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**The Analysis of the Circumstances in which Police Corruption Occurs and
the Tendencies among Police Officers Concerning Aggrievements**

Author's Words to the PhD thesis

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Budapest, 2016.

1. AN OUTLINE OF THE SCIENTIFIC PROBLEM

The scientific work describing how police operates has received more and more space and importance in these days. A lot of research has been done to explore and understand the nature of police corruption. This infringement of social norms has been under multilateral observation not only in the policing circles but in the civilian world as well. Both domestic and international scientists have examined these types of law infringement from multiple angles. The phenomenon is timely and relevant proven by the continuous research, due to the preventive, explorative work of the police as well as the ordinary day-to-day events.

The main scientific problem, as I see it, is that the overall effects of all the factors encouraging police corruption have not been researched so far, nor has a survey been carried out on their causes and effects, and there is not enough evidence to prove the overall interaction of the factors. For this reason the police is not familiar with the staff's general attitude to corruption, nor it is with the system of elements influencing the officers' attitude and we are not in the possession of enough methodology to describe the phenomenon. We have no information on the prevalence of staff exposure to corruption within the different service branches or how serious the acts of misconduct are. Beyond those described above, the patterns of corruption that do not belong to policing but are committed off duty and fall outside of the field of the service have never been included into any research.

There has never been a scientific and professional examination of the preventive or corruption combating activity which could expose the parameters of policemen involved in acts of misconduct. The opinions of the officers have to be examined and evaluated not only in their own right, but compared to the command staff's opinion as well; as the possible contradictions may result in the need of different measures to be taken against corruption, accordingly. What impedes the analysis of the topic is that police corruption has not been defined terminologically and that hampers taking action against the crime itself.

Starting out with the policing professional precedents, along my research I intend to examine police corruption from multiple angles and the aim of my research is to explore the unknown circumstances or components of the phenomenon. My results will hopefully contribute to the

expansion of our multi-faceted knowledge on corruption and will contribute to successful measures taken against it, as “*we can only fight successfully against things that we truly know about.*”¹

Police corruption is significantly hindered by the evolution of micro environments (subculture) within the individual branch organizations that tolerate small-scale irregularities where the managers are not thoroughly informed about the signs of misconduct, or they turn a blind eye when noticing them. As a result there is no genuine desire in sight to prevent and explore them. We can state, as a conclusion, that the organizational environment has a considerable effect on police corruption. One of the most suitable terrains for combating corruption is the micro society of the police, the role of which is yet to be examined in the future. The special environment of police operations clearly define and influence those impacts as a result of which the police officer commits acts of misconduct or becomes corrupt. That is why the effects of small communities or subcultures cannot be ignored when exploring corruption. It is inevitable to inspect these external circumstances if we want to see results in fighting the phenomenon.

Apart from the influencing factors discussed above, personality traits have an excessive effect on the officer’s attitude to corruption. Personality types can only be assessed by interviewing the members of the command staff. By using empiric research we can obtain relevant exclusive data and information on the effect and role of personality traits that develop a certain attitude towards corruption.

2. HYPOTHESES

1. My assumption is that the vast majority of the command staff condemns corruption distancing itself from it and its judgment of corruption does not differ from that of the civilian population. I believe that the factors influencing attitudes to corruption can be clearly defined. The moral standards of the social environment, the individual personal traits, the various types and possible former implication levels of police organizations play an outstanding role.

¹ DR. KRÁNITZ Mariann: *A korrupcióról*. In.: KOPCSIK Kozima (szerk.): *Fight Against Corruption/Korrupció elleni küzdelem*. Publisher: Ministry of Justice/Kiadó: Igazságügyi Minisztérium. Budapest, April 2006/Budapest, 2006. p.16.

2. I presuppose that the types of acts of corruption differ by the particulars of the professional branches and the behavioral patterns of committing corruption acts follow a typology according to specialty fields, however, acts of corruption committed off duty are not characterized by a professional nature.

3. I suppose that the immediate environment (the micro community of policemen or subculture) influences the development of the individual's attitude to corruption and the realization of corrupt practices. I suppose in addition that in the case of the police force the professional activity gives birth to a tighter set of collective relations compared to the other work communities, and peer pressure on the individual is considerable. Group pressure, with other words, the relation of the proximate police community to infringement of regulations and to corruption has an accentuated importance in the development of the individual's attitude to corruption.

4. I assume that certain tendencies and regularities can be tracked down when analyzing the statistic data on the circumstances in which acts of misconduct are committed by the members of the police; we can observe to what extent the various service branches are different in their affectedness, as well as what the individual specifications of the policemen involved are.

5. I assume that by processing the relevant scientific literature and by analyzing the sanctions system in effect for police misconduct, by evaluating actual, completed cases of corruption and by considering the results of my research we can provide the exact definition for police corruption.

3. RESEARCH OBJECTIVES

I would like to demonstrate that the individual traits of the police officer perpetrators (*biological gender, age, educational level, marital status, material circumstances*), together with the combined factors of the direct policing environment, as well as the particulars of the policing activity (*actual service time, hierarchical function, service, place of employment, the actual branch of service or function*) influence the realization of police misconduct and within it, corruption.

We can explore the role of all the factors above using data provided by investigations and other procedures on acts of misconduct, statistical data on disciplinary proceedings and also empirical research findings.

I intend to include in my research the circumstances playing a role in the realization of corrupt actions by the police, first and foremost among the command staff members, and later I would like to observe and evaluate the overall effect of those actions. I intend to define the circumstances, the forms and the possibilities of their occurrence. My objective is to explore the position of corruption within the police organization, to explore the generative factors that boost its coming to life and to examine the research participants' attitude to corruption as well as how the significance of or modes for sanctioning corruption are judged by the members of staff.

