

CYPRUS POLICE ACADEMY

## PROSPECTUS

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#### Mission

«The mission of the Cyprus Police Academy is to provide quality education and training to all members of the Cyprus Police, with a view to expanding their knowledge and developing their skills and abilities, so as to ensure, in the best possible way, the achievement of the strategic goals of the Police».

#### Values

Ethos

Justice

Respect for diversity

Devotion to service

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# ADDRESS BY THE DIRECTOR OF THE CYPRUS POLICE ACADEMY

The rapid social, technological and economic changes that have been taking place on a global scale have led to the creation of new challenges for law enforcement authorities and mainly for the police.

The new types of terrorist attacks, the movement of thousands of migrants from war zones, but also from Asia and Africa to member states of the European Union, as well as the scourge of hard drugs and of new types of drugs that are even more dangerous, constitute major threats that need to be urgently and effectively addressed by the police.

The Cyprus Police Academy as the only institution in Cyprus providing education, training and professional development for police recruits and for police members of all ranks has, in accordance with its mission, a crucial role to play in terms of dealing with the new challenges, through the provision of education, training and professional development to all police members.

It should be noted that, within the framework of upgrading the Training Program for Police Recruits, a Memorandum of Cooperation was signed on the 5th of July 2018 between the Cyprus Police and the University of Cyprus, and since the 3rd of September 2018 the first 99 Recruit Constables began attending five (5) modules at the University of Cyprus. During the Academic years 2018-2019 and 2019-2020, a total of 220 police recruits attended classes at the University of Cyprus.

On the 20th of May 2019, the Cyprus Police Academy and the Training Program for Police Recruits were assessed and accredited by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education.

In July 2019, the School of Fire Service Recruits was transferred to the Cyprus Police Academy, aiming at the training of the Fire Service Recruits which was previously carried out at the Fire Service School. At the same time, the new training program for Training of Fire Service Recruits was drawn up.

On the 5th of March 2020, a Memorandum of Cooperation was signed between the Cyprus Police and the University of Cyprus for the training of the Fire Service Recruits. During the period 31/08/2020 until 23/12/2020, a total of 44 Fire Service Recruits attended five (5) modules at the University of Cyprus.

On the 4th of September 2020, the Training Program for Fire Service Recruits was assessed and accredited by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education.

The pandemic (COVID-19), which has been affecting the whole world since the beginning of 2020, has also naturally affected to a large extent the training offered at the CPA. A cooperation with the Cyprus Pedagogical Institute, enabled the online (theoretical) training of Police and Fire Service Recruits since December 2020.

It should be pointed out that police training and specialized training are of utmost importance for the complex and demanding work of prevention and suppression of criminality, which is needed in a law-abiding society in the 21st century. Our vision is the upgrading of the training and of lifelong learning, for all members of the police so that they can effectively respond to the challenges of the globalized and continuously changing environment.

Themistos Arnaoutis

Chief Superintendent

Director

Cyprus Police Academy

# GENERAL INFORMATION

### Historical Overview

Police training in Cyprus dates back to 1892, when the ﬁrst Police Training School was established with the aim of organizing and operating a Military Police on the basis of legislation by the then British Colonial Administration. The training provided at that time was based on the military–colonial model which was typical for the period. In 1913 the Police Training School was reorganised for the ﬁrst time, with the appointment of selected, high-ranking British Police Oﬃcers as trainers. At the same time, the training program was changed accordingly, to include professional training, physical training, training in the use of ﬁrearms and the learning of the English language. In 1945, the ﬁrst School, exclusively for police oﬃcers, was established at Kyrenia Castle, where it operated until moving to Strovolos, Nicosia. The training included classes which were taught in the English language, combining subjects such as law, police procedures, police ordinances and registers, with practical application and enforcement. Meanwhile, in 1957, a new branch of the Police Training School was set up in Athalassa, Nicosia, at the current premises of the Cyprus Police Academy, in order to provide advanced and specialized training programs. In 1975, following the Turkish invasion, these premises came to house all the services of the Police School.

In 1990, it was deemed necessary to upgrade the Police Training School to a Police Academy, with the aim of adopting new contemporary methods in policing, which demanded that the police serve the public, protect life and property, and at the same time, preserve the peace and maintain Law and Order. Consequently, in addition to the operational training, the Basic Training Course for Police Recruits was enriched with content relating to the ﬁelds of psychology, sociology, civics, human rights, public relations and communication.

Given the continuous academic improvement of its training programs, the Cyprus Police Academy has enjoyed the status of a Higher and Tertiary Public Educational Institution since 1996. The updating continues up to this day, at regular intervals.

In the year 2010, the Training Program for Police Recruits as well as other specialized programs were further upgraded after consultation with academics. The educational structure, the rationale of the new training program and the evaluation procedure followed are currently consistent, to a large degree, with those of other Police Academic Institutions in member states of the European Union. Moreover, this update was the first attempt at modularizing the Training of Police Recruits corresponding to European Credits (ECTS).

Consequently, the Training Program for Police Recruits was further undated in 2017, so that part of their training (one semester) is carried out at the University of Cyprus, in the context of a Memorandum of Understanding. At the same time, new Modules were introduced, including Personal Development and Community Service. Practical Experience with the completion of a Portfolio was also added to the course, while the total length of the training was extended, making thuspossible the award of a Higher Diploma in Training of Police Recruits (3years/190 ECTS).

Finally, the Cyprus Police Academy and the training it offers, was further upgraded when it was Quality Assured by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education, both as an Academic Institution, as well as the Program for Training of Police Recruits, in May 2019. The Cyprus Police Academy and the Training Program for Police Recruits (3years/ 190 ECTS) were assessed and accredited by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education at its 42nd Council on 13-14 May 2019, an accreditation valid from the academic year 2019-2020 until the academic year 2023-2024. An application for assessment and accreditation was alsofiled later on for the Training Program for Fire Service Recruits. This assessment and accreditation were carried out by the same Agency during its 57th Council on the 4th of September2020, and are valid from the academic year 2020-2021 until the academic year 2024-2025.

At the same time, with the aim of further upgrading the Cyprus Police Academy, it was deemed necessary to include the Fire Service Recruits’ School in its organizational structure, indicating the wide spectrum of the training provided at the CPA.

### Basic Goal

The basic goalof the Police Academy is to train and educate the members of the Police. The training of Police members aims at the acquisition of theoretical knowledge and skills as well as atthe development of high-level ethical, intellectual and physical abilities that will provide Police members with the necessary skills to best perform their police duties.

The Cyprus Police Academy sets its targets and activities in line withthe Strategic Plan of the Cyprus Police, as well as the training needs of the members of the Police. The activities realized, refer to the organization of training programs, which develop the skills and abilities of the members of the Police in handling matters referred to in the Strategic Plan of the Police. Moreover, the learning outcomes of the longer training programs provided by the CPA are aligned with its strategic targets.

### Management

The Cyprus Police Academy is headed by a director, who is a high ranking Oﬃcer appointed by the Chief of Police. The Director is accountable to the Assistant Chief of Police (Education) and is charged with the mission of implementing the training and educational policy set by the Chief of Police. The Cyprus Police Academy has two Deputy Directors, who are high ranking Officers, also appointed by the Chief of Police. One of the Deputy Directors is in charge for Education and one for Administration. Moreover, the Director is assisted by a specialized academic, who carries out the duties of Director of Studies, and whose responsibilities include the implementation of the educational policy of the Chief of Police, as well as the provision of advice concerning educational issues.

## ADMINISTRATIVE SERVICES

The Administrative Services are responsible for the implementation of the decisions of the Chief of Police and the Director of the C.P.A., ensuring that the learning process is adequately supported.

### Recruitment Office

The Recruitment Oﬃce deals with the announcement of vacant positions in the Cyprus Police. It also acts as a coordinating body for conducting the recruitment, promotion and foreign language examinations for the Police, in terms of the co-operation that is required between the Police and other relevant bodies. Additionally, it prepares reports concerning Appeals submitted to the Supreme Court, participates in exhibitions/ fairs with the aim of highlighting and promoting police work and informs the public on recruitment and the choice of a career in the police.

### Office for the Coordination of Training

The Oﬃce for the Coordination of Training is responsible for organizing and running training programs/ seminars as they arise, in accordance with the training needs of the Service, in co-operation with the Director of Studies.

Moreover, in co-operation with the Commanders of the Schools, it draws up the Annual Plan of all the educational and training activities of the Police Academy for each academic year. The Office also prepares, monitors and checks the annual budget for training programs.

Additionally, it handles all issues concerning the appointment of Foreign Language and Information Technology instructors and monitors the Lecturers’ Registry.

### Research Office

The Research Oﬃce is responsible for updating and harmonising the teaching material of the various courses oﬀered by the Cyprus Police Academy (with regards to the current legislation and opinions issued by the Attorney General) as well as any amendments made to the Police Standing Orders. Moreover, it prepares study material for the police promotion examinations. At the same time this office updates the Computerisation Program of the Cyprus Police Academy.

### Registry

The Registry is responsible for handling all incoming and outgoing correspondence and updating the personal ﬁles and individual cards of both the staﬀ of the Cyprus Police Academy, as well as of the police and fire service recruits and of the special constables attending courses at the Academy. Additionally, the Registry deals with the performance of other general duties entrusted by the Director of the Police Academy.

### Library

The library of the Cyprus Police Academy supports the trainees and the personnel of the CPA, as well as researchers that are interested in topics relating mainly to the Cyprus Police. The collection is regularly enriched with quality publications, always aiming to improve the training offered at the CPA.

The library, which is situated on the ground floor of Building C’, has a collection of more than 12.000 books. All trainees and personnel of the Cyprus Police Academy, as well as all members of the Cyprus Police, including retired members, and the academic staff of the Open University of Cyprus, are entitled to use the library.

All library members have access to the Online Public Access Catalog – OPAC using the link <http://opac.government.libraries.gov.cy>, where they can monitor their library account after they enter the membership card number as the username, and the password.

