# THE SLOVENIAN POLICE

STOP POLICIJA

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### INTRODUCTION

Police forces play an indispensable role everywhere in the world, enforcing the law and protecting people's lives and property. In the same way, the Slovenian police are an important part of the security system of our country.

In the territory of present-day Slovenia, the police, as the largest security force in charge of ensuring the legal order of the state, can be traced back through various periods of time. Since their beginnings in 1850, the police have changed their name, uniforms, equipment and organisational structure and the oaths taken by officers, but their core mission has remained unchanged throughout – to provide safety to citizens.

To this day, the police have maintained the same guiding principle: to perform their work professionally, lawfully and fairly, while taking into account the equality of all people before the law and respecting their rights, freedoms and personal dignity. This is the only way to justify citizens' expectations and strengthen trust in the police as an institution that can be – alongside other actors, of course – a true guarantor of security and the rule of law.

This book presents the wide range of activities the police perform as part of their mission, as determined in national and international regulations. The text, and even more so the photos, provide an insight into the wide range of policing, highlighting just a few of the most prominent and most interesting areas.

The book also shows how demanding and intertwined the tasks of police officers are and, ultimately, how responsible but also rewarding and interesting the occupation of a police officer is. It is a profession that employees of the Police perform with dedication and a mission that goes beyond the mere routine of fulfilling work obligations.

To be a police officer is not just a job – it is a way of life.





### SECURITY IS AT THE HEART OF OUR MISSION

Many take it for granted, but the fact is that security is a public good that requires constant active effort to keep it at a high level.

Slovenia has consistently strengthened security as one of the most important values of a democratic state. Slovenia remains an "oasis" of security and peace, as evidenced by a number of global indices that place it among the safest countries in the world. The police should also be credited for this, as they protect all citizens and other residents, and visitors to Slovenia, against all forms of crime and other security risks. In this way, the police contribute to reducing threats to people's physical integrity and property and their fear of becoming victims of crime.

In recent decades, the work of police officers has been influenced by a number of historic milestones, large-scale security projects, and organisational and technological changes. These changes have contributed to the professional advancement of the police, increasing the efficiency of policing, developing preventive activity, and introducing new forms and methods of work enabling police officers to better connect with local communities.



Police officers have always been aware that successful work is based both on dedicated and professional day-to-day policing and public trust in the police. Without citizen cooperation, the police would not have been able to develop into a modern security provider operating under European standards and achieving top results. What is more, without true public support the police would not be able to maintain its legitimacy and the enviably high level of safety in the country.

In the recent period of intense socio-political transformations, the world as we know it is changing again, and the threats of terrorism, mass migration and other security concerns are confronting us with new circumstances and unprecedented demands. All these are challenges that will require our full engagement in the future.

The police have been successfully adapting to new societal changes and are confident that they will continue to meet the expectations of the citizens they serve.







In the decisive moments of the war of independence, in a general atmosphere of fear and uncertainty, the police force at the time resolutely took the side of the people in defending the Slovenian state.

It was the only armed force that Slovenian citizens were able to rely on. Slovenian police officers at the time performed preemptive activities to carefully protect the emerging democratic processes and then selflessly took part in armed conflicts with the hegemonic central authorities, some of them losing their lives, to eventually play a role in the withdrawal of the Yugoslav People's Army from Slovenia.



### **INVALUABLE ROLE OF THE SLOVENIAN POLICE IN THE** INDEPENDENCE **EFFORTS OF 1991**

That period demonstrated how internally unified, well organised, exceptionally experienced and highly trained the Slovenian police were. Without these qualities, the police as part of the defence forces in Slovenia would have been unable to play their key role in paving the way towards the new, free, sovereign and independent state. Their close cooperation with the civilian population, which fully trusted police officers at the time, was also of exceptional importance.

### Police Day – 27 June

We have chosen 27 June as the Day of the Slovenian Police to commemorate the event in 1991 when police officers, who were members of the former police force at the time, clashed with the Yugoslav People's Army at the Holmec border crossing. This day is marked every year by a number of activities commemorating the organised and professional resistance against the aggressor in the territory of Slovenia, highlighting the active role of the police in achieving Slovenia's independence In particular, the day honours the memory of the convincing determination to protect the state and nation and of the unity, support and mutual trust between the Slovenian nation and its police.

#### Sever Association The legacy

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of the independence values, such as mutual camaraderie and respect, truthfulness, solidarity, patriotism and efforts for peace, is carefully cherished with numerous projects by police veterans united in the Union of Police Veterans' Association Sever. The association is named after the eponymous operation in which the internal affairs authorities on 1 December 1989 resolutely thwarted the intentions of the pro-Yugoslav forces that organised rallies to destabilise the Slovenian authorities and create a state of emergency. In doing so, they protected the democratic processes that paved the way towards the independence of Slovenia.

VETERA



### THREE-LEVEL ORGANISATION

The police force is an independent organisation affiliated to the Ministry of the Interior operating at the national, regional and local levels within the structures of the general police directorate, police directorates and police stations respectively.

The internal organisational units of the General Police Directorate strategically steer, plan, organise and supervise individual fields of work for the entire police force. In addition to performing police tasks, they also prepare analyses, reports and other proposals for decision-making and draft laws and implement regulations in the field of police work. They participate in the drafting of European legislation and its integration into the Slovenian legislative framework.

There are eight police directorates responsible for the security of people and their property at the regional level with their administrative offices located in the towns and cities of Celje, Koper, Kranj, Ljubljana, Maribor, Murska Sobota, Nova Gorica and Novo Mesto.

A total of 111 police stations operate at the local level. Police stations either operate as general police stations serving designated geographical areas or deliver specialist police services such as road traffic policing or border, maritime, airport, mounted or canine policing, or carry out compensatory measures.





- police station for compensatory measures

- service dog handlers and mounted police station

**Police offices** Police offices are the smallest units of the police organisation. The majority of their duties comprise providing advice, collecting information from citizens and other tasks supporting interaction with local residents.





#### We are here for you, 24 hours a day Today

there are more than 8,000 police officers in Slovenia, ready to answer a call of duty 24 hours a day. They operate in the harshest conditions while the nature of their work carries physical and psychological pressures, exposing them to life-threatening situations. But all of this is outweighed by the sense of reward derived from a successfully completed task when a crime has been prevented, an offender found or a human life saved.

Almost half a million 113 calls for police services a year shows that citizens rely on the police when they need help, be it a stolen wallet, a break-in, a traffic accident or a domestic violence situation. Even in cases when citizens turn to the police only to get advice or to express their concern, police officers try to be of friendly assistance to them, lend an ear and help to the best of their ability.



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Contraction of the local sector

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### **AREAS OF WORK**

Police officers use their designated powers in performing a number of tasks. The core competences and organisation are stipulated by the Police Tasks and Powers Act and the Organisation and Work of the Police Act, while some specific duties, for example regarding road traffic rules, state border control, foreigners, criminal procedure and minor offences, are defined in other legislative acts.

Alongside individuals, communities and other bodies, the police provide for the security of people and property, prevent, detect and investigate minor offences and criminal offences, maintain public order, control state borders, and perform road traffic policing.

In addition to this, we also deliver a range of other police services, for example community-oriented policing, operational communication, forensic examination and crime scene investigation, education, training and advanced training, international cooperation and peacekeeping missions, public relations, handling of police dogs and horses, information technology and telecommunications, and specialist capabilities (for example the Air Support Unit, the Special Unit, the Riot Police Unit and the Police Orchestra). The police also have their own museum and attach special attention to sport.

#### Core functions of the police

detecting and investigating criminal acts
maintaining public peace and order
road traffic policing
state border control
close protection and protection of facilities



### COMMUNITY POLICING IS BUILT ON TRUST

The Slovenian police strive to maintain a good relationship with citizens and local communities, in particular when it comes to issues related to security. Police work is effective only if we maintain our presence in the community and when we identify community issues and tackle their causes in interaction with people. The strategy of policing that focuses on the partnership with communities is to identify and solve security concerns and is called communityoriented policing.

Community-oriented policing is based on establishing trust between police and residents. It includes not only operational activities for detecting perpetrators, but also long-term preventative activities. From time to time, police stations organise open days, informing residents about the local security situation, raising awareness and advising on self-protective conduct. This approach, coupled with police presence and visibility in the local community, increases citizens' sense of safety.





It is impossible to imagine policing without the assistance and cooperation of citizens, because security is a common good that cannot be the sole responsibility of the police. For this reason, residents and local communities are encouraged to establish their own advisory bodies, also known as security panels. In this way, they can significantly contribute to decisions concerning security issues and help create safer communities, while they are assisted by police officers within the scope of their designated powers. Almost two hundred advisory bodies of this kind have been established in Slovenia.

