti-social behaviour, fear of crime, preventive action by members of the public and the quality of policing is conducted every two years. It is commissioned by the Ministry of Justice and the Ministry of the Interior and Kingdom Relations and a large number of forces and has been the largest survey of its kind in the Netherlands since 1993.

2 Organisation of the Police



Law enforcement and preventing and combating crime are traditional tasks of the State, which are carried out with the help of the police.

The Dutch police system is based on the Police Act of 1993. Section 2 clearly sets out the role of the police: 'The police have the task, subordinate to the competent authority and in accordance with the applicable rules of law, of ensuring effective law enforcement and rendering assistance to those who need it.' Other aspects of police work are the enforcement of the legal order through the criminal law and the performance of policing duties for the justice authorities.



2.1 A single organisation with 26 forces

The Dutch police are divided into 25 regional forces and the National Police Services Agency (KLPD), with various supporting divisions. A regional police force is responsible for policing in a given area known as the police region.

The size of a regional force depends on factors such as population size, crime levels and building density. Each regional force is in turn divided into a number of districts or divisions. Districts are usually subdivided into basic units.

2.1.1 The police: serving two masters

In matters concerning the maintenance of public order or the rendering of assistance in emergencies, the competent authority is the mayor of the municipality in which the police act. Responsibility for the maintenance of public order in a province rests with the Queen's Commissioner, who checks that the police carry out their duties properly. The Minister of the Interior and Kingdom Relations is responsible at central government level for the maintenance of public order and security.

Where the police are enforcing the criminal law or carrying out duties for the justice authorities, they act under the authority of the public prosecutor. Similarly, the Board of Procurators General of the five Courts of Appeal supervises the police in the exercise of these duties. The Minister of Justice is politically accountable for the work of the public prosecutor and the procurators general in this respect.

Authority over the police is therefore determined automatically by the nature of the police work and those having this authority are determined locally. Tripartite consultations on policing are held regularly by the mayor, the public prosecutor and the head of the local police force.

2.1.2 Management

The management of each of the 25 police forces is determined regionally. A regional force is allowed wide discretion in the exercise of its duties and the definition of its priorities. For example, it can itself decide on such matters as funding, staffing, equipment, buildings, organisation, operational management, information systems and computerisation and the organisation of the regional criminal investigation department.

The police force manager is the mayor of the largest municipality in the region. As such he liaises with the Minister of the Interior and Kingdom Relations. The force manager generally delegates some of his decision-making powers to the chief officer, particularly in matters of personnel policy. The administrative centre of the regional force (i.e. the central police station) is also located in the largest municipality of the region.

The main policy decisions are taken by the regional executive, which comprises all the mayors of a region and the chief public prosecutor. Once policy has been formulated in outline, the details are worked out by the force manager in consultation with the chief officer and the chief public prosecutor.

The Minister of the Interior and Kingdom Relations is responsible for the management of the 26th force, i.e. the National Police Services Agency (KLPD). The Director-General for Public Order and Safety is responsible on his behalf for management.

2.1.3 Responsibilities of the ministers

It is in keeping with Dutch tradition that no single body should have sole authority over the police and that authority should be divided between two ministers (the Minister of the Interior and Kingdom Relations and the Minister of Justice) on the one hand and the provincial and municipal authorities such as the Queen's Commissioner, mayor (force manager) and municipal councils on the other.

At central government level the Minister of the Interior and Kingdom Relations is responsible for the arm's length management of the 25 regional police forces. He is also directly responsible for management of the KLPD. In cases where this management involves the enforcement of the criminal law or the performance of police duties for the justice authorities, the Minister of the Interior takes decisions jointly or after consultation with the Minister of Justice. Examples are the enforcement of traffic laws and the implementation of duties under the immigration

laws. This is because the Minister of Justice is politically accountable for the enforcement of the criminal law, starting with the criminal investigation duties of the police, and for the management of the other stages of the judicial process (i.e. the prosecution, trial and punishment of serious offences).

This ensures that the police are able to carry out their two main functions, namely:

- maintaining public order and security and rendering assistance to those who need it;
- enforcing the criminal law and performing policing duties for the justice authorities (i.e. implementing traffic or immigration laws).

Two aspects of police management dealt with at central government level are police funding and determining the standards to be met by the forces. These include the maintenance of services such as mobile units and special investigation units for, say, juvenile and sex crime cases. Rules on police firearms and their use are also laid down at central government level. The basic criterion is that in carrying out their duties the police should use a minimum of force. To promote uniformity within the police, the establishment of communication systems, the processing and availability of information obtained from investigations and matters such as uniforms and police pay are also regulated at national level.



Organigram of the Ministry of the Interior and Kingdom Relations

Minister of the Interior and Kingdom Relations

Minister for Government Reform and Kingdom Relations

Directorate-General for Public Service Management

Directorate-General for Kingdom Relations and Governance

Directorate-General for Public Order and Safety



Organigram of the Ministry of Justice

Minister of Justice

Minister for Immigration and Integration

Directorate-General for International Affairs and Immigration

Directorate-General for Prevention, Youth and Sanctions

Directorate-General for Legislation, Administration of Justice and Legal Aid

Directorate-General for Law Enforcement

2.1.4 Public Prosecution Service

The Public Prosecution Service (OM) is responsible for investigating and prosecuting criminal offences and is the only body in the Netherlands that may bring suspects before the criminal courts. The Public Prosecution Service works closely in this connection with the police and other investigative services and each investigation is led by a public prosecutor as its representative. Not only does the Service have final responsibility for investigations, it also monitors the proper execution of court judgments (i.e. the payment of fines, the serving of prison sentences and the performance of alternative sanctions). Like the judges, the public prosecutors are members of the judiciary.

The actual work of investigation is the job of the police. Police officers look for evidence, interview witnesses and victims, arrest suspects and record all the information in writing in an official report. As representatives of the Public Prosecution Service the public prosecutors are in charge of police investigations. The public prosecutor may take direct control of an investigation, particularly in the case of serious crimes. In doing so, he ensures that the investigation is carried out carefully and fairly, in other words in accordance with the rules laid down by law.

The Public Prosecution Service is represented in court by the public prosecutor. Other key players



in court proceedings are the judge and defence counsel. The public prosecutor charges the defendant in the name of the community. Nonetheless, under the Dutch legal system the public prosecutor does not represent the community. He is impartial and must report all relevant facts and circumstances, including those which are in the defendant's favour. The aim of the proceedings is to determine the truth. Another duty of the Public Prosecution Service is to inform the victim of the procedure and his rights. The public prosecutor voices public displeasure in his demand for sentence, which should do justice to both perpetrator and victim. The demand for sentence must be proportionate to the offence and there must be equality before the law. In demanding sentence the Public Prosecution Service wishes, among other things, to provide compensation where possible for the material and non-material damage suffered by the victim and to protect society from any further offences by the defendant.



The Public Prosecution Service is an organisation that operates nationwide and has branches in all regions. At their offices at the 19 district courts, the Public Prosecution Service, assisted by clerical staff and legal specialists, assess hundreds of thousands of cases annually. Appeals are dealt with at one of the offices of the Service at the five Courts of Appeal, where the representative of the Public Prosecution Service is known as the advocate general. The public prosecutor's offices are headed by chief public prosecutors and chief advocates-general. At national level, the operations of the Public Prosecution Service are managed by the Board of Procurators General in The Hague. The Minister of Justice is responsible both politically and administratively for the Public

Prosecution Service. Together with the Board of Procurators General he determines the priorities for investigation and prosecution.

2.1.5 Results-based management

The Ministry of the Interior and Kingdom Relations provides an annual police budget which is divided among the regional police forces, the KLPD and the Police Training and Knowledge Centre (LSOP). To assess the results achieved the Ministry has drawn up a policy programme entitled *Towards a safer society*. On the basis of the priorities formulated in this programme the police forces and the Minister of the Interior and the Minister of Justice can agree on the results to be achieved.

2.1.5.1 Funding

The budget of the regional police forces, the KLPD, the LSOP and some other police organisations is intended for staffing and equipment. It is allocated proportionately to the forces in accordance with a given system. Various factors, such as the size and composition of the population, determine the size of the allocation. It is adjusted annually in line with changes in the index of wages and prices. The amount allocated to a police force consists of general and special-purpose and other grants.

In principle, no specific requirements and conditions govern how general grants are spent. What problems deserve priority and what

resources should be used for this purpose can best be decided at regional level. Each force may therefore spend general grants as it sees fit, within the policy parameters set at national level. This reflects the decentralised nature of the Dutch police system.

However, special-purpose grants from the Ministry of the Interior and Kingdom Relations must be used by the forces for the purpose for which they are allocated, for example to fund special investigative teams such as the units established to investigate ecstasy production and smuggling. The special-purpose grants may also be used to promote new ideas or solve nationwide problems.

The forces have to render account for how they spend all grants. The Ministry of the Interior and Kingdom Relations audits the annual accounts of the forces and monitors the budgets. If a force's budget gives rise to particular problems, the Ministry may make prior agreements with the force concerned.

2.1.5.2 Operational management

The police forces are responsible for their own operational management and the Minister of the Interior and Kingdom Relations is responsible for the management of the Dutch police in general. At a practical level, this division of responsibility is reflected in the National Police Policy and Management Cycle.

Every two years the Minister provides provisional information about the funding for each police force for the present period and the next five years. The forces then decide internally how this budget will be spent. The Ministry and the forces keep each other informed about operational expenditure by means of annual accounts and discussions.

The Minister of the Interior and Kingdom Relations and the Minister of Justice together decide on a policy framework. The framework for the period 2003-2006 is set out in the public safety and security programme entitled *Towards a safer society*, which sets out performance targets such as promoting public order, stricter supervision and law enforcement and greater policing efficiency.



2.1.5.3 Results-based agreements

The policy targets are set out in the form of results-based agreements in the Dutch Police National Framework 2003-2006 and in regional covenants with the individual forces and the LSOP. The sum total of the agreements in the individual covenants constitutes the national agreement. The results are monitored and recorded at central level for each force. Where necessary, efforts are intensified to achieve the agreed results. A system of performance-related pay for the forces is linked to the agreements.

