

# Qualifications of Police Officers — ‘1918–2018’ and Promotion Prospects.

## Outline of the Issue

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**Abstract.** *Regaining the independence by Poland was connected, among other things, with organizational arrangement of many services, including the current Police force. As a consequence, on the basis of its hierarchical subordination, its structure and its rules of operational duties and the rights of its members — officers, but also the employees who were not officers, called ‘civil servants’, were created. These rights also encompassed the right to promotion which in the hierarchical system of subordination determines the position of a given officer. Promotion, in terms of position or rank, is not only an expression of the culture of a given organisation, but it first and foremost poses new challenges and duties for an officer — the honour and the privilege of managing a formation, an organisational unit, an organisational department, or, finally, the possibility of managing people belonging to a given organisational structure; this possibility is put first by many (and the author fully agrees with this opinion). It is an honour and privilege that only a few can have. By the time this happens, however, they have to meet certain formal requirements which have evolved dramatically over the last century.*

*The aim of this study (which in the future will be the beginning of a comprehensive approach) is to indicate the outline of the requirements in principle, on the basis of original legal acts that concern the pragmatics of police officers, and that were legally binding in the last century. The author is fully aware of the fact that the quoted legal acts were subjected to amendments, and he indicates the ones that are most important in his opinion.*

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## Introduction

*“Having left German captivity, I found Poland liberating itself in the most chaotic internal and external relations, in the face of extremely difficult tasks in which the Polish people have to demonstrate their organizational capacity, because no external force can impose it on them (...).”<sup>1</sup>*

Warsaw, 14 November 1918  
Józef Piłsudski

One of the numerous institutions that required detailed organizational rules after the Polish state regained independence was an institution called, regardless of the semantic changes, the Police.

The police is a unique formation that serves the community and is intended to protect the safety of persons and to maintain public order. The institution with

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<sup>1</sup> From the Decree of Józef Piłsudski of 14 November 1918. As cited in *lex.pl Dziennik Praw* No. 17, item 40.

its employees is subjected to hierarchical subordination to a greater or lesser extent, which is particularly visible in the hierarchy of posts and ranks. The broadly understood aspect of promotion of a police officer is influenced by many factors, among which the *sine qua non* is the fulfilment of formal requirements. It should be pointed out here that these requirements are classified in terms of **education** which is related to the conditions of recruiting a candidate for service in the Police, then his or her promotion to a specific official position and an official rank, depending on the officer's possession of a specific level of both general education as well as **professional qualifications** and **in-service experience**.

Over the last century (1918–2018) the broadly understood qualification requirements for the police officers have undergone repeated changes which is undoubtedly related to increasing legal awareness of the Polish society. The society expects from the representatives of the public authority, such as the police officers, high level of competence, in particular professional competence, without diminishing other types of it.

## Officers of the Citizens' Militia and the Municipal Police in the years 1918–1919

According to Piotr Majer, the first two police forces of the independent state, legalised under the law of the state, are the Citizens' Militia and the Municipal Police. Their different origins as well as different factors resulted in the fact that the Citizens' Militia was given the status of a state body, centralised, of military nature, whereas the Municipal Police functioned as a self-government body, i.e. decentralised and of civil nature.<sup>2</sup>

The act which governed the status of the officers of the Citizens' Militia, inspired by the military force, were the provisions of 5 December 1918 on the *organisation of the Citizens' Militia*<sup>3</sup>. According to § 5 of those regulations, '*each Citizens' Militia member must have appropriate physical and moral qualifications*<sup>4</sup>'. The literal interpretation of the aforementioned regulation indicates a reference to a current requirement for potential police applicants and the police officers themselves to have at least good reputation<sup>5</sup> and physical and mental fitness for service in armed forces<sup>6</sup>. These regulations were supplemented by the Decree of 7 February 1919 *concerning the*

<sup>2</sup> Majer P, *Ustawy Polskiej Policji (1791–2011). Źródła z komentarzem*. Szczytno, 2013, p. 114.

<sup>3</sup> As cited in *lex.pl Dz. Praw P.Pol 1918.19.53*.

<sup>4</sup> Skorupka S, Auderska H, Łempicka Z (Eds), *Mały Słownik Języka Polskiego*. Warsaw: PWN, 1969, p. 402; the term 'morality' means 'rules of conduct considered to be appropriate in certain environments and historical era, acting in accordance with those rules'.

<sup>5</sup> The term 'good reputation', as one of the prerequisites for applying to join the Police, in such form (current until today), was introduced by an amendment to Article 25 section 1 through Article 2 item 25 of the Act of 21 July 1995 on amending the following acts: on the Office of the Minister of Internal Affairs, on the Police, on the State Protection Bureau, on Border Guard and some other acts (Dz. U. of 1995, No. 104, item 515).

<sup>6</sup> See: art. 25 of the Police act of 6 April 1990 (Consolidated text: Dz. U. of 2017, item 2067 with further amendments).

amendment of the regulations on the organisation of the Citizens' Militia.<sup>7</sup> In Article 2 of that Decree, the scope of the requirements for the candidate has been significantly extended, in particular by 'good command of the Polish language in written and verbal form' and by the obligation to serve a two-month probationary period upon the completion of which he or she was obliged to continue his or her service.<sup>8</sup>

The status of the Municipal Police as a self-government body which, like the Citizens' Militia, was based on the principles of a military organisation, was regulated by the Decree of 9 January 1919 *on the organisation of the Municipal Police*.<sup>9</sup> Pursuant to Articles 9, 10 and 12 of the Decree, any citizen of the Polish State — which was a *sine qua non* condition<sup>10</sup> — who had, among other things, 'good command of written and spoken Polish language' could become an officer of the municipal police, and the appointment could take place 'after the probationary service not exceeding the six-month period'. The aforementioned decree also addressed the issue of disciplinary liability for professional misconduct — transfer of a commissioned officer and a non-commissioned officer to a position of 'lower salary category'<sup>11</sup>, and the negative prerequisites for applying for a position in the municipal police<sup>12</sup>. This category encompassed individuals 'who have been prosecuted for criminal acts, unless they have been released, discharged from office or expelled from public service, convicted of bankruptcy or under the supervision of a court order'.