In addition, it offers electronic access to two scientific journals, in the Directory of Open Access Journals, while after an agreement between the C.P.A. library and the Library of the Open University Cyprus (OUC), the OUC provides members of the C.P.A. Library, electronic access to more than 89.000ebooks, 49.000 electronic journals (access is granted within the CPA library).

Borrowing rights are granted to students and personnel of the Cyprus Police and the Fire Service, including those who retired, as well as members of the Academic community of the OUC.

The library is open daily from 08:30 to 14:00 hours.

## INTERNATIONAL RELATIONS & MOBILITY

With the aim of further developing the education and training of police members, and producing skilled, well-equipped members, the Cyprus Police Academy organizes seminars, conferences, lectures, training programs and events not only for members of Cyprus Police, but also for members of Police Agencies in other countries. At the same time, members of the Cyprus Police Academy participate in international conferences, training courses and working groups, where they are given the opportunity to acquire new knowledge and exchange experiences which lead to new forms of policing. In addition, the Cyprus Police Academy receives students and members of other Police Services, for training, in the context of Erasmus+ and other bilateral agreements.

The promotion of the International Relations of the CPA is the responsibility of three CPA Oﬃces: the CEPOL National Unit, the Oﬃce for Handling Border Control/ FRONTEX Training Issues and the Office for Handling Issues related to Training:

### CEPOL National Unit

Every year, the Body of the European Union responsible for training in the area of Law Enforcement (CEPOL), organizes a large number of training activities (seminars, conferences, webinars, Exchange Program), with a vast spectrum of current topics related to Law Enforcement of the EU. The Activities of CEPOL are forwarded to the National Units, and are materialised to a large extent by, and within the Member States.

Cooperation between the Cyprus Police and CEPOL, is materialised by the Cyprus Police Academy, via the National Unit, while the Director of the CPA represents the Cyprus Police at the Governing Board of CEPOL (voting rights). [www.cepol.europa.eu](http://www.cepol.europa.eu/)

### Office for Handling Border Control / FRONTEX Training Issues

FRONTEX is a European Union Agency for the management of operational co-operation at the external borders of the European Union. Cyprus Police is represented on the Governing Board, by the Director of the Aliens and Immigration Unit.

The Oﬃce aims at organizing, coordinating and monitoring the training of police members serving at the entry points of the Republic of Cyprus (border guards), that is, members of the Aliens and Immigration Service, the Port and Marine Police and the Cyprus Police Aviation Unit.

The ultimate aim of the Oﬃce is to upgrade the training provided, so that it is fully compatible with the Bologna and Copenhagen processes. For this purpose, since 2004, the Oﬃce has been participating in permanent but also interim working groups of the Training Department of the European Agency Frontex.

Website: [www.frontex.europa.eu](http://www.frontex.europa.eu/)

### Office for Handling Issues related to Training

The Oﬃce for Handling Issues related to Training is responsible for the materialization of objective procedures that relate to the receipt of invitations for participation in training programs, seminars and conferences, organized by various organizations and bodies, other than the Police, within Cyprus and abroad, publicizing the notices for participation by interested police members and supporting the Evaluation Committees in the evaluation of applications, in accordance with the relevant instructions of the Chief of Police. The Office also cooperates with the School Commanders and the Training Coordinator for the organization of fora whereby the members who attend such training may be utilized for the further distribution of knowledge. Its duties include handling mobility in the context of Erasmus+ and other programs.

## SERVICES TO TRAINEES

Student Welfare

Student Welfare of the Cyprus Police Academy aims to promote and ensure quality education and training for the Police / Fire Service members who are in training at the CPA, supporting them in dealing with any academic and personal problems and difficulties they may face, and providing them with every possible help for their personal and professional development.

The practical experience supervisor is the point of contact of trainees for Student Welfare, who also coordinates the provision of services to trainees, and cooperates with the relevant schools, offices and committees.

### Practical Experience (Mentoring System) Office

This office aims at the supervision and guidance of the recruits while they are placed for practical experience at Police and Fire Stations etc. The Officer in Charge supports the recruits on a local level, through their mentors, so that the quality of the practical experience and the wellbeing of the recruits are assured.

The Mentors, being experienced, professionally trained members of the Police and the Fire Service and adhering to required ethical standards, guide, advise, and encourage recruits during the first stages of their professional career in a totally new, multifaceted, demanding and dangerous environment.

## SUPPORT/ OTHER SERVICES

The smooth operation of the Cyprus Police Academy and the wellbeing of the trainees are assured through the work of the various offices that support them, as well as the availability of recreation areas at the CPA.

### Equipment and Uniform Supply Office

The Equipment and Uniform Supply Oﬃce at the Police Academy is responsible for the clothing of personnel and students, as well as for meeting the needs of the Police Academy in terms of various consumables and equipment.

### Electronic Support of Training

For the purpose of assuring the quality of training offered by the C.P.A., an electronic platform offers the possibility for synchronous and asynchronous training sessions to take place, and enables student support throughcommunication with their instructors, and access to extra training material.

The C.P.A. has two computer laboratories that have a total of 40 Computers, and are open to use by the trainees during the times that are not used for classes. In addition, there is free Wi-Fi in all areas of the CPA, and each member of the CPA has a personal police email address and access to the electronic platforms of the Cyprus Police.

There is also free Wi-Fi accessible throughout the Academy.

Every member of the CPA also has a personal email and access to all the eplatforms of the police.

### Recreation/ activities

The areas offered for recreation of the trainees and the CPA personnel, are the canteen, the outdoor kiosks, and the “Stelios Koulentis” recreation area.

The recruits have the opportunity to register as members in organized groups of the Police, such as the International Police Association, the Cyprus Police Sports Association, the Police Association, the Welfare Fund, and the Cyprus Police Torch Run.

### Model Rooms for practical exercises

In the context of offering quality training, model rooms for practical exercises have been created at the C.P.A., where recruits puttheir theoretical knowledge into practice. More specifically, there is a Model Court Room, a Model of a Police Station, a Detention Centre Modeland a Model of a house, where role playing is carried out.

### Provisions

During the three-year probation period, recruits are provided with free training, as well as free clothing and equipment.

### Training week

The normal training week for recruits is Monday to Friday 07.00-14.30.

### Access to the Cyprus Police Academy

The Cyprus Police Academy is situated in the Aglantzia area, east of the Police Headquarters which is on Limassol Avenue (RIK traffic lights), while its entrance is next to the Technological Development Department of the Police Headquarters.

Its location enables easy access from areas outside Nicosia, while transportation from other cities may be achieved via intercity taxis or buses at low cost. Bus stops are located on Limassol Avenue, in close proximity to the Police Headquarters.

## CONNECTION TO SOCIETY

### Lectures/ cultural events

Since 2015, the Cyprus Police Academy has taken up the organization of annual scientific conferences, that take place in Cyprus. These conferences aim at the discussion andanalysis of important criminal trends and threats facing the world. The topic chosen every year, is related to anticriminal policy in the European Union, taking into consideration the priorities and the strategic targets of the Cyprus Police itself. The presenters at these conferences are reputable and distinguished scientists, researchers, academics and operational stakeholders etc. These conferences are attended also by CEPOL, EUROPOL, INTERPOL, theCouncil of Europe, European Commission, Federal Bureau of Investigation, and other organizations.

In addition, the C.P.A., from time to time, trains officers from other Government Departments as well asfrom Independent Services, such asCriminal Investigators of the Independent Authority for the Investigation of Allegations and Complaints against the Police, Municipal Traffic Wardens, interrogators of the National Guard, employees of the Ministry of Finance, and others.

### Community Service Days

The C.P.A., in recognition of the importance of connecting to the society it serves, and of its relation to it, promotes a spirit of social service amongst its recruits, by organizing Community Service Days. During these days, recruits engage in some cause which they themselves have chosen to support, like visiting public benefit institutions, embellishment of public spaces, etc.

### Access to the library

Access to CPA library material is granted to members of the public as visitors, only.Nonetheless, they do not have borrowing rights however, except with the permission of the Director of the CPA. The library is open daily, from 8:30 to 14:00 hours.

### Informing the public

Information regarding the Cyprus Police Academy, as well as thevarious Departments/ Inspectorate/ Services of the Police, is posted on the official Cyprus Police Website ([www.police.gov.cy](http://www.police.gov.cy)). On the C.P.A. page within the website, there is information regarding the running of the C.P.A., employment and recruitment, as well as other relevant information.

The Cyprus Police also uses social media such as Twitter και Facebook, where it posts news and information relating to the everyday work of the police, as well as current issues that may interest the public, including issues relating to police training.

## Buildings and other premises/ facilities

The buildings of the Cyprus Police Academy, in the shape of the Greek letter ‘Π’, house all the services and instruction rooms of the C.P.A.

At the centre of these four buildings, there is the Parade Ground, which is used solely for drills, and west of the Parade Ground, is the car park.

For training purposes, the CPA alsouses additional premises depending on the specialized training needs, such as the premises of the Police Headquarters, of the Emergency Response Unit, and of the Fire Service.

# RECRUITMENT INTO THE CYPRUS POLICE

To meet its needs in terms of personnel, Cyprus Police periodically announces all vacant positions in the Oﬃcial Gazette of the Republic of Cyprus. These positions are those of Police Constables and Special Constables, and are ﬁlled on the basis of speciﬁc prerequisites and set procedures. The aim is to always recruit the best available candidates.

### Duties and responsibilities

The duties and responsibilities are set out in Police Law (N.73(I)/2004) as amended, and in the Police (General) Regulations (R.A.A.51/89) as amended.

### Terms of Employment

Recruitment into the Police is valid from the day that the required acceptance of appointment is given by each candidate.

Recruits are on probation for an initial period of three years. Recruits are placed at the Cyprus Police Academy for a general professional and practical training for a duration of three years.

During this probationary period, the Chief of Police may dismiss any Police Recruit, if following the report of the Director of the C.P.A. and the reports of the Directors under the command of whom the recruit has served, s/he is assessed as unfit to serve as a police officer.