One of the arrangements in the Dutch Police National Framework 2003-2006 is that in 2006 the police forces should together refer 40.000 more cases in total to the Public Prosecution Service than in 2002. In addition, by 2006 there must be an increase of 180.000 in the fines and fixed penalties imposed by the police.

The covenant also contains target results for the number of requests for legal assistance from abroad to be dealt with and for the supervision of aliens, improvement of police accessibility and availability and the level of public satisfaction about dealings with the police. Agreements have also been made to reduce nationwide levels of sick leave among police personnel to a maximum of 8%, to improve police efficiency and to increase the strength of the police force. The covenant also contains an undertaking by government ministers to use their best endeavours to make whatever changes are necessary to legislation.

2.2 The police at work

Police forces vary greatly in size and character. The largest is the Amsterdam-Amstelland force, which has over 5.000 staff and serves a largely urban region with a population in excess of 850.000. This amounts to one police officer for every 170 inhabitants. The smallest force is Gooien Vechtstreek, which has a staff of 550 and serves a more rural area with a population of 245.000. Here the ratio is therefore one police officer to 445 inhabitants.



2.2.1 Primary policing

The police operate at the heart of the community, as close as possible to the general public. The great majority of police officers work in basic units (neighbourhood teams) which carry out the police duties directly connected with the safety and security of the citizen.

Since a large part of police work involves crime prevention, officers work closely with all sections of the population. To this end, police officers are in regular touch with businesses and institutions, neighbourhood associations and other stakeholders. Forces seek to cement their relationship with the public by such means as neighbourhood or community policing.

Generally, a basic unit operates out of one or more police stations. Its duties consist of:

- daily patrols by car, motorcycle, bicycle, on foot and sometimes on horseback;
- providing emergency assistance;
- recording offences reported to the police;
- keeping in touch with the public and with businesses and institutions, neighbourhood associations and other interest groups;
- mediating in disputes and providing other forms of assistance;
- carrying out criminal investigations;
- preventing crime, for example by providing advice on burglary prevention;
- road traffic policing, e.g. conducting vehicle inspections, investigating road accidents and proposing traffic measures;



- enforcing the environmental laws;
- monitoring observance of statutes such as the Licensing and Catering Act, the Weapons and Ammunition Act, the Betting and Gaming Act, the Shop Trading Hours Act and the Fisheries Act.

The work is almost always done in shifts, although by no means all neighbourhood teams are reachable and available 24 hours a day.

2.2.2 Maintenance of public order

Mobile units (riot squads) are called in to deal with serious public order offences. Each police region is required by law to have one or more units on stand-by. The Netherlands has a total of 45 mobile units, each of which has about 50 members (including middle-ranking and senior officers). Nine units have also been trained to respond to incidents concerning vessels.

Each of the large urban police forces has a number of mobile units and each of the regional forces in rural areas has one. Most units have their own arrest teams. Rapid deployment of mobile units is possible under an order based on the Police Act. All forces are obliged to provide assistance where necessary to other regions. The units operate locally under the authority of the mayor.

Any police officer can in principle be assigned to a mobile unit. This is a secondary responsibility since police officers are normally based at a police station. If they are required to serve in a mobile unit in special cases, they must first receive supplementary training and learn to use the



mobile units' special equipment and weapons.

Policing football crowds is a separate aspect of the maintenance of public order. A policy framework for combating football hooliganism was adopted in 2003. The policy is based on the principle that each link in the chain should make a contribution to the solution based on its own responsibilities and duties. The parties concerned include the football clubs and the Royal Dutch Football Association (KNVB), the police, the municipalities and the Public Prosecution Service, and, at national level, the relevant government ministries. Supporters' organisations too have endorsed the policy framework and are cooperating with the authorities. The framework describes the duties and responsibilities and the individual and collective policies of the partners in the chain. It also sets out six principles that define the limits of behaviour that will be tolerated.

The police play a major role in combating football hooliganism. They advise the mayor, who is responsible for public order, on the security measures to be taken at football matches. Their advice may relate, for example, to the requirements which the club must meet and the deployment of police officers. To combat football hooliganism effectively the police need good intelligence. As recent research has shown that football hooligans commit public order offences at other times and places too, the police are focusing on obtaining information about the identity of the culprits. The benefits of this approach are already becoming apparent.

In 1986 the police established a special organisation to combat football hooliganism, namely the Central Information Unit on Football Hooliganism (CIV). The CIV collects, analyses and disseminates information on football hooliganism and manages the Football Monitoring System (VVS), under which the Public Prosecution Service passes on information about individuals to the Royal Dutch Football Association, which can then impose a banning order. The CIV liaises with counterpart organisations abroad and exchanges information with them. Finally, the CIV coordinates the work of police spotters, who travel abroad with the Dutch national team's supporters to assist the local police.

2.2.3 Regional teams

Each region has specialised teams for different aspects of policing, some of which operate on an inter-regional basis.

2.2.3.1 Arrest teams

There are eight arrest teams, each of which serves a number of regions and is also financed by them. The function of such teams is to arrest armed and dangerous suspects and to assist criminal investigation teams in special cases. Members of the arrest teams receive very specialised training. They also have special equipment.



Other duties of the arrest teams are:

- to assist in guarding and protecting witnesses, suspects and prisoners during transport;
- to assist in guarding and protecting property.

2.2.3.2 Police infiltration teams

Police infiltration teams (PITs) assist in criminal investigations. They too work on an supraregional basis. There are regional PITs and a national PIT that comes under the KLPD. The national team also provides international assistance.

2.2.3.3 Observation teams

Most regions have their own observation team, which assists in criminal investigations. There are also observation teams that work at national level.

2.2.3.4 Special support units

Special support units of the police are called in to deal with hostage-taking and acts of terrorism. These units are composed of police officers (including police marksmen), marines and army personnel. All of them have received highly specialised training for dealing with special situations such as aircraft hijackings and hostage-taking. The armed forces and the Royal Military Constabulary also have special support units.

2.2.3.5 Criminal investigation support teams

Most regions have a Criminal Investigation Support Team (RBT) to solve crimes that are of particular gravity owing to their nature or frequency. A team consisting of previously designated officers from the regional police force is established on a case-by-case basis. The advantage of working on a project basis in this way is that it makes fewer demands on police capacity than the establishment of permanent teams of specialised detectives.

2.2.3.6 Sex crimes

Tackling sex crimes, such as prostitution and child prostitution, and the production and distribution of pornography and child pornography, is another function of the police.

Each regional force has its own in-house expertise in dealing with such cases. Sometimes this expertise is organised centrally. A national project to improve the quality of the response by the police and the Public Prosecution Service was completed in 2000. Each force now has specialised detectives and each public prosecutor's office has a public prosecutor with responsibility for dealing with sex crimes.

Great care is taken when dealing with the victims of sex crimes. For example, a victim may choose whether the case should be dealt with by a male or female police officer. Reports are in principle dealt with by two police officers and recorded on tape.

2.2.3.7 *Traffic*

Road traffic policing is an important element of primary policing and requires considerable resources owing to the increase in the volume of traffic. The police focus mainly, but not exclusively, on five offences: speeding, jumping traffic lights, drink driving, and failure to wear seat belts (motorists) and helmets (motorcyclists).

Each year the police forces draw up an annual and a multi-year policy plan for road traffic policing, in which these five priorities also receive consideration. In addition, the regional plans contain a problem analysis and related targets. Projects to step up road traffic policing have been under way in some regions for a number of years. These regional projects are established in cooperation with the Public Prosecution Service. It is expected that they will be introduced throughout the country within a few years.

2.2.3.8 *The environment*

Various authorities are responsible for enforcing the environmental laws. The police make a contribution to this and cooperate with other bodies.



Environmental policing takes place at three levels:

- simple offences which can be handled by any police officer;
- offences of medium seriousness which can be investigated independently by environmental investigators in the region concerned;
- serious environmental offences which must be dealt with by multidisciplinary teams of police and other investigative services or representatives of government ministries.

The organisation of environmental policing has always differed from region to region, depending on local conditions. Some regions have their own environmental unit, which is responsible for all aspects of environmental policing. To ensure greater uniformity, overall guidelines for environmental policing are currently being prepared.



2.2.4 Criminal investigations

Criminal offences are investigated by police detectives. Often a police station or basic unit has its own criminal investigation department. In addition, all regions have a central or regional criminal investigation department.

Regional forces also have a Forensic Science Service to deal with the technical side of investigating crime, such as looking for fingerprints or other clues at the scene of a burglary, and taking photographs of suspects or of the scene of a crime.

2.2.5 Intelligence services

Two categories of services provide information for use in criminal investigations. First of all, the records services collect and process 'hard' or factual data, which might for instance relate to an individual's criminal record. It may also include photographs of offenders and crime scenes as well as fingerprints and collections of clues. The records services are at present converting to a fully computerised system.

Second, there are the criminal intelligence services (CIEs), which deal with 'soft' data, that is to say less concrete and specific information. This often amounts to hunches or suspicions which may be of use to the police in the prevention or solution of crimes. It is distilled from observation, conversations, interviews with suspects, etc. Since the information concerned is often of a private nature, its use is subject to very strict rules.

Besides the regional units, there is also a national unit, the National Criminal Intelligence Service (NRI) of the KLPD.

2.2.6 Supraregional cooperation in criminal investigations

Various criminal investigation teams having national or supraregional duties were established in the 1990s. This fragmentation came to an end in 2002 when the teams responsible for tackling serious and organised crime were combined to

form a single national criminal investigation department. At the same time supraregional teams were formed to tackle crimes of medium seriousness. From 2004 onwards the National Criminal Investigation Department will come under the National Police Services Agency (KLPD).

Interregional cooperation in tackling crimes of medium seriousness involves six supraregional teams, which are part of the following forces: Amsterdam-Amstelland, Brabant Zuid-Oost, Haaglanden, IJsselland, Kennemerland and Rotterdam-Rijnmond. These teams concentrate on robberies, ram raiding and domestic burglaries by gangs that operate nationwide, the distribution of child pornography, trafficking in human beings and other types of crime committed by groups active in two or more regions. However, they also deal with categories of fraud committed by persons other than insiders, for example insurance fraud, bank fraud and credit card fraud, fraudulent bankruptcy, telecommunication fraud, goods counterfeiting and port and logistics fraud. The teams work closely with experts from the various industries concerned. Tackling fraud involves investigation and prosecution, the collection of intelligence and the creation of expertise.

