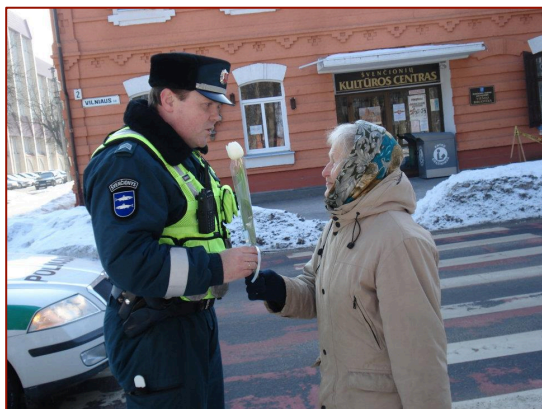


# NEWSLETTER

## LITHUANIA EDITION

### LITHUANIAN POLICE OFFICERS CONGRATULATE WOMEN ON THE INTERNATIONAL WOMEN'S DAY



Police officers traditionally congratulate women to commemorate the International Women's Day. Already a few years running, on early morning of March 8<sup>th</sup>, a campaign is organised aiming to congratulate all women traffic participants, i.e. those driving cars, passengers and pedestrians on the occasion of the International Women's Day.

Since early morning, police officers smiling and being in a jolly mood stop cars and instead of checking drivers' documents or other habitual official actions, congratulate women drivers and passengers and give them blossoming spring tulips, reflective vests and other small gifts.



The officers wish women to have understanding from traffic participants and officers, solidarity among drivers as well as happy and safe celebration. Genuinely pleased women are delighted that officers are able not only to impose punishments but also express their congratulations to participants of traffic. Congratulated and sweetened women thank the police officers, wish them success and regret at the fact that 8 March is only once a year.

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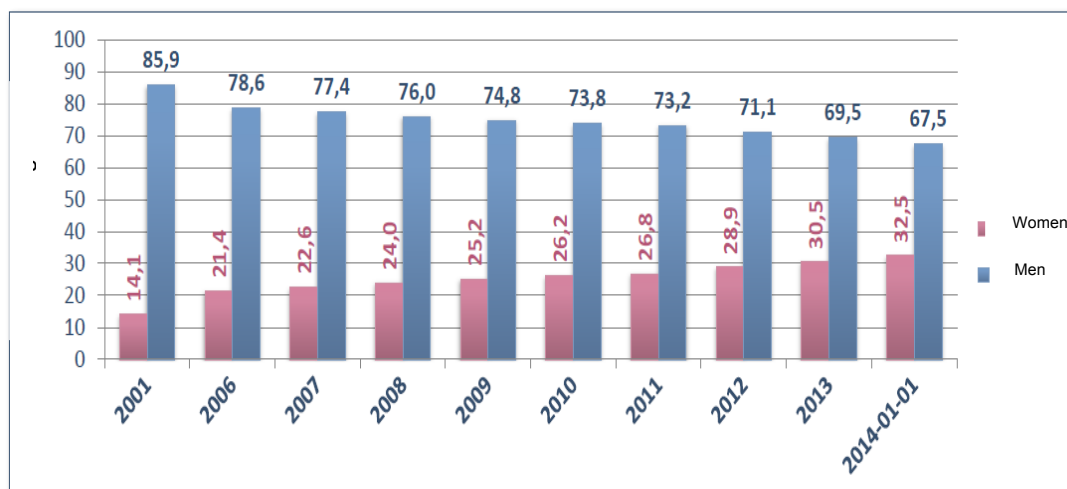
## The Lithuanian Police: Past and Present

To defend. To protect. To help. The three concepts underlying all activities of the Lithuanian Police represent what we do and what we strive for.

Following the reinstatement of independence in 1990, the country recovered its legitimate name – the Republic of Lithuania - and had its state heraldry as well as institutions of the Republic of Lithuania reinstated – the Law on Police of the Republic of Lithuania was adopted; police flag featuring meaningful phrase “Law and Legality” was designed and consecrated in Vilnius Arch-Cathedral; National Police Day commemorated on October 2 was restored and Lithuanian Police Academy as well as Klaipėda Higher Police School opened their doors to those wishing to become police officers.