The probationary period may be extended by the Chief of Police for one more year, following the approval of the Minister.

At the end of the probationary period, if the recruit has been executing his/her duties satisfactorily, and is, according to the judgment of the Chief of Police, suitable in every respect to remain in the Police, and according to the relevant Orders issued by the Chief of Police, s/he is given permanent status as a Police Officer.

Recruitment into the Police requires serving in any part of the Republic.

**PRE-REQUISITES FOR RECRUITMENT TO CYPRUS POLICE**

According to current Legislation, each candidate for enrolment or appointment to Cyprus Police to the ranks of Constable or Special Constable must meet the following criteria:

Police recruits

A candidate must:

1. Be a Cypriot citizen.
2. Submit satisfactory character references. If she/he has previously served in the Army of the Republic of Cyprus, the National Guard, the Public Service or has held any Government position or a position in any organization of public law or in any Police Force, then s/he must be able to present satisfactory evidence that during the work period in question s/he was of good conduct.
3. Be over eighteen years of age and not older than thirty-five, unless s/he has served previously as a member of the Cyprus Police up to the date that the current Regulations came into effect: Provided that the provisions of this subparagraph do not apply for regular special constables or special constables who are candidates for recruitment or appointment to the Police.
4. Be certiﬁed, following an examination by state medical staﬀ, to be of good health, sound in mind and body and physically and mentally capable of performing his/her duties aﬅer recruitment. In addition to other criteria, it must also be certiﬁed that s/he:
	1. has good eyesight with or without the use of spectacles and good hearing without the use of hearing aids;
	2. is not color blind, is not ﬂatfooted, does not suﬀer from any form of physical handicap and does not have any impairment or deformity on his/her body or any part of it, and
	3. is of general physical and mental suitability.
5. Be of a height not less than 1.65m for men and 1.60m for women.
6. Be a holder of a School Leaving Certiﬁcate (from a recognized secondary school) or holds a Diploma / Degree from a Tertiary, Post-Secondary Level Institution.
7. Have a good knowledge of the Greek language and a satisfactory knowledge of a foreign language.

*Note: According to the Decision of the Higher Court in Appeal 60/2011, candidates should prove their knowledge of languages at the required level either through**certification or exams before the deadline for submitting their application. A list of the “Proof for knowledge of language” is posted on the website of the Committee of the Public Service (www.psc.gov.cy).*

1. Pass written examinations, conducted in accordance with the (General) Police Regulations, and achieve a total mark of at least 50% on average, and a mark of at least 40% in each of the subjects included in the exam.
2. have passed physical fitness tests, conducted by a committee especially set up for this purpose. The tests and the required results are outlined below.
3. In the case of males, have completed their military service or be permanently exempted from it, but not for medical reasons.
4. Not have been dismissed from the public service, nor have had his/her services in the Public Service of the Republic or a public law organization terminated in the past, due to a criminal or disciplinary oﬀence.
5. Be able to provide information that might be requested regarding his/her past or former employment, or any other issue that might relate to his/her recruitment to the Police. If any candidate makes any false statement in his/her application or in relation to his/her application for appointment, and consequently is appointed, he/she commits a criminal oﬀence, and in the case of conviction, he/she will be dismissed from the Police.
6. have a Body Mass Index of less than thirty (30), provided that, the Body Mass Index is calculated by dividing the body weight of the candidate, in kilos, by his/her height in meters, squared (BMI=weight kg/m2);

(n) have passed the psychometric examination conducted by the Committee appointed by the Chief of Police for this purpose and consists of a Senior Police Officer, one (1) registered psychiatrist and two (2) registered clinical psychologists or one (1) registered clinical psychologist and one (1) psychologist holding an academic position, provided that there is one available in the Republic.

(o) No one is recruited into the Police unless s/he has been tested witha drug test, processed at the State General Laboratory using blood / hair or other suitable sample, with negative outcome.

It is noted that all candidates undergo this test, and in case of refusal to undergo the test, his/her application is rejected, regardlessof whether s/he has the qualifications and fulfills all the rest of the prerequisites provided for in the Police Law and the relevant regulations.

Special Constables

A candidate must:

1. Be a Cypriot citizen.
2. Present satisfactory character references.
3. Be over eighteen years of age.
4. Be certiﬁed, following an examination by a Government Medical Oﬃcer, to be of good health, sound in mind and body and physically and mentally capable of performing his/her duties on recruitment. In addition to other criteria, it must also be certiﬁed that s/he:
	1. has good eyesight with or without the use of spectacles and good hearing without the use of hearing aids,
	2. is of general physical and mental suitability.
5. Be a holder of a School Leaving Certiﬁcate (from a recognized secondary school).
6. Pass written examinations, conducted in accordance with the Special Constables (Appointment Procedure and terms of Service) Regulations, achieving a total mark of at least 50% on average, and a mark of at least 40% in each of the subjects included in the examinations.
7. Be able to provide information that might be asked of him/her regarding his/her past or former employment or any other issue that relates to his/her recruitment into the Police. It is a criminal oﬀence for any candidate to make any false statement in his/her application or in relation to his/her application for recruitment. If conviction for this oﬀence follows his/her appointment, he/she will be dismissed from the Police.
8. In the case of males, have completed their military service or be permanently exempted from it, but not due to medical reasons.
9. Not have been dismissed from the public service, nor have had his/her services in the Public Service of the Republic or a public law organization terminated in the past, due to a criminal or disciplinary oﬀence.
10. Not have been convicted of a serious oﬀence that entails lack of integrity or moral indecency.
11. have passed physical fitness tests, conducted by a committee especially set up for this purpose, which also includes members of the Sports Medicine and Research Centre of the Cyprus Sports Organization
12. have a Body Mass Index of less than thirty (30), provided that, the Body Mass Index is calculated by dividing the body weight of the candidate, in kilos, by his/her height in meters, squared (BMI=weight kg/m2);
13. have passed the psychometric examination conducted by the Committee appointed by the Chief of Police for this purpose and consists of a Senior Police Officer, one (1) registered psychiatrist and two (2) registered clinical psychologists or one (1) registered clinical psychologist and one (1) psychologist holding an academic position, provided that there is one available in the Republic.
14. No one is recruited into the Police unless s/he has been tested with a drug test, processed at the State General Laboratory using blood / hair or other suitable sample, with negative outcome.

It is noted that all candidates undergo this test, and in case of refusal to undergo the test, his/her application is rejected, regardless of whethers/he has the qualifications and fulfills all the rest of the prerequisites provided for in the Police Law and the relevant regulations.

Specialized Personnel

Cyprus Police recruits, from time to time and according to its needs, specialized personnel for carrying out specialized duties. The Chief of Police can, with the approval of the Minister of Justice and Public Order, appoints as specialized personnel, to the combined position of Constable (Scale A5 2nd grade), Sergeant (Scale A8), Inspector (Scale A9), Chief Inspector (Scale A10) and Superintendent B’ (Scale A12 (+2)), according to the provisions of the annual Government Budget, a person who holds a University Diploma/ Title/ other equivalent qualiﬁcation, recognized on the basis of the Legislation in force, and relevant to the duties of the speciﬁc position, as outlined in the announcement of the position. In the cases of specialized personnel, the candidates should be less than 40 years old.

In the cases of specialized personnel for the specialisations of aircraft operator, aircraft mechanical engineer, aircraft electrical engineer, captain of police boats, police boat electrical engineer, police boats electronics engineer, and police boat mechanical engineer, the candidates should be less than 40 years old.

The candidates who meet the pre-requisites as set out in the announcement of the position attend an interview or/and undergo a written examination, and are evaluated on the basis of the Law on the Evaluation of Candidates for Appointment to the Public Service.

# RECRUITMENT PROCEDURE

##### Every year, and provided that vacancies exist, an announcement is made regarding the vacancies and the deadline for the submission of applications in the Oﬃcial Gazette of the Republic of Cyprus, the website of Cyprus Police www.police.gov.cy and www.policenews.gov.cy and the local press.

Interested persons may submit an application for participation in a written examination, in accordance with the Laws on the Evaluation of Candidates for Appointment to the Public Service of 1998 up to 2008, using the Government Gateway Portal www.gov.cy, and pay the sum of 45euro via the JCC payment system, which is the last part of the application process.

To be able to complete their application, applicants must firstly create a relevant profile and subsequently obtain profile verification and approval from a Citizen Service Centre or from the Central District Post Offices by presenting a Civil ID card and a Profile ID which will be sent to them via e-mail, following successful registration and the creation of a profile.

Together with the application, all the relevant certificates referred to in the application must be scanned and also submitted:

1) A School Leaving Certificate from an accredited secondary school or a diploma or degree from a post-secondary, tertiary level institution.
2) Diplomas/ degrees from higher/ tertiary level educational institutions.
3) Accredited certificates proving additional qualifications (for example G.C.E., L.C.C., governmental examinations set by the Department of Education and Culture etc.)
4) Certificates proving the knowledge of foreign languages.
5) A Type A certificate (Document Ε.Φ. 136) proving that the applicant has completed his military service or that he has been lawfully exempted from it, issued twelve months before the publication of the vacancy at most. Any other relevant documents submitted will not be accepted. The date of fulfillment of the military service is considered the last day for submission of the applications.

Applications must be correctly completed and submitted, in accordance with the directions and before the deadline set in the announcement of the positions. Incomplete applications and those submitted after the deadline will be automatically rejected.

Recruitment Examinations

Candidates for recruitment or appointment to the Police must pass a written examination and achieve the percentage scores deﬁned in the prerequisites for appointment. The written examination is conducted by the Examinations Service of the Ministry of Education and Culture. This Service assigns responsibility for the whole examination procedure to a three-member committee, which, following the procedure prescribed by the Law on the Evaluation of Candidates for Appointment to the Public Service, is responsible for the preparation of the examination questions for each subject included, the invigilation of the examinations, the grading procedure and the preparation of the relevant list of candidates.