The Supraregional Investigation Forum decides which cases will be investigated by the supraregional teams. The forearm consists of representatives of the Public Prosecution Service, the force managers and the heads of forces.

2.2.7 Aliens Police

The Aliens Police had two functions until 2003: first of all, the issuing, renewal and cancellation of residence permits and, second, supervision of aliens. Following a reorganisation in 2003, the work in connection with residence permits in entry and asylum cases has been transferred to the Immigration and Naturalisation Service of the Ministry of Justice and the municipalities. This involves dealing with applications for residence permits, provisional residence permits and renewals. These tasks will be transferred on 1 January 2004.

Once the reorganisation is complete the Aliens Police will be able to focus to a greater extent on their core business, i.e. supervising foreign nationals. In maintaining public order and safety, the emphasis is placed on dealing with foreigners who are engaged in criminal activities, reducing anti-social behaviour, removing illegal aliens and taking measures to combat the abuse and exploitation of illegal aliens.

Contact between the police and aliens is likely to become less intensive since it will in future be limited to persons not legally resident in the Netherlands. Naturally, the Aliens Police will not allow their knowledge to be lost and will continue to pay special attention to the problem of aliens in the Netherlands. In addition to combating illegal residence, the Aliens Police also contribute to the protection and social integration of immigrants. Maintaining public order and safety is in the interests not just of the indigenous population but also of aliens legally resident in the Netherlands.

2.2.8 Information management in the regions

The provision of sound information is essential for cooperation between the police regions. It is needed, for example, in order to assess the efficiency and effectiveness of the police, make police operations transparent and facilitate management, control and monitoring and, ultimately, political scrutiny at regional and national level.

A major operation was started in 1999 to upgrade the information systems. Given the importance of cooperation between the police and their partners

in the chain such as the emergency services and organisations involved in maintaining public order and law enforcement, the provision of information by the police must be arranged in such a way that it can be exchanged with these partners within the statutory parameters. The aim of the operation is to create a single information management system, which will allow the police to exchange information with their partners and comply with their international obligations. The upgrading covers applications, registers and infrastructure. Other factors are the management of the supply of information and the expertise of ICT personnel.

2.2.8.1 Exchange of information

The police forces have a number of operational processes, namely intake, emergency assistance, supervision and enforcement, investigation, processing and escorting of arrestees and victim support. In all these processes the forces exchange information both with one another and with their partners in the chain in the Netherlands and abroad. Such information is exchanged within the statutory parameters, for example the laws on data protection and the agreements made internationally in this connection.

During the intake process the police respond to requests from individuals and businesses. Information is exchanged with them through a variety of communication channels.

Emergency assistance involves the physical response of the police to incidents. In this connection, information is exchanged about the deployment of other police forces, the fire service and the ambulance service.

The supervision and enforcement process includes the granting of licences, monitoring compliance with regulations, investigating offences, providing information and applying sanctions. Information is exchanged with many partners in the chain, for example with municipalities concerning the granting of licences and with the authority responsible for the administrative processing of traffic offences.





The success of criminal investigations is dependent on the intensive exchange of computerised information between police forces, special investigative units and partners in the criminal justice chain, including partners abroad. Important players in this field are the KLPD (International Networks Service), Interpol and Europol.

Both police forces and intelligence services exchange information at national and international level in their efforts to combat terrorism. A major role is assigned in this connection to the Counter-Terrorism and Special Tasks Unit (UTBT) of the KLPD, which is headed by the public prosecutor having special nationwide responsibility for counter-terrorism. This unit gathers, records and collates information for the investigation and prevention of terrorist crimes. Use is also made in this connection of the National Information Centre (NIK).

During the processing of arrestees, information is exchanged with the court police and with the authority responsible for the transport of arrestees.

The victim support process comes into operation when a person has suffered injury or requires emotional support as the result of a minor or serious offence. In this situation information is exchanged with the Public Prosecution Service. The person concerned is referred to the Victim Support Office or other bodies.

2.2.8.2 **Communication between fire service, ambulance service and police - C2000 network**

The aim is to divide the Netherlands into 25 regions within each of which the activities of the fire service, ambulance service and police are coordinated. Each region will, in due course, have a single integrated control room in which the operators of the control rooms of the three services will work together. Each control room will be equipped with an integrated incident reporting system, which replaces all the present (uncoordinated) systems. The new system will help the control room staff to deal with emergency calls quickly and with a minimum of mistakes.

In addition, there will be a single nationwide digital network for mobile communications – the C2000 network – for all emergency services, in other words the fire service, the ambulance service, the police (including the KLPD) and the Royal Military Constabulary. The new network is modern, fast and reliable. The excellent speech quality, guaranteed nationwide cover and extensive call capacity will benefit the multidisciplinary communication of the emergency services. Similarly, C2000 makes it possible to call in quickly for emergency assistance. An emergency button on the walkie-talkie makes things safer for the emergency services.

2.2.8.3 **Information and Communications Technology Agency (ITO)**

The Information and Communications Technology Agency is an agency of the Ministry of the Interior and Kingdom Relations, which delivers reliable and confidential ICT services for the public order, safety and security and criminal justice sectors. ITO plays a major role in C2000, the nationwide digital network for mobile communication between the police, fire services and ambulance services.

Cooperation on information management for the police between central government and the police regions takes place through the ICT Police Management Board (*Regieraad* ICT). All the major players (force managers, chief officers, chief public



prosecutors and the Ministry of the Interior and Kingdom Relations and the Ministry of Justice) are represented on the Board. The specific aims of the ICT Police Management Board in the years ahead are:

- to separate ICT supply and demand;
- to establish a more homogeneous communication infrastructure for the police;
- to introduce a set of basic (upgraded) applications for all police forces.

The separation of ICT supply and demand has led to the establishment of two ‘cooperatives’. On the demand side there is the Police Information Management Cooperative (CIP), which services the entire police sector. And on the supply side there is the Police, Justice and Safety ICT Service Cooperative (ISC), which services the public order, safety and justice sectors. ITO is one of the agencies that is integrating with ISC.

2.2.9 Other groups

The regular police officers receive support from two groups in the exercise of their duties, i.e. the town watchers and volunteers.

2.2.9.1 Town watchers

Some 4,000 town watchers assist the Dutch police by patrolling in public places, thus enhancing safety and amenity. They carry out their duties on the basis of municipal safety and security programmes, whether for particular neighbour-

hoods or otherwise. They are often under the operational control of police officers. In general their duties are confined to observation and supervision and they do not have powers of investigation. As they are in direct contact with the control room through their walkie-talkies, they can call in police assistance if necessary.

The presence of uniformed town watchers makes people feel safer and helps to prevent anti-social behaviour. They are one answer to the demand of municipalities for a more visible policing presence on the streets. Moreover, they free up time for the police to concentrate on investigating offences and providing emergency assistance.

2.2.9.2 Volunteers

The Netherlands has around 2000 police volunteers. They make a major contribution to the provision of good policing, above all by helping out during busy periods. They have the same training as regular police officers and are used for the most part for work that would otherwise be carried out



by a surveillance officer (i.e. the lowest rank). If they satisfy the relevant criteria and permission is given by the force manager, volunteers may also be used for work normally performed by a constable. Police volunteers are generally used for police work proper as opposed to clerical work. They have investigative powers and are entitled to use force.

The manner in which volunteers are used differs from region to region. The force manager determines when volunteers are used, naturally in accordance with the national guidelines. Volunteers receive a small payment and their legal status is regulated separately.

The decline in the number of volunteers in recent years is a matter for concern. To reverse this trend, ways of making the work of volunteers more attractive are being investigated, including the possibility of improving recruitment and introducing greater job differentiation. Another development is that more and more forces are making use of volunteers who do not have police powers.

2.2.10 Crisis control, NCC and the police

When emergencies and major accidents occur the police are responsible for handling the situation, including directing traffic and keeping onlookers at a distance. But they naturally have other duties too, for example law enforcement.

In the case of an emergency on a national scale, the National Coordination Centre (NCC) is responsible for coordinating the action taken by government bodies. The NCC comes under the Ministry of the Interior and Kingdom Relations.

The NCC has two functions:

- to act as a crisis centre for the Ministry of the Interior and Kingdom Relations, usually in relation to public order and public safety. For this purpose the NCC:
 - arranges and coordinates the exchange of information between different authorities about large-scale disturbances or grave threats to public order;

- coordinates public order and security measures, for example in the case of State visits, inter-regional transport and major events;
 - coordinates, at the request of the Queen's Commissioner, the provision of assistance by the police, fire services, armed forces and other emergency services (both personnel and equipment).
- to arrange interministerial coordination in the event of any crisis which affects and has direct consequences for the policy field of two or more ministries. In this capacity the NCC coordinates both the information flows between the government bodies concerned and the action taken by them. It is also responsible for ensuring that the ministry staff concerned have the proper training and practice for acting in emergencies.

2.3 National Police Services Agency (KLPD)

Certain duties can be carried out more efficiently and effectively if they are the responsibility of a national police force. And there are sometimes advantages of scale too. In addition to the 25 regional forces, the Dutch police therefore have the National Police Services Agency (KLPD), which comes under the Ministry of the Interior and Kingdom Relations. The KLPD has a staff of approximately 4,500 and works at both national and international level.

2.3.1 Tasks

The tasks of the KLPD can be divided into three categories:

- independent tasks;
- support tasks;
- coordinating tasks.

The independent tasks are carried out for the KLPD itself. The others are carried out both in



support of both the police regions and for the KLPD itself.

2.3.1.1 Independent tasks

In performing its independent, operational tasks the KLPD contributes directly to safety and security in society. Examples of functions of this kind are criminal investigations that are of national importance and the protection of members of the Royal House and persons designated by the Minister of Justice.

2.3.1.2 Support tasks

The KLPD provides support for the activities of the regional police and its own organisation. This may involve the deployment of equipment, technology and specialised professionals in the event of disasters, complex accidents, mass demonstrations and large-scale events. Examples are liaison work abroad for criminal investigations and the mobile command unit for major police operations. Such expertise or resources are deployed at the request of a regional force or on the instructions of the competent authority such as the mayor or the Public Prosecution Service. The force requesting assistance is fully responsible for carrying out the police activities in question.