## State Police Officers in 1919–1944

The status of the State Police officers was regulated by the 24 July 1919 *Act on the State Police*<sup>13</sup> which distinguished two categories of officers subjected to separate requirements. According to the provisions of the aforementioned Act, police officers were divided into 'higher and lower-ranking' officers whose salaries depended on a specific position classification. The category of **higher-ranking officers** included: State Police Chief (cat. IV), Deputy State Police Chief (cat. Va, Vb), District Police Chief (cat. Va, Vb, VI), Deputy District Police Chief (cat. VI, VII), County Police Chief (cat. VII, VIII, IX), Captain (VIII, IX, X), Deputy Captain (cat. IX, X), Head of the Investigation Office (cat. Vb, VI, VII, VIII).<sup>14</sup> The category of **lower-ranking**

<sup>7</sup> As cited in lex.pl Dz. Praw P. Pol. 1919.14.153.

<sup>8</sup> In addition to good knowledge of the language, the applicant also had to meet other criteria, i.e. be at least 25 years of age, with due skills, civic impeccability and good physical health.

<sup>9</sup> As cited in lex.pl Dz. Praw P. Pol 1919.5.58. Other conditions that a candidate for service in the Municipal Police had to meet were being at least 21 years old, with due skills, civic integrity and good physical health.

<sup>10</sup> See also: art. 9 in the second sentence of the Decree, „persons who did not hold the Polish citizenship could perform a limited number of activities under a temporary contract”.

<sup>11</sup> *Ibid.*, art. 13 item 3 and 4 of the Decree.

<sup>12</sup> *Ibid.*, art. 11 of the Decree.

<sup>13</sup> As cited in: lex.pl Dz. Praw P. Pol. 1919.61.363. Taking effect as of 31 July, 1919. See also: Rozporządzenie Prezydenta Rzeczypospolitej Polskiej of 28 October 1933 *o służbie w Policji Województwa Śląskiego* (Dz. U. of 1933, No. 86, entry 662).

<sup>14</sup> See more, e.g.: *Przepisy o organizacji powiatowych komend policji, wydane przez Ministra Spraw Wewnętrznych na podstawie art. 5 i 8 ustawy z dnia 24 lipca 1919 roku o Policji Państwowej*

**officers** included senior sergeant, sergeant, corporal and constable.<sup>15</sup> In accordance with Article 26 of the said Act one of the conditions for joining the police was the candidate's knowledge of *'the Polish language in writing and in speaking, and the ability to count'*.<sup>16</sup> Candidates for senior police officers were subjected to higher requirements, i.e., in addition to good health conditions and morality they had to have at least a secondary school certificate — up to the deputy district police chief, while a candidate for the district police chief, deputy state police chief and state police chief had to have a diploma of higher education.<sup>17</sup> Reserve officers who did not have a university degree *'had rights equal to those possessed by candidates with secondary education'*<sup>18</sup>, while senior sergeants with no secondary education *'in recognition of their merits and abilities'* could be promoted to a higher position *'if they passed the relevant examination'*.<sup>19</sup>

Admission to the police was preceded by a six-month probation service which was included in the time of service in the police.<sup>20</sup> In addition, the law required all police officers to complete a special school. At each district police headquarters there were schools for police constables and police sergeants which were under

(as cited in: lex.pl Dz. U. 1919.94.508 of 18.12.1919) or *Przepisy o organizacji okręgowych komend Policji, wydane przez Ministra Spraw Wewnętrznych na podstawie art. 9 ustawy z dnia 24 lipca 1919 r. o Policji Państwowej* (as cited in: lex.pl Dz. U. 1919.94.507 of 18.12.1919). For example, according to point 11 of the Provisions regulating the organisation of county police headquarters, *"Police lieutenants are managers of police offices in larger towns and cities, districts of larger towns and cities and at railway stations and ports"*, or according to point 15 of the Provisions regulating the organisation of district police headquarters, *"The school for police officers is responsible for training lower police officers in the district"*.

<sup>15</sup> See, e.g.: Rozporządzenie Rady Ministrów of 7 October 1925 w sprawie zaliczenia posterunkowych i starszych posterunkowych policji państwowej do kategorii niższych funkcjonariuszów policji państwowej określenia warunków ich ustalania (as cited in: lex.pl Dz. U. 1925.109.772).

<sup>16</sup> The other requirements were: *"Polish citizenship, impeccable past, age from 29 to 45, good health, strong physique, and adequate height"*.

<sup>17</sup> See: Annex 4 *"Wykaz Uniwersytetów i szkół wyższych równorzędnych uniwersytetowi tudzież udzielanych przez nie świadectw (dyplomów)"* Rozporządzenia Rady Ministrów of 14 August 1920 o dodatkach za wysługę lat, względnie trzechlecia, za studia wyższe i dodatku drożyznianym do płacy zasadniczej funkcjonariuszów państwowych (as cited in: lex.pl Dz. U. of 1920.77.521), or *Tymczasowe przepisy awansowe dla wyższych i niższych funkcjonariuszy Policji Państwowej zatwierdzone przez Ministra Spraw Wewnętrznych w dniach 11 i 13 sierpnia 1925 r.*, [in:] Misiuk A, Peplowski A, *Organizacja instytucji policyjnych w II Rzeczypospolitej 1918–1926. Wybór źródeł i dokumentów*, Szczytno 1994, p. 421, breaking down promotions of senior police officers into *"promotions by seniority"*, in the case of which the seniority list was taken into account, and *"fast-track promotions, or in other words, promotions by choice"*, in case of which, in addition to the seniority list, special conditions were taken into account, such as *"completed studies, remarkable abilities and merits, age and qualifications of a particular candidate for the vacant post"* (§ 6). As regards promotions of lower officers, a distinction was made between *"periodic promotions"*, taking place on dates specified in a special regulation of the Council of Ministers, and *"extraordinary promotions"*, taking place at any time, depending on the need to immediately fill vacancies for chiefs of police posts, or for other positions requiring the rank of corporal, sergeant or senior sergeant (§ 4).

<sup>18</sup> Article 27 of the State Police Act.

<sup>19</sup> *Ibid.*

<sup>20</sup> *Ibid.*, art. 29.

direct authority of district police chiefs. Those schools were run in a 'military manner' and the commandants of those schools 'were expected to have military training'. Moreover, district police headquarters were obliged to organise training courses for intelligence-gathering investigators.<sup>21</sup> Regulations on organisation of State Police schools, issued on the basis of Article 34 of the State Police Act, indicated that '(...) in the first period, a three-month theoretical and practical school with two branches is established at the National Police Headquarters: 1. for higher police officers from the 8th to the 11th category, 2. for sergeants and senior sergeants. As a general rule, completion of the 3-month theoretical and practical school, or of its equivalent in the branch relevant to the position occupied, is an obligation for all police officers (the already employed ones and the newcomers). In view of the limited number of vacancies at the school, the following order of admittance to particular branches is established: priority for admission will be given to the candidates admitted to the State Police who, until now, have been in active service in the municipal police, people's police or gendarmerie, etc., who have demonstrated, in practical service, their ability to occupy independent positions.'<sup>22</sup> In addition, Article 2 of the State Police Act of 1919 (temporary regulations) provided that with respect to the officers of the municipal police, state police, local police, people's militia, railway guards and the existing investigation departments 'exceptions may be made to this Act with respect to education, age and period of probation service within a period of 1 year'.