The written examination for the recruitment of Constables and Special Constables includes Mathematics, Modern Greek, English Language and General Knowledge. The content to be examined for each subject is as follows:

Mathematics

1. (a) Measurements and weights, measurement units

(b) Elements of arithmetic

Divisibility. Exponents of integers, fractions and decimals. Largest common divisor, least common multiple. Fractional numbers, properties and operations. Conversion of fractions to decimals and vice versa. Mathematical problems involving fractions and decimals. Ratios and proportions. Directly and inversely proportional amounts. Scaled plan and related problems.

Simple and combined method for solving three relative problems. Problems on movement.

Note: The problems are solved either with practical arithmetic or with algebra (equations or systems).

1. Geometry

Pythagorean theorem. Perimeter and area of rectilinear shapes (triangle, square, parallelogram, rectangle). Area and perimeter of a circle. Areas and volumes of a rectangular parallelepiped, cube and cylinder. The use of calculators is not allowed.

1. Trigonometry

Trigonometric numbers of the acute angle of a right-angle triangle. Use of trigonometric numbers for solving problems. (The values of the trigonometric numbers are given).

1. Combinatorics

Deﬁnition of n! Application of the principle of enumeration (factorials) in solving problems. Calculations and application in number problem solving: permutation of n diﬀerent objects in κ positions and the combination of n diﬀerent objects in κ positions.

1. Probability

Random experiment, possible outcomes of random experiments, events, calculation of events, certain events, impossible events, complement of an event, mutually exclusive events. Calculation of the probability of outcome. Use of properties 0≤P(A)≤1, P(Ω)=1, P(O)=0, P(A’) =1-P(A), P(A∪B) =P(A)+P(B)- P(A∩B), και P(A-B) =P(A) - P(A∩B).

1. Statistics
2. Basic deﬁnitions: population, unit, sample, statistical data, quantitative and qualitative properties
3. Presenting statistical data: frequency, frequency table, relative frequency, percentage frequency
4. Grouping of data.
5. Interpretation of frequency charts: bar chart, pie chart, frequency chart, frequency polygon and histogram
6. Measures of a distribution: arithmetic mean, median, mode, standard deviation.

Modern Greek Language

1. Essay writing: one compulsory topic
2. Reading comprehension
3. Language: sentences, synonyms, opposites, etymology, derivatives (nouns, adjectives, etc.).

English Language

1. Essay writing (one compulsory topic)
2. Reading comprehension
3. Language: sentence transformation, cloze passages, vocabulary exercises (derivatives, etc.).

General Knowledge

1. Current Aﬀairs
2. History of Cyprus
3. History of Greece (from 1453 A.D. to today)
4. Geography of Cyprus
5. European Union and International Organizations
6. State Structure (Ministries / Departments / Independent Service / State Oﬃcials / Civic institutions).

List of Successful Examination Candidates

Following the evaluation of the written examinations, a list of candidates who have passed the written examination is drawn up, in descending order, showing the score of each successful candidate. This list is published in the Oﬃcial Gazette of the Republic and the local press.

Psychometric examination

Candidates succeeding in the written exam, undergo a psychometric exam.

### Medical Examinations

Candidates must also undergo the prescribed medical examinations, so as to be certified as of good health, sound in mind and body and physically and mentally capable of performing his/her duties on recruitment.

### Physical Fitness Tests

### Candidates who pass the medical examinations must undergo a series of fitness tests.

The first stage of this test is the measuring of the height of candidates (does not apply for Special Constables) as well as their BMI, to ascertain whether they meet the criteria as provided for by law.

### Consequently, every candidate for recruitment must pass a series of ﬁtness tests, at the level prescribed by law as follows:

1. HAND GRIP STRENGTH TEST

AIM OF THE TEST: To measure the maximum strength of the forearm muscles for a strong grip and pulling objects.

MINIMUM PASSING SCORE:

 (i) For Men: 90kg

 (ii) For Women: 65kg

1. SIT AND REACH TEST

 AIM OF THE TEST: To measure the flexibility of the back muscles and the mobility of the pelvis the hips and hamstrings

MINIMUM PASSING SCORE:

 (i) For Men: 0 cm

 (ii) For Women: 5 cm

1. VERTICAL JUMP TEST

AIM OF THE TEST: To measure the maximum muscle power and explosiveness of the legs and the jumping ability of the lower limbs.

MINIMUM PASSING SCORE:

 (i) For Men: 40 cm

 (ii) For Women: 30 cm

1. 30 METRE RUN

AIM OF THE TEST: To measure the body’s ability for speed and acceleration, that is the ability of the body to move and respond quickly and promptly.

MINIMUM PASSING SCORE:

 (i) For Men: 4.5 seconds

 (ii) For Women: 5.0 seconds

1. 12 MINUTE ENDURANCE TEST

AIM OF THE TEST: To evaluate cardiopulmonary performance under fatigue and the ability of the body to produce prolonged physical activity.

MINIMUM PASSING SCORE:

 (i) For Men: 2.400m

 (ii) For Women: 2.000m

Candidates who do not succeed in this test, have the right, if they wish to, to repeat the same test once more, on a later date set by the relevant Committee, between the 8th and the 14th day following the first test.

Narcotest

To be included inthe recruitment list candidates musttake a narcotest which is the last stage of the procedure.

### Recruitment list

Finally, a recruitment list is drawn up, showing the names of the successful candidates for recruitment, and, in descending order, the total score achieved by each candidate in the written examination and interview, as well as for any academic and other qualiﬁcations, with a maximum total score of 100.

Each criterion is weighted within the overall evaluation as follows:

1. the written examination is awarded a maximum number of 93points (94 for Special Constables)
2. the academic and other qualiﬁcations of the candidates are awarded up to 7 points.
	* University Degree 2 points
	* Masters 1 additional point
	* Doctorate 1 additional point
	* Full military service 1 point
	* Having served as a Special Constable for at least three years, 1 point

 Holding an additional University Degree or Masters or Doctorate, receives 1 additional point

The Recruitment List is valid for one year from the date of its announcement.

### Number of recruitments

Recruitments to Cyprus Police are made in accordance with the Recruitment List, and the newly recruited members begin their training at the Cyprus Police Academy. The number of recruitments is not ﬁxed as it changes each academic year, depending on the needs of the Police and the vacant positions available.

# STUDYING AT THE CYPRUS POLICE ACADEMY

The Cyprus Police Academy offers training to police members, whether these are recruits or existing police members, in the context of professional training as well as lifelong learning.

Training programs are scheduled after consultation with the rest of the Police Departments / Units / Services / Inspectorates, which registertheir training needs. At the same time, depending on the training program, they participate in the design of specialized programs.

Four Schools operate at the Cyprus Police Academy, as follows:

The Oﬃcers’ School

The School for Sergeants and Constables

The School for Fire Service Recruits

The School for Foreign Languages

The above-mentioned Schools are under the administration of the Deputy Director of the Academy (Education), and operate under the direction of experienced members of the Police.

**School for Sergeants and Constables**

The Training Program for Police Recruits (3years /190 ECTS, Higher Diploma) has been assessed and accredited by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education, at its 42nd Council on 13-14 May 2019, an accreditation valid from the academic year 2019-2020 until the academic year 2023-2024.

Training Program for Police Recruits

On their recruitment, police recruits are placed at the C.P.A. for the three-year training program, in the context of a training system combining theory and practice. Physical attendance at the Academy throughout the duration of the course and its successful completion are compulsory for probation purposes but also being confirmed as a qualified police constable. The language of instruction is Greek.

The Training Program for Police Recruits comprises of 5 semesters. The ﬁrst and second seminars, which are delivered at the Police Academy, consecutively, with no time lapse, have aduration of 15 weeks each. Following the completion of the ﬁrst two semesters, Police Recruits are posted at the Emergency Response Unit in order to attend Semester III of their program, which lasts for 10 weeks.

Uponcompletion of Semester III, Police Recruits are posted, for a period of 54 weeks, at various Police Divisions/ Departments/ Units/ Services where they are given the opportunity to put into practice the theoretical knowledge they have acquired. During this period, theycomplete a Portfolio, which includes the duties they have to carry out during the time that they are posted at the Departments/ Stations of the various Police Divisions under the guidance of mentors, who are police members serving there.

During the course of the three probationary years, students attend Semester IV of their training at the University of Cyprus, for 16 weeks, where they study for five modules. Before the completion of their probationary period, recruits are posted at the Police Academy, so that they attend Semester V (duration of 10 weeks) when they also submit their completed portfolio for the final checking and assessment.

#### Description of the Subjects included in the Training Program for Recruits

#### Semester I

Β.Α.Α. 101 BASIC PRINCIPLES OF POLICING I

This Module aims at introducing Police Recruits to the Institution of the Police and its operation, in accordance with Laws and Regulations of the Republic of Cyprus, as well as the Police Ordinances and the provisions governing them.

Β.Ν.Δ. 102 BASIC LAW ORDINANCES

The aim of this Module is the training of the recruits in the legal execution of their duties in relation to search and arrest procedures, in accordance with the rights of detainees, court procedure etc.

Ν.Τ. 103 TRAFFIC LAW

With this Module, recruits are trained in applying Traffic Law and Regulations, as well as other, relevant laws and regulations of the Cyprus Republic.

Ξ.Γ. 104 MODERN LANGUAGES (ENGLISH)

The aim of this Module is to encourage a communicative competence (oral and written) approach to English language learning. Learners are expected to acquire skills in understanding various texts, to identify their main ideas, to communicate and interact with ﬂuency and spontaneity and to develop precise, detailed texts in a wide range of subjects, e.g., categories of crime, court procedure, missing/ wanted persons, police ethics, duties and responsibilities as well as others.

