1. Basic Information
1.1. Number: PL01.03.11  
Twinning number: PL/IB/2001/JH/03
1.2. Project title: Twinning for Police services
1.3. Sector: Justice and Home Affairs
1.4. Location: Poland

2. Objectives
2.1. Overall objectives
Fulfilment by Poland obligations in the frame of Titles IV TEC and VI TEU. Achieving compliance with Schengen standards, stated in the Protocol to the Amsterdam Treaty, on the future external border of EU located on the territory of Poland.
2.2. Project purpose
Reinforcement of institutional and administrative capacity of state agencies responsible for fight against organised crime.
2.3. Compliance with objectives and priorities stated in ‘Accession Partnership’ and ‘National Programme of Approaching Accession’ for JHA.
AP: upgrade institutional capacity regarding the fight against organised crime and drug trafficking, further improvement of the law enforcement bodies (...) referring in particular to enable full participation in SIS and continuing the fight against organised crime, drug trafficking and computer crime
NPAA: fight against organised crime, prevention and fight against money laundering.
2.4. Contribution to the National Development Plan: n.a.
2.5. Cross-border impact: n.a.

3. Description
3.1. Background and justification
This twinning project will be the continuity of the former twinnings from years 1998, 1999 and 2000. The recommendations, reports and experiences of twinning '98 were used in the process of the preparation for twinning 2001. Twinning will be carried out in the form of training, study visits and internships. The aim of training within PHARE 2001 is: 1) to improve professional skills of services, 2) to reduce the inefficiencies of Polish police operation – both substantial and organisational 3) thanks to better knowledge of the EU sister services, to ensure the full compliance of the Polish services with EU standards. This is in agreement of recommendations of the “General JHA expert mission to Poland, 22-26 June 1998”. In order to reinforce the institutional capacity of the Polish Police responsible for combating crime it is necessary to provide with the ‘know-how’ transfer from the services within EU Member States law enforcement bodies dealing with this problem. Taking into account the need of improving the co-operation between the Polish and EU law enforcement bodies, it is essential to expand the twinning co-operation. The proposed activities scheduled for the twinning programme are intended to become one of the main instruments by which police officers' knowledge of methods of fighting against crime will be improved. All activities are in compliance with the document “Security and Public Order in Poland” (Part II National Crime Prevention Programme).

3.2. Linked twinning activities
PHARE '98: Eastern Border Management and Infrastructure – project is completed: Schengen: internal control of bodies, discipline and action to combat corruption in the Police, police co-operation in the Schengen framework, Police compensation measures; criminal intelligence and organisational development: comprehensive institutional audit – incidence of serious and organised crime, criminal intelligence analysis training; forensic science: DNA database, detection of drugs in the blood of drivers under the influence; Police/Public Relations.
PHARE '99: Fight against organised crime – twinning project signed: forensic science (AFIS, revelation of latent fingerprints, physico-chemical analysis, arms and ballistic analysis; investigation of computer crimes; major financial crimes investigations; video surveillance; help for crime victims; criminal intelligence and analysis (continuation of Twinning '98); “Open Police Stations” programme (continuation of Twining '98); specialised language training in Poland (continuation of courses under COP '97); internal control of bodies in perspective to combat potential corruption.
PHARE 2000: Twinning for the police services – the process of choosing the Consortium and PAA is completed: combating organised crime (corruption, money laundering, drug-related criminality, protection
of intellectual property, IT criminality, forensic analysis of narcotics, personnel selection), implementation and managing of IT systems (organisation of communications systems, CISCO computer network, systems of computer and communication structures and networks security), preparation of the Polish Police to the EU accession.

3.3. Results

The activities carried out in the form of twinning will strengthen the administrative capacity of Polish agencies responsible for fight against crime. The training and assistance provided in the framework of twinning aims at: increase the level of knowledge of regulations as well as the equipment and systems applied by EU member countries law enforcement bodies; gaining the skills necessary for operation of NSIS and efficient information exchange with the SIS system; broadening the scope of police undertakings in the field of community policing, personnel and police training units assessment, career opportunities – consonant with the EU standards; provision of highly specialised police training applied in EU Member States in the field of IT, investigation proceedings, criminal analysis, and forensic science.