The State Police Act of 24 July 1919 was repealed on 28 March 1928, pursuant to Article 154 of the Regulation of the President of the Republic of Poland of 6 March 1928<sup>23</sup> which introduced new solutions relevant to the issue. In accordance with Article 32 of the Regulation, state police officers were divided into corps of commissioned and non-commissioned officers.<sup>24</sup> The corps of commissioned officers, in the hierarchical system of subordination, included: general commissioner of the state police, senior commissioner of the state police, colonel of the state police, major of the state police, captain of the state police, 2nd lieutenant of the state police and warrant officer of the state police. The corps of non-commissioned officers included: senior sergeant of the state police, sergeant of the state police, corporal of the state police and constable of the state police. Besides, the document also regulated staffing of managerial positions, i.e. chiefs of police stations, which were, in principle, filled by officers in the rank of sergeant or senior sergeant, and in case of special requirements of the service — by commissioned officers of the

<sup>21</sup> *Ibid.*, article 28, art. art. 32–34.

<sup>22</sup> As cited in: lex.pl M.P. 1919.233 of 26.10.1919. Here, it should be noted that in accordance with Article 4 of *Przepisów dyscyplinarnych dla Policji Państwowej wydanych na podstawie art. 21 ustawy o Policji Państwowej* (as cited in: lex.pl M.P. 1919.215 of 24.09.1919), in case of misconduct, there could be imposed a disciplinary penalty in the form of "transfer to a lower salary category". See: Act of 13 July 1920 on the remuneration of higher and lower state police officers (as cited in: lex.pl Dz. U. 1920.65.431).

<sup>23</sup> Dz. U. of 1928, No. 28, entry 257.

<sup>24</sup> See: Rozporządzenie Prezydenta Rzeczypospolitej Polskiej of 28 October 1933 o uposażeniu oficerów i szeregowych Policji Państwowej i Straży Granicznej (Dz. U. of 1933, No. 86, entry 666) or Rozporządzenie Rady Ministrów of 19 grudnia 1933 r. o zasadach zaszerogowania oficerów i szeregowych Policji Państwowej i Straży Granicznej do grup uposażenia oraz o dodatkach lokalnych i służbowych (Dz. U. of 1933, No. 102, entry 783).

State Police. It was also decided that, in principle, heads of all the other State Police units were to be higher-ranking officers.<sup>25</sup> In addition, the Regulation defined the requirements that candidates for lower-ranking and higher-ranking officers of the State Police officers had to meet, e.g. in the field of education. Thus, candidates for non-commissioned officers of the State Police had to have *'fluent command of written and spoken Polish language'* as well as *'general education covering at least 4 classes of primary school'*. Candidates for commissioned officers of the State Police *'should have secondary general or vocational education, confirmed by relevant exams'*<sup>26</sup>. At this point it is worth quoting Article 40 of the Regulation, because it radically differs from the *'contemporary'* legal provisions. The Article reads: *'State Police officers begin their service in the rank of warrant officer with the exception of candidates with an academic degree in law, completed with relevant exams, who begin their service in the rank of 2nd lieutenant'*. Moreover, in accordance with Article 42 of the Regulation, all higher-ranking and lower-ranking officers of the State Police were obliged to complete a *'vocational training course'* which took place in *'commissioned officers' schools', 'non-commissioned officers' schools', 'schools and special training courses'*.<sup>27</sup> Chapter III of the Regulation of 1928, in addition to a number of powers granted to the State Police officers, discussed the principles of promotion to higher ranks, i.e. *'higher and lower-ranking officers of the State Police are promoted to higher ranks at the discretion of the authorities who take into account aptitude, usefulness and other professional qualifications and professional seniority as well as the opinion of the general administration authorities. It is possible to be promoted only by one rank.'*<sup>28</sup> The possibility of promotion to a higher rank depended mainly on the period of service in a given rank (e.g. promotion from the rank of lieutenant to the rank of captain could take place after 3 years of service). However, there were exceptions to the rule. The Minister of Internal Affairs and the National State Police Chief in the case of, respectively, commissioned officers and non-commissioned officers, in individual cases were entitled to shorten the period of service, however by not more than a half of it, as long as it was justified by reasons such as: *'completed studies, special talents, outstanding merits, remarkable results in the security service, etc.'*. Senior sergeants of the State Police who did not meet *'the educational requirement'* could be exceptionally promoted to the rank of warrant officer, provided that *'they*

<sup>25</sup> See more: *Ibid.*, art. 19 (regional police headquarters, country police headquarters, police stations). See, e.g. Rozporządzenie Ministra spraw Wewnętrznych of 21 September 1928 r. o organizacji Policji Państwowej w powiatach miejskich (Dz. U. of 1928, No. 90, entry 788).

<sup>26</sup> See more: *Ibid.*, art. art. 35 and 37–39.

<sup>27</sup> See also: Rozporządzenie Ministra Spraw Wewnętrznych of 28 May 1928 o organizacji szkół Policji Państwowej, (As cited in: *lex.pl* M.P. 1928.143.257 as amended). In accordance with § 1 and 2 of the Regulation, there were established: State Police Officer Training School in Warsaw — the aim of which was to provide general police education to lower-ranking candidates for commissioned officers of the State Police and newly promoted commissioned officers of the State Police officers *'admitted to service from outside the State Police Corps'*, as well as Police Schools for lower-ranking officers of the State Police in: Żyrardów, Sosnowiec and Mosty Wielkie — oriented at providing general police education to non-commissioned officers of the State Police; or Rozporządzenie Ministra Spraw Wewnętrznych of 13 June 1939 o utworzeniu Szkoły Policji Państwowej w Warszawie dla szeregowych — kobiet (as cited in: *lex.pl* M.P. 1929.136.351).