Φ.Α. 106 PHYSICAL EDUCATION I

Φ.Α. 106.1 PHYSICAL FITNESS AND NUTRITION I

The aim of this Module is to ensure the physical ﬁtness of recruits, the gradual increase of their aerobic, anaerobic capacity as well as the harmonious development of their physical and psychological strength, as ﬁt police oﬃcers are expected to cope with their everyday workload and have the physical and psychological endurance to deal with emergencies – cases involving violence, assaults etc, that arise while executing their duties. Moreover, participants are also expected to acquire basic knowledge regarding nutrition, so that they can make the correct dietary choices on a personal and family level.

Φ.Α. 106.2 FIRST AID I

The Module aims at developing an appreciation of the importance of First Aid among recruits as well as at providing them with the skills to oﬀer the appropriate aid not only when carrying out their duties as oﬃcers, but also more generally in everyday life.

Φ.Α. 106.3 DRILLS I

The aim of the Module is to develop in recruit police oﬃcers an instinctual sense of police obedience and complete compliance to orders and commands.

Φ.Α. 106.4 SELF DEFENCE I

Self Defence I, as an introduction to the other corresponding modules that follow, aims at providing recruit police oﬃcers with the theoretical and practical training skills, the techniques and the automatic self defence skills which are required for dealing with adverse incidents, such as assaults against persons, the use of armed or unarmed force, overpowering resistance, while displaying appropriate self-control and self-restraint.

Π.Λ. 107 INFORMATION TECHNOLOGY

Π.Λ. 107.1 BASIC KNOWLEDGE OF INFORMATION TECHNOLOGY I

The aim of this module is for students to acquire a theoretical and practical understanding of the basic concepts in information technology, as well as to become acquainted with the diﬀerent parts of a computer. Moreover, students are expected to become familiar with the basic functions of a computer as well as its operating systems. By the end of the Module, students should be able to fully use all aspects of Microsoﬅ Word.

Π.Λ. 107.2 CYPRUS POLICE COMPUTERISATION SYSTEMS

By the end of the Module recruits should be able to make use of the basic functions of the computerization system of Cyprus Police, to locate and identify persons, vehicles and companies, enter and process warrants, issue ﬁxed penalty tickets and use electronic Station Diaries.

Θ.Δ. 108 FUNDAMENTAL RIGHTS AND LIBERTIES I

The aim of this module is to inform police officers of issues relating to fundamental rights and liberties as set in various relevant laws.

Π.Α. 109 PERSONAL DEVELOPMENT Ι

The aim of this module is to introduce recruits to basic psychological terms that deal with the person, recognition and handling of emotions. In addition, it is expected that recruits will be able to develop efficient communication skills as well as their professional profile, elements that will be useful for managing their future career.

Κ.Π. 110 COMMUNITY SERVICE Ι

The aim of the module is for recruits to become acquainted with specific groups in the community, and provide various services to them.

#### Semester II

Β.Α.Α. 201 BASIC PRINCIPLES OF POLICING II

(Prerequisite: Module 101 - Basic Principles of Policing I) This Module focuses on the theoretical and practical training of recruits in handling various incidents they are expected to deal with in carrying out their duties, such as those involving missing persons, explosives and suspicious objects, outbreaks of ﬁre, serving summons etc. The Module also studies and critically analyses the provisions of the disciplinary Police Regulations, the procedure followed in conducting identity parades and, more generally, the identiﬁcation methods used by the Police in locating suspicious persons.

Π.Κ. 202 CRIMINAL CODE I

This Module aims at familiarizing recruits with basic concepts in criminal liability and participation in crime, as derived from the Criminal Code. Besides this, an introduction and presentation of criminal oﬀences is included, with the aim of enabling recruit constables to identify, distinguish, classify and investigate various types of oﬀences.

Δ.Ν. 203 VARIOUS LAWS I

The subjects included in this Module cover a wide range of laws, which regulate various aspects of contemporary society. An examination and detailed analysis is made of the basic principles, deﬁnitions, concepts and legal provisions which govern areas such as the protection of public health, the preservation of the peace, the protection of victims of domestic violence, etc. Additionally, the Module deals with issues related to handling juvenile oﬀenders, sudden deaths and the enquiries carried out for the preparation of the relevant ﬁle to be presented before the court. Moreover, it discusses ways of preventing and combating violence at sports events, and puts special emphasis on issues related to handling cases of torture and inhumane and degrading treatment. By the end of the module, recruits will gain an understanding of, and be in a position to follow and enforce, the legal procedures in handling the above-mentioned cases while executing their duties.

Ξ.Γ. 204 FOREIGN LANGUAGES II (ENGLISH)

(Prerequisite: Module 104 - Foreign Languages)

The aim of this Module is to encourage a communicative competence (oral and written) approach to English language learning. Learners are exposed to a wide range of authentic communicative tasks which reﬂect realistic language use in all four domains (reading, writing, speaking and listening) and within widely diﬀerent areas (e.g., physical/ actual/ professional settings, circumstances and functions). Speciﬁcally, emphasis is given to the acquisition of accurate and ﬂuent language skills (e.g., grammatical, syntactical and lexical). Learners are expected to acquire skills in understanding various texts, to identify their main ideas, to communicate and interact with ﬂuency and spontaneity and to develop precise, detailed texts in a wide range of subjects, including traﬃc, crime scene investigation, lost property and questioning and charging suspects.

Φ.Α. 206 PHYSICAL EDUCATION II

Φ.Α. 206.1 PHYSICAL FITNESS AND NUTRITION II

(Prerequisite: Module 106.1 – Physical Fitness and Nutrition I) The aim of this Module is to ensure the physical ﬁtness of recruits, the gradual increase of their aerobic, anaerobic capacity as well as an understanding by recruits of the beneﬁcial results of physical exercise, that is the improvement of their personal health and the increase of their productivity, both in the workplace and their private lives.

Participants are required to develop an understanding of the connection between nutrition and health so as to be able to make the appropriate diet choices, with the ﬁnal aim of achieving and maintaining good health.

Φ.Α. 206.2 FIRST AID II

The theoretical and practical lessons included in this Module, which include disturbances of the nervous system, burns and the eﬀects of heat and cold, aim at developing further the skills and knowledge of the students in First Aid. This will assist them in meeting the requirement of obtaining a Certiﬁcate in First Aid, in Semester IV.

Φ.Α. 206.3 DRILLS II

This Module, following on from Module 106.3 Drills I, aims at further developing the recruits’ instinctual obedience, discipline and full compliance to orders and instructions with regards to line-ups, parades and various other ceremonies.

Φ.Α. 206.4 SELF DEFENCE II

This second series of lessons in Self Defence, as complementary to those included in Self Defence I, expands on, enriches and develops, with additional practical application and exercise, the automatic self defence skills of recruits, such as composite immobilization locks / grips, strikes, kicks, arrest techniques etc.

Π.Λ. 207 BASIC CONCEPTS IN INFORMATION TECHNOLOGY II

(Pre-requisite: Module 107 - Basic Concepts in Information Technology II)

The aim of this module is for students to acquire a theoretical and practical understanding of the basic concepts in information technology, as well as to become acquainted with the use of the Internet, Excel, and PowerPoint.

Θ.Δ. 208 FUNDAMENTAL RIGHTS AND LIBERTIES II

The aim of this module is for recruits to acquire the necessary knowledge and skills in order to apply the principles of Fundamental Rights and Liberties deriving from Cyprus law, related to data of personal character, telecommunication data, protection of victims etc.

Π.Α. 209 PERSONAL DEVELOPMENT ΙI

(Prerequisite: Module 109- Personal Development I)

This module aims at introducing recruits to basic issues in psychology relating to working within a team and collaborating with other agencies and / or and persons, in the context of their duties. Special reference is made to the systemic approach and the mutual influence of systems, as well as to issues of social psychology. Through this module students are expected to enrich their knowledge regarding the development of personal characteristics and effective conflict resolution skills so that they are able to deal with difficult and challenging incidents and situations, as well as their fast-changing working conditions.

Κ.Π. 210 COMMUNITY SERVICE ΙI

(Prerequisite: Module 110- Community Service I)

The aim of the module is for recruits to become acquainted with specific groups in the community, and provide various services to them.

####  Semester III

During Semester III, recruit constables attend training at the Emergency Response Unit, during which they deal with, among others, the use of police ﬁrearms, as well as police tactics and applications in various types of operations. More speciﬁcally, this training includes the following modules:

Τ.Ε. 301 TACTICAL TRAINING

This module aims at training police recruits in using weapons safely and accurately.

Σ.Ι. 302 COMBAT TRAINING

The module aims at developing the physical fitness and strength of police recruits so that they are able to withstand physically demanding conditions.

Π.Δ. 303 PERSONAL SKILLS DEVELOPMENT

The aim of this module is for police recruits to develop a wide range of personal skills so that they are able to work in adverse conditions.

Π.Α. 304 PRACTICAL EXERCISES

The aim of this module is for recruits to be able to apply all the skills and knowledge they have acquired during their training when dealing with complex incidents.

####  Semester IV

This semester takes place at the University of Cyprus.

ΑΣΤ 001 INTRODUCTION TO POLICING

This module focuses on police-related and policing matters and through a detailed examination of police work it explores issues such as the exercise of discretion, police culture, the use of force, accountability, transparency, as well as current practices and models of policing. A key goal of the module is to present a theoretical definition of police work and, at the same time, the real impact of these theoretical perspectives. Additionally, the module provides a brief overview of the applied research methodology relating to the empirical analysis of various police actions.

ΑΣΤ 002 INTRODUCTION TO CRIMINAL JUSTICE

This module focuses on an introductory review of the role, structure, and systemic functioning of the institutions that constitute our criminal system. Specifically, the module analyses the necessity and synergy of law enforcement (police), the administration of justice (courts) and the rehabilitation of wrongdoers (prisons / policies). Additionally, the local legal system of the Republic of Cyprus is discussed and compared to other systems abroad.

ΑΣΤ 003 ISSUES IN CRIMINOLOGY

The focus of this module is the causes of criminal behaviour and victimization, the interpretation and explanation of crime trends, and an outline of specific criminal actions / perpetrators. Forensic theories, statistical data, and current empirical research are the main tools of scientific documentation of the above. Besides this, substantive counter-crime practices currently being adopted by law enforcement authorities are examined.