3.4. Activities

Polish Police want to implement under Phare twinning 2001 programme the following 5 main components (comparing to 9 police and 1 Ministry of Justice components under twinning 99'). It is important to notice that, taking advantage of 1998 twinning recommendations, the contents of the already launched twinning 1999 and still negotiated twinning 2000 was prior to the selection of the subjects to be covered by this issue of twinning. Provision of increased funds for twinning 2001 enables Polish Police to accomplish the tasks started under previous twinning editions as well as cover new subjects that should be immediately dealt with so that they could be in compliance with EU standards, and EU experts recommendations. There are still plenty of other subjects to be covered left, as far as meeting all the EU recommendations and requirements is concerned. The below components covers the most demanding and crucial needs.

1) Forensic science (3 sub-components within)
2) IT and Logistics (3 sub-components)
3) Human resources (3 sub-components)
4) Prevention programmes (4 sub-components)
5) Combating serious crime (5 sub-components).

1) FORENSIC SCIENCE

- Quality and quantity analysis of tablets containing psychotropic substances

Central Forensic Laboratory of General Headquarters of the Police - CFL

Database of tablets containing psychotropic substances within Central Forensic Laboratory has been created for more than three years. The creation of a database compatible with the Europol countries police databases (also the co-operation with ENFSI) is the final objective. Standardisation of quantity and quality analysis of stupefacient and psychotropic substances is one of the goals of forensic science services operating within Polish Police forces. Achieving such standards requires the implementation of the methods and procedures applied by other laboratories and using their experience. The previous experiences clearly imply that the above stated objectives are reached best and most effectively through direct contacts and training of our experts and forensic technicians. The leading laboratory in this specific field is BKA from Wiesbaden, Germany. The main subject of the training is “The Databases of tablets containing psychotropic substances”.

First stage: training for Polish experts in one of the EU forensic laboratories for - subject should concern: “The establishment of databases based on physical (logo, shape, colour, weight) and chemical parameters of the tablets.

Second stage: training in one of the EU countries. Subject: Quantity and quality analysis of tablets containing psychotropic substances.

Third stage: EU expert stay in Poland (in CFL of General Police Headquarters). Subject: of the visit: “The implementation of database of tablets containing psychotropic substances at the Central Forensic Laboratory of General Police Headquarters.

- Revealing the narcotics in drivers’ blood

Central Forensic Laboratory of General Headquarters of the Police - CFL

This component would be the continuity of the activities undertaken under twinning '98 (co-operation with Forensic Institute from Rijswijk, the Netherlands)

The subjects of training should embrace:

-preparing the samples by the SPE (solid phase extraction) method,
-analysis of narcotics revealed in drivers' blood by use of GC/MS and LC/MS techniques.

Type of training: one-week EU expert stay in Poland (CFL)

DNA database

Central Forensic Laboratory of General Headquarters of the Police – CFL.

The proper use of a DNA database results in high detection rate and the limitation of criminal activity. Only the strictly observed, comprehensive and versatile training programme provided for the Polish experts and technicians (e.g. the one offered by FSS in Great Britain) ensures the required, efficient operation of DNA database. The additional advantage of such a training programme is the possibility of obtaining by the participants the licence for conducting the profiling, taking part in skills examinations as well as the registration and accreditation by the independent body followed by the accreditation EN 4500.

The achieved skills will also let to operate the Polish experts efficiently, what is supposed to result in the universal acceptances of DNA evidences in courts as well as by the public. Another advantage of having high-level trained experts in Poland will also let the Polish side to conduct proper, current international exchange of the lab results.

Applying the below proposed programme should effect in having the Polish staff fully conversant and practically skilled in all aspects of database methodology and in all aspects of casework analysis, interpretation and matching. It is also important to support one of the investment projects under “Fight against crime II” Phare 2001 for the police services.