2.3.1.3 Coordinating role

The KLPD plays a coordinating role by forging links and ensuring a coherent approach in operations that extend across regional boundaries. It serves as a link between the police, the criminal justice authorities, the special investigative agencies and counterpart organisations abroad. In this role the KLPD provides for cooperation between agencies and organisations involved in criminal investigations. Examples of the coordinating role are the deployment of the Disaster Identification Team and investigation coordination by the National Criminal Intelligence Service.

2.3.1.4 Control of the KLPD

Since 2000 the KLPD has been an agency of the Ministry of the Interior and Kingdom Relations. As part of the Ministry the KLPD falls directly under the authority of the Minister. The KLPD performs its functions within defined funding, staffing and equipment parameters.

The day-to-day management of the KLPD is in the hands of a triumvirate consisting of the force manager (formally the Minister of the Interior and Kingdom Relations, but authority is delegated in practice to the Director-General for Public Order and Safety), the chief public prosecutor at the National Public Prosecutors' Office and the chief officer of the KLPD. In his role of force manager the Minister is assisted by the chief officer of the KLPD. The chief public prosecutor is in charge of important criminal investigations, whereas the competent authority at local level is in charge of the other work of the KLPD units in the geographical areas.

The KLPD Advisory Board advises the Minister (and hence the KLPD too) on the policy to be pursued by the force. For this purpose the Board formulates an annual policy plan and adopts an annual report, which requires the approval of the Minister. In addition, the Board plays a role in coordinating the activities carried out by the KLPD with the regions. The Board consists of representatives of force managers, the Public Prosecution Service, the Royal Military Constabulary, chief officers and government ministries.

The KLPD makes use of the contribution of regional forces by holding frequent consultations with representative groups. This helps the KLPD to carry out its supporting tasks. The consultations focus on such matters as the division of work, setting priorities and quality.

2.3.2 KLPD divisions

The KLPD has eleven divisions, each of which has its own specific area of responsibility.

2.3.2.1 Traffic Police

The function of the Traffic Police is to help improve safety and traffic flows on and around Dutch motorways. For this purpose they check for speeding offences, driving while under the influence of alcohol, drugs or medicines, and failure to wear seat belts. An unobtrusive surveillance system is used to record motorway offences on video, particularly those offences that cause the most annoyance (i.e. using a hand-held mobile phone while driving, tailgating and overtaking on the inside). KLPD traffic officers are also responsible for directing traffic in the case of congestion and tailbacks. The Transport and Environmental Control Unit checks that goods vehicles are in good condition and properly loaded and monitors the transport of hazardous wastes. The Motorcycle Unit escorts VIPs. Finally, the Traffic Police are responsible for combating crime on the motorways and in motorway service stations and lay-bys.

2.3.2.2 Railway Police

The Railway Police are responsible for primary policing on and around the railways and hence for maintaining public order on and around the track and investigating offences committed in railway stations, on platforms and in trains. The Railway Police also investigate railway accidents. Their specialised knowledge comes in very useful in dealing, for example, with the transport of football supporters by rail to and from matches

and the carrying out of drugs searches in trains. Branches of the Railway Police can be found at the major railway stations in the big cities.

2.3.2.3 Water Police

The Water Police supervise commercial and pleasure craft, mainly on the arterial waterways and large expanses of open water. They check loads, documents, crew rules compliance (Sailing Hours and Crew Numbers Act) and the transport of hazardous substances. In addition, they provide assistance in the event of accidents and investigate collisions, other types of accident and environmental offences. The Water Police also operate along the coast and in coastal waters by providing assistance and emergency aid on the North Sea.

The regional police are responsible for policing on and around waters and waterways where there is no commercial shipping. Rotterdam-Rijnmond is the only regional force to have its own port police unit. This is responsible, among other things, for policing the Rotterdam port area.

2.3.2.4 Aviation Police

Providing policing assistance from the air is an important function of the Aviation Police, for example by monitoring large-scale events and tracking lost persons. The unit uses helicopters that can be fitted with special equipment such as video and infrared cameras. It also has experienced aerial photographers and observers.

The Aviation Police also monitor observance of aviation legislation, for example checking the transport of hazardous substances and taking



action against aircraft that cause danger or nuisance. Another of their responsibilities is to investigate all aircraft accidents.

2.3.2.5 *Mounted Police and Police Dogs Service*

The role of the Mounted Police and Police Dogs Service (DLHP) is to support other units with horse patrols and specially trained dogs. The main functions of the mounted police are to maintain public order, conduct surveillance at public events, and patrol in parks and recreational areas.

The DLHP has approximately half of the 120 police horses in the Netherlands and is divided into three units based in Nunspeet, Woubrugge and Boxtel. These mounts and their riders are available for service in all police regions in the Netherlands. The other police horses are divided among the regional police forces in major cities such as Amsterdam, Rotterdam, The Hague, Utrecht, Groningen and Eindhoven. The DLHP plays a central role in the increasingly close coordination of training and handling.



Mounted police

A man or woman on horseback commands the respect of people on foot. Horses can therefore contribute to safety and security, for example if they are used with mobile units at high-risk football matches, in emergencies and accidents and during demonstrations or simply for surveillance purposes in entertainment and shopping areas or other crowded areas. The effect is due to a combination of factors, in particular the dominant and commanding position of the rider and the fact that people tend to have a healthy respect for horses. A mounted patrol can therefore influence crowd behaviour in a positive manner. As even a single mounted police officer is imposing, the impression created by a group of six riders acting as a mounted mobile unit is formidable. Clearly this is very efficient. The horse is a friendly but persuasive instrument and the rider has a commanding presence, which is beneficial both to security and the sense of security. In some situations a mounted mobile unit can do the work of many times the number of officers on foot. Moreover, a mounted patrol is highly effective owing to its great mobility and the high vantage point of the rider.

Training of police horses

The time needed to train a horse depends on its age, character and talent. A four or five-year-old horse which has already received basic training in dressage can be trained for police duties in anything from a few months to a year. However, a horse learns real police work only in practice. Weekly training for rider and mount is important in order to maintain the level at which they can be deployed. If they are to be used for operational purposes, rider and mount must know and trust one another. The rider must be familiar with any idiosyncrasies of the horse and know what can be expected of it in particular circumstances. Ideally, rider and mount should be a fixed team. In practice this is not always possible, but mounted police officers have always trained with the horses they ride. The criteria by which horses are selected include build, physical health, motor system, height and, above all, temperament. The breed is not really important, but most police horses are registered in the Royal Warmblood Studbook of the Netherlands (KWPN).

Police dogs

Often the chances of success are much greater when using police dogs than when using technical equipment or police personnel. Furthermore, the same result can be achieved by far fewer police personnel. For example, a dog can sometimes complete a task within just a few hours that might have taken days for a mobile unit section or a large team of investigators. Often the deployment of police dogs at the scene of a crime can yield new clues, for examples traces that contain a DNA profile or other new evidence.

Training of police dogs

At present the Dutch police have 94 sniffer dogs, 74 of which are the property of DLHP. Two regions - Rotterdam-Rijnmond and Amsterdam-Amstelland – have their own dogs. Most other regions have one or more handlers, but the dogs which these handlers use are the property of the KLPD. The length of the training depends largely on the aptitude of the dog, the skill of the handler and the type of work for which the dog is being trained. For example, a minimum of eight months is needed to train a dog to locate human beings by their scent. This – together with narcotics training – is the most common specialism for police dogs. Police dogs are of many breeds. But what is even more important than breed is the temperament and aptitude of the dog. The Belgian shepherd has these qualities in abundance and is often used as a police dog. Other breeds of shepherd dog, labradors, spaniels and even the German hunting terrier are trained as police dogs. Dogs that are not immediately recognisable as police dogs can be used by handlers in civilian clothes very effectively in public areas such as airports. Dogs used for surveillance or apprehending criminals receive very different training. Most police regions have their own surveillance dogs. The Mounted Police and Police Dogs Service of the KLPD does not have such dogs, but does play a central role in quality assurance and certification.



The DLHP's dogs are trained to recognise a single specific scent and therefore have a single specialism. They specialise in the following areas:

- identifying scents (identifying the scent shared by an object and a person);
- narcotics (sniffing out drugs, for example in homes and outdoor locations, or in large crowds such as airports, stations and football stadiums);
- explosives and firearms;
- detecting human remains;
- locating drowning people;
- fire accelerants (i.e. detecting flammable substances and thus helping to determine the source of a fire and providing a basis for follow-up investigation).

Finally, dogs are trained to operate under unusual conditions and for specific purposes, where it would otherwise be more or less impossible to conduct a search or carry out instructions.

2.3.2.6 Operational Support and Coordination Service

The Operational Support and Coordination Service (DOC) assists the KLPD itself and the regional police forces and other government services in matters relating to public order and security.

It has four main functions: operational support, operational coordination, information coordination and the provision of teleservices. It is responsible for ensuring that all KLPD units are available around the clock. DOC also coordinates the deployment of personnel and equipment in large-scale police operations in the Netherlands and abroad and provides technical assistance for environmental investigations and investigations by the National Traffic Assistance Team.

The service manages the central police control room as well as the emergency telephone line for mobile phone callers (0900-8844), the emergency number (0800-8112) for the deaf and hard of hearing, and the line for anonymous tips (0800-7000).

2.3.2.7 Royal and Diplomatic Protection Service

The security of H.M. the Queen, other members of the Dutch Royal House, government ministers, ambassadors and foreign dignitaries is guaranteed by the staff of the Royal and Diplomatic Protection Service (DKDB). Orders for the physical protection of individuals are given by the Minister of Justice. Protecting the members of the Royal House is a statutory obligation. As such duties make great demands on the police officers concerned, they undergo rigorous selection and training. The DKDB works closely with Dutch and foreign police organisations and ministries.

2.3.2.8 Logistics Service

The procurement of uniforms, weapons, ammunition, special vehicles and equipment by the Dutch police is arranged from a single central point, namely the Logistics Service of the KLPD. As a result of the master contracts it uses, regional forces (acting together or separately) can procure goods more cheaply. Weapons and ammunition seized by the criminal justice authorities are kept by the service in a special storage depot and destroyed as instructed.