#### **Neighbourhood police officers**

Although community-oriented policing is performed by all police officers, there are police officers in police stations who operate as neighbourhood police officers. They are responsible for preventive work in the local community. The majority of their work consists of identifying safety-related issues, providing information on local crime, advising on crime prevention, talking to victims or people affected by crime, returning found and seized items, informal gathering of information, and visiting schools and kindergartens to give safety advice.

The neighbourhood police officer is the police officer in your town who, in addition to professional and life experience, has the people skills needed to cooperate with residents in the local area on a daily basis. You can turn to your neighbourhood police officer to get advice, express your concerns or seek assistance. You can also contact them if you wish to provide crime-related information or report a crime, an accident or a threat or if you wish to share security-related information or propose measures to improve safety in your community, including concerns that may seem trivial but are actually very important to you.







Prevention is aimed at deterring securityrelated incidents and has played an important role in police work for a long time. The role of the police is not only to react, but also to raise awareness and encourage people to act in a selfprotective manner.

Activities in this field include, for example, projects for schools, kindergartens and nursing homes, participation in preventive campaigns and other events, and advising residents on how to take care of their own safety and the safety of their property.



### **POLICE POWERS**

Good knowledge of police powers and rights and obligations is – in addition to treating members of the public with respect and courtesy – the cornerstone of professional and correct policing. It is important that those who are involved in police procedures are also aware of police officers' duties.

Awareness of officers' duties not only helps citizens exercise their rights if they believe an officer has failed to perform their tasks in a lawful and professional manner, but it also helps them to be more cooperative in police proceedings. If citizens better understand our mission, police proceedings can take place without unnecessary misunderstandings.

There is a monitoring mechanism in place to ensure proper use of police powers and to record threats against police officers. It is our continued effort to improve the situation in this field, which is why we are involved in the drafting of legislation and implementing regulations and rules relevant to the police profession. We are improving the level of police officer training and raise their awareness of the importance of the effective protection of human rights and fundamental freedoms. We have established a modern system for resolving police complaints that takes into account the European principles of democratic scrutiny of the police.

The police cooperate with the Human Rights Ombudsman and other mechanisms of civilian scrutiny of the police. All of these have found that there are no systemic or major violations of human rights and fundamental freedoms in police procedures in Slovenia.





Despite a very large number of cases involving the use of police powers, the number of cases in which courts, appellate panels and other supervisory mechanisms have confirmed the misuse of police powers is very small and comparable with European countries with the highest ruleof-law levels.

#### What are police powers?

Police powers, including the use of means of coercion, are legislative powers that enable effective and successful performance of police tasks. Carrying out a police power entails a certain degree of interference with human rights. Therefore powers may only be used under conditions determined by law and in a manner defined by law. In performing their tasks, police officers have the duty to act in accordance with the constitution and laws and to respect and protect human rights and fundamental freedoms. The police are also led by the principles of respect for human personality and dignity, equal treatment, lawfulness, proportionality, professionalism, and integrity.

## Most frequently used police powers

The police powers most frequently applied on a daily basis are collection of information, data processing, issuing warnings, establishing identity and searching for persons (for example, if they are missing), giving orders, carrying out protective searches, seizing items, temporary restriction of movement, detention and arrest of persons, setting roadblocks, issuing restraining orders for persons, security vetting, etc.



### [Mandatory regular

**training** In order to ensure that police officers are trained as well as possible, the police have established a system of training in the use of police powers, including practical procedures and self-defence. Police officers undergo regular training under the guidance of instructors to upgrade and improve their knowledge and skills.

#### **Resolving police complaints**

The possibility to lodge a complaint is an important step towards professional and lawful policing, while it also increases public confidence in the work of police officers. A considerable decrease in the number of complaints related to the use of powers and coercive means over recent years shows that police officers understand police powers well and that they are tactful and polite in the course of procedures. In order to minimise the number of complaints, we encourage a polite and respectful attitude of police officers towards those involved in police procedures, while in processing complaints and in reconciliation procedures taking place at police stations we encourage mediation for constructive management of conflicts.

#### Under a watchful eye

Very few state bodies in Slovenia are under such strict supervision by the professional and general public as the police. In addition to the relevant state institutions (such as the state prosecution, the Human Rights Ombudsman and the Information Commissioner), their work and use of powers are also constantly closely monitored by the media and nongovernmental organisations, which is important from the aspect of protection of human rights and ensuring the transparency of police work. In addition to this, the police have a well-developed system of internal security and protection procedures to address and investigate suspected officer misconduct. In the event of misconduct, urgent measures are taken to establish internal security and appropriate legal procedures are conducted. Considering the nature of their work, the police in particular have to strive for the highest possible standard of professional integrity.

### Police officer safety matters only police

officers who take care of their own safety can successfully and effectively protect the lives, personal safety and property of others. For this reason, we monitor cases involving threats to police officers, participate in the drafting of criminal law legislation concerning assaults on police officers, and provide police officers with state-of-the-art protection and other equipment and means (for example ballistic protective garments, cameras for recording police procedures and means of coercion that are a lesser threat to human lives).





### PROTECTION OF PEOPLE AND PROPERTY

Maintaining public order, protecting life and making sure that people are safe and their property secure certainly make up the majority of police work.

The police carry out many general police tasks such as maintaining public order, supervising the implementation of regulations on weapons and explosives, policing public assemblies, supervising registration and de-registration of guests, implementing regulations on private security and detective services, etc. The police also have a general duty to protect people and property at airports and ports, at sea and in internal waters, in the mountains, in skiing and seaside areas, and on trains.

General police officers are in charge of every police task that is not a police speciality. Thus they most typically deal with all kinds of violations and anti-social behaviour, such as excessive noise, shouting and commotion, brawling and fighting, indecent behaviour, violence, domestic violence, use of dangerous items, vandalism, improper use of pyrotechnics, etc. In addition to this, the police deal with suicide cases, sudden deaths, work-related accidents, drownings, search operations, cases of missing persons, natural disasters and other major incidents, fire situations and tasks related to environmental protection and security of nuclear facilities. The police also provide assistance to other state bodies and inspection services, for example, to municipal warden services, and work alongside international police forces.

## Not everyone is made for this job

Considering the diversity and nature of the tasks performed by general police officers, it quickly becomes clear how much knowledge they are required to possess. Actually, this applies to all fields of work. Police procedures typically take place in very complex contexts. It is therefore important that, in addition to knowing the regulations and police powers and possessing professional and selfdefence skills, police officers have other skills as well. They must have excellent communication skills in order to be able to de-escalate and handle tense situations. In dangerous situations, and there are many of them, they must know how to stay calm and act with caution despite having to react quickly. It is important that they know the basics of psychology and have a considerable amount of understanding of people's emotional distress. Police work certainly involves a lot of stress and can only be performed by mature individuals who are mentally stable and physically well prepared.





# Ensuring public safety at public rallies and events

Police officers participate in protecting public rallies and events, large international sporting events, club competitions, in particular football matches, and concerts and other events. In this way, they ensure the safe and peaceful exercise of the constitutionally guaranteed right to public assembly to participants and organisers. The police protect participants and important buildings while they provide the general security of people and property, maintain public order, and make sure road traffic safety in the area of public gatherings or events is managed appropriately. Moreover, the police must also ensure their own safety.

Occasionally, the police are actively involved in organising large-scale or international sporting events, for example skiing competitions. They are trained in securing sporting events involving a high degree of risk, such as football, basketball, handball and ice hockey matches between national rival clubs or international matches between famous sport clubs attended by their supporter groups.

However, security planning starts long before a rally or an event takes place. In order to provide security for all participants and prevent public disorder, we need to have reliable information in advance, including from abroad in the case of international events. In addition to security, we also strive constantly for dialogue with civil initiatives, non-governmental organisations, interest associations, local communities, fans and other socially engaged groups.

**Police spotters** Police spotters act as a link between the police, supporter groups, sport clubs and organisers of sporting events. They regularly engage with sport clubs and their supporter groups, including during their travels abroad, contributing to greater effectiveness in this area of work. Likewise, foreign police spotters take part in international sporting events in Slovenia, helping us to provide security.

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**Riot police** The Riot Police Unit is a speciality of sorts in the Slovenian police. Members of this unit are employed in various organisational units of the police, where they perform their regular tasks. They are deployed at short notice to handle security situations requiring coordinated response of a large number of specially equipped and trained police officers. The duties of the riot police include maintaining and establishing public order, tasks related to investigating serious crime, carrying out major security operations (e.g. arresting dangerous and armed perpetrators), policing natural, environmental and other disasters, and other, typically more demanding, tasks related to the protection of public property and personal safety. This unit has another subdivision for police specialities – these are members of water cannon crews and police snipers.

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**Alpine police** The Alpine Police Unit is a subdivision of the Riot Police Unit. Its officers are trained and equipped to perform police tasks in alpine terrain.