Type and subjects of training:

Workshops in training base (e.g. FSS in Great Britain); three-stage training

First stage: Database awareness and processing procedures.

Second stage: Extraction, processing and analysis of suspects’ control samples

Third stage: Extraction processing and interpretation of casework (crime) samples

The trained persons shall become the Polish trainers and are supposed to train other police officers. A desired group of experts dealing with the genetic identification of biological traces as well as the control samples of evidences should comprise (according to the present needs) 50 trained persons.

IT AND LOGISTICS

Preparing Polish Police for the participation in SIS

Polish Police have to get acquainted with the proper organisation and operation of SIS. It concerns both the legislation, day-to-day practise and technical solutions applied. Ever since the operational group for the establishment of proper conditions for co-operating within SIS as well as organisational parameters of Polish NSIS node and Sirene office has been created, Police has been actively involved in the proceedings of this group. Documents concerning technical aspects of system functioning as well as legal and organisational details are being currently prepared. To support the planned undertakings, in the investment project “Fight against crime II” for the police services under Phare 2001, modernisation of transmission systems component is foreseen. It will constitute a significant support in creating of NSIS.

The proposed trainings within Twinning should include:

1) International police co-operation by means of police information systems in the framework of Schengen

This component is aiming at getting acquainted (the legal regulations in the field of international co-operation in Europe by means of information systems in France, Great Britain, Holland, Germany (Sirene). Apart from the persons that will be personally involved in the future NSIS operation, police officers from other units should participate in this introduction (e.g. Central Investigation Bureau police officers). Study visits may be part of the project.

2) SIS II system project training- information range processed within SIS, the systems role in realisation of statutory obligations of law enforcement authorities, technical aspects concerning database structure, access interfaces, transmission parameters, communication protocols, management systems, and IT communication security parameters.

Trainings should be most of all targeted at the groups directly involved in the design and implementation of the system.

3) Training for the people responsible for the service of the above-mentioned system in Poland.

Participants: system administrators, technician, net administrators, system management personnel, personnel responsible for the quality of information and security of the used system. Optimal number of persons to be trained: 50.
4) Training (or other forms of co-operation within Twinning) in the field of SIS exploitation with the special focus on the police work. It should be targeted at system users, personnel that introduces and co-ordinates information through SIS, police school lecturers etc. Apart from the representatives of General Police Headquarters personnel from local police quarters should also take part in this training (Voivodship Police Headquarters, Municipal Police Quarters). Optimal number of persons to be trained: 100.

Accommodation of Polish Police logistic services to European Union standards in the field of computer and communication structures management:

1) Training should especially include: rules of financing computer and communication equipment for the Police forces purchases, methodology of establishing material needs (planning, distribution, payment methods), rules and methodology of equipment unification in police and police related services in various regions of the country, purchasing rules (in accordance with the ‘Bill of Public Purchases’, management rules (financial means management, equipment property rights, rules of trade), introduction to structures, organisation and working methods of parallel services in the European Union countries. Introduction, management and effective use of complex computer and communication systems as well as police command systems. Complex communication related projects that are implemented now, demand thorough knowledge of implementation and management of advanced computer and communication technologies.

2) Co-operation in the field of radio-communication systems in compliance with European Union standards. There are some measures taken by a working group, established within Ministry of Interior and Administration, in charge of the rules of commissioning a unit responsible for operating Polish radio-communication system TETRA for the public security services. All public security services are engaged in this programme including; Ministry of Internal Affairs and Administration, border guard units, government protection units and police forces. The programme is aimed not only at co-operation of the above mentioned armed services in improving internal public security but also at upgrading police co-operation in the border areas. Trainings and visits, within this project, should include not only organisational and legal aspects of the problem but also technical questions connected with the use TETRA communication system.

3) Study visits in the Ministries of Communication and IT of some chosen European Union countries entitled ‘Organisation of communication systems of the forces responsible for public order and security, especially of the police in state of permanent and crisis oriented readiness’ could be part of the project.

Specialised trainings for personnel in charge of servicing complex computer and communication systems.