To ensure that the police have the best possible equipment the Logistics Service works closely with the Clothing and Equipment Advisory Committee and the Weapons and Equipment Advisory Committee of the Board of Chief Commissioners. To be able to cater to the wishes and needs of Dutch police officers the service conducts market research, maintains quality control, monitors developments and keeps in touch with users. All police personnel can view the range of products individually and place orders by computer. The budget assigned to each individual police officer by his or her own force is monitored through a central budget management system.

2.3.2.9 *National Criminal Intelligence Service*

The National Criminal Intelligence Service (NRI) supplies criminal intelligence and expertise to the police forces. By maintaining databases containing data on crimes and criminal modes of operation and other information the NRI helps to provide information on organised crime and serious forms of supraregional crime.

The NRI has several regional intelligence branch offices and also criminal intelligence information desks which support the regional forces and core teams. The NRI develops new criminal investigation technologies and supports investigative teams in the Netherlands by providing advice and expertise. Edison (the image storage system for firearms and forged documents) was developed by the NRI. It also specialises in dactyloscopy (fingerprint identification). Finally, the NRI is responsible for production of the weekly TV crimewatch programme 'Opsporing Verzocht'.

2.3.2.10 *International Networks Service*

Cooperation with foreign criminal investigation authorities is the responsibility of the KLPD's International Networks Service. It is therefore contacted by Dutch and foreign police forces for information on foreign and Dutch investigations respectively. The service manages five information channels: i.e. the Dutch branches of Interpol, Europol and the Schengen Information System (SIS); at national level, the Sirene office of the SIS; the liaison officers of the KLPD abroad and foreign liaison officers in the Netherlands.

By serving as an intermediary the International Networks Service ensures that requests for legal assistance and other police information are processed as expeditiously as possible. In this way it plays a major role in tackling serious cross-border crime.

2.3.2.11 *Specialist Investigation Applications Service*

The Specialist Investigation Applications Service ensures that the technological and tactical products, services and equipment used to combat organised crime are reliable and professional. For this purpose it devises innovative ways in which ultramodern technology can be used in police investigations.

2.3.2.12 *National Criminal Investigation Service*

The National Criminal Investigation Service is part of the KLPD, but has a number of units located around the Netherlands. It has a staff of approximately 800 and its role is to investigate organised and other serious crime which extends across regional or national boundaries in terms of the nature of the crime or the identity of the group involved. The service provides expertise in key areas and result areas and pays particular attention to preventive measures based on intelligence gathering, investigation and the provision of advice. Examples of key areas are the production of and trafficking in synthetic drugs, people smuggling, crime originating from South-East Asia and South America, major Dutch criminal networks, and crime connected with logistical hubs such as Schiphol Airport and the seaports. Other targeted areas include major fraud and other





forms of white-collar crime. Examples of result areas are terrorism and war crimes. Owing to its marked international orientation the National Criminal Investigation Service also plays a major role in dealing with requests from other countries for legal assistance.

The National Criminal Investigation Service works closely with the regional police and the supra-regional teams. Its units at non-central level are based at various places in the Netherlands, generally close to the supraregional teams. The staff are usually on secondment from the regions.

Various non-police investigative services work closely with the police. These include the Fiscal Information and Investigation Service (FIOD) and the Economic Investigation Service (ECD), both of which come under the Tax and Customs Administration. The police also collaborate with the Information and Investigation Service of the Ministry of Housing, Spatial Planning and the Environment and the Social Information and Investigation Service (SIOD) of the Ministry of Social Affairs. The customs authorities and the KLPD actively cooperate in tracing illegal residents and illegal imports and other matters. Many investigation teams also now make use of the services of the Customs Information Centre (DIC).

2.4 Weapons and equipment

The weapons which the police are permitted to carry are prescribed by the Minister of Justice and the Minister of the Interior and Kingdom Relations. How the police must carry out their duties is regulated in such documents as the Police Code of Conduct.

2.4.1 Standard-issue weapons and equipment

Each police officer in the Netherlands has the following standard-issue weapons:

- a 9 mm service pistol;
- a short baton;
- pepper spray.

Strict rules govern the use of force and weapons by the police.

Handcuffs too are part of the standard-issue equipment, and the Dutch police are making increasing use of bullet-proof vests.

2.4.2 Use of weapons and force

The Police Code of Conduct specifies who may use force and when. The Code provides, for example, the circumstances in which the use of firearms is permitted and when handcuffs may be used.

Dutch police officers are regularly tested on their use of firearms and handcuffs.

2.4.3 Special weapons and equipment

A few special units such as the mobile units, police dog handlers and mounted police have special equipment, for example helmets, riot shields and long batons. Arrest teams are equipped with extra weapons such as automatic or semi-automatic firearms. The prior consent of the public prosecutor (with the written authorisation of the Ministry of Justice) is required for the use of automatic weapons.

The use of an electric baton is permitted only as a defence against aggressive animals. The police may also use CS gas canisters in certain clearly defined situations, for example for crowd dispersal.

Police dogs too are treated as a special weapon. The police handler must be properly qualified and the dogs must comply with the statutory criteria and be certified.



3 Royal Military Constabulary



In addition to the civil police the Netherlands has a military police force known as the Royal Military Constabulary (*Koninklijke Marechaussee*).

Since the force was established in 1814 it has adhered to the three internationally known principles of the 'gendarmerie', namely that it should consist of military personnel, be a mounted force and be quartered in barracks. Nowadays, 'mounted' is taken to mean mobile and 'barracks' are taken to mean quickly deployable.

In terms of its position and structure the Royal Military Constabulary is comparable to the Italian Carabinieri, the Spanish Guardia Civil and the French Gendarmerie. It has both civil and military tasks.

3.1 Civil tasks

The main civil police tasks of the Royal Military Constabulary are:

- guarding the members of the Royal House, in close cooperation with the Royal and Diplomatic Protection Service and the KLPD;
- performing policing and security duties at Schiphol and other airports;
- providing public order and criminal law enforcement assistance to civil police forces, including assistance in combating cross-border crime;
- enforcing immigration legislation by means of border controls at the external borders of the Schengen area and mobile surveillance within the Netherlands; other duties include assisting with the reception of asylum-seekers and the deportation of undesirable aliens and rejected or failed asylum-seekers;
- guarding transports of valuables for the Dutch central bank;
- performing policing and security duties at the prime minister's official residence.

3.2 Military tasks

The Royal Military Constabulary's other police tasks are military, for example:

- policing duties for the Dutch armed forces, for foreign military personnel stationed in the Netherlands and for international military headquarters;
- policing duties at sites under the control of the Ministry of Defence.

The Minister of Justice is in charge of the Royal Military Constabulary as far as its civil and military law enforcement duties are concerned. Its public order duties are carried out under the authority of the Minister of the Interior and Kingdom Relations. The Minister of Defence has authority over the Royal Military Constabulary in respect of its specifically military duties.

3.3 Schiphol Airport

The Royal Military Constabulary has six districts, of which the Schiphol district is the largest. With a force of over 1,400 in this district, the Royal Military Constabulary carries out border control and policing duties in accordance with Dutch and international law. It performs its duties in a professional and public-friendly manner and takes account of the economic interests at stake. At Schiphol Airport the Royal Military Constabulary has a fully-fledged police and criminal investigation department and a strong intelligence-gathering capacity. In cooperation with the customs authorities and the Fiscal Intelligence and Investigation Service (FIOD) and the Economic Investigation Service (ECD) the Royal Military Constabulary combats drug trafficking both by passengers and in air freight. It is in daily contact with police forces throughout the Netherlands concerning a range of subjects.

The Schiphol branch of the Royal Military Constabulary includes the National Documents Office (NBD), which has expertise in travel documents. The NBD arranges training courses for police organisations in the Netherlands and other countries.

3.4 Schiphol criminal justice complex

A new criminal justice complex, consisting of a court and cells, was opened at Schiphol in 2003. This means that the functions of investigation, prosecution and trial have been brought together in one place for the first time in the Netherlands. Drug couriers and other persons arrested at Schiphol on suspicion of committing an offence can now be brought before a court much more quickly. The aim is to complete the criminal proceedings within 14 days. This speedy disposal is possible because the partners in the chain, ranging from the Public Prosecution Service to the Royal Military Constabulary, are now able to coordinate their work better.

15 judges can handle 2,800 cases a year in the three courtrooms. The Royal Military Constabulary is responsible for guarding the court complex and the 128 cells, which can accommodate a maximum of 222 people. They include aliens who have been ordered to leave the Netherlands.



4 Recruitment, Selection, Training and Knowledge



Modern police officers have to carry out their duties in a diverse and multicultural society that is in a state of constant flux. Security and amenity are becoming increasingly important themes in the Netherlands, and the police play a crucial role in safeguarding and promoting them. This makes great demands on the professionalism of the police services and the competence of their officers.

The organisation and its staff must be flexible in dealing with change and be prepared to continue adapting and learning. Police training has been drastically overhauled in order to instil the right qualities in recruits and prepare them for their duties, with a focus on developing competences.

4.1 Coherent system of police training

Police officers are expected to give clear and appropriate answers in their day-to-day work. Police training caters for this by ensuring that the courses are constantly updated to take account of changing needs, which strengthens the professional capacity of the police. As a result of the overhaul of police education, the traditional, professionally oriented course has been transformed into a new, unique and coherent training system for the police.

The new training system is based on:

- clear occupational profiles;
- examination criteria linked to the occupational profiles;
- a qualification structure comparable to that of regular vocational and higher education, so that a certificate obtained from a police course can qualify for exemptions in regular education and vice versa;
- a combination of work and study;
- competence-based learning.

The new system is intended to provide fully-fledged vocational courses at secondary vocational,

higher professional and university level. A distinction is made between initial police education (basic training) and post-initial education (secondary training).

The new initial training structure provides courses leading to qualifications at five levels:

- assistant police officer (level 2);
- police officer (level 3);
- all-round police officer (level 4);
- graduate police officer (level 5, Bachelor's degree);
- graduate police officer (level 6, Master's degree).