ΑΣΤ 004 POLICING AND HUMAN RIGHTS

This module focuses on analyzing and discussing the concepts of democratic policing and policing by consent, as well as police ethics. Additionally, it discusses the international, EU and national legislative framework that regulates the protection of human rights, and how the Police, as the frontrunner of the criminal justice system, contributes to this end.

ΑΣΤ 005 POLICING AND PSYCHOSOCIAL DIMENSIONS

This module provides an in-depth review of the psycho-social dimensions of police work. Specifically, through psychological and sociological concepts and theories, it discusses issues such as the formation of social stereotypes, multicultural policing, and the reproduction of the profile of the police by the Mass Media. Besides this, it deals with key issues such as the control of crowds, interpersonal skills, the confrontational role of the police, professional burnout, and work-related stress.

Semester V

Β.Α.Α. 501 BASIC PRINCIPLES IN POLICING III

(Prerequisite: Module 201 - Basic Principles in Policing II)

The basic aim of this module is to train Recruit Constables in advanced subjects relating to the execution of their duties, such as forensics.

Π.Κ. 502 CRIMINAL CODE II

(Prerequisite: Module 202 - Criminal Code I)

This Module focuses on further training recruit police constables in lawfully executing their duties in relation to the provisions of the Criminal Code concerning various offences deriving from it.

Δ.Ν. 503 VARIOUS LAWS II

(Prerequisite: Module 202 - Various Laws I)

This Module focuses on further training recruit police constables in lawfully executing their duties in relation to various laws and in accordance with the relevant procedures.

Ξ.Γ. 504 FOREIGN LANGUAGES III (ENGLISH)

(Prerequisite: Module 204 - Foreign Languages II)

Module 404 aims at encouraging a communicative competence (oral and written) approach to English language learning. The primary foci include the acquisition of accurate and fluent language skills on a grammatical, syntactical and lexical level, aiming at effective oral and written comprehension and expression, and thus the facilitation of the learners’ efforts to carry out their duties effectively as police constables.

Φ.Α. 506 PHYSICAL EDUCATION III

Φ.Α. 506.1 PHYSICAL FITNESS AND NUTRITION III

(Prerequisite: Φ.Α.206)

The aim of this Module is for recruits to acquire an understanding and an appreciation of the beneﬁcial eﬀects of exercise / training, to improve their personal health and to increase their productivity, so as to be able to meet the demands of their every- day workload. Participants are required to understand the connection between diet, being overweight, underweight, their consequences and the importance of having and maintaining the appropriate, healthy weight.

Φ.Α. 506.3 DRILLS III

(Prerequisite: Φ.Α. 206.3)

The end of the third section of this Module, completes the training of recruits in Drills. The basic aim is the experiential, practical training of recruits for the acquisition of instinctual obedience, discipline and compliance to orders, commands and rules.

Φ.Α. 506.4 SELF DEFENCE III

(Prerequisite: Φ.Α. 206.4)

The lessons included in this Module complete the practical and experiential training of Recruit Constables in the required skills of self defence, the immobilization / overpowering / arrest of suspects and / or handling of cases in which armed, unarmed or other forms of violent / aggressive behavior are displayed. By the end of this Module, recruits will acquire automatic self defence skills and will realize the need for self-control and self-restraint in dealing with cases involving violence.

Θ.Δ. 508 FUNDAMENTAL RIGHTS AND LIBERTIES II

(Prerequisite: Θ.Δ. 208)

The aim of this module is for recruit police officers to acquire the necessary knowledge and skills so as to enforce the principles ~~of~~ the fundamental rights and freedoms relating to detainee rights, racial discrimination as well as the obtaining of genetic material.

Π.Α. 509 PERSONAL DEVELOPMENT ΙI

(Prerequisite: Π.Α. 209)

Participation in the third part of this module will enable Recruit Special Police Constables to deal in depth with issues related to decision making and the management of the authorities and powers they have as law enforcement officers. Recruits are expected to develop skills and strategies that would enable them to use their powers without bias and/or without being affected by personal attitudes and beliefs. Additionally, they will be able to perceive themselves as members of a wider multicultural society with a continuous flow of people of a variety of cultures and ethnicities.

ASSESSMENT

Police Recruits are assessed on the basis of written and oral exams, practical exercises, role play and the completion of a portfolio.

#### Training Program for Recruit Special Police Constables

Recruit Special Police Constables are divided into Cohorts and are posted at the Cyprus Police Academy, in order to attend a 10-week training course. During this time, Recruit Special Police Constables are trained at the Police Academy for ten weeks - separated into two phases, five and ﬁve weeks respectively, and for an additional ten weeks at the Emergency Response Unit.

Speciﬁcally, with their recruitment to the Police, Recruit Special Police Constables are posted at the Police Academy to attend Phase A of their training, which has a duration of five weeks.

Upon the completion of Phase A, at the Cyprus Police Academy, Recruit Special Police Constables are posted at the Emergency Response Unit so that they complete Phase B which lasts for ten weeks.

Phase C is completed upon the return of Recruit Special Police Constables to the Police Academy. This third and ﬁnal phase has a duration of ﬁve weeks.

The Modules included in the training of Recruit Special Police Constables are the following:

**Police Subjects**

* + - 1. Police Duties
			2. Legislation and Police Powers
			3. Traﬃc Law
			4. Various Laws
			5. Practical Police Application

**First Aid**

Basic knowledge and skills in the provision of First Aid in common incidents

**Information Technology**

* + - 1. Basic Concepts in Information Technology
			2. Typing texts
			3. Cyprus Police Computerization System

**Social Sciences**

1. Criminology / Sociology
2. Police Psychology
3. European Union and International Police Co-operation Issues
4. General Education

**Physical Education**

1. Drills
2. Traﬃc Control
3. Physical Fitness

**Discipline / Conduct / Appearance**

**Training at the Emergency Response Unit**

1. Training in Obtaining a Certiﬁcate for the Possession of Police Firearms
2. Training in handling / using ﬁrearms – shooting
3. Riot control exercises
4. Training in the use of Truncheons – Handcuﬀs
5. Practical application in Searching – Arresting
6. V.I.P. escort
7. Hikes, survival training, climbing, rappelling, etc.

#### Specialized Training Programs

The School for Sergeants and Police Constables organizes a number of specialized training programs, which aim at providing police members and oﬃcials of other State Services with specialized knowledge and skills, so that they are able to respond to the ever-changing forms of crime. Some of the statutory programs are the ones which follow, but beyond these, more specialized programs are also organized focusing on the current needs of the police and policing more generally.

#### Sergeants’ Training Program

The Training Program for Sergeants is attended by all members of the police who are promoted to the rank of Sergeant. This program gives the opportunity to participants to study subjects related to supervisory management and operational skills, with the aim of improving their supervisory and operational knowledge and skills that will enable them to carry out their duties eﬀectively and eﬃciently.

The success of the program is essentially due to the high level of training provided by leading academics who co-operate with the Cyprus Police Academy, as well as the highly skilled teaching staﬀ of the Police Academy. Academics present, among others, subjects related to Supervisory Management, Criminology, Psychology, Law, Sociology, and the European Union, while teaching staﬀ of the Academy are responsible for the delivery of police subjects. The Training Program for Sergeants lasts eight (8) weeks.

Basic Criminal Investigation Training Course (CID)

The Basic Criminal Investigation Training Course is a tool in the comprehensive development and improvement of the skills of police members who deal with the investigation of serious crimes. The course is designed for police members up to the rank of Sergeant, who have completed ﬁve years of service and meet the required criteria.

The Program, which lasts ﬁve weeks, aims essentially, through lectures and practical application, to provide comprehensive training to police investigators in relation to interrogations, ways of analyzing and utilizing evidence, crime scene investigation, as well as judicial and other legal procedures.

Other training programs

Additionally, among others, the following training programs and seminars are also oﬀered, such as the Training Program on Community Policing, the Seminar on Handling Juvenile Oﬀenders involved in criminal cases, the Training Program in the Investigation of cases involving the Sexual Abuse of Juveniles, the Specialized Training Program on Migration Issues, etc.

**The School for the training of Fire Service Recruits**

The Training Program for Fire Service Recruits (3years /192 ECTS, Higher Diploma) was assessed and accredited by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education, at its 57th Council on 4th September 2020, an accreditation valid from the academic year 2020-2021 until the academic year 2024-2025.

The mission of the School for the Training of Fire Service Recruits is to develop the skills of recruit firefighters through the provision of specialized knowledge on firefighting as well as to provide continual training to them which aims at giving them the opportunity, by the means of realistic conditions, to become familiar with the firefighting equipment of the Service, as well as to deal with the difficult conditions that they will encounter in the case of serious incidents.

Training Program for Fire Service Recruits

On their recruitment, fire service recruits are placed at the CPA for the three-year training program (of a duration ofat least 120 weeks) in the context of a training system combining theory and practice, at the end of which they are awarded a Higher Diploma in Training for Fire Service Recruits (192 ECTS).

The ﬁrst and second seminars, which are delivered at the Police Academy and the School of the Fire Service, consecutively, with no time lapse, have a duration of 15 weeks each. Following the completion of the ﬁrst two semesters, Recruits attend Semester III of their program, which lasts for 15 weeks, and which includes training in Breathing Apparatus as well as other specialized training in Fire Stations (theDisaster Response Special Unit, Airport Fire Stations and Fire Protection).

Following the completion of Semester III, Recruits are posted, for a period of 49 weeks, at various Fire Stations where they are given the opportunity to put into practice the theoretical knowledge they have acquired. During this period, Recruits complete a Portfolio, which includes the duties they have to carry out during the time that they are posted at the Fire Stations under the guidance of mentors, who are members of the Fire Service.

During the course of the three probationary years, recruits attend Semester IV of their training at the University of Cyprus for 16 weeks, where they complete five modules relating to their firefighting duties.