1) Training in localising defaults and servicing equipment of the type KF XK 2500 produced by Rohde&Schwarz. Such a training would allow for an improvement in technical knowledge of the personnel in service of KF and the systems of radio communication of police forces, as well as it would render Polish side independent of R&S services.

2) Training concerning service of expanded network technologies of WAN type:
   - Administration and configuration management of stations of WAN type: basic training,
   - Administration and configuration management of stations network of WAN type: administration system,
   - Protocols, data transmission in WAN network, co-operation with compatible equipment: basic training: protocols, technologies, equipment,

3) Training cycles concerning computer networks (CISCO) - for the specialists from the Police Headquarters, Voyvodship Police Headquarters, Powiat Police Headquarters;

4) Training in the field of computer network security systems and telecomputer nets.

5) Training related to building up and expanding security and tele-computer systems as indicated in Phare COP 2000 programme.

Training in rules and methodology of linking the police networks with the external nets so as to get access to the databases in the area of Police interest; for example: demographic statistics, vehicle statistics, phone operation networks, database and vehicles register, companies register etc. The main aim of the training is to teach how to protect the security of links not the technical details of networks.

Justification:

The security systems to be built will have to be certified in accordance with the ‘Law on the Classified Information’. Knowledge gained during the trainings shall help to create independent security systems that will not only comply with the Polish internal law regulations but also be compatible with the European Union standards. The subjects of the training should include:
- access control, impregnability, physical access, electromagnetical security, separation of resources, resources security.

Type of training: Visits at police stations, meetings with police security systems and telecomputer systems’ administrators. As a result Polish participants shall acquire a certain level of knowledge on the solutions related to the security networks used by European Union Police forces, as well as on the methodology of running projects in the field of security. Acquired knowledge and solutions, prior to being implemented in Poland, must be verified in terms of country specific requirements.

Translations:
The above mentioned training in IT security technologies, especially in the view of lack of Polish literature on the subject of everyday exploitation, on servicing the equipment and on solutions in communication and computers - requires translation. There must be financial means provided for the translation of the necessary documents. Approximately 1500 pages A4.

HUMAN RESOURCES
The assessment of personnel
The training should focus on system solutions and tools applied for the evaluation of personnel (in particular the feedback information system on work and training results). The training programme should include the analysis of errors/mistakes conducted, achievements and successes. The consequences of such a feedback information system shall be the elaboration of the situation improvement programme based on the results, recommendations and directives after the performed evaluation. The solutions should be applied in the process of the assessment of:
- the candidates for the Police service, (to employ the best human resources);
- the success predictability, (if the candidate will successfully contribute to the Police forces activity);
- conditions for the basis of the salary;
- the feedback information on the job results;
- the activities which identify the fields, in which the training is needed;
- the communication procedures between the supervisors and subordinates;
- the activities connected to planning the job career path, the identification of the best employees and those individuals who should be dismissed;
- the activities creating the Police forces’ image;
- counteracting the negative phenomenon such as absence at work, not fulfilling duties and obligations etc.

Quality/effectiveness evaluation of the work and service of training units
Training should include the below stated subjects:
- diagnosing police officers training needs;
- assessment of the participants’ achievements in the course of and at the end of training;
- testing of Police training units efficiency, comparing achieved effects to the set training goals;
- monitoring of police-officers career and police institutions development as the effect of training activities.

Personnel management
Subject: Assessment of police officers resulting in the improvement of Police and individual policemen work. Type of training: Workshops in Poland with the participation of the EU experts. Subject: Designing police officers career track- based on the assessment system and the rules of vocational training. Type of training: Workshops in Poland with the participation of the EU experts.
Subject: Progressive managerial training – preparation of Police officers for high rank positions in Police. Type of training: Workshops in Poland with the participation of the EU experts.

PREVENTION PROGRAMMES
Access to firearms
Subject: Working procedures of bodies concerned with granting weapon permissions, with a special emphasis put on the legal procedures in the EU countries as well as weapon records, weapon transfer among the EU countries.
The aim of the training is to train the representatives of Regional and National Police HQ in the legal regulations concerning the access of private citizens to weapon, for example: granting weapon permissions, control system and recording the data.