A post-initial course can be taken after completion of initial education. Usually this occurs after a gap of several years in which the persons concerned gain work experience. It is in keeping with the concept of career development to encourage police officers to take post-initial courses for the purpose of specialising or acquiring management skills.

Police training is maintained and developed in close consultation with the police at operational level. The Police Training Council, an advisory body established by the Minister of the Interior and Kingdom Relations and the Minister of Justice, plays an important role in identifying trends and developments in the police labour market.

Level	Initial
2	Assistant police officer
3	Police officer
4	All-round police officer
5	Graduate police officer (Bachelor's degree)
6	Graduate police officer (Master's degree)

Post-initial	
Management courses	Specialist courses
Operational management	Detective – tactical Detective - technical Environmental specialist Traffic specialist Immigration specialist Violence control specialist
Tactical management	Graduate detective Graduate environmental Graduate traffic specialist
Strategic management	

The levels of qualification in the Dutch police are based on those of mainstream education.

4.2 Police Training and Knowledge Centre

The Police Training and Knowledge Centre, which was for many years known as the National Police Selection and Training Institute (LSOP), is responsible for the new approach to police training. The Centre works closely with the police forces, the government ministries concerned and mainstream educational institutions. It has a staff of approximately 1,300, many of whom have come straight from the world of work. In addition, hundreds of guest lecturers and tutors from many different sectors of society are used on the different courses and programmes of study.

The Centre is responsible for training some 30,000 serving officers and probationers each year to the level where they can deliver an optimal service to the community in the manner desired by the police.

All applications to study at the Centre are channelled through the Police Recruitment and Selection Institute. Those interested can apply either by telephone (jobs line 0800-6096) or on the website www.politie-werving.nl. The candidate then applies to a police force of his or her choice. On the basis of the findings of its selection procedure, the Police Recruitment and Selection Institute advises the force on the suitability of the candidate.

Various institutes that come under the umbrella of the Police Training and Knowledge Centre operate autonomously in recognisable and fairly well-defined fields of work within the Dutch police. The Centre ensures a coherent approach to research, development and training. More information can be found on the website of the Police Training and Knowledge Centre.

4.2.1 Centre for Recognition of Prior Learning (EVC)

Police education aims to be efficient. This is why all students, whether they are serving officers or recruits, are first tested to determine their existing competences. This is the role of the Centre for Recognition of Prior Learning.

Existing competences may entitle a student to exemptions or to enter a course at a higher level than would be possible on the basis of his or her prior education. The prior learning assessment procedure also makes it easier for people who have a different educational background to join the police.

4.2.2 Training institutes

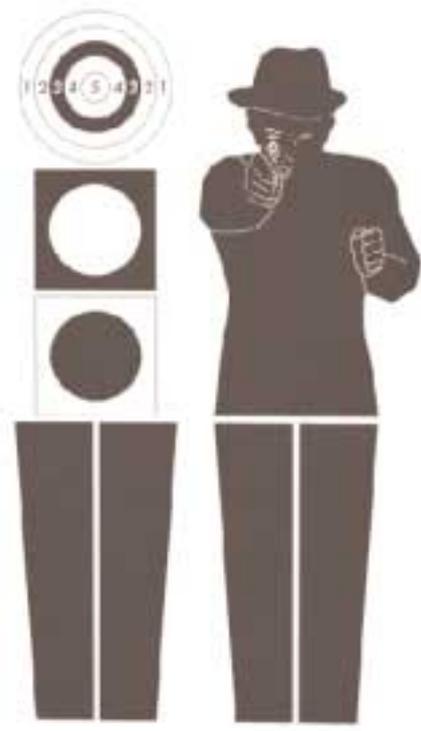
Various training institutes come under the Police Training and Knowledge Centre.

Primary Policing Institute (IBP)

The Primary Policing Institute is responsible for training all police officers in job grades 2-4. The IBP is also responsible for follow-up courses. Many of the courses are given on location with the forces concerned or at other educational establishments. The teachers are connected with or come from the forces concerned.

Crime Control and Investigation Training Institute (ICR)

The ICR is responsible for training police detectives and has seven departments for the following disciplines: general criminal





investigation, special investigative methods, financial investigations, intelligence investigations, juvenile and sex crime investigations, investigation management and technical investigations.

In addition to their teaching duties the ICR staff carry out applied research.

Netherlands Police Academy (NPA)

The NPA provides the initial courses at Bachelors and Masters level (levels 5 and 6) and the post-initial management courses at operational, tactical and strategic level. It also carries out research into police-related subjects and leadership matters.

Finally, the NPA gives professional advice, conducts research and provides specific courses and training.

Police Institute for Public Order and Danger Control (PIOG)

The function of the PIOG is to ensure that the police are properly trained to respond appropriately to situations involving public order, security and the control of violence and danger. To this end the Institute provides courses for mobile units, support units, units involved in large-scale and special police operations and specialist units.

Police Institute for Traffic and the Environment (PIVM)

The PIVM acts as a police training and knowledge centre in matters concerning traffic and the environment as well as police driving skills. It focuses on strategic, tactical and operational issues. The training teams provide both in-house training and exercises at a multi-functional driving track in Lelystad.

Police Management School (SPL)

The SPL serves above all as a place where senior police officers from the Netherlands and other European countries meet and can acquire and share knowledge. The aim of the SPL is to promote safety and amenity in a society that is changing rapidly and often unpredictably. It sets out to achieve this by helping to develop the strategic leadership skills of both individuals and organisations.

4.2.3 *Police Examination Centre (CEP)*

The function of the Police Examination Centre is to hold examinations for the police training courses. In keeping with the reform of police education, competence assessment plays a major role in the examination of candidates. Candidates must therefore prove that they can perform their duties properly in practice.

4.2.4 *Combining knowledge and training*

The Police Training and Knowledge Centre both provides training and develops knowledge. This is in fact its statutory duty under the Police Training Act since, although skills are perhaps more important in day-to-day practice than book learning, there is still a need for sound knowledge, particularly in a society that is changing so rapidly and which therefore constantly makes fresh and more far-reaching demands on the police. Knowledge encourages reflection, feeds new policy and promotes continuous innovation.

Knowledge development is the function of the specific knowledge and expertise institutions that

come under the Centre, which often pool their resources. Individual police officers and police forces can at all times draw on the practical knowledge and expertise of the centres.

4.2.5 Strategic partnerships

The Police Training and Knowledge Centre works within many strategic partnerships at both national and international level. Its international contacts are conducted through the International Police Education Branch (IPEB), the central aim of which is to promote knowledge about police organisations and further communication and cooperation between them. The IPEB is a member of the Association of European Police Colleges (AEPCC) and acts as its secretariat (www.aepn.net). IPEB is also the official Dutch contact for the European Police Academy (CEPOL).

CEPOL is a network of national training institutes for senior police officers in the Member States of the European Union. It was established in January 2001 for the purpose of helping to train law enforcement officers and to support and develop a European approach to the prevention and combating of crime and the maintenance of public order and security from a cross-border perspective. CEPOL also welcomes cooperation with national and international training institutes outside the European Union.

4.2.6 Centres of expertise

The society within which the police do their work is in a state of constant flux. Knowledge is therefore playing an increasingly important role in their work, which varies from 'hard' duties such as investigating crimes and maintaining public order to 'soft' duties such as providing assistance and acting as mediator. Sometimes the police are required to cope with large-scale events and disasters and at others they have to turn their attention to small-scale incidents involving just one or two people. A third dimension is that the work takes place in both the public and the private domains. In short, the police have to deal with many different aspects of society involving standards and values.

Since there is a need for knowledge that is easily accessible at any given moment, the Police Training and Knowledge Centre provides information on best practices, for example in relation to large-scale and special operations, developments relating to special investigative powers, police science and leadership. For this purpose the Centre works with centres of expertise.

The Police Knowledge Network (PKN), which is a form of digital databank, occupies a special position among the centres of expertise. The databank serves as a repository of the knowledge of the Police Training and Knowledge Centre, the police forces and the external partners, and can be consulted on-line by police officers. The data consists not only of documented knowledge taken from textbooks and training modules but above all of practical information that can be used in the situations with which police officers are confronted on a daily basis.

4.3 Recruitment and selection

In view of the fluctuating nature of the labour market the police are obliged to take appropriate measures to recruit new personnel in good time. The Minister of the Interior and Kingdom Relations therefore introduced a staffing and recruitment project (PPP) in the late 1990s in cooperation with the police forces, the Police Training and Knowledge Centre and the Dutch Police Institute (NPI). The project is intended not only to aid the recruitment of police officers but also to raise the profile of the police as an employer and to convey a clearer image of the police as an institution. Responsibility for recruitment and selection was transferred to the Police Training and Knowledge Centre in 2002.

The police staffing section of the Recruitment and Selection Institute provides intensive support for the police forces and many facilities for recruitment and selection. It operates, for example, a general service and information call centre (the Police Jobs Line), which answers questions from potential applicants. It also runs a national

recruitment campaign intended both to attract candidates and to convey a positive image of the police as an employer both to the public at large and to serving officers. It is hoped that this will stem the outflow of staff and create a sense of pride in the organisation.

4.4 Career development and diversity

The regional police forces are responsible for their own career development policy. A good policy requires efforts by both the organisation and individual employees. The organisation must specify the requirements and provide opportunities for career advancement and the employees must support this policy by showing interest, commitment and a willingness to undergo training and, where necessary, be mobile. National and regional policy are coordinated in consultation with the regional forces.

The career development policy of the regional forces includes regional management development policy, which focuses on identifying, selecting, developing and utilising management potential. This policy applies to all positions in the police force with the exception of the most senior positions, which are in the gift of the Crown. The two government ministers in charge of the police are responsible for appointing top officers and drafting the job requirements.

The Minister of the Interior and Kingdom Relations defines some of the criteria to be met by the career development policy, of which the most important is the job evaluation system. In addition, the Minister encourages and facilitates the development of instruments for use by the forces, for example in implementing the policy on diversity.

4.4.1 Diversity

To deliver quality and flexibility, the police must be representative of society. Their position is strengthened if all members of the public feel represented and supported by them. Moreover, the organisation as a whole is then better equipped

to meet the demands of an increasingly complex society. It is therefore important for the Dutch police to reflect the community at large as far as possible.