# Search operations and missing persons

Several hundred people - adults and children - are reported missing in Slovenia every year. Police officers invest a considerable amount of effort and energy in what frequently turns out to be a very demanding and extensive search operation involving various police units (police dog handlers, mounted police, alpine police) and, for instance, the support of drones and helicopters. If necessary, the police also involve members of protection and rescue services (rescue dog handlers, mountain rescuers, speleologists, divers, volunteer fire-fighters, etc.). The police initiate a search operation when a person is suddenly and unexpectedly missing, for known or unknown reasons, from his or her every-day life or their absence cannot be explained.

The website www.policija.si and the media publicise information concerning missing persons, the circumstances of their disappearance and their photographs to help maximise the success of a search operation, which often depends on clues provided by residents after someone disappears. Anyone believing that they have seen a missing person or know why somebody has gone missing is welcome to share such information with the police.



### POLICE DOGS AND HORSES -INVALUABLE POLICE ASSISTANTS

Both police dog handlers and mounted police officers perform the full range of normal police duties. Their focus is on maintaining public order, through observation, but they are also an effective tool in controlling mass violations of public order and in securing public gatherings involving a higher degree of risk. Dogs in particular are effective in searching for missing persons and supporting criminal investigators and forensic practitioners. Additionally, police dog handlers and mounted police officers participate in prevention campaigns in schools and kindergartens and as part of the promotion of the police profession. Four-legged assistants always make an impression.

Mounted police officers with police horses are assigned to the Mounted Police Station Ljubljana and the Service Dog Handler and Mounted Police Station Maribor, but they operate throughout Slovenia. The majority of Slovenian police dogs and their handlers work under the command of police stations or police dog handler units within regional police directorates, in the Special Unit, and in specialised national border control units and the Security and Protection Centre.



**[In good hands]** The Service Dog Training Section within the Police Academy plays a key role in the development of police cynology, purchasing, breeding and training police dogs. The section also provides training for police dog handlers and veterinary care to all animals serving the police.



## Dogs' noses make the best detectors

It is difficult to imagine modern-day policing without the assistance of police dogs. They have become our loyal and invaluable assistants in providing security and performing the most demanding general and specialised tasks. General tasks include providing public safety at events attended by crowds, controlling the state border, searching for missing persons, chasing down criminals and protecting their handlers in dangerous situations.

Specialised tasks are those in which dogs use their trained sense of smell to find various substances or items such as illicit drugs and explosives, firearms, cartridge cases, biological traces, and bodies. They are even able to detect the source of a fire.

Due to innate attributes such as their sense of smell, which is immeasurably better than that of humans, the exceptional ability to discriminate odours, better night vision and more developed hearing, dogs are sometimes more effective than technical instruments. Their presence often has a deterrent effect on potential perpetrators, discouraging them from committing a crime. A close bond between the police dog and its handler is crucial for canine policing.





### [Children are always pleased to meet four-legged police] Preventive

**meet four-legged police** Preventive and promotional work is an important task of police dog handlers and mounted police officers. Police dogs and horses attract a lot of attention, in particular from children, who are most impressed by them – providing a way for police officers to bring their work closer to youngsters.



# No terrain too rugged for police horses

Not only on foot, by bicycle or in a police car – police officers also efficiently perform their tasks on horseback. The Slovenian police have been using horses since 1920, when the first mounted police unit was formed. The tasks of mounted police officers are similar to those of other police officers and are typically related to protection of a variety of public gatherings (events and rallies) attended by large numbers of people. A police officer on horseback is more visible and has a better vantage point.

Due to their physical attributes and excellent agility, horses can provide assistance in managing rough terrain such as forests and riverbanks, setting up large-scale blockades, searching for persons, apprehending offenders, and locating illegal cannabis growing sites. Police on horseback can search large open areas in the event of major natural and other disasters. Their most important duties include state border control, in particular along the "green border", where routes are often impassable and horseback policing is used to prevent illegal migration and the smuggling of illicit drugs and weapons.

Mounted police officers are not a rare presence in city streets or parks or footpaths. In addition to preventive effect, horseback patrolling, both in busy city traffic and in traffic-free zones, has promotional value, as these magnificent animals never fail to make an impression.

**Calm in critical situations** A police horse must be able to cope with noise, smoke, crowds and other hindrances. Police horses must wear special protective equipment. When they are involved in maintaining public order, their eyes and heads are protected with a special visor. They also wear chest and leg pads to protect them from items that may rebound from the ground or be deliberately thrown at them. During night-time they use retro-reflective equipment, in particular if they operate on roads.





### ROAD TRAFFIC POLICING

Developments in the automotive industry and infrastructure have brought many advantages but also contributed to higher accident rates. There are several accidentcontributing factors, the main being road user behaviour, road infrastructure, motor vehicles and traffic environment. The Slovenian police attempt to address all of these and reduce the possibility of accidents.

Safety on Slovenian roads has greatly improved in the last decade or two and has met the goals from the Resolution on the National Road Traffic Safety Programme. Some credit for this favourable trend can be attributed to traffic police performing their tasks successfully. We have become a credible partner both for citizens, who understand our work as taking care of safety, and other state institutions in this field.

The rapid and unstoppable development of traffic and changes in modern traffic flows bring new challenges and risks in this field that we will have to address in the future. For this purpose, we are strengthening traffic police units, introducing new methods and modern technical instruments to further increase the efficiency of police procedures and thus improve road traffic safety.




#### Traffic police officers ensure safety for all road users

In order to improve traffic safety, police officers monitor the safety situation on Slovenian roads (motorways and expressways and other state and local road networks) on a daily basis. They investigate traffic accidents and prevent and detect crime and minor offences that undermine road traffic safety.

The police pay particular attention to the most atrisk road users, such as pedestrians, cyclists and riders of single-track motor vehicles, and engage in partnerships with other traffic safety enforcement agencies.

Traffic police officers direct traffic (for example at crossroads or during major hold-ups), enforce speed limits and establish comprehensive supervision on main transport links. Supervision of transportation is especially important given the economic development and increase in the volume of road cargo traffic.

Traffic police officers also deal with protection at cycling, running and other events on roads.







# [Attention to most common accident-contributing

**factors** A decreasing trend in the number of traffic casualties has continued in recent years, yet speeding, wrong-lane and wrong-way travel and disregard of the right of way unfortunately remain the main factors contributing to accidents with the most severe outcomes. These factors are not isolated from other factors, such as driving under the influence of alcohol, illicit drugs and other psychoactive substances. Monitoring these areas is thus of key importance for providing greater traffic safety.



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#### The more visible, the safer

Traffic policing carries a number of work-related risks. High-visibility fluorescent yellow jackets provide for greater visibility and, consequently, safety of traffic police officers. In road policing, we use high-performance cars and motorcycles, specialised vehicles (equipped with the ProVida speed measuring system or cameras for monitoring cargo vehicles and bus drivers during driving), technical instruments (manual laser speedometers, laser scanners for inspecting traffic accident sites), and computer equipment.

# Motorway police for a more rapid response

The motorway police, which was established in 2021, contribute to improved safety and smooth running of the traffic network and fewer infringements by road users on the Slovenian motorway network. The volume of traffic on motorways and expressways has increased significantly in recent years. This required the restructuring of police work, in particular because of the development of the motorway network, introduction of the toll system and the significant increase in transit traffic through Slovenia. The motorway police units can provide a speedier response to traffic accidents, crime incidents and traffic congestions and can deal with reckless driving and other traffic violations more efficiently.

### Prevention in traffic pays off, especially in the long run

The results of preventive campaigns intended to raise public awareness about traffic safety and to improve traffic safety culture are difficult to measure, as the effect of such activities shows only in the long run. The proof that decades of our efforts have produced results and that it pays off to continue the hard work in the field of prevention together with all other partners in the country is the number of fatalities in traffic accidents. In the early years of independence, Slovenian roads claimed approximately 500 fatalities a year, yet this number has been reduced today to approximately 100 fatalities a year. Every life is precious, so we will continue to work to achieve the Vision Zero ambition when, hopefully, our roads will no longer claim death casualties.







## STATE BORDER CONTROL AND ILLEGAL MIGRATION MANAGEMENT

The Slovenian police organisation is an equal and respected member of the European border police family and deserves acclaim for the professional and committed work of its members.

The number of detected illegal migrants or criminal offences at the border is not the only indicator of police performance and professionalism. The way the police deal with passengers at border crossings and residents in border areas is even more important. The Slovenian police constantly strive to improve this relationship even further. In delivering state border control, we work alongside other state institutions and engage internationally, cooperating with the law enforcement authorities in neighbouring and other countries and with international organisations and agencies.

Owing to the good level of training and equipment of the Slovenian police and compliance with all European standards, Slovenia has since 2007 been a full-fledged member of the Schengen Area, which means that the country's residents are free to travel, work and reside within its borders. We are also proud of being able to tackle new and unexpected challenges posed by global changes and external developments. For example, in 2015 and 2016, the police successfully managed mass migration across the country, and in 2020 they temporarily introduced a special border-crossing regime in order to contain the spread of the coronavirus.