Beat officer in local community.
The aim of the training is to prepare and train three Regional Police HQ, Metropolitan Warsaw HQ and two Police schools as future trainers to meet the further needs of the above-mentioned units within the
scope of preparing the beat officer to play a designed role in the local communities. Type of training: study visit (preferably France) and training in Poland. Police co-operation with local authorities

Aim: to train managers to co-ordinate police and local authorities co-operation in the field of local security policy formulation and to train lecturers in the above field to run training in Poland. Type of training: study visit, after which 3 training editions for 2 groups be carried out.

Co-operation with merchants and entrepreneurs organisations.

Aim: to train managers to co-ordinate Police co-operation with the merchants and entrepreneurs organisations in the field of security policy formulation in business and to train lecturers in the above field to run trainings in Poland. Preferable type of training: study visit, after which a few training editions should be carried out.

**COMBATING SERIOUS CRIME**

**Training in the after-explosion investigation**

Although Central Investigation Bureau (CIB) employees are trained in this field, it would be very desirable to have their skills improved at an advanced level. Providing the training for the CIB police officers results for the better and more specialised training for the management staff of county Police headquarters (powiats) and municipal Police headquarters (miejskie) (who are trained by CIB) in the field of managing, organising, and monitoring of all police undertakings in the scene of explosion.

Type of training:
- workshops in Poland with the participation of EU experts,
- internships in EU countries.

Particularly the experience gained by the French, German and Spanish Police forces in the after explosion investigation lays in the sphere of CIB interest.

**Criminal analysis**

This sub-component contains also the strategic analysis use in the Police work as requested by Central Investigation Bureau, and Police Information Department of General headquarters of the Police. It constitutes the further step of diffusing the criminal analysis in Polish Police forces. It is the continuation of the 1998 Twinning as well as 1999 twinning and builds upon the foundations laid in the course of the above two twinnings. Also have been profiled for criminal analysis equipment purchases under the COP 2000 programme.

1) Providing Polish lecturers with a training in the current methods and techniques of criminal analysis as a continuation of the previous twinning trainings 98’-99’ in the area of:
   - operational analysis,
   - strategic analysis.

Type of training: advanced level training organised in Poland

2) Workshops in England or Holland for a few Polish best analysts aimed at direct participation in analytic analysis performed by NCIS or NCID, with a special emphasis on strategic analysis;

3) Workshops in England or Holland for 5-6 supervisors of Polish best working analytic;

4) Participation of Polish best analysts in courses and international conferences organised by NCIS or NCID.

**Combating the maritime (overseas) smuggle**

The training should mainly focus on methods and techniques of combating the crime connected with the maritime (overseas) smuggle.

Smuggling of drugs: effective co-operation with the Customs, searching the harbour and pier magazines, searching the containers sites (bases).

Type of training: study visits, internships in EU member states; possibly the EU experts training provided in Poland.

**Protection of crown witness**

Polish Police (CIB) want to take up a direct co-operation with the EU units dealing with this issue aiming at current exchange of experience and get to know legal solutions applied by EU Member States police forces in the scope of crown witness protection.

Type of training: study visit or training in one of the EU member country.

**Computer crime**

Aim: to learn techniques and tools used by the EU police forces in the process of settling and detecting the net-hackers breaking into the computer systems, web pages authors and e-mail senders. Training is profiled for the equipment purchases within the framework of Phare COP 2001 (purchase of computer equipment for the fight with computer crime)

Type of training: workshops in Poland.
The proposed scope of training:
- current dangers connected with the use of computer technologies;
- most popular and most advanced techniques used by net burglars during attacks on computer systems and the methods of evidence protection of their offences;
- methods and technical means used for search of illegal information in internet;
- getting familiar with programs used for recovering the erased data from computers (on the basis of strings of bits- CD's and magnetooptical disks included);
- methods of reading information from damaged information transmitters;
- possibilities of decoding coded information transmitted by criminal groups, methods of reading covered information (steganography).