The police is the largest organization in the system of home affairs employing 12 000 people. The number of women police officers increases each year, e.g. today women make up 32.5 per cent of all police officers as compared to 14.1 per cent in 2001.

## PROPORTION OF POLICE OFFICERS BY GENDER



The Lithuanian Police operates under the leadership of the Police Commissioner General who is appointed for the term of 5 years and dismissed by the President of the Republic of Lithuania upon suggestion by the Minister of the Interior approved by the Government of the Republic of Lithuania.

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## Structure of the Police System

- Police Department under the Ministry of the Interior.
- Dedicated police agencies: Lithuanian Road Police Service; Lithuanian Criminal Police Bureau; Lithuanian Police Antiterrorist Operations Team “Aras”; Lithuanian Police Forensic Science Centre:

➤ **Lithuanian Road Police Service** is a specialized police agency. The mission of Lithuanian Road Police Service is acting together with the Police Department under the Ministry of the Interior and within the competence ensured by the Police Commissioner General to represent the police in the state system of traffic safety, supervise traffic on the roads of the Republic of Lithuania as well as execute certain special functions provided for in the legislation on national or territorial level. The key objectives of Lithuanian Road Police Service include framing of police strategy in the field of road traffic safety, coordination and control of its implementation and identification of priority trends and means for the improvement of road traffic safety. Other functions of the Service relate to coordination and control of the activities of national institutions in the sphere of traffic supervision; prevention of traffic accidents and violations of traffic code; traffic supervision and maintenance of public order on the roads of the Republic of Lithuania; escort and convoy of country leadership and other official delegations; prevention of criminal acts and other violations on the roads; control of migration processes within its competence. Within its competence Lithuanian Road Police Service has been assigned the function of organization and implementation of special police campaigns in the territory of the Republic of Lithuania as well as organization and implementation of corruption preventive measures.



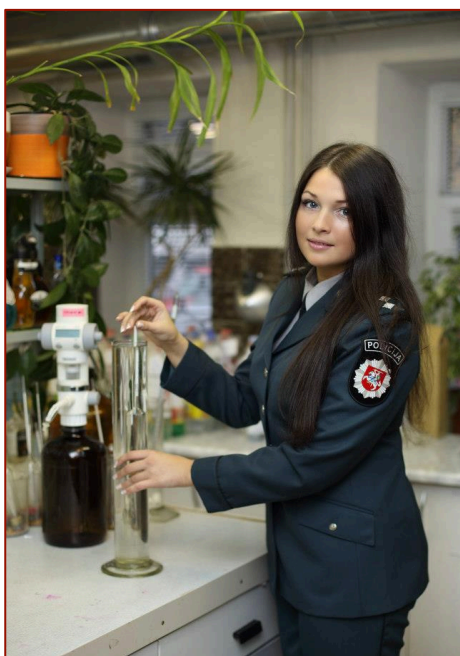
➤ **Lithuanian Criminal Police Bureau** is Lithuania's central criminal police. It is a modern created police agency operating in an optimal manner and corresponding to the present-day situation as well as expeditiously reacting to all types of situations. Activities of Lithuanian Criminal Police Bureau have been optimized in 2013. Functions and structure of Lithuanian Criminal Police



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Bureau have been refined, objectives have been agreed with the set priorities and new functions have been introduced. The key areas of activities are aimed at prevention and investigation of organized crime, exaction of assets derived from crime, control of drug circulation and cybercrime, prevention of terrorism and other priority spheres of activity. Organization of work with covert human intelligence sources has been subjected to cardinal changes and international cooperation has been enhanced. The agency is conducting extensive and thorough analysis of information pertaining to organized and serious crime, is involved in continuous monitoring of the situation and reacts to potential threats. Lithuanian Criminal Police Bureau actively partakes in the framing of the strategy of Lithuanian Police activities. It has been authorized and assumed the responsibility to coordinate and control the work of territorial police agencies in the fields of criminal intelligence and pre-trial investigation. Lithuanian Criminal Police Bureau provides police agencies with all necessary support in the investigation of criminal acts which helps improve the work of territorial police units, pursue the prevention and investigation of criminal acts in a more effective manner as well as timely identify possible threats and adequately react to them. Starting from January 1, 2014 the improvement of qualifications of officers from territorial police units has been another responsibility assumed by Lithuanian Criminal Police Bureau.