Migrant and other issues will continue to significantly influence police work in the future. More intense involvement in international activities will be required, including at the remotest external borders of the Schengen Area. Regardless of where they perform their migration-related tasks, Slovenian police officers are known for their professionalism, ethical stance, and respectful attitude towards fellow human beings and their dignity.

# From border checks to preventing illegal migration

There is more to state border policing and dealing with foreigners than just checking documents at border crossings and detection of falsified documents. It includes state border control, border surveillance, investigation of border-related crime and minor offences, investigation of border incidents, prevention of illegal migration, and enforcement of foreigner-related legislation. All of these services are performed both at the state border and in the border areas as well as inland, where compensatory measures are implemented.



#### Free crossing of borders within

**the Schengen Area** Anyone in possession of a valid travel document (ID card or passport in the case of Slovenian citizens), regardless of citizenship, can cross internal borders anywhere and anytime between countries in the Schengen Area (i.e. the border-free area of Member



#### Police officers prevent, detect and investigate the use of altered, falsified or stolen travel documents and other documents submitted for border checks; they also deal with cross-border crime, illegal migrants and their guides, smuggling of people, illegal substances in sport, drugs, weapons, ammunition, and stolen vehicles. The police also detain persons who are to be extradited to foreign law enforcement authorities and carry out intensified

supervisions. Police undergo specialist training and use specialist vehicles and facilities and specialised tools (Schengen bus, document readers, thermal vision cameras, drones, etc.) and IT-devices. Auxiliary police officers and members of the Slovenian army also assist in areas under heaviest pressure.

The support of the Schengen Information System, which is an electronic information-sharing system containing alerts on persons and objects, is of significant importance. Also playing a major role are the centres for international police cooperation in Thörl-Maglern and Dolga Vas supporting 24-hour rapid data exchange with all neighbouring countries, and indeed throughout Europe, through a network of centres.

### We participate in the Frontex

**agency** We regularly compare our know-how with that of foreign colleagues as part of the activities of the European Border and Coast Guard Agency (Frontex). Many Slovenian border police officers are deployed to joint operations on almost all external borders (from Scandinavia to Greece and from Poland to Spain). These include deployments of Slovenian border police officers to operate as part of other international operations (mainly to the countries in the territory of the former Yugoslavia) and hosting of foreign police officers on their professional visits to Slovenia.





# nanges to border regime

**during the epidemic** Due to the rapid global spread of the COVID-19 communicable disease, an epidemic was declared in 2020 for the entire territory of Slovenia. Border traffic and border entry/exit restrictions were introduced for international travellers and Slovenian citizens. Measures were adjusted to assessments of the epidemiological situation, and we have been successful in implementing them also thanks to information technology solutions introduced during that period.

#### **Centre for Foreigners**

One of the pillars of the effective migration policy of the European Union is returning citizens of third countries who do not or no longer meet the conditions for residing in its territory. A person is typically provided with the option of leaving the EU on their own and returning voluntarily to avoid enforcement of return. In Slovenia, the Centre for Foreigners, based in Veliki Otok near Postojna, is in charge of foreigners subject to return procedures.

Return is a very complex process involving identification procedures, acquisition of personal documents from consular representations of third countries, cooperation with airline operators, and coordination between the EU Member States and other agencies, such as Frontex. Of course, voluntary return is encouraged in all types of return cases, and it may also include reintegration programmes in the country of origin. This enables a returnee to reintegrate in their local environment and to get their life back on track. Foreigners are never forced to return to countries where their life or freedom could be threatened.

There is a movement restriction in place for persons residing in the Centre for Foreigners, which is why the centre constantly seeks to improve the quality of accommodation for those in the process of being returned. At the same time, it provides for high standards of human rights and constantly monitors migration trends and adjusts to them.



## [Maritime police] The maritime police protect the state border at sea and control

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police protect the state border at sea and control crossings of the border at sea border crossings, deal with safety of marine traffic, supervise compliance with fisheries legislation, perform tasks in the field of maritime ecology, and rescue people and property at sea.



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## DETECTION AND INVESTIGATION OF CRIME

We live in times when crime is not confined by national borders. This is especially true for organised crime, trafficking in weapons, human beings and illicit drugs, and money laundering. Slovenia too has had to face an increase in these types of crime and it comes as no surprise that the fight against organised crime groups operating internationally is one of its priorities.

To effectively detect and investigate crime, the police try not only to keep up with but to stay well ahead of criminals. This is why the police introduce modern investigation methods and techniques, train and equip experts for the investigation of all types of crime, including the most serious ones, and improve evidence-gathering procedures. We perfect the use of specific methods and techniques of crime investigation. We thoroughly monitor the various forms of crime that occur in Slovenia and strengthen preventive work in this field. By monitoring crime trends at home and throughout the world, we contribute to improving crime clearance rates that are among highest in Europe. The Slovenian police are a reliable and trustworthy partner abroad. This is confirmed by the fact that the police have contributed to the success of a number of international criminal investigations. The growing globalisation of organised crime, the ever more sophisticated and complex forms of white-collar and computer crime, and advanced technologies exploited by perpetrators have become a serious threat. The police have to keep pace with these developments and, with proper technical support and cooperation with international law enforcement, continue to limit and prevent crime opportunities.

#### The broad scope of general crime

The field of general crime is very diverse and represents approximately 80% of all reported crime. It includes property crime (thefts, burglaries and robberies), violent crime, sexual crime, juvenile delinquency and domestic violence. With the development of modern means of communication, investigation is expanding to these fields, for example to the investigation of online child abuse, while the latest growing trend seems to be in environmental crime (for example illegal trade in and transport of waste).



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### [Police negotiators]

Crisis situations such as suicide attempts, abductions, hostage situations and bomb threats require the involvement of police negotiators. Police negotiators perform regular police duties in their units as criminal police officers, police officers, neighbourhood police officers, etc.

# Investigation of organised crime groups

In the field of organised crime, the police deal with trafficking in illicit drugs, traditional forms of organised crime (money counterfeiting, abuse of prostitution, trafficking in human beings, organising illegal migration, smuggling of highly taxed goods) and extremely violent acts (explosions, murders, extortion, acts of terrorism, trafficking in firearms and other hazardous substances for mass destruction), and with other crime types such as corruption and money laundering as a consequence of organised crime.

The police have a special operational service that can carry out covert investigation measures (undercover operations and surveillance) and use specialist equipment. To be able to better prevent potential acts of terrorism, we also have access to passenger name records (PNRs) in accordance with the relevant European directive.

### From increasingly complex computer investigations to extremely demanding detection of white-collar crime and corruption

With regard to new cyber tools (internet, dark web), which are being increasingly used by perpetrators and criminal groups targeting both individuals and companies, the police have to face the question of how to successfully investigate computer crime within the existing legislative powers. The main challenge is to follow the rapid progress of information technologies and the constantly expanding volume of data and combine them with new knowledge, staff and suitable equipment in order to ensure the professionalism and success of computer investigation and digital forensics.

White-collar crime and corruption are becoming increasingly complex and so is investigation of these crimes. These crimes are highly organised and taking place cross-border, harming the financial interests of Slovenia and the European Union, which is why the focus is on investigating criminal offences generating huge profits or causing extensive damage and criminal offences related to the use of public funds and major corruption risks (for example large infrastructure investment projects, national and local-level public procurement, subsidies). The police also focus on tracing financial transactions by performing parallel financial investigations and seizing criminal proceeds.





### [Criminal police officers investigate serious crime] Although

members of the criminal police do not wear uniforms, they do sometimes wear jackets with "POLICIJA" written on the back. In detecting crime and tracing perpetrators they frequently cooperate with uniformed police officers. Uniformed police, who are on duty 24/7, are typically the first to respond to or detect a crime and to take immediate measures and investigate less demanding crimes, whereas more complex forms of crime requiring special investigative skills and technical equipment are investigated by criminal police officers. At the level of police stations, there are local crime investigation groups operating in the local environment, especially in urban areas. There are also mobile crime investigation groups within regional police directorates targeting areas with higher levels of crime.



#### Support by criminal intelligence and international databases

Criminal investigation is multidisciplinary and requires the cooperation of various experts and liaison with other state bodies and inspection services. Criminal intelligence invaluably supports police decision-makers and investigators in steering the work of the police, conducting investigations and solving cases.

Effective investigation also requires international cooperation with foreign police forces as part of established structures such as Interpol, Europol, the Schengen Information System and SIRENE Bureaus, the Police Expert Network on Missing Persons and the European Network of Fugitive Active Search Teams, multilateral and bilateral agreements, etc., providing Slovenian police officers direct access to vitally important operational data available through international police databases. This enables us to be immediately responsive, with on-duty services and national contact points being immediately available.





# Almost every murder case in Slovenia solved

In terms of murder rates, Slovenia is among the safest countries both in Europe and globally. When it comes to investigation of offences against life and limb, almost all murder cases in Slovenia are solved. This can be attributed also to the high level of response provided by the police.