<sup>28</sup> *Ibid.*, art. 72.

showed outstanding abilities, proved to have extraordinary merits for the security service and served in the State Police for at least seven years, out of which at least two years in the rank of senior sergeant'.<sup>29</sup>

The Regulation of the President of the Republic of Poland of 1928 indicated also conditions which had negative impact on the promotion of a State Police officer. Regardless of the formal requirements being met, neither a lower-ranking nor a higher-ranking officer of the State Police could be promoted if, among other things, 'criminal or disciplinary proceedings were initiated against them, or if they were suspended in their official duties until the proceedings were completed, or the suspension was lifted'. When such officers were subjected to criminal or disciplinary proceedings or suspended from service, it was not possible for them 'to be moved to a higher remuneration category before the end of the proceedings or lifting of the suspension'.<sup>30</sup> In addition, the regulation in question stated that 'promotion of a commissioned officer or a non-commissioned officer will be considered invalid if it is based on false or invalid documents, or if there appear circumstances which do not make the promotion possible under the applicable law'.<sup>31</sup>

It should be noted here that the amendment to the discussed Regulation, introduced by the Regulation of the President of the Republic of Poland of 29 November<sup>32</sup>, contained, among others, changes relevant to staffing of the positions of police headquarters chiefs, offices and executive units solely by higher-ranking officers of the State Police as well as changes in the effects of the imposed disciplinary penalty. The penalty of reprimand and detention for up to 3 days for commissioned officers and the sentence of detention for up to 7 days for non-commissioned officers meant 'impossibility of being promoted' for a period of one year from the date on which such ruling was passed. A sentence of 4 to 14 days of imprisonment for higher-ranking officers entailed 'inability to be promoted' for a period of two years from the date of such sentence. The penalty of demotion in relation to lower-ranking officers resulted in 'impossibility of being promoted' for a period of three years from the date of the sentence.

## Officers of the Citizen's Militia and the Security Service in the years 1944–1990

The State Police was a formation which could not continue its activity in the post-war reality as a result of the fact that a significant part of its officers took up morally ambiguous service in the Polish General Government Police<sup>33</sup>. Pursuant to Article 1 of the Decree of the Polish Committee of National Liberation of 15 August 1944 on the dissolution of the state police (the so-called navy blue police)<sup>34</sup>, the

<sup>29</sup> *Ibid.*, art. 76 and 77.

<sup>30</sup> *Ibid.*, art. 74 and 87.

<sup>31</sup> *Ibid.*, art. 105; Compare also: art. 74.

<sup>32</sup> Dz. U. of 1930, No. 82, entry 643 (Article 1(13) adding Article 25a and Article 1(52) introducing changes to Article 108 of the original regulation).

<sup>33</sup> Majer P, *Ustawy Polskiej Policji (1791–2011). Źródła z komentarzem*. Szczytno 2013, p. 118.

<sup>34</sup> Published by Majer P, *Ibid.*, p. 217.

state police “(the so-called navy blue police), which was at the service of the occupying forces”, was dissolved. By the decree of the Polish Committee of National Liberation of 7 October 1944 on *Citizen's Militia*<sup>35</sup>, the Citizen's Militia was established as a legal and public formation of the Public Security Service.

The aforementioned Decree was repealed by virtue of art. 60 of the Decree of 20 July 1954 on the *Citizen's Militia*<sup>36</sup> which, in Article 7, defined the formal requirements, inter alia, with regard to the education of an officer of the Citizen's Militia.<sup>37</sup> Such an officer could be a person with appropriate general education and professional training, and a person who completed basic military service, or was transferred to reserve forces, or was released from general military duty. However, this requirement did not apply to the candidates for commissioned officers' schools of the Citizen's Militia<sup>38</sup>. The aforementioned Decree introduced the rules of appointment to a senior official post, making promotion dependent on a vacant post ‘depending on the evaluation report and qualifications’ as well as corps of service degrees, based on military nomenclature and the rules of their award. The corps of constables of the Citizen's Militia included the constable and the senior constable of the Citizen's Militia. The corps of the non-commissioned officers of the Citizen's Militia included: corporal, master corporal, sergeant and staff sergeant. In order to be appointed to the first non-commissioned officer rank it was necessary to complete a non-commissioned officer school or a course, or take an exam for a non-commissioned officer. The corps of the commissioned officers of the Citizen's Militia included: class II warrant officer (as in the period of the State Police), 2nd lieutenant, lieutenant, captain, major, lieutenant-colonel and a colonel. In order to be appointed to the first commissioned officer's rank, it was necessary to complete a commissioned officers' school or course, or take a commissioned officers' exam. The rank of Citizen's Militia general was also established; it was granted by the Council of Ministers at the request of the Minister of Public Security. Appointment to a higher rank in a given corps depended not only on fulfilment of the above-mentioned conditions, but also on an ‘appropriate evaluation report’ and the ‘length of service in the possessed rank’ (e.g. in the lieutenant rank — 3 years). Additionally, the appointment to the first or higher non-commissioned or commissioned officer's rank could also take place without complying with the above-mentioned formal requirements ‘if the officer possessed specific qualifications and skills as well as a relevant evaluation report’.<sup>39</sup> Early appointment to a higher non-commissioned or commissioned officer's rank could also take place in the form of a distinction

<sup>35</sup> As cited in lex.pl Dz. U. of 1944, No. 7, art. 33.

<sup>36</sup> As cited in lex.pl Dz. U. of 1954, No. 34, poz. 143. As cited in lex.pl the title of the Act was “amended by art. 11 ust. 1 pkt 1 Dekretu z dnia 21 grudnia 1955 r. o zakresie i organizacji działania Milicji Obywatelskiej (Dz. U. 55.46.311) as from 30 December 1955” to the Decree on the service in the Citizen's Militia.

<sup>37</sup> Moreover, the candidate had to have Polish citizenship, appropriate political and moral level as well as appropriate health condition confirmed by a medical certificate. According to Article 6 of the aforementioned decree, the priority for admission to service in the Citizen's Militia in case of candidates “with equal qualifications” was given to persons applying immediately after their release from active service in the Armed Forces.

<sup>38</sup> *Ibid.*, art. 54.

<sup>39</sup> *Ibid.*, art. 13, art. art. 17–2.

for an officer with achievements in political and vocational training, whose service was conscientious and dedicated.<sup>40</sup> As in the previous regulations, a Citizen's Militia officer was subjected to disciplinary responsibility which had an impact on his or her promotion possibilities. According to Article 36 of the Decree, one of the disciplinary penalties was 'postponement of appointment to a higher official post, or to a higher non-commissioned or commissioned officer's rank'.

