



Bundeskriminalamt

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Transformation in Policing - Challenges and Future Strategies

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Modern big-city police in transformation - challenges and future strategies

Abstract

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MODERN BIG-CITY POLICE IN TRANSFORMATION - CHALLENGES AND FUTURE STRATEGIES

Fields of Action, which are particular focal points

1. Sense of security - local security-related work
2. Networking and early warning system
3. Threat assessment: mental instability / terrorist radicalisation
4. Current information management
5. Digitisation
6. Field of action: human resources

1. Field of Action: "Sense of Security – Local Security-Related Work"

One of the most central issues for big-city police departments

How secure do people feel, who live here or come as visitors?

We know from research work that **the feeling of security** and the objective situation may differ.

From an objective point of view, the crime rate in Hamburg is at the lowest level in 20 years.

The figures in many traditional fields of criminal activity are decreasing ...

Despite:

- continually growing city
- increasing number of residents
- influx of refugees from all over the world
- increasing number of households
- significant increase in numbers of tourists
- as a consequence, there is a growing number of people in the city

But:

if you ask people in a big city, they will tell you that they are more afraid now than 20 years ago...

Paradox:

With regard to the "perceived security" in Hamburg, we can say that the situation does not appear to depend on, or that it can be influenced by, the objective security situation.

2. Field of Action: "Networking and Early Warning System"

Return to awareness of the local situation

"Opportunities for positive changes of perceived security mainly arise with regard to the structures of daily life at local level."

Creation of or involvement in/intensification of networks

Focussing on the question "what is going on in our neighbourhoods?"

Particularly when dealing with a multitude of public disturbances that are below the level of punishability.

- 1) helpful local police officers
- 2) increasing perceptibility - visibility
- 3) the village within the city
- 4) Awareness

Objective: Keeping anonymity as low as possible...

Networks: Security partnerships between governmental and civil society actors.

3. Field of Action: "Threat Assessment: Mental Instability / Terrorist Radicalisation"

Islamist terrorism continues to be the biggest challenge for security authorities in Germany and Europe.

It is our task to identify terrorist acts in advance, to prevent such acts from taking place and to counteract terrorist organisations or individual offenders.

It is becoming more difficult to tell certain mentally ill or unstable persons from radical Islamists

The resulting blurred boundaries lead to an expansion of the field of potentially dangerous Islamists - or at least that of dangerous persons!

We must continue to develop our EARLY WARNING SYSTEM

It is not the information as such that is valuable, but the distribution or linkage of all information!

4. Field of Action: "Current Information Management"

In Hamburg we are in the process of planning a Real Time Crime Center (RTCC) to ensure faster availability of assessed situation data.

Operational support through provision of information to ensure the safety of intervening police officers

Support of search measures

Regional limitation of potential future offences to optimise deployment of forces and

Assistance in handling large-scale operations

5. Field of Action: "Digitisation"

There is no better way of increasing both efficiency and quality of performance and to create completely new, citizen- and future-oriented solutions.

Hamburg's MobiPol project

Recording data and short reports only once, and only digitally, by processing them immediately on site, while data are retrieved from databases or sources.

If digitisation is to be successful, we must know and understand the data bases on hand.

6. Field of Action: "Human Resources"

"Human resources will become even more valuable in the future"

„Sometimes it's the little things that make life easier!“

Introduction of a disability management system

Disability Managers have an immediate positive effect on the rate of staff who are unfit for work.

The objective is to merge the individual capabilities and needs of staff and the requirements of the employer to create a viable solution, thereby overcoming unfitness for work as early as possible and with lasting effect.

Periods of absence - benchmarking

New aptitude test - internationally acknowledged scientific procedure (four elements)

- 1) Functional Movement Screen
- 2) Vaulting Box-Boomerang-Test
- 3) Jumping Power Diagnosis
- 4) Spiroergometry

Efficient use of our staff

Our job as managers and executives that we have to perform every day is to use the available staff effectively and optimally.

It is becoming increasingly difficult to set the right priorities!

Telework - increase of capacity by greater flexibility?