Ministry of Interior and Administration – Unit responsible for NSIS:
- optimisation of system organisation of circulation, gathering and using information in the frame of exchange police information system,
- criminal analysis with using of IT tools based on bases of criminal information data,
- training in the scope of working out of criminal information analysis,
- training in the scope of international exchange of criminal information,
- internal access control and using information from databases – access and control organisation and using of IT mechanisms.

The PAA post is expected in the framework of twinning. The successful candidate for PAA should have sufficient experience in the above-mentioned matters and management skills and be fluent in speaking and reading the Polish language. The PAA will be involved in:
- securing the effective co-ordination and implementation of the twinning project’s objectives and the delivery of planned outputs by day to day management of the project;
- on consultation with relevant representatives of EC Commission, the Polish authorities and the twinning partners looking to secure necessary support and back-up required to implement the project;
- assisting the Polish Ministry of Interior and Administration to define and implement its objectives.

The PAA will be placed in the Ministry of Interior and Administration for 12-month period.

4. Institutional framework
The Ministry of Interior and Administration (MIA) is a leading agency of the project. The Ministry of Interior and Administration in co-operation with leading EU partner will establish a steering committee, which will consist of representative of all recipient ministries and EU partners.

Main institutions involved in the project:
Headquarters of the Police (MIA),
Ministry of Interior and Administration – Unit responsible for NSIS.

5. Budget in (million euro)

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<thead>
<tr>
<th></th>
<th>Investment</th>
<th>Institution Building (IB)</th>
<th>Total Phare</th>
<th>Recipient*</th>
<th>Total</th>
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<tr>
<td>Twinning covenant</td>
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<td>TOTAL</td>
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*The Polish authorities have assured that the Government co-financing is available.

6. Implementation arrangements

6.1. Implementing Agency: Financing and contracting unit: Mr Wojciech Paciorkiewicz, Director of CFCU – Co-operation Fund; Address: Nowy Swiat 6/12, 00-497 Warsaw, Phone: +48(022) 661 76 33, Fax: +48(022) 661 76 13. Project Authorising Officer (PAO): Mr Pawel Samecki, Under-secretary of State, Acting Secretary of Committee for European Integration, Al. Ujazdowskie 9, 00-918 Warsaw, Tel. +48(22) 455 52 41, Fax: +48 (22) 455 52 43.

6.2. Twinning
The CFCU will be in charge of the financial management.

Contact person: Ms Malgorzata Kutyła, Department of European Integration and International Co-operation, Ministry of Interior and Administration; ul. Wspólna 2/4; 02-514 Warsaw, Phone: +48 22 6618978; Fax: +48 22 6618966; e-mail: wydzei@die.mswia.gov.pl

6.3. Non-standard aspects
Provisions of the twinning Manual will be followed.
6.4 Contracts
Number of contracts – one (covenant) for 2 million euro. Co-financing (0.5 million euro) covers direct and indirect cost of beneficiaries administrations in compliance with Twinning Manual.

7. Implementation schedule
Covenant signing: Q 1 2002
Start of project activity: Q 2 2002
Completion of project: Q 4 2003

8. Equal opportunity
Appropriate professional qualifications and experience will be the main factors of personnel recruitment and evaluation. Both women and men have identical prospects.