Before the completion of their probationary period, recruits are posted at the Police Academy, so that they attend Semester V (for a duration of 10 weeks) when they also submit their completed portfolio for final checking and assessment.

#### Description of the Subjects included in the Training Program for Recruits

Semester I

Π.Ν. 101 FIRE SERVICE LEGISLATION AND REGULATIONS I

This module aims at introducing Fire Service Recruits to the Fire Service Operation and Institution, through the current Laws and Regulations of the Republic of Cyprus and of the Police and Fire Service Orders.

Π. & Δ.Μ. 102 FIRE-FIGHTING & RESCUE EQUIPMENT Ι

The module aims to educate Fire Service Recruits in the Application of Firefighting Techniques.

Δ.Π. 103 FIREFIGHTING PROCEDURES I

The aim of this module is to train the Fire Service Recruits to use Hydrant Hoses, Pumps, Hydrants and Ladders.

Β.Ν.Δ. 104 BASIC LAW ORDERS

This module aims to educate Fire Service Recruits on the lawful execution of their duties concerning the procedures / powers regarding arrest and search, handling of detainees, court procedure, etc.

Α.Γ. 105 ENGLISH LANGUAGE

This Module aims at developing the communicative competence~~s~~ of recruits in the English language in the four language skills (reading, writing, speaking and listening), especially regarding Firefighting related issues. Recruits are expected to acquire skills in understanding various texts, to identify their main ideas, to communicate and interact with ﬂuency and spontaneity and to develop precise, detailed texts in a range of firefighting subjects.

Φ.Α. 106.1 PHYSICAL FITNESS and NUTRITION I

The purpose of the module is to ensure the health and physical fitness of recruits, through the gradual increase of their aerobic, anaerobic capacity as well as the harmonious development of their physical and psychological strength, as a firefighter needs to deal with any kind of incident, offer humanitarian help, andmaintain physical and psychological endurance for dealing with such incidents. The participants will acquire basic knowledge in relation to nutrition and be able to make correct nutritional choices on a personal and a family basis.

Φ.Α. 106.2 DRILLS I

The aim of the module is to develop in recruit police officers an instinctual sense of obedience and complete compliance to orders and commands.

Φ.Α. 106.3 FIRST AID I

The module aims at helping recruits understand the importance of giving first aid and at providing them with the skills to provide first aid during their duties as well as in their everyday life.

Π.Λ. 107 INFORMATION TECHNOLOGY

The aim of this module is for students to acquire a theoretical and practical understanding of the basic concepts in information technology, as well as to become acquainted with the different parts of a computer. Fire Service Recruits will be familiarized with the use of basic functions of a computer, as well as of its operating system. On completing the module, they will be in a position to use text processing programs, spreadsheets and presentations (Word, Excel, PowerPoint).

Ψ.Δ.S. 108 PSYCHOLOGY – STRESS MANAGEMENT I

The aim of this module is to introduce recruits to basic psychological terms that deal with the person, the acknowledgement and management of emotions. In addition, it is expected that recruits will be able to develop efficient communication skills as well as their professional profile, which will beuseful for managing their future career.

Κ.Π. 109 COMMUNITY SERVICE Ι

The aim of the module is for recruits to become acquainted with specific groups in the community, and provide various services to them.

Semester II

Π.Ν. 201 FIRE SERVICE LEGISLATION AND REGULATIONS II

(Prerequisite Π.Ν. 101)

The aim of this module is for the Fire Service Recruits to obtain the required Knowledge, Skills and Abilities to handle miscellaneous incidents during the execution of their duties.

Π. & Δ.Μ. 202 FIRE-FIGHTING & RESCUE EQUIPMENT ΙI

(Prerequisite Π. & Δ.Μ. 102)

This module aims at helping Fire Service Recruits to apply Fire Service Methods and Techniques stemming from Fire Orders.

Δ.Π. 203 FIREFIGHTING TECHNIQUES II

(Prerequisite Δ.Π. 103)

This module aims at training Fire Service Recruits in performing group exercises using Hydrant Hoses, Pumps, Hydrants and Ladders.

Κ.Κ.Π.& Δ.Κ.Π.Ε.Θ. 204 CYPRUS FIRE SAFETY LEGISLATION & INTERNATIONAL FIRE CODES AND EU INSTITUTIONS

The aim of this module is for Fire Service Recruits to become acquainted with International Fire Codes as part of their understanding of fire safety management in abuilt-up environment. Prescriptive codes vs Performance Based Codes will be presented and analyzed in class.

Additionally, the module will aim at Fire Service Recruits becoming acquainted with the structure and hierarchy of the Cyprus Fire Service as well as the importance of basic European institutions and mechanisms (e.g., European Civil Protection Mechanism, RescEU, etc).

Α.Ε.Π.Δ. 205 ADDRESSING FIRE FIGHTING & RESCUE INCIDENTS

This module includes a variety of basic firefighting knowledge. On completion of the module, the Fire Service Recruits will have been trained in dealing with Fire Fighting & Rescue Incidents.

Φ.Α. 206.1 PHYSICAL FITNESS and NUTRITION II

(Prerequisite Φ.Α. 106.1)

The purpose of the module is to ensure the health and physical fitness of recruits, through the gradual increase of their aerobic, anaerobic capacity and the harmonious development of their physical and psychological strength, as well as to improvetheir health and increase their efficiency. Recruits need to understand the relation between nutrition and health and to be able to make right nutritional choices, aiming at the maintenance of their health.

Φ.Α. 206.2 DRILLS II

(Prerequisite Φ.Α. 106.2)

The Module aims at further developing the recruits’ instinctual obedience, discipline and full compliance to orders and instructions with regards to tine ups, parades and various other ceremonies.

Φ.Α. 206.3 FIRST AID II

(Prerequisite Φ.Α. 106.3)

This Module includes both theoretical and practical training, providing Fire Service Recruits with additional knowledge in First Aid, and enabling them to be eventually awarded the First Aid Certificate.

Ε.Π.207 APPLIED FIREFIGHTING

This module aims at providing Fire Service Recruits with wider knowledge in the application of the Standard Operational Procedures when dealing with specialized Fire Fighting and Rescue Incidents. On completion of the module, recruits will be trained in the use of specialized firefighting and rescue equipment, applying the correct methods and techniques in dealing with difficult incidents. At the same time, they will be able to maintainsafety measures during the firefighting and rescue exercises.

Ψ.Δ.S. 208 PSYCHOLOGY – STRESS MANAGEMENT IΙ

(Prerequisite Ψ.Δ.S.108)

The aim of this module is for the recruits to develop skills relating to working within a team and in collaboration with other agencies and / or and persons, in the context of their duties. Special reference is made to the systemic approach and the mutual influence of systems, and toissues of social psychology. In addition, they are expected to develop crisis management techniques and develop such personal characteristics that will help them carry out demanding / difficult situations and changes in their work environment.

Κ.Π. 209 COMMUNITY SERVICE ΙΙ

(Prerequisite Κ.Π. 109)

The aim of the module is for recruits to become acquainted with specific groups in the community, and provide various services to them.

Semester III

Ε.Δ. (Α.Σ.) 301 OPERATIONAL PROCEDURES I (BREATHING APPARATUS)

The purpose of the module is to train recruits in the safe use of breathing apparatus, both for training purposes as well as for the purpose of dealing with incidents to be applied within operational procedures.

Σ.Π. 302 FIRE BEHAVIOUR

The module aims at helping Fire Service Recruits understand fire behavior, chemistry and transfer mechanisms in enclosed compartments. It also helps them to recognize the elements of the triangle and tetrahedron of fire and how this affect fire behavior. Moreover, Recruits study the stages of enclosed fire development in terms of temperatures and flow through openings, as well as the factors influencing the fire development in an enclosure. Additionally, they develop an understanding of the fire categories and fire hazards.

Ε.Δ. (Τ.Ε.) 303 OPERATIONAL PROCEDURES II (TACTICAL VENTILATION)

This module aims at the study of Tactical Ventilation and the application of the correct Operational Tactics in dealing with fire incidents, using the correct methods and techniques as well as the ventilation equipment based on operational standards.

Ε.Π. 304 FIRE SAFETY INSPECTIONS Ι

The aim of the module is for fire recruits to gain knowledge in performing fire safety design review and fire inspections. They will also learn how to review and comment on architectural drawings using the Cyprus Fire Codes.

Α.Σ. 305 AIRCRAFT INCIDENTS

The aim of this module is to train the Fire Service Recruits in dealing with different kinds of Aircraft Incidents through Standard Operational Procedures. On completion of the module recruits will have acquired knowledge in relation to the International Civil Aviation Regulations and respond to incidents involving aircraft according to operation designs, will have learned to recognize possible dangers and apply the most suitable tactics for firefighting and rescue.

Ε.Μ.Α.Κ. 306 DISASTER RESPONSE SPECIAL UNIT

The training of Fire Service Recruits in using the specialized Rescue Equipment of the Disaster Response Special Unit, aims at preparing the recruits for dealing with demanding and difficult work conditions, so that they can deal with special incidents.

Ε.Π. 307 FIRE SAFETY INSPECTIONS ΙI

This module aims for fire recruits to gain further knowledge on performing fire safety design review and fire inspections. Apply the Regulations of Fire Safety on architectural plans. Additionally, become familiar with Fire Safety Strategy reports and drawings prepared by Fire Safety Engineers and other engineers.

Ε.Π. 308 FIRE SAFETY INSPECTIONS ΙII

The aim of this module is for Fire Service Recruits to be able to apply the Cyprus Fire Codes for approving the fire safety design for new and existing buildings/premises, to study architectural drawings and to evaluate the application of the Cyprus Fire Codes.

Moreover, they will become familiar with Fire Safety Studies and relevant plans that are prepared by Fire Safety Engineers or other consultant engineers.