When a murder is reported to the operations and communications centre, urgent steps are taken immediately. Various services in the police will carry out their part of the task. Police officers secure the crime scene and take the first measures on the spot. Criminal police investigators and crime scene officers carefully examine the crime scene to locate potentially useful traces or items. The National Forensic Laboratory examines the material accordingly and makes comparisons; these are the initial steps in proving a crime has taken place and finding the perpetrator. Meanwhile, criminal police officers carry out inquiries, investigate and try to do their best to gather as much information as possible on a potential offender.

If necessary, other police services get involved in the criminal investigation, for example the Special Unit might assist in arresting hardened and most dangerous perpetrators or engage their divers, members of alpine and cave rescue teams, or bomb technicians to handle specific situations. Also very effective is the assistance of the riot police, particularly in searching extensive ground and difficult terrain, and of handlers of police dogs, both general and specialist dogs trained in detecting traces of blood, semen, inflammable substances, or weapons and explosives.

[National Bureau of Investigation] The National Bureau of Investigation was established in 2010 as part of the criminal police to undertake even more effective investigation and prosecution of the most serious and most complex forms of white-collar, corruption, organised and other crime. It cooperates with units at the regional and local levels, exchanging operational information and providing assistance. The office has solved many difficult cases, including some that received major media coverage (for example serious threats to the financial interests of the state, damage to companies receiving state capital investments, organisation of pyramid schemes, abuse of insider information, and corruption in healthcare, the energy sector and sport) and has dismantled a number of international criminal groups trafficking in illicit drugs or human beings or dealing in prostitution and money laundering.





## FORENSIC PRACTITIONERS AND CRIME SCENE OFFICERS

Every criminal leaves a trace, however microscopic. Whether it be a latent fingerprint, a hair, a drop of blood, a footwear mark, a murder weapon, a textile fibre – nothing remains undetected because we can find it. From the moment we begin to process the crime or accident scene right through to the expert analysis and final report or expert opinion, we must correctly, carefully and meticulously preserve and document all facts and traces so that they can be used as evidence in criminal proceedings.

Although Slovenian crime scene officers and forensic practitioners wish their services were not required, reality has other ideas: the number of requests for expert examinations and analyses increases every year. We have so far managed to identify many a perpetrator. By means of human DNA examination we have, for example, found several thousand perpetrators who would otherwise have remained undetected. But no less importantly, we have also proven the innocence of a number of suspects. We are immensely proud of every single small victory, because each one contributes to the improvement of crime clearance rates and helps to ensure the safety of the residents of Slovenia.

The first Slovenian criminalistics laboratory was established in 1950 in Ljubljana. Since then forensic science has developed, introducing new methods and raising the standards of criminal investigation, especially intensively in recent decades. Today, one cannot imagine crime investigation without forensic science. We will tirelessly follow its future development and perform good, impartial and reliable forensic examinations.











#### **National Forensic Laboratory**

The National Forensic Laboratory examines physical evidence from crime scenes in order to identify, classify and individualise them for the needs of the police and the justice system. For this purpose, it uses state-ofthe-art equipment operated by highly trained experts. They also participate in crime scene examinations and investigation of accidents and other incidents and in searches of premises.

The laboratory is the administrator of forensic records. It administrates records of traces and reference samples. It is in charge of the development of forensic examination in Slovenia and prepares and implements training programmes pertaining to investigations and crime scene examinations. In 2010, the laboratory wasgranted accreditation LP-094 in the field of testing (SIST EN ISO/IEC 17025) by Slovenian Accreditation. is being constantly expanded as can been seen in laboratory is qualified to perform almost one hundred different types of examinations in accordance with professional guidelines. A great majority of the most important examinations, such as human DNA analysis, handwriting and signature examinations, and latent fingerprint recovery, have already received accreditation.

The Slovenian National Forensic Laboratory is also a founding and respected member of the European Network of Forensic Science Institutes (ENFSI) and has actively participated since 1995 in multiple working groups at the highest scientific level in Europe.







### CLOSE PROTECTION AND PROTECTION OF FACILITIES

The Slovenian police also provide protection of persons and designated premises, facilities and buildings and their surroundings. Close protection usually takes place behind the scenes and away from the public eye. With the exception of the "men in black" who discreetly protect dignitaries, all other activities take place quietly and almost invisibly, which makes them no less difficult, responsible and demanding.

The main task is protecting the most exposed, publicly known persons from security threats. Providing physical protection to the highest-ranking domestic and foreign representatives of authorities, such as heads of state or government and ministers, is an essential aspect of ensuring state security, maintaining national stability and governance structures and, consequently, international relations. In addition to this, we protect state facilities used for ceremonial purposes and diplomatic and consular representation offices in Slovenia and the residencies of ambassadors in accordance with international obligations.





The key principle of our work is respect for the legal order of the state and its national legislation and European conventions such as the Vienna conventions on diplomatic and consular relations, on which rests the international foundation of the protection of foreign protected persons and facilities. Evidence that we have been successfully performing work in this field for decades is the successful provision of security to foreign statesmen and other senior representatives on their visits to Slovenia. These events received major media attention and contributed to international recognition of our work.

Such high-ranking guests have included Pope John Paul II, US President Bill Clinton, Queen Elizabeth II and Dalai Lama, while we also performed well during the meeting of the US and Russian presidents, George W. Bush and Vladimir Putin, and in many other events, the most challenging ones certainly including those taking place during the Slovenian Presidency of the Council of the European Union.





#### Security and Protection Centre

The unit that has been in charge of protecting persons and facilities since 1991 is the Security and Protection Centre, which operates as part of the General Police Directorate. It mainly employs security specialist police officers who, in addition to everyday tasks such as providing security to Slovenian statesmen and facilities of national importance, provide close protection services to foreign dignitaries visiting Slovenia at least 70 times a year.

For a long time now, close protection officers have been more than just drivers for highranking officials. The scope of their work is now much broader. Their duties include preventive, operational, technical and physical security of persons and facilities. This means that, in addition to being in close proximity of the person they protect, they also carry out observation and patrolling and preventive searches of facilities and their surroundings, collect and analyse information, prepare risk assessments, etc. Alarm and video surveillance systems and mechanical protection systems are of great assistance to them. In order to make their work even more efficient, they also liaise with foreign colleagues to exchange valuable experience.



### SPECIAL UNIT, ALWAYS ON STANDBY

The main mission of the Special Unit is fighting terrorism and organised crime and other forms of extreme violence posing a high degree of risk to safety, health or life.

In addition to arresting dangerous criminals, it also performs bomb disposals, protection of national and foreign statesmen of the highest rank, and escorting high-value or hazardous shipments. The Special Unit also provides assistance in natural and other disasters and performs other tasks requiring high levels of mental and physical preparedness, top-level training, and special knowledge. It frequently cooperates with other police units, both in operations and in training.

The Special Unit operates in the entire territory of Slovenia and is able to perform the most demanding security tasks due to its mobility and special tactical and technical capabilities.





In recent decades, the Special Unit has been involved in high-profile operations against the most hardened offenders in Slovenia and in a number of arrests of drug traffickers, extortionists and armed bank robbers.

Members of the Special Unit are not to be exposed in public, so they usually operate in disguise or camouflage. Since independence, they have not had to use firearms, which indicates the high level of their training, as they are able to perform the most demanding tasks without resorting to the most stringent coercive measures. In the future, the members of the Special Unit will continue to train on a daily basis "for help, but also for impact and sharpness", as their motto goes.

**[Highly trained Red Panthers]** Members of the Special Unit, whether they be sharpshooters, door-breaching specialists, police dog handlers, medics, divers, drivers of special vehicles or bomb technicians, have all undergone countless hours of training, including physical fitness programmes, exhausting drills, shooting practice, and tactical and operational training. They are always ready to perform high-risk police operations.





### IMPROVED PERFORMANCE WITH THE AIR SUPPORT UNIT

Modern-day policing would lose a considerable advantage without support from the air. The Air Support Unit is involved in searching for missing persons, protecting mass gatherings and other events, pursuing criminals, controlling the state border, managing road traffic, and carrying out criminal police operations.

As an integral part of the national system of public security and the system of civil protection, rescue and assistance, the unit is irreplaceable when it comes to saving lives and property. The unit performs emergency medical transportation, inter-hospital patient transfers and incubator transportation of premature babies. The duties of the Air Support Unit also include mountain rescue operations, while its assistance is also indispensable in firefighting and in the event of floods and other natural disasters.





With its transportation capacity, the unit assists various departments within the police and external users, for example the Alpine Association of Slovenia. There are certainly many possible uses of aircraft in policing, and new technologies will expand the possibilities further.

We pay a lot of attention to maintaining top competence of crews and everyone else involved in flight operations and maintaining and upgrading the technical equipment of helicopters, which is a prerequisite for safe and effective work. In the future, we aim to modernise and unify the fleet and ensure a more balanced availability of the Air Support Unit in all parts of the country.