➤ **Lithuanian Police Forensic Science Centre** is a specialized and one of its kind institution in the Lithuanian Police conducting forensic analyses. The key objective of Lithuanian Police Forensic Science Centre is to conduct item analyses and examinations that require special knowledge and thus participate in the prevention, disclosure and investigation of criminal acts, and



partake in the framing and implementation of the strategy of Lithuanian police system in the fields of public safety and utilization of special knowledge. Lithuanian Police Forensic Science Centre strives to ensure high quality of laboratory analyses and examinations and reduce terms of their completion. Inspections of the scenes of serious and grave crimes committed in the territory of Lithuania are of utmost importance and quality. Lithuanian Police Forensic Science Centre administrates Finger Print and DNA databases, bullet and shell as well as other forensic collections, card files and other databases that are employed to disclose criminal acts. Objectives, activities and results of Lithuanian Police Forensic Science Centre are for the most part determined by the

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rapid development of information technologies and extensive possibilities for their application. Hence the dissemination of scientific information and acceleration of search for required information are facilitated and management of examinations and scientific activities as well as monitoring of operations becomes more effective. Lithuanian Police Forensic Science Centre coordinates and controls the activities of ten forensic science divisions at territorial police units and police dog handlers, implements and helps them master new methods of forensic analysis, and organizes the conferment of the competence of specialist or expert. The Centre strives to introduce continuous improvement of specialists' qualifications and ensure proper level of their competences. Employees of Lithuanian Police Forensic Science Centre and forensic science divisions in territorial police units are equipped with modern instruments required to carry out analyses and examinations.

➤ **Lithuanian Police Antiterrorist Operations Team "Aras"** (hereinafter referred to as "Aras" unit) is an independent specialized police agency consisting of the Command, Information, Analysis and Negotiation Division, Special Team, Explosive Search and Neutralization Division and three companies, one of them located in Klaipėda. The unit also has specialized reconnaissance, negotiation, sniper, climber and diver groups that are necessary to carry out the main functions ascribed to the unit. The main functions of "Aras" unit are to organize, manage and implement special antiterrorist and hostage rescue operations in the territory of Lithuania and, in special cases, conduct antiterrorist operations outside the Republic of Lithuania. In addition, the unit is engaged in detention operations of armed and dangerous criminals, search for and neutralization of self-made and military explosive devices intended for terrorism-related or military purposes. "Aras" unit participates in operational activities when arresting persons suspected of commission or preparation to commit crimes. The unit also collects and analyses information related to terrorist threats, cooperates with professional institutions of other countries in this sphere, drafts and implements projects and programs for antiterrorist measures, and other legal acts establishing terrorism prevention. "Aras" unit is provided with modern arms and equipment necessary for successful work. However, all weapons are worthless without competent people. Currently the nucleus of the unit is made up of highly qualified combatants, who have acquired physical and psychological training and are prepared for working under extreme circumstances.

- **Territorial police units** – 10 county police headquarters.

Criminal police divisions of territorial police units fulfil functions of the criminal police within the territory assigned to them (county). Following the regulations set forth in the legislation they conduct criminal intelligence and pre-trial investigations; organize and implement regional and, within their competence, international programs of crime prevention; ensure cooperation with prosecution

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services, courts and subjects of criminal intelligence operating within the territory of their county; draw up and administrate criminal lists; conduct search for missing persons. Criminal police divisions of territorial police units do the main share of work in prevention, disclosure and investigation of criminal acts. Both central and territorial criminal police divisions work with one accord as challenges posed by present-day crime require concentrated, unanimous and versatile effort from the criminal police

- **Police professional training institution** – Lithuanian Police School.

Police Department under the Ministry of the Interior is the connective and managerial link of the police system which helps the Police Commissioner General frame the strategy of police activities and monitor its implementation, as well as organize and implement management of territorial police units.