The Decree referred to above has been replaced by Art. 80 of the Act of 31 January 1959 on the service relationship of officers of the Citizen's Militia<sup>41</sup> which was given the title 'on the service of officers of the Citizen's Militia' by the Act of 16 December 1972 amending the Act on the service relationship of officers of the Citizen's Militia<sup>42</sup>. The amendment in question indicated that a citizen with specific 'professional qualifications' could be an officer of the Citizen's Militia.<sup>43</sup> In addition, it extended the catalogue of service ranks in the corps of non-commissioned officers of the Citizen's Militia by introducing the rank of: chief corporal, staff sergeant and class I staff sergeant of the Citizen's Militia. An officer was granted the rank of a non-commissioned officer depending on the evaluation report and the occupied official position, and after graduating from a school of non-commissioned officers of the Citizen's Militia or after completing an appropriate course. The legislator also divided the corps of commissioned officers of the Citizen's Militia into the corps of junior commissioned officers which included the rank of second lieutenant, lieutenant and captain, the corps of senior officers which included the rank of major, lieutenant colonel and colonel and the corps of generals which included brigadier general and division general. The condition for awarding the first rank of a commissioned officer was graduation from a higher commissioned officer school of the Ministry of Internal Affairs or another higher education institution, and passing the exam for a commissioned officer. In particularly justified cases the first rank of a commissioned officer could be awarded despite not meeting the above-mentioned conditions. Awarding a higher rank to a commissioned officer took place in accordance with the professional qualifications held, and depending on the evaluation report and the official position held. However, this rank could not be granted earlier than after service that lasted for a certain period of time, e.g. 4 years of service in the rank of a major. However, this period may have been reduced by one year for the commissioned officers who completed higher education corresponding with the professional qualifications required for the position held. The next higher rank could have been awarded before the end of the established periods — by way of distinction<sup>44</sup>. Moreover, in exceptional cases deserving special consideration from the point of view of the needs of the service it was possible to award an officer who possessed a particular professional qualification or ability to perform service

<sup>40</sup> *Ibid.*, art. 37, §1 and 2.

<sup>41</sup> As cited in lex.pl Dz. U. of 1959, No. 12, art. 69.

<sup>42</sup> As cited in lex.pl Dz. U. 1972.53.343.

<sup>43</sup> *Ibid.*, art. 1 item 2 also defined conditions such as: Polish citizenship, with impeccable past, characterized by civic and patriotic awareness and high ideological value, full enjoyment of public rights, the guarantee of proper performance of the duties entrusted to protect public order and security, appropriate moral values or physical and mental capacity to serve in the Citizen's Militia.

<sup>44</sup> *Ibid.*, art. 1 item 34.

in an appropriate official position a higher rank despite not fulfilling the conditions required to award this rank<sup>45</sup>. On the other hand, appointment of an officer to an official position depended on graduation from a relevant university or another school, or a Citizen's Militia course<sup>46</sup>.

With a notice of 29 May 1973, the Minister of Internal Affairs published a consolidated text of the Act<sup>47</sup> in which he indicated that *'the commissioned officers of the Citizen's Militia holding the rank of a class II warrant officer shall obtain the rank of a second lieutenant of the Citizen's Militia by operation of law on the date of entry into force of the Act, and also indicated the conditions for completing general education by commissioned officers, and the consequences of failing to meet this obligation. Thus, 'the commissioned officers who, on the date of entry into force of this Act, do not have general secondary education or another education giving access to higher education shall be obliged to complete their education by 30 June 1963. The commissioned officers who do not complete their education by the time limit laid down (...) may therefore be dismissed from duty until 30 June 1964.'*

The Act of 31 July 1985 *on the service of officers of the Security Service and the Citizen's Militia of the People's Republic of Poland*<sup>48</sup>, which entered into force on 1 January 1986, was the legal Act which replaced the Act on the service of officers of the Citizen's Militia. The Act referred to two categories of officers, i.e.: officers of the Security Service and officers of the Citizen's Militia, and in accordance with Article 2<sup>49</sup> uniformly regulated their status. According to Article 1 of the Act, one of the conditions of admission to service was candidate's possession of *'specific professional qualifications'*.<sup>50</sup> In principle, an officer was appointed for a period of 3 years of preparatory service. In cases justified by *'specific qualifications of an officer'*, a superior with authority in personal matters of officers could shorten the period of their preparatory service, or relieve an officer from performing this service, which qualified him or her as an officer in permanent service. In addition, an officer with *'appropriate education and professional qualifications'* could be appointed to a specific official position. The legislator also introduced an obligation for officers to continuously improve *'the level of their education and professional qualifications'*.<sup>51</sup> In addition to the conditions for appointment to official positions, in Article 25 of

<sup>45</sup> *Ibid.*, art. 1, item 8, items 15–17.

<sup>46</sup> *Ibid.*, art. 1 item 7. *See more:* The Minister of the Interior determines the requirements in terms of education and professional qualifications to be met by an officer in a particular official post.

<sup>47</sup> As cited in lex.pl Consolidated text Dz. U. of 1973, No. 23, art. 136.

<sup>48</sup> As cited in lex.pl Dz. U. of 1985, No. 38, art. 181. *See art.* 130 ust. 1.

<sup>49</sup> *Ibid.*, in art. 2, the legislator indicated that, as a rule, *"the provisions of the Act shall apply to officers of the Security Service and the Citizen's Militia (...)".*

<sup>50</sup> *Ibid.* Moreover, the candidate had to be characterized by Polish citizenship of impeccable ethical and moral attitude, civic and patriotic awareness, high socialist ideology, full enjoyment of public rights, physical and mental ability, the guarantee of a proper performance of duties regarding protection of the socialist state, citizens' rights and public order and respect for the rule of law.