The National Centre of Expertise on Diversity (LECD), which is part of the Police Training and Knowledge Centre, initiates policy on diversity and encourages and supports the police forces in implementing this policy across the widest possible spectrum.

4.4.2 National Management Development Office (LMD)

The National Management Development Office for the police and fire services has been established at arm's length from the Ministry of the Interior and Kingdom Relations. The LMD's function in relation to the police is to cooperate with the police forces and police institutions to identify talented people for top strategic positions in the police, to help them develop and to arrange for the appointments to be made by the Crown. It also performs a similar function for the fire services.

In order to select people of high potential for the police, the LMD has established an Admissions Committee consisting of force managers, chief officers and chief public prosecutors.

This committee assesses whether a person would be suitable for a strategic position in the future and determines what personal development process they must complete for this purpose. A personal development programme is then worked out in close association with the Police Leadership School (SPL).

An Advisory Committee on Appointments consisting of chief officers and deputy chief officers will also be established in the near future to consider the list of candidates for jobs and draw up shortlists. The original list will be prepared by the LMD and the shortlist will be submitted to the force manager concerned.



5 Labour Relations



Relations is responsible, as employer, for the terms and conditions of employment of the police. However, the actual employers of police officers are the force managers of the regional police forces, the KLPD and the management board of the Police Training and Knowledge Centre. They are responsible for implementing personnel policy and policy on terms and conditions of employment.

5.1 Terms and conditions of employment and legal status

In addition to the police the Netherlands has 11 other sectors in which government is responsible for the terms and conditions of employment of the personnel. These are central government, education, the judiciary, defence, municipal authorities, provincial authorities, water boards, universities, teaching hospitals, higher professional education and research institutions. As police sector employer the Minister of the Interior and Kingdom Relations negotiates with the Central Collective Bargaining Committee for Police Officers (CGOP) about the broad outline of the terms and conditions of employment and legal status. The CGOP is formed by the four national police unions, namely the Dutch Police Union, the ACP Police Union, the General Dutch Police Association and the Association of Middle-ranking and Senior Police Officers. Together these unions represent about 80% of police personnel. Agreement must exist between the sector employer and the CGOP about policy on terms and conditions of employment and on legal status or changes to this policy. The legal status of police personnel is laid down in secondary legislation.

The force managers (as the actual employers of the police) and the Minister of the Interior and Kingdom Relations (as sector employer) work closely together to reach agreement with the CGOP on terms and conditions of employment. This cooperation, which is embodied in a covenant, makes a clear contribution to the unity of the police. A police force may itself consult with the police unions in the regional collective bargaining committee about legal status and terms and conditions of employment, within the scope of the national agreements. This may concern, for example, fringe benefits or agreements concerning legal status in the event of a reorganisation within the police force.

5.2 Employee participation

In the Netherlands employees are entitled to participate in the process by which strategic decisions are taken by the organisation for which they work. The establishment of a works council is laid down by law (the Works Councils Act). The personnel are represented on this council.

Each regional force has its own works council, which consults regularly with force management about operational management and general personnel issues. The works council has the right to be consulted about proposed reorganisations. The consent of the works council is required for decisions to alter policy in certain other fields such as training and the quality of work.

5.3 Modernisation of terms and conditions of employment

The terms and conditions of employment of the police should reflect the changing demands made upon the forces. Efforts are therefore made in consultation with all parties concerned to strike a balance between flexibility for the organisation and security for the staff.

6 International police cooperation



In practice international cooperation between police and justice authorities is a complex issue. Although it is easy for politicians to say that 'the Netherlands must be made safer' or that 'Europe must be made safer so that people can live in an area of freedom, security and justice', it is not so easy to explain how this is to be achieved. What is clear, however, is that international cooperation must be intensified if these aims are to be fulfilled. Such cooperation should involve not only national and European organisations and activities, but also the procedures by which this cooperation is to be approached and implemented and who should be involved. Each European country has numerous lines of communication with Brussels and beyond.

The ten countries that will join the EU in May 2004

Hungary
Czech Republic
Slovakia
Poland
Estonia
Latvia
Lithuania
Slovenia
Malta
Cyprus

6.1 European Union

International police cooperation is necessary in order to guarantee freedom, security and justice, as laid down in Title VI of the Treaty of Amsterdam. The Third Pillar of the European Union involves police and judicial cooperation in criminal matters. The Member States act together to prevent and combat crime, particularly organised crime, terrorism, trafficking in human beings, offences against children, trafficking in drugs and arms, corruption and fraud, racism and xenophobia and football hooliganism. EU-wide legislation is drafted and agreements reached on such matters as training and the exchange of information.

Cooperation on the basis of the Schengen Agreement has been incorporated into EU law since 1999 under the Treaty of Amsterdam. This cooperation covers a wide range of matters such as the abolition of border controls, the coordination of immigration and asylum policy, the development of "compensatory measures" between the police and justice authorities (in particular on visas, immigration, judicial and police cooperation, arms, cross-border pursuit, and cross-border surveillance) and the establishment of supporting facilities such as the Schengen Information System (SIS) and the maintenance of national contact points.

For the time being EU decisions need to be adopted unanimously by the Council of Ministers. When the 10 new Member States join the EU in 2004, the new EU Treaty (the European constitution) will be signed. It will probably come into force in 2005 or 2006. From then on decisions on non-operational police cooperation will be taken by qualified majority. The right of veto will be maintained in respect of operational police cooperation.

The Netherlands will hold the presidency of the Council of the European Union from 1 July to 31 December 2004. The Netherlands will therefore be the face of the EU for six months. This poses a substantial organisational and financial challenge, but also provides unparalleled opportunities in the

Netherlands, in Brussels and in the European Union as a whole. The Netherlands will be succeeded in the presidency by Luxembourg in 2005.

6.2 Missions

To implement the conclusions of the Cologne European Council (June 1999) and the Helsinki European Council (December 1999) a procedure has been started in the Second Pillar of the European Union to increase the part played by the EU in peace missions. Police deployment is the main component of non-military crisis management in the context of strengthening the Common Foreign and Security Policy (CFSP).

The organisational arrangements have virtually been completed in the Netherlands. The Minister of the Interior and Kingdom Relations can second police officers to the UN, the OSCE and the EU by order in council. Responsibility for recruitment, selection, supervision and after-care rests with the Dutch Centre for International Police Cooperation. The officers concerned are given extraordinary leave by their employer for the relevant period. The organisation and legal status of the missions are as far as possible in keeping with those of the Royal Military Constabulary. Global developments suggest that the need for the deployment of police is, if anything, likely to increase in the near future.

The EU target is a total capacity of approximately 5,000 FTEs for 2003, of which at least 1,000 should be deployable within 30 days. The Netherlands is aiming to be able to provide a total of 230 FTEs (Royal Military Constabulary and police personnel), of which the police should provide approximately 40 FTEs in 2003.

6.3 Bilateral cooperation

Another important dimension of international cooperation concerns the work of the Dutch police in border areas. The police in regions on the border with Belgium and Germany must be able to cooperate more intensively with their counterparts

abroad if there is to be adequate maintenance of public order and security and adequate law enforcement. The police have taken steps to intensify this cooperation by holding joint exercises, setting up joint police stations and arranging exchanges.

However, the situation in border areas can be improved only if the police forces concerned are given powers to carry out certain tasks on both sides of the border in association with their foreign colleagues. This is one of the findings of an analysis made by the International Police Cooperation Steering Group (STIPS), in which all border forces cooperated. The Ministry of the Interior and Kingdom Relations and the Ministry of Justice set to work with representatives of the Dutch police and are now cooperating with the relevant authorities from Germany and Belgium to draft a convention to solve the problems that have been identified. In addition, all police activities are being combined and coordinated in multi-year cooperation programmes.

Agreements will also be made with other countries in the years ahead. Use will also be made of previous experience.

6.4 Candidate countries

The European Union is on the eve of a major enlargement. The police forces of the candidate countries are making substantial efforts to comply with the European acquis in advance of their accession. The Netherlands has undertaken, together with all EU member states, to help the candidate countries in this connection. The focus in the next few years will be on Romania, Bulgaria and Turkey. Multi-year cooperation will be established with these countries on the basis of memorandums of understanding.

6.5 Europol and Interpol

Europol and Interpol are both involved in combating organised crime. Europol, which is based in The Hague, is a central police office for the sharing of information on criminal matters at European level. Europol does not have any executive tasks. It is based on an international agreement – the Europol Convention – which took effect in 1999 and which regulates such matters as the political and legal control of Europol and measures for data protection. The countries of the European Union have undertaken in the Convention to provide information to Europol.



Interpol provides a worldwide network of contact points in countries whose police are affiliated to it. In the Netherlands, the Criminal Investigation Department of the Ministry of Justice acts as the national central office for Interpol. Interpol is not based on a treaty, but is in fact the result of an agreement between the various police services. The functioning of Interpol is regulated in a constitution.

Information can be exchanged through Interpol on all forms of crime, whereas Europol is concerned exclusively with combating organised crime involving two or more countries of the European Union. As good cooperation between the two information services is of vital importance Europol and Interpol have concluded a cooperation agreement.

6.6 Eurojust

Eurojust is the European network for judicial cooperation in the fight against serious cross-border, in particular organised crime, terrorism, trafficking in human beings, drug trafficking, money-laundering, environmental offences and forgery of the euro. Eurojust provides the judges and prosecutors of the EU member states with a forum for confidential communication. It also facilitates the coordination of investigations and prosecutions in Europe and provides the judges and prosecutors with the necessary support.

The Ministers of Justice of the EU member states, the EU ambassadors and other EU top officials inaugurated the new premises of Eurojust in April 2003. This represented a further step in the development of The Hague into a major European city, since it already houses the International Court of Justice, the International Criminal Tribunal for the former Yugoslavia, the International Criminal Court and Europol.

6.7 International cooperation in counter-terrorism

A relatively new element of international police cooperation is the intensive counter-terrorism effort made following the events of 11 September 2001. The European Union adopted measures to counter various aspects of terrorism.

The European Council adopted a European Action Plan on 21 September 2001 to improve the level of security in the EU. The plan puts the emphasis on police and judicial cooperation among EU Member States and between the European Union and the United States and therefore has important consequences for the national police services too.