Dedicated police agencies are police institutions established on a non-territorial basis and executing special police functions prescribed by the legislation.

Territorial police units include local police divisions fulfilling functions prescribed by legal enactments within the assigned territory.

Police vocational training institutions are police vocational training divisions, established by the Police Commissioner General of Lithuania, which ensure distant training for the professional improvement of police officers.

- **Day of Guardian Angels**

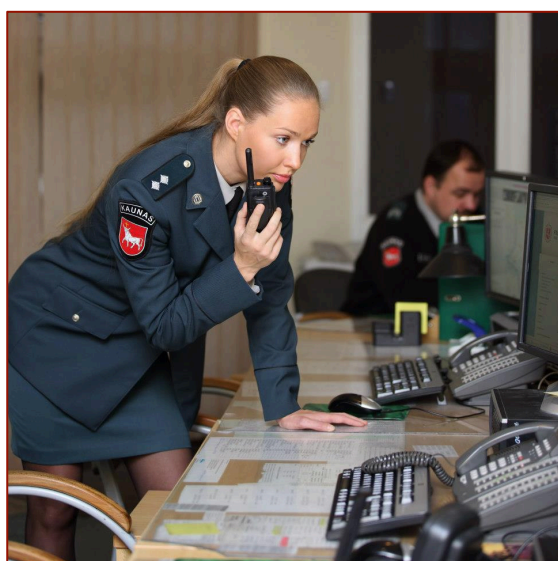
On October 2 the National Day of Police, also called the Day of Guardian Angels, is commemorated in Lithuania. Every year on that day police officers interact with people on the central squares of towns and cities, demonstrate their



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equipment, special devices and professional skills. People are mostly interested in shows performed by dog handlers, mounted police and combatants of anti-terrorist operations unit. Masses in honour of the police are served in churches. Festive events dedicated to the commemoration of the National Day of Police are attended by commanding officers, solemn award ceremony is organized, homage is paid to police officers killed in the line of duty and those who have retired. In addition, sports competitions accompanied by various tournaments and concerts are organized.

## • Priorities of the Lithuanian Police, Activity Control and Planning



The mission of the Lithuanian police is to protect and respect the person's rights and freedoms, ensure public order and safety, within their competence form safe environment and pursue effective prevention and investigation of criminal acts and other offences. The Lithuanian Police are continuously implementing complex measures aimed at combatting organized crime and especially its new forms. In the future the focus will continue to lie on trafficking in human beings, illegal migration, unlawful trafficking in drugs and guns, forgery of money and other means of payment, money laundering, smuggling, and decimation of

the economic basis of organized crime groups. In addition, attempts are made to increase the efficiency of police activities through improvement of management and rational utilization of available resources. Enhancement of the operational efficiency and competences of internal statutory agencies, amplification of public safety and fight against smuggling and shadow economy by means of improvement of the legal framework, management of the internal service and rational use of available resources are among the objectives that should be implemented by the police among other institutions. The police bestow a good share of attention on execution of international obligations in the field of fight against organized crime and other criminal activities that have acquired transnational character. Representatives of the Lithuanian Police actively partake in the activities of such international institutions as Interpol, Europol, Task Force on Organized Crime in the Baltic Sea Region, etc.

The key challenge that the police have been facing since 2001 in the process of the implementation and improvement of the system of strategic planning is to transform planning from a formal manual work consuming process to an actually operating tool based on modern technologies and facilitating the management of the police system and decision making.

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With a view to implement the abovementioned objective, a computer-assisted system of balanced indices is being implemented in the Police Department. The project “Improvement of Police Strategic Management through the Implementation of the System of Balanced Indices” is being implemented in cooperation with European Social Fund. It is expected that in August of 2015 when the project is fully implemented, police strategy will be effectively introduced in the police, which will result in enhanced motivation of the organization, improved knowledge of police employees, upgraded efficiency of activities and management, and refined data and activity analyses.

The system of internal control within police institutions covers all levels from the highest to the lowest. This dynamic and complex process is continuously being adapted to changes in the organization. Thus, through the identification of risk factors, leadership of all levels and other employees participate in the implementation of the organization’s mission and general objectives.