**[We save precious lives]** There are countless cases in which helicopters can effectively come to the rescue, save precious lives or prevent severe outcomes. Emergency helicopter assistance is a very important aspect of policing. Helicopter crews sometimes operate in highrisk circumstances, dealing with seemingly impossible situations. They save lives on a daily basis, providing assistance in places that are too difficult to reach by other means and transporting injured and sick people from the scene of accidents to hospital within an exceptionally short time.

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### [Aircraft fleet modernisation]

À high-performance multi-purpose transport AgustaWestland AW169 helicopter was acquired in 2019.



### OPERATIONAL AND COMMUNICATION ACTIVITY

Within the police, a good flow of information is of key importance for making quick and correct decisions in managing security events. Such information is provided every day, 24 hours a day, also through operations and communications centres. The centres function as information hubs, their primary task being the structuring of initial emergency operational measures for the protection of life and property and the safety of police officers. Employees of the centre thus need to receive incident-related notifications and collect information that is important for the work of the police.

Each of the eight police directorates has an operations and communications centre, receiving calls through the police emergency number 113 and dispatching police and criminal police patrols.

When a resident makes a call for help to the telephone number of the nearest police station or comes to a police station or approaches police officers in person at an incident location, the competent regional centre is notified immediately. It collects feedback and uses technological solutions to support responding police officers in carrying out their tasks and staying safe in the course of their duty.





The operations and communications centre at the national level is the one that coordinates and decides on the use of police resources from various police specialities when dealing with the most challenging security events, while it also serves as a direct link with police units in steering police work.

A 113 call for service is usually the first point of contact between citizens and the police, which is why it is very important that our call-takers communicate in a professional way and with appropriate empathy. The police officer must be able to calm the caller down so that they can give as much information as possible despite their fear, shock and distress. The most important thing is that anyone in need of police assistance gets it within the shortest possible time and to the appropriate extent, regardless of where they are located.

#### Police emergency telephone number 113

The police emergency telephone number 113 is used for reporting violations of public order, traffic accidents and criminal offences, that is when the assistance or immediate intervention of the police is required. Police officers responding to a call for service can immediately dispatch a police patrol to the location.

Dial 113 if you have been involved in or witnessed a traffic accident, if you are a victim or you have witnessed a criminal offence, if you believe that peace is being disturbed, or if you think that the police can provide safety in any other way. When you call 113, be prepared to provide as much detail as possible about:

- the nature of the emergency (for example, traffic accident, brawl);
- the location of the emergency (place, type of road, for example motorway, direction of travel, proximity of prominent buildings);
- the time of the incident (have you come across the event by chance or are you involved in it);
- persons in need of medical assistance, number of persons involved (vehicles, persons);
- anything else that may be of relevance to your own safety or that of other members of the public.







## INFORMATION AND COMMUNICATION TECHNOLOGY

ew things have had such an impact on the Slovenian olice as information technology, because the data rovided by information and communication technology CT) form the bedrock of all tasks, decisions or reports nat are performed, adopted or compiled by the Slovenian olice. Today, one cannot imagine policing without the adio communications, computer, web technology and ther systems, equipment and devices operated by the and Telecommunications Office which enable us to erform everyday police tasks.

The Slovenian police was among the first organisations in Slovenia to successfully introduce the latest technological solutions and develop a secure communications network. Meanwhile, the organisation of this field of work has changed so that users are able to manage modern information and telecommunications services as effectively as possible. Over time, the police connected with the information systems of other organisations and introduced e-administration solutions and e-services for citizens. We have further integrated our system into supranational systems such as Interpol, Europol's information system and the Schengen Information System. All this has entailed upgrades and new solutions and an overhaul of the relevant infrastructure.

As security problems increasingly move online, the police are building new solutions to better support the investigation of criminal offences in the field of cyber-crime and to protect their own ITC system, while being aware of the importance of data protection, including the protection of the rights of individuals to privacy. All of this has been successfully pursued to further enhance protection of data, improve the operational response of police officers and make police work even more efficient, placing us at the forefront of European police forces.

### [ePolice officer, the third partner on patrol] A number

of modern mobile solutions have recently been introduced in police work. Among them is the ePolicist (ePolice officer) service, which enables police officers in the field to carry out checks on persons, documents and vehicles against police records on a portable mobile device and to conduct traffic-related procedures as quickly and as efficiently as possible. The additional module ePolicistLite enables police officers to perform mobile border control at border crossings.





# Facing new challenges of the digital age

The Slovenian police have experienced significant information and technological changes over recent decades. Since the days of handwriting, timeconsuming typing of dispatch documents, carrying important documents in briefcases and fixed telephony, they have made an almost unbelievable leap into the digital age.

Countless small and large technological steps were needed to get from the mechanographic data processing dating back to 1957 and manual keeping of lists under the card punch system to the successful accession to the single European information system for the external border control of the Schengen Area and to progress from the first terminal network with 13 terminals to the exchange of email through a GSM network.

Fortunately, we have always had in-house development teams that followed the latest global trends in this field and are tackling new challenges such as the internet and cloud computing, new biometric technologies, unmanned aerial vehicles, high-performance wireless communication (LTE), big data, cyber security and mobile commerce.



**Electronic devices** In the field of electronic devices, we provide a wide range of technical solutions to support the operational work of the police. Best known to the general public are speed cameras and breathalysers for measuring blood alcohol content.





## ON-GOING EDUCATION AND TRAINING

Knowledge has never had so much power and played such a role as it does today. The Slovenian police are aware that quality-oriented education and training programmes and on-going active learning is the only way to ensure the effective work of employees at all levels.

The learning process taking place at the Police Academy, where trainees prepare for the diverse and dynamic profession of police officer and where various training programmes are implemented, is combined with constant on-the-job learning. Police officers must be trained to independently resolve demanding tasks and take responsibility for both individual work and teamwork. It is important that they are able to connect theory and legislation with the everyday life in which they are required to make competent decisions and take appropriate measures. For this reason, the interdisciplinary integration of expert knowledge and methods with the practical professional knowledge, skills and competences required to perform the job is at the forefront of our programmes.



#### **I take the oath** By joining our

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large blue family, young people choose an honourable but very responsible and demanding job. Awaiting every new generation of police officers after they successfully finish their studies is the diploma award ceremony and the oath taken before Director General of the Police: "I solemnly swear that in performing the police tasks I will conscientiously, responsibly, humanely and lawfully perform my duties and respect human rights and fundamental freedoms."



In planning the education and training that police officers will need in their career, the police are guided primarily by the requirements of the profession and current trends in providing security. This applies to all three basic fields of training: basic programmes for assuming new or specialist tasks in the police, advanced programmes, and programmes in the field of social skills and police management. Together with other educational police institutions within the European Union, we strive to harmonise education and training programmes.

The Academy is also developing a number of other fields. We implement research and psychological activity and activities pertaining to the work of the police in a multicultural society, employee relationship and conflict management, gender equality, protection of the dignity of employees, ethics and integrity, and museum activity in the police. For this purpose, more than a hundred experts from all levels of the police and the Ministry of the Interior are included in the permanent working groups.

The Police Academy coordinates the employment of top-level athletes and their inclusion in promotional and preventive activities. Also placed within the Academy is a section specialised in police dog and dog handler training.



#### The only institution in the country providing police education and training

The green and peaceful environment of Tacen under the Šmarna Gora hill near Ljubljana nestles the Police College within the Police Academy, providing a short-cycle higher education programme for the profession of police officer. Candidates who meet general enrolment conditions, pass a physical fitness test and qualify in selection procedures can join the programme.

A speciality of this vocational educational programme is that students – police officer trainees – become employees of the Police Academy and that an openended contract awaits them after they successfully conclude their studies. This means that students are on the pay roll and can look forward to a guaranteed career. The study focuses on practical training. Trainees not only attend lectures, write seminar papers and test their practical skills, but also spend one third of their college time in police units under the mentorship of experienced police officers. This way they gain a lot of practical experience during their studies that they can later apply in their police work.



**Physical and psychological fitness** The Police College devotes a lot of attention to good physical and psychological fitness, which is why candidates can, in their free time, use the sport facilities of the Police Academy – a fitness room, martial arts room, gym, running track, obstacle course, etc.

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## Training centre in

**Gotenica** An important part of the practical education and a large proportion of training sessions are performed at the training centre in Gotenica. This place is best equipped for training sessions related to outdoor policing, enabling training sessions for members of the Special Unit and the Riot Police Unit, police dog handlers, members of peacekeeping missions, etc.





#### **Police dog training**

The canine department has a long tradition in the police, and it has seen many changes and improvements in its more than 70-year history. It has introduced new training methods and uses of dogs and new breeds with greater stamina for long-term search operations. The Service Dog Training Section reintroduced their own breeding of police dogs in 2014.