Semester IV

Recruit firefighters complete Semester IV at the University of Cyprus, where they attend the following modules:

ΠΥΡ. 001 HEALTH AND SAFETY FOR FIREFIGHTERS

The focus of this course is to equip firefighters with the necessary information that will enable them to identify and manage hazards in their workplace. The course will provide information on preventive measures and best practices. Fire Service Recruits will also learn safety legislation and safety signs. They will also learn about the legal provisions regarding their profession and identify all the safety signs.

ΠΥΡ. 002 FIRE RISK ASSESSMENT & MANAGEMENT

The Fire Risk Assessment & Management module aims at equipping studentsrecruits with the necessary theoretical and practical information regarding fire risks and regarding fire risk assessment as a means of prevention of fire in the built-up setting, as well as a practical tool for the development and management of fire teams.

ΠΥΡ. 004 STRUCTURAL FIRE RESISTANCE

The aim of the module is to equip students with the basic knowledge regarding the requirements on providing fire resistance to the main structural elements of a building for a specific period based on the provisions of the fire-protection code. Additionally, recruits are trained in understanding and evaluating the behavior mechanisms of structural elements and materials at elevated temperatures, including interior lining materials and façade materials. Recruit firefighters should be able to use the gained knowledge in the inspection of existing buildings and the design approval of new buildings.

ΠΥΡ. 005 TALL BUILDINGS – EVACUATION PROCEDURES & FIRE FIGHTING FACILITIES

This module aims at the acquisition by recruit firefighters of basic knowledge in dealing with and managing fires in tall buildings based on procedures applied internationally in urban centres. The module discusses fire safety challenges in tall buildings during evacuation and firefighting by the Fire Service, the evacuation and firefighting procedures applied internationally, as well as the available specialized equipment and fire-fighting facilities provided for firefighters in tall buildings.

ELECTIVE

Fire recruits choose one elective as their fifth module, from a list agreed upon, by the University of Cyprus and the Cyprus Police Academy.

Semester V

Δ.Ε.Π.Κ. 501 MANAGING COMPARTMENT FIRE INCIDENTS

(Prerequisite Ε.Δ.Α.Σ. 301, Σ.Π. 302, Ε.Δ.Τ.Ε.303)

The purpose of the module is for recruit firefighters to apply the Safety of Incident Command System through the use of Breathing Apparatus in Compartment Fires, recognizing the dangerous fire phenomena and applying safe tactics in dealing with them, according to standard operating procedures. Moreover, they are required to implement ventilation methods and techniques in buildings as well as various firefighting techniques.

Τ.Δ. 502 ROAD TRAFFIC COLLISIONS

(Prerequisite Ε.Π.207)

The aim of the module is for Fire Service Recruits to be able to apply Standard Extrication Techniques and Casualties Management according to the Standards of Road Traffic Collisions Operational Procedures. Recruits will be able to apply correct procedures for dealing with traffic collisions having in mind the dangers that relate to vehicle technology.

Δ.Π. 503 FIREFIGHTING PROCEDURES III

(Prerequisite Π.&Δ.Μ. 202 & Δ.Π. 203)

The aim of this module is to further train the Fire Service Recruits in performing group exercises using Hydrant Hoses, Pumps, Hydrants, Ladders and Foam.

Δ.Π.Ε. 504 PETROCHEMICAL INCIDENTS MANAGEMENT

(Prerequisite Ε.Π.207)

The aim of the module is the application of Standard Operational Procedures indealing with Petrochemical and Industrial Incidents. Recruits are expected to learn the characteristics of mineral oils and the types of oil tanks, identifydangerous phenomena and apply the correct methods and techniques for dealing with these, as well as the firefighting systems in petrochemical and industrial installations.

Ε.Χ.Υ.&Π.Π. 505.1 HAZARDOUS MATERIALS & ENVIRONMENTAL PROTECTION II

(Prerequisite Ε.Π.207)

The aim of the module is to further train Fire Service Recruits to deal with Hazardous Materials Incidents, by applying Standard Operational Procedures, being in a position to collect information and identify the danger categorization for each material as well as by applying the relevant operational procedures.

Φ.Π.Κ. 505.2 NATURAL AND ENVIRONMENTAL CATASTROPHES

The module focuses on an overview of natural and environmental catastrophes occurring in the world daily, as well as the measures that can be taken to prevent such catastrophes. It therefore examines in detail, both the impact and the consequent risks in Cyprus as well as in the world in general. Furthermore, there is a focus on the planning for dealing with such incidents by the Fire Service, including preparedness and the management of such incidents, reconstruction during the incidents and subsequent recovery.

Φ.Α. 506.1 PHYSICAL FITNESS and NUTRITION III

(Prerequisite Φ.Α. 206.1)

The aim of this Module is for recruits to appreciate the beneficial results of physical exercise and training and to improve their personal health and increase their productivity which will help them in their duties and in meeting the demands of their work. (The purpose of the module is to ensure the health and physical fitness of recruits, through the gradual increase of their aerobic, anaerobic capacity as well as the harmonious development of their physical and psychological strength, which will help them carry out their duties more effectively). Recruits are called upon to relate nutrition to obesity and being underweight, their consequences and the importance of maintaining the appropriate weight.

Φ.Α. 506.2 DRILLS III

(Prerequisite Φ.Α. 206.2)

The Module aims at developing the recruits’ instinctual obedience, discipline and full compliance to orders and instructions with regards to tine ups, parades and various other ceremonies.

Π.Ε.Α.Σ.Π. 507 FIRES IN CEREAL STORAGE ESTABLISHMENTS AND DERIVATIVES (SILO)

The aim of the module is to train Fire Service Recruits in dealing with Fires and or rescues in Cereal Storage Establishments and Derivatives through the application of the correct operational procedures, and adherence to all safety measures.

Π.Π. 508 SHIP FIRES

This module aims at training recruit firefighters in dealing with ship fires by applying basic Operational Procedures for Firefighting and Rescue and taking into account the necessary safety precautions against any dangers.

Fire Service Recruits are assessed on the basis of written and oral exams, practical exercises, research, discipline and the completion of a portfolio.

**The Oﬃcers’ School**

The Oﬃcers’ School is charged with the training of Oﬃcers principally in administrative matters. In addition, the School organizes specialized seminars and workshops for all ranks of the police according to the needs of the Service. Besides these, the Oﬃcers’ School undertakes the organization of training programs for police members of other countries, as well as programs for Oﬃcers of Cyprus Police, oﬀered by foreign services / diplomatic missions.

Speciﬁcally, some of the training programs organized by the School are the following:

* + Training Program on the Development of Leadership Skills

This training program is designed for Senior Oﬃcers and aims at the development of their skills in terms of administrative procedures, the evaluation of personnel, and the relations between the Police and the Mass Media. The program has a duration of one week.

* + Training Program for Chief Inspectors

This training program, which has a duration of four weeks, aims at the acquisition of the necessary management skills and the development of knowledge and critical thinking skills.

* + Training Program for Inspectors

The Program aims at enriching the professional knowledge of Inspectors, at developing their management skills and at improving their operational capabilities. This particular training program lasts six weeks. Starting with the 2021 promotions, a new training program has been implemented for the officers who are chosen to be promoted to the rank of Inspector, and the content and duration of this program are approved by the Chief of Police.

* Advanced Crime Investigation (CID) Training Program

This program is part of the systematic and comprehensive further training of members of Cyprus Police who investigate serious crime cases. It is designed for members at the ranks of Inspector, Sergeant, and Constable, who serve at Divisional Criminal Investigation Departments, the Criminal Investigation Department at Police Headquarters, at the Drug Law Enforcement Unit, as well as at Police Stations. The training program lasts four weeks and covers not only operational subjects, but also other additional subjects / issues involved in the investigation of serious cases.

* Train the Trainers

The program aims to eﬀectively train police members who will serve as trainers at the Police Academy or the Police Divisions / Departments or Units, equipping them with the necessary skills. This program has a duration of ﬁve weeks.

* Traﬃc Accident Investigation Program

The aim of this six-week program is the provision of specialized knowledge and the development of skills for the eﬀective investigation of fatal, serious or complex traﬃc accidents.

Other programs

In addition to the above, other seminar / training programs are organized by the School, according to the training needs of the Police.

**The School of Foreign Languages**

The School of Foreign Languages was set up in 1993 and since then it has been organizing intensive foreign language training programs in accordance with the current needs of the Service. Speciﬁcally, it has so far organized, courses in the French, German, Italian, Spanish, Turkish, Russian and Arabic languages.

These training courses are intensive and have a duration of two academic years. They are attended by members of the Cyprus Police, provided that they meet the pre-requisites. The participants of these courses, may at later stages, be called upon to attend language refresher courses at the Academy.

Moreover, the School of Foreign Languages is responsible for coordinating the participation of police members in foreign language and information technology courses run by the State Institutes of the Department of Education and Culture.

###### ACADEMIC AND TRAINING PERSONNEL

The teaching staﬀ of the Cyprus Police Academy comprises of the permanent staﬀ and external / visiting lecturers.

The permanent staff come from the ranks of the Cyprus Police and the Fire Service, and undertake mainly the teaching of police / fire service subjects. The members of the Police and the Fire Service who are the permanent staff at the CPA are chosen through a specific for the purpose procedure, and by meeting certain criteria, including theoretical and practical training, professional experience in police / fire service duties, relevant academic credentials, and completion of the ‘Train the Trainers’ training program.

The permanent staff that are not members of the police or the fire service, teach the foreign languages and computing modules.

The visiting lecturers are academic staff both from Cyprus and abroad who are included in the Lecturers’ Registry of the Cyprus Police Academy. They teach relevant related subjects covering the training needs of the Police Academy.

Visiting lecturers also include members of the Police and the Fire Service who are included in the Police and Fire Service Experts Registry.

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| --- | --- | --- | --- |
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| School for Sergeants and Constables | 22808252 | 22808476 | ----- |
| School for Fire Service Recruits | 22606968 |  |  |
| School of Foreign Languages | 22808434 | 22808673 | ----- |
| Drill Instructors’ Oﬃce | 22808237 | 22808636 | ----- |
| **Administrative and other services** |
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