## • The Lithuanian Police – a Reliable Partner

International cooperation is a concurrent of police activities.

Prompt information exchange via the channels of Lithuanian and foreign law enforcement agencies, Europol, Interpol and SIS II (second generation Schengen Information System) is ensured 24/7. Joint contact point established by Lithuanian Criminal Police Bureau covers Europol, Interpol and SIS/SIRENE national units.

Lithuania has successfully implemented the provisions of the Prüm acquis and is able to exchange DNA, finger print and vehicle registration as well as owner or user related data with other EU Member States. We have the opportunity to promptly and effectively look for hits between data pooled in databases of other states and DNA or finger print data collected at the scene of crime in Lithuania. The instrument aids in successful identification of individuals who have the freedom of movement in the borderless space of Europe.



Together with other institutions of the Republic of Lithuania the police implement the Directive 2011/82/EU of the European Parliament and of the Council facilitating the cross border exchange of information on road safety related traffic offences and strive to enhance the protection of all road users as well as facilitate the exchange of information on the violations of the traffic code with other



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EU Member States. Hence, individuals who have exceeded speed limits, failed to fasten seatbelts or got involved in traffic light offences in an EU Member State will receive notices urging to pay the fine for the offences committed.

All Lithuanian police officers within their competence can use information technology tools which allow with the input of one inquiry receive results from three different information sources, including national registers and information systems, Interpol databases, SIS II etc. Hence, there is a direct possibility to make inquiries in Interpol databases of wanted persons, stolen vehicles and lost travel documents as well as input data into SIS II and use data pooled in the system. Europol National Unit can exchange information via Europol Information System (EIS).

Good relations with neighbours are nurtured. Trilateral meetings of police heads and other officers from Lithuania, Latvia and Estonia are organized every year. In addition, meetings between representatives of police units are regularly organized, joint patrolling and trainings are intensively exercised, legal framework providing for the entrenchment and enhancement of bilateral or multilateral cooperation is continuously analysed and agreement projects ensuring such cooperation are constantly adjusted.

Territorial police units of the Republic of Lithuania whose territories have borders with the Republics of Latvia or Poland on average at least once a month organize joint patrolling on the roads. In addition, working relations with representatives of law enforcement agencies of Kaliningrad Oblast in the Russian Federation and the Republic of Belarus are cultivated.

In 2011–2012 the Lithuanian Police presided over the Task Force on Organized Crime in the Baltic Sea Region (BSTF). Urgent issues pertaining to the fight against organized crime and enhancement of inter-institutional cooperation have been discussed in meetings organized together with other countries of the Baltic Sea region.

Since 1996 officers of the Lithuanian Police have been participating in civil crisis management operations as well as international peacekeeping, peace-making and supervision missions organized by the following organizations:

- United Nations – Province of Kosovo in the Federal Republic of Yugoslavia, Province of Kosovo in Serbia and Montenegro, Bosnia and Herzegovina in the international police task force (UNMIBH/IPTF), Civilian Police Support Group in Croatia, Province of Kosovo in the Republic of Serbia, Province of Kosovo in Serbia and Montenegro, Eastern Slavonia (Croatia);
- Organization for Security and Cooperation in Europe – the Danube region in Croatia, Kosovo, Bishkek (Kyrgyzstan);
- Western European Union – Multinational Advisory Police Element (MAPE) mission in Albania;

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- European Union – Province of Kosovo in the Republic of Serbia (EUPT), Georgia, Islamic Republic of Afghanistan (EUPOL AFGHANISTAN), Bosnia and Herzegovina (EUPOL COPPS), Proxima in the former Yugoslav Republic of Macedonia, Kosovo (EULEX KOSOVO).
- Besides, representatives of the Lithuanian Police have participated in the special mission of the Republic of Lithuania in the Islamic Republic of Afghanistan (Ghor Province).
- Women police officers also actively partake in most international missions.

## • Lithuanian Presidency of the Council of the European Union

The second half of 2013 was marked by Lithuania's presidency of the Council of the European Union.