11. Investment criteria: n.a.

12. Conditionality and sequencing
The project will be co-financed from the budgets of beneficiaries for the years 2002 and 2003.
<table>
<thead>
<tr>
<th>Overall objectives</th>
<th>Objectively Verifiable Indicators</th>
<th>Sources of Verification</th>
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<tbody>
<tr>
<td>fulfilment by Poland obligations in the frame of Titles IV TEC and VI TEU, achieving compliance with Schengen standards, stated in Protocol to the Amsterdam Treaty, on the future external border of EU located on the territory of Poland</td>
<td>- approach to the EU norms and standards,</td>
<td>reports of the EU representatives and the EC experts, reports of the Ministry of Interior and Administration (Police and Unit responsible for NSIS), statistic data, specialised analysis.</td>
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<tr>
<td></td>
<td>- eastern border to be adjusted to the Schengen standards.</td>
<td></td>
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<tr>
<td><strong>Project purpose</strong></td>
<td><strong>Objectively Verifiable Indicators</strong></td>
<td><strong>Sources of Verification</strong></td>
</tr>
<tr>
<td>- reinforcement of institutional and administrative capacity of state agencies responsible for fight against crime.</td>
<td>- gradual move towards the implementation of the Schengen requirements,</td>
<td>reports of the EU experts, beneficiary’s reports,</td>
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<td>- increase of crime detection,</td>
<td>reports of local authorities on criminality in places where the project take place,</td>
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<td>- decrease of criminality.</td>
<td>- specific analysis,</td>
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<td>- statistic data.</td>
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<tr>
<td><strong>Results</strong></td>
<td><strong>Objectively Verifiable Indicators</strong></td>
<td><strong>Sources of Verification</strong></td>
</tr>
<tr>
<td>increase the level of knowledge of regulations as well as the equipment and systems applied by EU member countries law enforcement bodies, gaining the skills necessary for operation of NSIS and efficient information exchange with the SIS system, broadening the scope of police undertakings in the field of community policing, personnel and police training units assessment, career opportunities – consonant with the EU standards, provision of highly specialised police training applied in EU Member States in the field of IT, investigation proceedings, criminal analysis, and forensic science.</td>
<td>- increase the effectiveness of fight against crime,</td>
<td>credit bills,</td>
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<td>- increase the effectiveness and security of Police activities in fight against crime qualified staff.</td>
<td>- contractors’ reports,</td>
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<td>- receivers’ reports,</td>
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<tr>
<td><strong>Activities</strong></td>
<td><strong>Means</strong></td>
<td><strong>Sources of Verification</strong></td>
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<tr>
<td>Forensic science (quality and quantity analysis of tablets containing psychotropic substances, revealing the narcotics in drivers’ blood, DNA database); IT and logistics (preparing Polish Police for the participation in SIS, accommodation of Polish Police logistic services to European Union standards in the field of computer and communication structures management, Specialised trainings for personnel in charge of servicing complex computer and communication systems). Human resources (the assessment of personnel,</td>
<td>- technical assistance in place within the deadlines,</td>
<td>estimation of expert selection,</td>
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<td></td>
<td>- training materials provided,</td>
<td>reports on realisation of the project,</td>
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<td>- training and study visits carried out,</td>
<td>- estimation of training.</td>
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quality/effectiveness evaluation of the work and service of training units, personnel management). Prevention programmes (access to firearms, beat officer in local community); Combating serious crime (training in the after-explosion investigation, criminal analysis, combating the maritime (overseas) smuggle, protection of crown witness, computer crime. Ministry of Interior and Administration – Unit responsible for NSIS: optimisation of system organisation of circulation, gathering and using information in the frame of exchange police information system, criminal analysis with using of IT tools based on bases of criminal information data, training in the scope of working out of criminal information analysis. Training in the scope of international exchange of criminal information, internal access control and using information from databases – access and control organisation and using of IT mechanisms.

Preconditions
- Twinning covenant signed,
- Phare funds available

Annex No 2: Implementation, contracting, and disbursement schedules

<table>
<thead>
<tr>
<th>TWINNING FOR POLICE SERVICES</th>
<th>Date of Drafting</th>
<th>Planning Period</th>
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<tr>
<td></td>
<td>March 2001</td>
<td>2001-2003</td>
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<tr>
<th>(Quarters)</th>
<th>Budget Allocation in million euro</th>
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<td>Cost Estimate</td>
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<td>IX</td>
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<td>XI</td>
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Implementation schedule
- C= covenant signing; I= covenant implementation and payment

Contracting schedule
- 2.0

Disbursement schedule
- 0.3
- 0.8
- 1.5
- 2.0

Legend: C= covenant signing; I= covenant implementation and payment