<sup>51</sup> *Ibid.*, art. 6 section 4, art. 8. *See also:* Regulation of the Minister of the Interior defining the conditions of education and professional qualifications to be met by an officer on a specific official position.

the Act the legislator established 'directly' a separate division into *corps of officers*, i.e. *a corps of constables* (constable, senior constable), *a corps of non-commissioned officers*, dividing it into a corps of junior non-commissioned officers (corporal, chief corporal) and a corps of senior non-commissioned officers (master corporal, sergeant, senior sergeant, master sergeant, senior master sergeant), *a corps of warrant officers*, dividing it into a corps of junior warrant officers (junior warrant officer, class II warrant officer), a corps of senior warrant officers (class II warrant officer, command sergeant major, staff warrant officer), *a corps of commissioned officers*, divided into a corps of junior commissioned officers and a corps of senior officers and generals already known from the previous regulations, adding the next rank — a division general<sup>52</sup>. The legislator also defined in detail the conditions for appointment to particular ranks, making such promotion conditional not only upon completion of a specific level of vocational training, but also on a positive opinion about the officer in the evaluation report and the position held as well as the time of service in a given rank. Thus,<sup>53</sup> appointment to the rank of a non-commissioned officer or to the rank of a warrant officer depended: for the rank of **a junior non-commissioned officer** — on completion of a non-commissioned officer school or passing the exam for a non-commissioned officer; for the rank of **a senior non-commissioned officer** — on confirmed secondary education and completion of a non-commissioned officer school, or passing the exam for a non-commissioned officer; for the rank of **a warrant officer** — on confirmed secondary education and graduation from the school of warrant officers, or passing the exam for a warrant officer. In particularly justified cases it was possible to be appointed to the first rank of a non-commissioned officer or to the rank of a warrant officer even if the above conditions were not met. In order to be appointed to the first rank of a commissioned officer, one had to graduate from a higher education institution of the Ministry of Internal Affairs or another higher education institution and a commissioned officer college of the Ministry of Internal Affairs, or pass the exam for a commissioned officer. In particularly justified cases it was possible to appoint an officer who did not meet the condition of graduating from school or passing the exam for a commissioned officer. In addition, in cases deserving special consideration of an officer with a positive opinion in an evaluation report and a specific professional qualification or ability to perform service in an appropriate official position, a higher rank could be appointed despite not meeting the other conditions required for appointment to that rank, or before the end of the established periods. Pursuant to Article 65 of the Act, an officer who performed his or her duties in an exemplary manner, showed initiative in service and **improved his or her professional qualifications** could be awarded a distinction in the form of 'early appointment to a higher rank' or 'appointment to a higher official position'. The Act also provided a possibility of appointing an officer released from service to the next higher rank for special merits in strengthening state security and public order<sup>54</sup>.

<sup>52</sup> *Ibid.*, art. 22 and art. 23.

<sup>53</sup> *Ibid.*, art. 25, art. 26 and art. 28, section 1.

<sup>54</sup> *Ibid.*, art. 28, section 2.

## Police officers — 1990

The elections of 4 June (the first ballot) 1989, and then of 18 June (the second ballot) 1989, which nowadays does not arouse much controversy and is one of the most popular observations, initiated the transformation of the political system in Poland. The evolutionary political reconstruction of the state concerned all its segments, including the Ministry of Internal Affairs<sup>55</sup> that aroused the most emotion.

On 10 May 1990, the Act of 6 April 1990 on the *Police*<sup>56</sup> which, by virtue of Article 157, repealed the Citizen's Militia-related part of Act of 31 July 1985 on the *service of officers of the Security Service and the Citizen's Militia of the People's Republic of Poland* entered into force.<sup>57</sup> Pursuant to Article 146, section 1 and Article 149, section 1 of the Act, upon the establishment of the Police the Citizen's Militia was dissolved, and its officers became police officers<sup>58</sup>. Apart from the question concerning verification of officers of the former Citizen's Militia and Security Service, the legislator, in Article 25, indicated that service in the Police may be performed by a citizen holding, among others, '*at least secondary education*' and '*specific professional qualifications*'<sup>59</sup> and imposed an obligation on the Chief of the Polish Police to determine the conditions in terms of education and professional qualifications to be met by policemen on specific official positions<sup>60</sup>. The names of corps and ranks were also changed. Most of them returned to the names from the interwar period, establishing the following corps from the highest to the lowest. Thus, in the corps of commissioned police officers were the following ranks: division general, brigadier general, colonel, major, captain, lieutenant, 2nd lieutenant; in the corps of warrant police officers: class II warrant officer; in the corps of non-commissioned police officers: class I sergeant and sergeant, and in the corps of privates: senior police constable and police constable. On the other hand, the ranks in police riot squads and in counter-terrorist units were at that time, '*identical to the military names of corps and ranks*'<sup>61</sup>. A person could be appointed as a non-commissioned officer or a warrant officer of the Police when they fulfilled the conditions set out in Article 25, i.e. those that qualified candidates for service in the Police. The person had to, moreover, graduate from a non-commissioned officer school or a school of police warrant officers, or pass the non-commissioned officer or warrant officer exam. The above also concerned promoting officers serving in riot and counter-terrorists units

<sup>55</sup> Majer P, *Acts on the Polish Police (1791–2011). Sources with commentaries*, p. 243.

<sup>56</sup> Original text: following *lex.pl*, Dz. U. of 1990, No. 30, art. 179.

<sup>57</sup> According to Article 136(1) of the Act of 6 April 1990 on the State Protection Office (following *lex.pl* Official Journal of 1990.30.180), the Act of 31 July 1985 on the service of officers of the Security Service and the Citizen's Militia of the People's Republic of Poland (Dz. U. No. 38, art. 181 and 1989, No. 34, art. 180 i No. 35, art. 192) in the part concerning the Security Service has lost its force.

<sup>58</sup> It did not concern the Citizen's Militia officers who served in the Security Service until 31 July 1989.

<sup>59</sup> *Ibid.*, Moreover, a candidate for service in the Police had to be of the Polish citizenship, of excellent moral and patriotic attitude, full public rights, physical and mental ability to serve in armed forces, subjected to a particular discipline of service which he or she was ready to submit to.

<sup>60</sup> *Ibid.*, art. 34.

<sup>61</sup> *Ibid.*, art. 47 section 1 and 2.

of the Police to equivalent ranks. The first commissioned police officer rank could be granted to a person who fulfilled the conditions of Article 25, and who completed a higher education school as well as underwent a professional training. In particularly justified cases, a policeman could be appointed to the first commissioned officer rank even if he or she did not have any higher education, but **had served for at least 5 years and passed the commissioned officer exam**. Appointments to the next higher rank were made according to the post occupied and depending on the opinion regarding the person's service. However, the rank could not be awarded earlier than after the legally determined period of service passed, for example 4 years in the rank of sergeant before appointing to the rank of class I sergeant. Police officers serving in riot or counter-terrorist squads could be promoted to a higher rank in accordance with the rules of the army legal regulations. In particularly justified cases the Minister of Internal Affairs, at the request of the Chief of the Polish Police, could promote any police officer to a higher rank, except for the first commissioned police officer rank and general ranks which were reserved for the President of the Republic of Poland, and the first ranks in the non-commissioned officer, warrant officer and commissioned police officer corps<sup>62</sup>. Furthermore, according to Article 87(7) and (8) of the Act, a police officer who performed his or her duties in an exemplary manner, showed initiative in service and **improved his or her professional qualifications** could be awarded a distinction in the form of 'an earlier appointment to a higher police rank' or 'an appointment to a higher official position'.