During Lithuania's presidency of the Council of the EU, the Lithuanian Police organized and participated in the activities of the following working groups of the EU Council:

- Administrative Approach to Prevent and Fight Organized Crime Expert Network;
- Working Party on General Matters Including Evaluation (GENVAL);
- DNA and Fingerprints Experts (DAPIX DNA/FP);
- European Crime Prevention Network (EUCPN);
- European Police Office (EUROPOL);
- European Police College (CEPOL);
- European Explosive Ordnance Disposal Network (EEODN);
- European Firearms Experts (EFE);
- European Network of Law Enforcement Technology Services (ENLETS);
- Experts for Major Sports Events (NFIP);
- Working Party on Information Exchange and Data Protection (DAPIX);
- Network of EU Contact Points for Tackling Cross-border Vehicle Crime;
- Horizontal Drugs Group (HDG);
- SIS/SIRENE subgroup of the Working Party for Schengen Matters;
- Law Enforcement Working Party (LEWP).

Law enforcement and home affairs related issues take up an important part of the EU agenda. The key priority spheres in the period of Lithuania's presidency included further implementation of the EU internal security strategy and Stockholm programme and preparation for the multiannual financial programme of 2014–2020. Trends related to internal security include cyber security, fight against trafficking in human beings, terrorism, illicit gun running and drug circulation, amendments of Europol's legal basis, implementation of the European law enforcement training scheme, negotiations with regard to Passenger Name Record directive project, implementation of EU policy cycle for organized crime,

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information exchange and issues related to management and expansion of the Schengen space. A good share of attention was bestowed on the protection of EU external borders and cooperation with Eastern Partnership countries.

Among the most important events organized as part of Lithuania's presidency of the EU Council were Eastern Partnership Summit in Vilnius, CEPOL Governing Board meeting in Vilnius, *4th Conference of Police and Customs Cooperation* Centers in Brussels (Belgium) and European Police Chiefs Convention in the Hague.

Alongside direct presidency related functions, the police had to ensure public safety during various events (about 200 of them) held in Lithuania.

## **People are our Greatest Asset**

On average 319 police officers serve 100 000 Lithuanian citizens. In 2013 9500 statutory officers and more than 2000 civil servants and employees working on contract were employed in the police system.

On average statistical police officer is almost 37 years of age. Every third officer has served for more than 20 years required to get state allowance for retired officers. Women make up 30 per cent of all police officers.

We strive to offer our employees the best possible conditions, promote and motivate them.





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## • Social Security, Maternity Benefits and Social Guarantees to Parents

Compensations in cases of impairment of officer's health. Officer who sustained injuries while in service is compensated with the sum equalling his/her average monthly wages for the period from 1 month to 5 years (from 1 to 60 months). In cases of temporary disability incurred due to an accident while in service, officers receive compensation of up to 100 per cent of their average wages applying minimum and maximum compensatory amounts as stipulated in the provisions of the Law on Social Security of Industrial Accidents and Occupational Disease of the Republic of Lithuania pertaining to the calculation of sickness allowance.

Provision of accommodation. Officers who do not have under their ownership an apartment or a house are provided with a serviced apartment that has been renovated and furnished in accordance with local conditions and satisfies technical and hygienic requirements (Paragraph 1 of Article 47 of the Statute of Internal Service).

Pregnant and lactating women, women who have recently borne a child, officers raising a child under 3 years of age and officers raising a child under 14 years of age in a single-parent family or a disabled child under 18 years of age or attending a disabled person can only be assigned to be on-call with their consent. Pregnant women as well as mothers or father raising a child under 3 years of age in a one-parent family cannot be dismissed from service when not being found guilty (with the exception of cases when the institution of home affairs is liquidated).