#### **Research activity**

Scientific research in the police has been systematically strengthened in recent years. The Research and Social Skills Centre carries out general and applied scientific research (for example on organisational climate, public opinion about the police, development of management, human resources management, implementation of police powers and employment opportunities in the police), organises consultations, and cooperates with external research institutions and universities. The centre has played the role of a strategic and operational partner to police units at all levels ever since its establishment in 2014. It also handles requests for research addressed to the police by students of various schools, researchers, educational organisations and research institutions.

# Addressing psychological work-related stress

The police profession carries significant psychological stress as police officers have to cope with difficult and even critical situations. This is why, years ago, 24-hour emergency psychological assistance for police officers was introduced to provide for the immediate easing of emotional distress when a tragic or very traumatic event is experienced in addition to psychological assistance and support provided by psychologists employed in the police and by police officer confidants. Employees in the police are trained in conflict management, which is an integral part of strengthening good mutual relations in the police organisation. There are advisers in the police whose duty is to raise awareness of undesired behaviour affecting the dignity of employees, while psychologists also help in employment selection procedures.

#### Police ethics are a framework for our work

"Our relations are based on mutual respect, solidarity, assistance, collegiality, tolerance, sincerity, mutual trust and dignity, wellintentioned criticism and good communication. Such relations are devoid of false solidarity, humiliation, underestimation and discrimination." Code of Police Ethics



# Policing in a multicultural society

Our vision of work is to ensure respect for human rights and fundamental freedoms to all persons in police procedures, including members of minority and ethnic communities. For example, the police have been building a partnership with the Roma community for years, in particular through community policing and a number of operational and preventive activities.

As the topic of multiculturalism is a matter not only for the police but for the whole of civil society, the police partner with all institutions and entities involved in this field, with representatives of local communities and the majority population, and with representatives of multicultural communities. In this way, experience gets exchanged and new approaches for better work in a multicultural society developed.

Respect for diversity is closely connected with tolerance on the one hand and prevention of any discrimination on the other, which is why we also encourage equal treatment of women and men, gender mainstreaming, work-life balance and good interpersonal relationships. We strive for equal respect of all identities, lifestyles and traditions.



**Spiritual support to police officers** The police chaplain, also known as the spiritual care coordinator, and his team are in charge of providing spiritual care services. The most important tasks include - but are not limited to providing religious, moral and ethical counselling services to police officers and other staff who seek help or support, visiting ill or wounded police officers, assistance to victims, counselling police officers in regard to managing stress, ethics and family life, counse before retirement, assistance in cases of suicide, care for the spiritual needs of detain persons, and holding prayers on special occasions.



### Sport in the police

Under a special annual programme, the police have been implementing a system of sport competitions that can be attended by all police employees. Competitions help officers maintain and improve their physical fitness and mental preparedness.

The Slovenian police employ some of Slovenia's – indeed the world's – best athletes, providing them with full-fledged support while in return athletes use their influence to improve general attitudes towards sport in the police. Top-level athletes and coaches employed by the Slovenian police also contribute to maintaining public trust in the police through their involvement in promotional, preventive, sport, educational and other activities that are often carried out in cooperation with other institutions. Top-level athletes in police uniform are our ambassadors in many preventive projects.

### An endurance race promoting strength of

**body and mind** The Brajnik memorial race is one of the most recognisable sporting events in the Slovenian police. It is known as the most difficult test of physical and psychological capabilities of individual competitors and of teamwork during which teams – of not only police officers, but also of members of the military, civil protection, mountain rescue service and firefighters – measure their strength, skills and endurance against each other.

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## POLICE RECRUITMENT

The key police mission is to ensure the safety of individuals and communities and to guarantee human rights and fundamental freedoms, which, of course, requires staff in various fields. This is the reason for the planned and deliberate efforts to make employment in our organisation attractive to different personnel and qualification profiles.

Active employment policy is our long-term goal. One way of achieving this goal is through promotion of diverse employment opportunities. In addition, the police are investing heavily in employees and creating a stimulating working environment.

Usually at the beginning of the year, the police publish a call for applications for the police officer higher education vocational study programme. In addition, there are calls for applications and open competitions for other job vacancies in the police. Police career opportunities are advertised at job fairs and other events and in primary and secondary schools and universities.

We continue to attract young people who feel the urge to do something good for their fellow human beings to police force. Anyone with values such as courage, selflessness, affiliation, justice and prudence is invited to join our ranks.

# On the look-out for the best candidates

The police look only for the best and most capable candidates. The force welcomes anyone who is physical and mentally fit and can cope with most diverse situations and complicated cases, which the police face on a daily basis. Policing is for persons who are able to stay calm in stressful moments and cautiously carry out procedures even when confronted by the most difficult members of the public. After they successfully pass the physical fitness test and go through all the selection procedures, trainees are in for a challenging twoyear training at the Police College.

# A variety of career opportunities

After they conclude their studies, police officers perform general police duties for a while, after which they have the opportunity to develop professionally in their particular field of interest. They can specialise in various fields of work, such as traffic policing, or join the mounted or canine police. They can choose to become crime scene officers or they can join the criminal police or develop their careers as specialists (riot police, alpine police, etc.).

The police also provide a broad range of other career opportunities in areas such as information technology and communications, public relations or the police orchestra and the police museum.



### [Would you like to join auxiliary police?] Having a job or

profession that you love is no obstacle at all. If you join the auxiliary police force, your contract with your employer does not cease to be valid. You will receive payment for the occasional work you perform as an auxiliary police officer, and you will also be eligible for a monthly stand-by allowance. In addition to the initial basic training, you will also undergo regular annual training that usually takes place at weekends.

### Auxiliary police officers help provide security in the country

As part of its organisation, the Slovenian police have always had a reserve police force, which today is called the auxiliary police. We used to have so-called reservists, while today we are assisted by auxiliary police in providing security.

The purpose of the auxiliary police is to assist police officers when the security situation demands it. Auxiliary police officers can be called in during various unforeseen events such as natural and other disasters or when the absence of a large number of active police officers needs to be compensated for. Auxiliary police officers are serious and responsible individuals who, despite the numerous other duties they have, consciously decide to contribute to our common security. Because they appreciate values such as assistance, solidarity, affiliation and cooperation, such individuals are truly welcome in the police.



## PROTOCOL **AND CONCERT ACTIVITY OF** THE POLICE **ORCHESTRA**

The Police Orchestra does not only perform its activities for the police and its employees; it is also the official ceremonial orchestra of the Republic of Slovenia. The quality and renown of the orchestra have grown since its foundation in 1948 and even more so in the early post-independence years when in 1994 the Slovenian government awarded the orchestra this prestigious status in recognition of its highly professional performance and state-building stance.

As an organisational unit of the Slovenian police, the orchestra performs at almost all major events and celebrations of the Ministry of the Interior, the Police, and veteran and related associations. It also provides ceremonial support in various preventive and charity events.





Concerts are an important part of the orchestra's activities. The orchestra holds several standalone concerts every year and these are its best performances. It has constantly been developing artistically and has paved its way to the most prestigious halls at home and abroad, which makes it one of the best ensembles of its kind. The Police Orchestra represents the country internationally in the noblest of ways and creates a link between the police and the public.

The orchestra is proud of the long tradition that it cherishes and which is well recognised by the public. In this spirit, they also strive for the highest possible level of training and education of the members and, consequently, the superb reputation of the unit and the police in general, along with the reputation of the country they represent, both in Slovenia and beyond its borders.

# Bond between citizens and the police

The Police Orchestra is comparable to the best European professional ensembles, in large part because it employs only academy-educated musicians who are selected by audition.

Numerous conductors and artistic directors have developed the Police Orchestra over decades, improving its expertise and expanding its musical repertoire. With their help, the orchestra has upgraded its artistic expression and created a true symphonic sound that has become its signature feature.

The orchestra performs music from all genres, including original pieces for wind orchestras, adaptations of classical, opera and ballet works, pop songs, jazz, and the old favourites of folk pop music. It participates in over 250 events a year, with its members frequently performing in small chamber music ensembles. Its operational work, which includes the performance of police tasks, is also important. With their musical and operational work, professionalism, enthusiasm, and dedication to the dual profession of musician and police officer, the members of the Police Orchestra are the honour and pride not only of the police, but also of the Slovenian state.







## PRESERVING OUR HISTORICAL HERITAGE

The beginnings of the police museum date back to 1920. Through its history, it has operated under different names and as part of different organisational units of internal affairs bodies, often changing locations across Ljubljana, while playing the role of a specialist national museum. A major milestone for the museum was the time when it opened to the public and began to operate as the Slovenian Police Museum within the Ministry of the Interior in 2006. Before the 1990s it operated as a crime study room.