## Police officers — 2018

The original text of *the Police Act* of 6 April 1990<sup>63</sup> has been amended many times, also in the area of the discussed issue. Under the current legal status, according to Article 25 of the Act, a candidate for service in the Police must have at least 'secondary or secondary law enforcement-related education'<sup>64</sup>.

Under Article 34 of the Act, appointing to an official position depends on the education of a police officer, the relevant professional qualifications he or she obtained as well as the period of service in the police. In particularly justified cases the Chief of the National Police, the Chief of the Police Central Investigation Bureau or the Head of the Police Internal Affairs Bureau may give their consent to the appointment of a police officer, including those in probation service, to the official position before they obtain the professional qualifications and complete the service period required for this position, provided that the educational requirements are met. The police officer, however, is obliged to acquire professional qualifications before being appointed on a permanent basis. In order to obtain the professional

<sup>62</sup> *Ibid.*, art. art. 49–51.

<sup>63</sup> Consolidated text: Dz. U. of 2017, art. 2067 with later amendments.

<sup>64</sup> *Ibid.* Moreover, a candidate must be a Polish citizen during the whole period of service, have an unblemished reputation, cannot have a criminal record for serious offences or tax crimes, must possess full public rights, have full physical and intellectual capability to serve in armed forces subjected to specific professional discipline and hierarchy to which they are ready to submit and offer guarantee to keep secrecy in accordance with the requirements of the classified information protection regulations.

qualifications necessary for the appointment to the official position, a police officer must complete the following: basic professional training, professional training for university graduates, education at the Police Academy in Szczytno. In this respect the Minister of Interior and Administration issued executive regulations, namely the regulation of 19 June 2007 *on detailed conditions for professional trainings and professional development trainings in the Police*<sup>65</sup>. Particular attention should be paid to the content of paragraph 11 of the quoted regulation, which indicates the formal conditions that a candidate for the training for university graduates must have. They constitute a joint condition. Thus, a police officer may start his or her professional training for university graduates when the following requirements are simultaneously met: he or she possesses a master's degree or any other equivalent degree; an official written request has been submitted by him or her; an official position, on which higher professional education qualifications are required, is to be assigned to this person directly after completing the training; or the person has already been in a position to which a commissioned police officer rank is assigned to; by the date of completion of the training at the latest, the police officer must meet the period of service required for appointment to an official position; he or she has been given a positive official opinion, referred to in the regulations on official opinion of police officers<sup>66</sup>. The regulation of the Minister of Interior and Administration of 19 June 2007 on the requirements in education, professional qualifications and service period to be met by the police officers on the positions of police chiefs and other official positions, and the conditions for their appointment to higher official positions should also be indicated here<sup>67</sup>. According to the paragraph 5 of the cited regulation, a police officer may be appointed to a higher official position if he or she meets all of the following conditions: *has the education, the professional qualifications and the service experience* required for this position; has a positive official opinion; in the event that he or she is subjected to the procedure laid down in Article 35a(1) of the *Police Act* of 6 April 1990 (i.e. the procedure determining his suitability for service in specific positions or organizational units, by means of a physical fitness test, psychological examination or psychophysiological examination, note A.K.) he or she has obtained a positive result from a test or an exam carried out under this procedure<sup>68</sup>. The regulation in question contains an annex 'tables of educa-

<sup>65</sup> Dz. U. of 2007, No. 126, art. 877 z późn. zm. *See also*: Rozporządzenie Ministra Spraw Wewnętrznych i Administracji z dnia 20 maja 2005 r. *w sprawie szczegółowych warunków odbywania szkoleń zawodowych w Policji* (Dz. U. of 2005, No. 97, art. 823) in accordance with paragraph 18 of the regulation: 'obtaining the agreement to undergo the **specialist training** as well as the professional training for university graduates may be subjected to meeting by a police officer additional requirements determined in the training curriculum'.

<sup>66</sup> *See*: § 4 (1) (2) oraz punkt II Załącznika nr 1 „Kompetencje ogólne” — pkt 1 „Rozwój własny i podnoszenie kwalifikacji” Rozporządzenia Ministra Spraw Wewnętrznych i Administracji z dnia 30 sierpnia 2010 r. *w sprawie opiniowania służbowego policjantów* (Consolidated text: Dz. U. of 2013, art. 883 z późn. zm.).

<sup>67</sup> Dz. U. of 2007, No. 123, art. 857 with later amendments.

<sup>68</sup> *See*: Rozporządzenie Ministra Spraw Wewnętrznych i Administracji z dnia 20 marca 2007 r. *w sprawie trybu i warunków ustalania zdolności fizycznej i psychicznej policjantów do służby na określonych stanowiskach lub w określonych komórkach organizacyjnych jednostek Policji* (Dz. U. of 2007, No. 62, art. 423 with later amendments).

tion, professional qualifications and service period to be met by the police officers on the positions of police chiefs (Table 1) and on other official positions (Table 2).

In the current legal status, police corps and ranks have been developed in relation to the original arrangements. In accordance with Article 47(1) of the Act, 6 corps have been distinguished and specific ranks have been assigned to them. *In the corps of Police generals* the following ranks have been distinguished: general commissioner (currently *Police Commander-in-Chief general commissioner Jarosław Szymczyk, PhD*) and senior commissioner; *in the corps of commissioned officers* — colonel, lieutenant-colonel and major; *in the corps of junior commissioned officers* — captain, lieutenant and 2<sup>nd</sup> lieutenant; *in the corps of warrant officers* — staff warrant officer, warrant officer class I, warrant officer class II and junior warrant officer; *in the corps of non-commissioned officers* — staff sergeant, sergeant class I, sergeant class II; *in the corps of constables* — senior police constable and police constable. As one can see over the years, both the corps and the ranks have changed many times. A police officer may be appointed to the first police rank *in the corps of non-commissioned police officers* when he/she meets the conditions for candidates for service in the Police, and has also completed basic vocational training and has been nominated or appointed to a position for which a rank in the corps of non-commissioned officers, warrant officers or commissioned officers has been determined. The first police rank in the corps of warrant officers may be appointed to a non-commissioned officer who meets the conditions laid down for candidates in the Police, and has been nominated or appointed to a post for which a rank has been defined in the corps of warrant officers or police commissioned officers. A police officer may be appointed to the first police rank in the corps of junior commissioned officers when he/she meets the conditions laid down for candidates for service in the Police, has completed studies at the Police Academy or a professional training for university graduates, has been nominated or appointed to a position for which a rank in the corps of police commissioned officers has been defined, and has passed a commissioned officer's examination<sup>69</sup>. In the event of an appointment to the police rank in the corps of junior commissioned officers and the corps of commissioned officers planned early, the competent superior may request the Internal Supervision Inspector to carry out the verification referred to in the Act of 21 June 1996 *on special forms of supervision by the minister competent for internal affairs*<sup>70</sup>. In addition, appointments to the next higher rank shall be made according to the post occupied, and to the opinion regarding service. However, this rank may not be appointed earlier than after serving in the previous rank, e.g. senior sergeant — for 2 years. In particularly justified cases, the President of the Republic of Poland, at the request of the minister competent for internal affairs, may appoint a police colonel to the rank of a police senior commissioner without the obligation to serve the required period in the current rank, and the minister competent for internal affairs, at the request of the Police Commander-in-Chief, may appoint any police officer to a higher rank, considering his or her competence. It should be noted here