Pregnancy and birth leave. Parental leave. Childcare leave. In Lithuania women who are on pregnancy and birth leave receive maternity allowance for 126 calendar days and if more than one child is born, the period is extended and maternity allowance is paid 70 days after childbirth. In the period of pregnancy and birth leave, maternity allowance makes up 100 per cent of the former salary. The father has the right to go on paternity leave in the period from the day of the child's birth till the child is one month old and receive paternity allowance equalling 100 per cent of the father's wages. One of the parents is entitled to maternity (paternity) allowance for the period until the child is two years old. The proportion of the allowance is subject to the chosen scheme of maternity (paternity) leave duration: if the parent chooses to be on maternity (paternity) leave until the child turns one, the allowance makes up 100 per cent of former salary; if the



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parent chooses to be on maternity (paternity) leave until the child turns two, the allowance for the period from the end of pregnancy and birth leave till the child's first birthday makes up 70 per cent of former wages and for the period from the child's first to the second birthday it makes up 40 per cent of former wages. Depending on the family's choice mother, father, grandmother, grandfather or other relatives who factually raise the child or foster-parents can be entitled to childcare leave until the child turns three.

Additional day-off. Employees raising a disabled child under 16 years of age or two children under 12 years of age are entitled to one additional day-off a month, and employees raising three or more children under 12 years of age are entitled to two additional days-off a month, which are paid average wages.

## Professionals in our Ranks

Pursuing to satisfy the need for the training of police system employees, by the order of the Ministry of the Interior of the Republic of Lithuania, Klaipėda police school was established in 1992 and the Lithuanian Police Training Centre opened its doors in 1999. Later these two institutions merged and were reorganized into an institution of police vocational training, namely the Lithuanian Police School which is currently in operation.

The Lithuanian Police School is an institute of police vocational training offering basic as well as continuous vocational training to police officers. Vocational training is one of the key stages of education that ensures rendering of special professional knowledge and skills.

More than 2 800 police officers have graduated from the School in the twenty years of its operation and more than 6 000 employees of the police attend refresher courses at this institution of education each year. The Lithuanian Police School works in close partnership with similar institutions of education abroad.

On October 27, 2010 the Lithuanian Police School was granted membership in the Association of European Police Colleges (AEPC).

The mission of the Lithuanian Police School is to offer training and education to young people to take up professional police officer's duties, to continually improve police officers' competencies by providing them with professional knowledge and developing practical skills necessary for their future professional activities, to promote the impeccable image of a police officer, as well as to serve the public.

The key priorities of the Lithuanian Police School include expedient utilization of the potential of specialists working in the institution of education, thus ensuring high quality of education. In addition, the School strives to constantly implement efficient methods of education through expeditious integration of the system of distant learning, effectively cooperate with national and foreign police

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agencies, law enforcement institutions and institutes of police officers' vocational training in the fields of education, qualification and sports. Furthermore, it is pursued to develop the infrastructure of the Lithuanian Police School through expedient use of education facilities and improve the quality assessment of students' selection, training and qualification improvement processes.

## **Police Officer Walked down the Aisle Wearing Ceremonial Police Uniform**

Uniform is the dress that represents the status of police officers.

All police officers have the right to wear service uniform. Working dress is worn every day while in the service, whereas on the days of state holidays and other festivals and ceremonies police officers wear ceremonial dress. The Police Commissioner General may issue an order entitling former officers to wear ceremonial dress. Retired police officers who were issued with the permit to wear ceremonial dress can wear the dress that was in used prior to their retirement on the occasions of state holidays, National Day of Police, church ceremonies, parades, representations of public police organizations in Lithuania and abroad and when being decorated with state awards or distinctions.