The museum displays police- and justice-related heritage and fosters the understanding of the role of internal affairs bodies and the justice system, past and present, in the Slovenian territory by collecting, documenting, storing, examining and showcasing tangible and intangible evidence. It seeks to attract experts and the general public alike. It is an important educational tool and a source of professional knowledge. The museum provides a setting for preventive awareness-raising about crime and functions as a promoter of the mission of the police. It cooperates with a number of other museums and institutions in preparing various museum projects. It also prepares exhibitions with which it tours towns and cities in Slovenia and takes part in the celebrations of International Museum Day and other cultural events. By implementing a strategy of development of museum activity, including the expansion of museum facilities and increasing the staff, the museum is gradually approaching the level of contemporary police museums. The museum's vision is to continue the long police museum tradition in the Slovenian territory and become a professionally and internationally recognised contemporary museum that is a cultural hub and a centre for studying the history of the police and justice system.

#### From gendarme to police officer

After acquiring additional museum premises on Kotnikova Street in Ljubljana in 2020 to mark the 100th anniversary of the museum, an exhibition was set up tracing the history of the police and the museum, back to the very beginnings of the organised police force in Slovenia. Many a visitor will remember the former police force, and some will recall their older relatives who maintained order as gendarmes in the old Yugoslavia or even back in the Austro-Hungarian Empire. The profession of gendarme was highly respected at the time. The qualification requirements for a gendarme were stricter than the entry requirements for today's police. Candidates had to be of proper height and the gendarmerie accepted in its ranks only young, unmarried men without children, who signed an employment contract and moved to a gendarmerie station to devote their life to providing public security, order and peace. At the beginning, around 1850, they even had no annual leave.







### TIGHTLY INTEGRATED IN THE INTERNATIONAL ENVIRONMENT

By regularly exchanging data and information, performing joint operations and participating in other activities, the police cooperate extensively with law enforcement authorities of neighbouring and other countries in combating organised crime and illegal migration, in maintaining public peace and order at large international sporting and other events, and in providing greater road traffic safety.

Members of the police also participate in the duties of working bodies of the Council of the European Union, European Commission, and EU agencies and international organisations, in regional security initiatives (the Brdo-Brijuni Process, Salzburg Forum, etc.), in various international projects (for example establishing joint investigation teams for combating trafficking in human beings in SE Europe), and in transferring best practices to EU candidate countries. We attend international conferences, seminars and workshops on how to provide security, and we participate in various joint police operations as part of the EU. We have also been participating in peacekeeping and other international civil missions for a number of years.

The European and international organisations or institutions with which the Slovenian police actively cooperate both in operational work and in the field of education and training include Europol, Interpol, Sirene, Frontex, Cepol, Sepa and Roadpol.





#### International civil missions

Slovenian police officers also participate in international civil missions under the auspices of various international organisations. They perform demanding advisory, operational and leadership tasks in numerous crisis spots around the world, contributing to greater regional and global stability and security. They have gained important peacekeeping experience in various countries and cultures, thus contributing to greater awareness of the importance of peacekeeping missions for maintaining world peace and security and nonviolent resolutions of international conflicts.

Since the first mission of the Western European Union (MAPE in Albania), when a Slovenian police officer was deployed for the first time in 1997, we have so far participated in operations of the European Union, United Nations and Organisation for Security and Cooperation in Europe (in Bosnia and Herzegovina, North Macedonia, Serbia, East Timor, Kosovo, Afghanistan, Jordan, Palestine, Georgia and elsewhere). Slovenian police officers are always received positively both by the law enforcement authorities of the host countries, with which they directly cooperate in accordance with the local population. With their professionalism and dedication, they positively contribute to Slovenia's recognisability and the country's reputation in the international environment. We are exceptionally proud that female police officers have also been deployed to international civil missions and performed all their members involved in such missions.

[We help in crisis spots abroad] The work

**SLOVENIJA** 

and the second

of police officers in current international civil missions primarily includes advising in the upgrading of the existing institutions of the security system in the host country with the objective of establishing the rule of law and democratic institutions that ensure respect for human rights. These tasks are implemented through assistance in establishing new administrations, developing local police structures, taking part in training the local police, etc., which at the same time demands that the deployed police officers be highly trained.

Mitrovicë Mitrovica





### POLICE EQUIPMENT AND VEHICLES

Proper technical equipment and vehicles are of crucial importance in providing police officer effectiveness and safety.

Ensuring that officers have proper means available to carry out their duties is thus an important activity in the police. This includes the development and purchasing of technical and material means. In cooperation with the operational units and services of the Ministry of the Interior, the Slovenian police follow modern trends and are constantly seeking new solutions to better respond to frontline policing. Additions to the car fleet, improving uniforms, providing proper police weapons, and supplying advanced protective gear and other types of equipment contribute to better police performance.









### PUBLIC RELATIONS

With the increasingly fast development of modern media, communication with a variety of audiences has become of exceptional importance. By means of communication, every institution ensures that people are informed about its work, enables the transparency of its operations and seeks to build public trust. In addition to legislation, trust is the first principle underlying police legitimacy, which is why we must make continuous efforts to nurture it.

The best PR is done by police officers on the street and the way they interact with the public. The reputation of the police depends on how successfully they tackle and investigate crime and other incidents, on their professionalism, integrity and responsiveness, and on the way they approach people. But there is plenty of content that cannot be communicated to the public other than by means of mass media and other channels of communication such as websites, social networks and publications. The police inform the public about all important matters related to the provision of security in society on a daily basis.





### **POLICE SYMBOLS**

Commitment to the police profession shows through honour that comes with wearing a police uniform and police insignia. It also shows as respect for police hierarchy, mutual cooperation and protection, team spirit, and selfless assistance to co-workers. In terms of outward appearance, membership shows in particular through the use of official police symbols and symbols of police specialities.

The police symbols most recognisable to the public are certainly the symbol and banner of the police, the badge adorning the headgear of the uniform, and the symbols of uniformed and criminal police. The internal organisational units of the General Police Directorate also have symbols of their own (for example the National Forensic Laboratory, the Special Unit, the Security and Protection Centre, and the Police Academy), as do operations and communications centres, while affiliation to a certain field of work is shown by speciality symbols (for example for maritime police, traffic police, police dog handlers, mounted police, police honour guard and alpine police).

The symbol of the police is a hexagon with a dark blue circle at the centre. The stylised gold-yellow rays radiate from the circle to the edge of the hexagon, and the circle contains the coat of arms of Slovenia. The lower section of the coat of arms is lined with three stylised green linden leaves on both sides. The inscription "REPUBLIKA SLOVENIJA" is above the coat of arms in a semi-circle, and the inscription "POLICIJA" is below the coat of arms. The inscriptions are gold-yellow.

#### **POLICE SYMBOLS**



POLICE BANNER



POLICE SYMBOL



POLICE SYMBOL ON POLICE ID



POLICE BADGE



POLICIJA



POLICE ACADEMY





**AIR SUPPORT UNIT** 

**CRIMINAL POLICE** 

SPECIAL UNIT



MOTORWAY POLICE

MEJNA

BORDER POLICE

TRAFFIC POLICE



SPIRITUAL CARE

#### **POLICE SPECIALITY SYMBOLS**



POLICE ORCHESTRA







SERVICE DOG HANDI FR

POLICE SUPPORT ACTIVITIES



OPERATIONS AND COMMUNICATIONS CENTRE





IT AND TELECOMMUNICATIONS OFFICE



SECURITY AND PROTECTION CENTRE





NATIONAL FORENSIC LABORATORY



MARITIME POLICE





ALPINE POLICE UNIT



POLICE HONOUR GUARD





### **RANK INSIGNIA**

Uniformed police officers have the right and obligation to wear uniform in accordance with regulations. Types of police uniforms, their complementary parts and rank insignia are determined by a special decree. The rank insignia mark the position of police officers in the hierarchy of the police organisation (police officer, police inspector, police superintendent, assistant director general of the police, deputy director general of the police and director general of the police). Police trainees and auxiliary police officers wear special rank insignia.

Police officers can wear on their uniform only the rank insignia that are specified for their job by the relevant act regulating police organisation and job classification. Rank insignia are worn on the upper parts of the uniform, i.e. on epaulettes, or on the left side at chest height. Police officers wear the police symbol on the left sleeve and the symbol of uniformed police on the right sleeve of the uniform (with certain exceptions) and the police badge on headgear. They wear a patch with the inscription "POLICIJA" on the left breast pocket or above or on the left side of the upper part of the uniform. Police officers must also wear an identification patch containing their personal name or number, which is positioned on the right side of the upper part of the uniform, at the height of the "POLICIJA" patch.



OF THE POLICE



2 DEPUTY DIRECTOR GENERAL OF THE POLICE



3 ASSISTANT DIRECTOR GENERAL OF THE POLICE







8 POLICE INSPECTOR I









10 POLICE INSPECTOR III









12 POLICE OFFICER I



13 POLICE OFFICER II



14 POLICE OFFICER III



15 POLICE OFFICER IV



16 AUXILIARY POLICE OFFICER



17 POLICE OFFICER TRAINEE





#### THE SLOVENIAN POLICE

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Certain scenes are from real-life events and training sessions and some have been acted out. Photographs of persons without protective masks were taken before the COVID-19 epidemic.

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