<sup>69</sup> *Ibid.*, art. 49 and art. 50. Zobacz w szczególności Rozdział 2, „Egzamin oficerski” Rozporządzenia Ministra Spraw Wewnętrznych i Administracji z dnia 19 lipca 2007 r. w sprawie mianowania policjantów na stopnie policyjne (Dz. U. of 2007, No. 145, poz. 1017 with later amendments).

<sup>70</sup> *Ibid.*, art. 50a. Dz. U. of 1996, No. 106, 491 with later amendments.

that in particularly justified cases the President of the Republic of Poland, at the request of the minister in charge of internal affairs, may appoint policemen to the first commissioned officer's rank and to the rank of general police commissioner and senior commissioner, and the Police Commander-in-Chief may appoint to the remaining police ranks — a police officer who died in relation to the performance of official duties.

Moreover, according to Article 87(1)(4) and (3) of the Act, a police officer who performs his/her duties in an exemplary manner, demonstrates initiative in service and develops professional qualifications, may be awarded, among other things, a distinction in the form of 'early appointment to a higher police rank'. On the other hand, the distinction is not granted to a police officer: punished with a disciplinary penalty before its erasure, or sentenced by a court judgment, or in relation to whom criminal proceedings have been conditionally discontinued for a period of one year from the date of the ruling becoming final.

## Conclusions

For R. Litwinski *'promotion to the next rank (as well as a higher position in the service, note A.K.) was treated as a natural way in a police career, thus perceived as an important motivational element, combined not only with splendour and honour, but also with an increase of salary (...)'*<sup>71</sup>. In the author's opinion these words have in no way lost their relevance. At this point, however, it should be indicated that according to the jurisprudence of the administrative judiciary, *'special requirements for the education and qualifications of a police officer, as set out in the legislation, are conditions allowing for appointment to a specific position, and not prerequisites for a claim for appointment on the part of the police officer. Decisions on appointments to an official position and dismissals from an official position in the Police are discretionary decisions'*<sup>72</sup>.

(ak, mb, ob, rm, tm)

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<sup>71</sup> Litwiński R, Korpus Policji w II Rzeczypospolitej. Służba i życie prywatne. Lublin, 2007, p. 229.

<sup>72</sup> Wyrok WSA w Warszawie z dnia 17 czerwca 2009, VIII SAB/Wa 5/09, LEX No. 564162.

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**Streszczenie.** Odzyskanie przez Polskę niepodległości wiązało się, m.in. z uporządkowaniem organizacyjnym wielu służb, w tym formacji jaką jest obecna Policja. Tworzono, na gruncie ich hierarchicznego podporządkowania, struktury, zasady funkcjonowania, w konsekwencji obowiązki i prawa ich członków — funkcjonariuszy, ale też pracowników nie będących funkcjonariuszami, nazywanymi „pracownikami cywilnymi”. Do praw tych należało i do „dzisiaj”; należy prawo do awansu, który w układzie hierarchicznego podporządkowania wyznacza pozycję danego funkcjonariusza. Awans w zakresie stanowiska, czy stopnia służbowego, jest wyrazem nie tylko kultury danej organizacji, ale przede wszystkim stawia przed funkcjonariuszem nowe wyzwania i obowiązki — honor i zaszczyt kierowania formacją, jednostką organizacyjną, komórką organizacyjną, czy wreszcie, a przez wielu (autor w pełni podziela tę kwestię) stawianą na pierwszym miejscu — możliwość kierowania ludźmi należącymi do danej struktury organizacyjnej. To zaszczyt i honor, którego dostąpić mogą nieliczni. Zanim jednak to nastąpi, muszą oni spełnić określone wymagania formalne, które na przestrzeni ostatniego stulecia ulegały diametralnej ewolucji.

Celem niniejszego opracowania (będącym w przyszłości zaczątkiem do kompleksowego ujęcia), jest wskazanie zarysu przedmiotowych wymogów co do zasady, na podstawie pierwotnych aktów prawnych regulujących pragmatykę funkcjonariuszy Policji, obowiązujących w ostatnim stuleciu. Autor ma pełną świadomość, iż cytowane akty prawne podlegały nowelizacjom i najważniejsze w jego ocenie, wskazuje.

**Резюме.** Восстановление независимости Польши было связано, в частности, с организационными изменениями во многих службах, в том числе с изменениями в структуре полиции. На основе их иерархической подчиненности были созданы структура, принципы деятельности, обязанности и права сотрудников полиции, а также штатских сотрудников, называемых «государственными служащими». Эти права и сегодня включают право на продвижение по службе, которое в иерархической системе подчинения определяет, на каком уровне работает сотрудник. Повышение в должности или в звании является не только выражением культуры данной организации, но и, прежде всего, ставит перед сотрудником новые задачи и обязанности: честь и привилегию управления всей формацией, организационной частью, организационным подразделением или, наконец, а также, что является самым важным — умение управлять персоналом данной организационной структуры (автор полностью с этим согласен). Это честь и привилегия, которой могут пользоваться лишь немногие. Однако, до этого, они должны выполнить определенные формальные требования, которые резко изменились за последнее столетие. Целью данной статьи (которая в будущем станет основой для комплексного исследования) является определение основных требований, предусмотренных действующими в прошлом столетии оригинальными нормативными правовыми актами, регламентирующими прагматику сотрудников полиции. Автор в полной мере осознает, что цитируемые правовые акты подвергались изменениям и поэтому рассматривает, по его мнению, самые важные из них.

(mj)