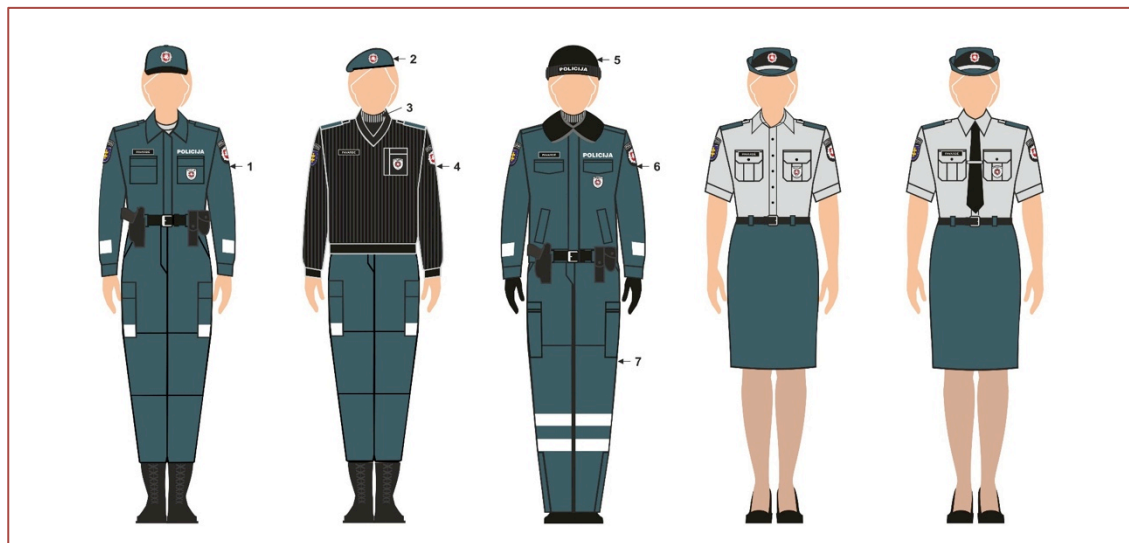


Today a new tradition may be introduced to the Lithuanian police, namely to wear the ceremonial dress on the most important day of a person's life – the wedding day. Quite a few officers have already shown the due respect to their occupation and worn the dress representing their status as police officers.



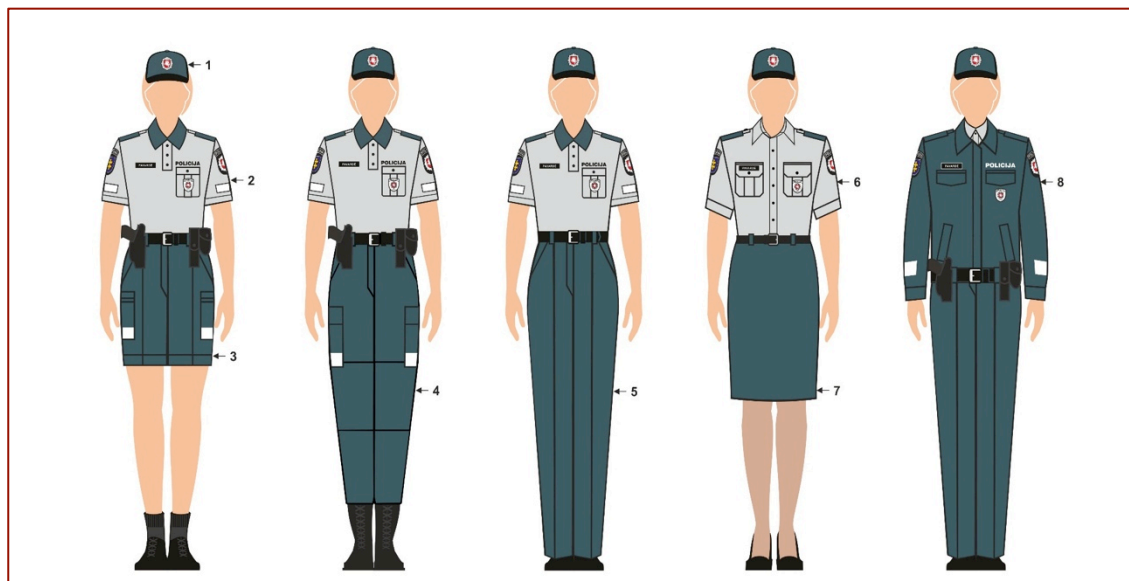
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## WORKING DRESS



1. Women's blazer. 2. Beret. 3. Turtleneck sweater. 4. Sweater. 5. Knitted winter cap. 6. First level police officer's winter jacket. 7. Women's winter semi-overall

## WORKING DRESS



1. Summer cap. 2. Women's short-sleeved summer shirt. 3. Women's shorts. 4. Women's trousers. 5. Women's summer trousers. 6. Women's short-sleeved shirt. 7. Summer skirt. 8. Women's summer jacket

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