Substantial progress has been made in promoting police cooperation within the EU since September 11. The proposal for a European arrest warrant to simplify and speed up extradition procedures between the Member States has been adopted and will take effect in 2004. Agreement has been reached on the definition of terrorism and the sentences for a terrorist act. As noted above, Eurojust, the body established to promote coordination of investigations and prosecutions between the competent authorities of the Member States, started work from its offices in The Hague in May 2003. Europol's Terrorism Task Force has been in existence for a year and has enabled all existing counter-terrorism authorities to exchange information through police liaison officers. This Task Force has been incorporated into the structure of Europol and has acquired a permanent character through the distribution of the liaison officers among the different units. The European Police Chiefs Task Force meets regularly in order to discuss police matters in general and counter-terrorism in particular within the EU. Police intelligence is becoming increasingly important within the terrorism working group of the Council, where representatives of intelligence and security services, justice ministries, home



affairs ministries and police services consult with one another and exchange information.

Another point is measures to combat the financing of terrorism, which include a decision on the mutual recognition of judicial orders to freeze assets. Cooperation with the United States has been greatly intensified, in particular in the area of combating crime. A cooperation agreement has also been drawn up between Europol and the United States.

6.8 European Police Learning Network (EPLN)

Based on the ideas of the Police Learning Network, Scotland and the Netherlands took the initiative in 2000 of developing the European Police Learning Network (EPLN), based on the three pillars of study, knowledge and discussion.

The network is primarily intended for the exchange of information and expertise between policymakers, researchers and managers within police organisations and training organisations in Europe. In this way they can bring together the

knowledge and experience of the different national organisations. Thirty countries are taking part in the project, including all EU countries, the candidate countries and Norway and Iceland.

The navigation structure, which has been established in accordance with the domain structure used by the Police Knowledge Network, is the backbone of the European Knowledge network. Like the Dutch Police Knowledge Network the quality of the content is carefully checked.

EPLN is being developed within the European Police Academy (CEPOL), the network of European police institutes which was established by the European Union in late 2000. EPLN is the platform on which the e-learning activities of CEPOL will be developed in the future. It can already be consulted through the homepage of CEPOL. However, authorisation is needed for access. Each country determines who is entitled to access on its behalf. The national coordinators are the contacts for this purpose and act as 'gatekeepers'.



7 Dutch Police Institute (NPI)



Cooperation between forces is essential if the problems they share are to be tackled effectively and efficiently. The exchange of knowledge and experience is central in this connection.

As cooperation strengthens the effectiveness of separate measures, the three police consultative bodies, namely the Board of Regional Police Force Managers, the (then) Board of Chief Public Prosecutors and the Board of Chief Commissioners established the Dutch Police Institute in 1996. The institute is the policy advisory centre of and for the Dutch police.

7.1 Activities of the NPI

The aim of the Dutch Police Institute is to assist in the delivery of ever more professional policing in the Netherlands by:

- acting as a link between the police on the one hand and the Ministry of Justice and the Ministry of the Interior and Kingdom Relations on the other;
- promoting cooperation between the main actors in the security chain;
- identifying trends and responding to new developments.

The Dutch Police Institute advises on subjects relating to day-to-day policing. This advice may deal with strategic subjects such as the image of the Dutch police and subjects relating to actual police work, for example the quality of criminal investigation, territory-based policing and the use of force. The Institute also advises on operational management, personnel and organisation and subjects such as the uniform and equipment of the Dutch police.

The Dutch Police Institute is a foundation whose management board consists of the chairs of the three police consultative boards:

- the Board of Regional Police Force Managers;
- the Public Prosecution Service’s police consultative committee;
- the Board of Chief Commissioners.

Committees and/or platforms consisting of representatives (generally specialists) of the three consultative boards function immediately under the boards. They formulate policy and determine priorities on matters of supraregional importance.

7.2 Quality assurance

Quality assurance has been a major concern of the Dutch police for a number of years. Evaluations carried out by the Police Inspectorate and the Police Quality Agency show that the quality system it has developed functions satisfactorily. All forces are fully committed to delivering a quality service.





To understand how they and their units function and perform, the police make use of the INK management model (which is derived from the EFQM model) and of a national quality system. An audit team audits the quality of each force once every four years. A year later a review committee carries out a follow-up. On both occasions the force is evaluated and ways in which quality can be improved are indicated. The main purpose of the audit and review reports in this four-year cycle is to enable the force to deliver an improved service. The Minister of the Interior and Kingdom Relations receives a copy of the review report. The quality system is coordinated and organised by the Police Quality Agency. The districts and divisions of the forces organise their own biennial self-evaluations.

The Police Monitor is an extensive survey conducted at national level which monitors the views and satisfaction level of the general public every two years. In addition almost all police forces carry out client satisfaction surveys among people who have actually come into contact with the police.

The adoption of the quality system has helped to standardise the terms used by the forces to define quality and resulted in a strong awareness of the need to improve quality. Besides greater transparency, there has also been an improvement in the exchange of information and best practices between forces and greater focus on results. The quality system has helped the Dutch police to improve and thus to deliver a better service for and in the community.

The Public Order and Security Inspectorate monitors the proper operation of the system.

7.3 Dutch Centre for International Police Cooperation (NCIPS)

International police policy is coordinated by the police forces and government ministries concerned (i.e. the Ministry of Justice and the Ministry of Foreign Affairs) in the International Police Cooperation Steering Group (STIPS), which is chaired by the Director-General for Public Order and Safety of the Ministry of the Interior and Kingdom Relations.

The Dutch Centre for International Police Cooperation (NCIPS) was founded to arrange for decisions taken in STIPS to be implemented in a coordinated manner. The NCIPS comes under the aegis of the Dutch Police Institute for management and organisational purposes.

By carrying out its coordinating duties the NCIPS helps to generate the necessary synergy between the different parties involved in international police cooperation. This concerns in particular the widely supported police cooperation programmes between the Netherlands and other countries at both bilateral and multilateral level.

The main functions of the NCIPS are to advise the relevant government ministries, on the basis of police practice, about desirable partners for cooperation and to combine different police projects in multiyear programmes.

The NCIPS is also responsible for implementing the policy on sending Dutch police officers on missions to crisis areas. The Centre coordinates the recruitment and selection of the police officers and arranges for their preparation, counselling and after-care.

Finally, the NCIPS is the body contacted by Dutch police officers on foreign missions and by international partners with questions about professional police matters. It provides the best possible answer, in consultation with its various partners, to questions and requests regarding international police cooperation.

8 Public Order and safety Inspectorate



The Public Order and Safety Inspectorate is the supervisory authority for the police, police training, fire services and disaster response. Through its supervision the Inspectorate aims to encourage the police and fire services in the Netherlands to improve their learning and performance. Although the Inspectorate has no sanctions at its disposal, it can help to improve public order and security by publishing its findings.

In 2002 the Police Inspectorate was merged with the Fire Service and Disaster Response Inspectorate to form the Public Order and Safety Inspectorate. The merger intensifies and strengthens supervision within the public order and safety domain.

The Inspectorate inspects individual organisations such as police forces and regions which are recognisable as such in the reports. The results are presented as far as possible on a compare and contrast basis, which enables the forces to learn from one another's best practices. Since the procedure is professional, transparent and independent, the government bodies concerned and the police forces view it as reliable and expert.

The Inspectorate is part of the Ministry of the Interior and Kingdom Relations and the Minister is accountable for it. Its independence is guaranteed because the Minister of the Interior and Kingdom Relations does not interfere with the Inspectorate's findings. This is arranged in organisational terms through the separation of the policy and inspection functions.

The Inspectorate monitors the police, police training, fire service and disaster response services in order to maintain and enhance their ability to deliver an effective service to the public. This is ambitious, since the Inspectorate wishes to supervise matters that are of real importance, are relevant to society and about which the services concerned have a reasonable opportunity to do something. The Inspectorate is therefore more than a mere certifying institution and looks beyond concepts such as efficiency and regularity.

Supervision by the Inspectorate is structural and systematic. At regular intervals it tests whether the organisations operating within the domain of public order and safety are adequately prepared and equipped for their task. It carries out the evaluation by reference to standards set in advance. The Inspectorate systematically monitors the observance of the Police Quality Assurance Decree as one of the aspects of its structural and systematic supervision.



9 Police cooperation within the Kingdom of the Netherlands



The Kingdom of the Netherlands comprises not only the Netherlands in Europe but also the Netherlands Antilles and Aruba. Each of the countries within the Kingdom is responsible for its own law enforcement and security policy. They also have their own police legislation and their own police forces: the Netherlands Antilles Police Force and the Aruba Police Force.

As the Dutch forces are larger, they also have wider expertise. This can be of benefit to the forces in the Netherlands Antilles and Aruba. Cooperation and the exchange of expertise also help to ensure that the quality of law enforcement and policing is of a comparable standard throughout the Kingdom.

The different countries and police forces collaborate in almost all fields of police work as well as with regard to organisational changes, training programme adjustments and computer projects. This sometimes leads to the deployment of Dutch police officers in the other parts of the Kingdom. When Dutch, Antillean and Aruban detectives work together in an investigative team, the team is controlled by the competent authority in the country concerned. Combating organised and cross-border crime is an important part of the work.

A police cooperation coordinator for a given field of work promotes cooperation and the exchange of expertise between the forces. He is the contact for the chief officers of the Aruban and Antillean police forces and assists the people involved in cooperation. The coordinator is also the contact for any Dutch police forces that become involved in problems relating to Aruba and the Netherlands Antilles.

Ranks



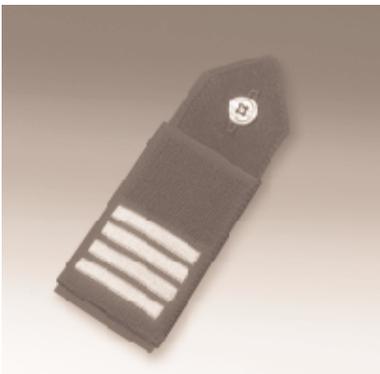
police trainee



police patrol officer



constable



constable 1st class



sergeant



inspector



superintendent



deputy chief constable



chief constable