So far analyzing the circumstances in which instances of police misconduct happen has been based on information provided by statistical data, by results from scientific literature and the processing of case studies;² a considerable number of scientific results have aroused. The focus of research has been police corruption so far; but the amount of empirical research conducted among police personnel is modest.

My aim is to explore the possible spaces and locations of police corruption incidents and to define other, police-specific characteristics of behavior. The various tasks the police staff has to carry out means that there are different scenes suitable for corrupt behavior. Along my research I intend to describe the corruption laden behavioral patterns of the general policing staff classified along branches of service. I would like to prove that the branches of service do have an influence on police corruption and I intend to describe the most endangered fields. I would also like to examine whether there is a typology of corrupt behavioral patterns associated with the professional activity of the perpetrator.

As there is no questionnaire on police corruption in use, my plan is to create a set of questions that could prove the ideas listed in my hypothesis or could deny them. The questionnaire

² DR. GÁSPÁR Miklós – DR. MOLNÁR Katalin: *Korrupcióellenesség és integritás a rendészeti tisztképzésben*. In.: DARGAY Eszter - JUHÁSZ Lilla Mária (szerk.): *Antikorrupció és integritás*. Nemzeti Közszolgálati Egyetem - NKE Szolgáltató Nonprofit Kft. Budapest, 2015. pp. 163-174.

could be further exploited for other further longitudinal examinations, that is, with the help of it we can measure behavioral or other changes in time compared to a former situation.

Accepting the delitescence of police corruption I would like to reach into those details of behavior and specific operational matters that originate from the specificity of police service. Beyond presenting the special features I would like to see if there is evidence that the corrupt behavior's general characteristics are present or are not. I would like to prove that the number of circumstances in which the likelihood of corruption is high can be narrowed down considerably and that it does have an influence on latency even if it is not measurable in each individual case.

Within my research, based on previous scientific results and on documentation originating from discipline prosecution cases I intend to explore and demonstrate that the professional policing environment together with the special policing service circumstances have an effect on the individual in terms of law infringement both generally and individually regarding corruption. In that framework I will describe the characteristic features of the police micro communities, and based on that I will outline what factors influence the development of those personal traits of a police officer that can turn the person into a corrupt individual.

I intend to prove, that the command staff is not unanimous in its relation to corruption, but several different factors influence the individual attitude. Based on the answers given to the questionnaire on police corruption I will analyze the effects of gender, age, actual service time, highest education level, marital status and the material circumstance on the opinion the individual has on corruption. Based on the results of my research I will present the endangering factors driving to corrupt behavior.

By evaluating statistical data I intend to have a closer look at cases of misconduct and law infringement in the police force (*such as disciplinary misconduct, crimes, minor offences, actions of off duty misconduct*) and separately, I intend to have a closer look at the frequency of the actions with a corrupt character, the tendencies existing, as well as the most popular methods of their completion. Through data analysis I intend to define the parameters of the convicted offender policemen (gender, age, actual service time, service branch, function); I wish to explore the main forms of committing infringements and their supportive circumstances. In my view, there have to be certain personal parameters concerning police

crime, which – if recognized well in advance – can form the base for action plans that help to define the strategies and the further measures to be taken in the fight against the phenomenon. Using the statistical data I will summarize the offenders' typical types of conduct.

My defined goal is to create a definition for the police corruption based on my professional knowledge, on the scientific literature and my research results. In the light of the results obtained I intend to formulate recommendations for the police to help successful fight against corruption and to carry out a multi-faceted effective prevention program.

4. RESEARCH METHODS

During the processing period of my research I collected vast amount of data on police corruption completed with reading publications available in special technical libraries. To support my research objectives I collected and inspected the relevant domestic and foreign professional literature on police misconduct, the precursor research materials, polls, articles, essays and publications on police crime cases and on police corruption. I analyzed the doctoral theses previously published on the topic, both by civilian research staff and researcher members of the police. Apart from library work I made efforts to find state of the art data and cases on police crime using the internet. I evaluated the findings in the light of my practical professional experience on discipline topics. I assessed the literary background material with the methods of synthesis and analysis.

I entered regular professional consulting sessions with prosecutors and judges who are responsible in cases of police crime. I contacted police staff in charge of discipline and control and commanders exercising rights to disciplining. I was given documentation on cases of police misconduct with definitive conviction and I had the possibility to evaluate the decisions and all the connected materials. I had a closer look at the documentation provided by the Discipline Unit of the Hungarian National Police Headquarters on police crime, containing materials on procedures, investigations, enquiries, reports, decisions taken and other processes concerning cases of misconduct or discipline. I collected, compared, analyzed and evaluated all data. My research had been started years before writing this thesis. On yearly average 5,000 police officers are under investigation for infringement of laws, and several hundred are prosecuted for having committed crimes.

The statistical data on police infringement cases has been processed. The Discipline Unit employed by the National Police Headquarters provided the past 10 years' national discipline statistics, making the evaluation of 4-5,000 infringement cases strong database available. The system registers information on closed cases of criminal justice, disciplinary actions, minor offence cases, and indignity cases started against the general policing staff members at the national level, kept in electronic databases. The system is operated in a legally regulated way.³ The disciplinary statistical system (*FSR*) exclusively contains the cases closed with a definitely convicted verdict. Both entering data and information retrieval are possible only through the intranet system of the police. I separately evaluated – relying on the database – the police corruption cases of the past 3 years, between 2013 and 2015, that were closed with definitive conviction. Altogether 118 police officers were affected. After storing, organizing and analyzing the data I explored the tendencies driving corruption actions within the police force.

I also carried out an empirical research involving 238 professional members of the police staff as a sample. I took into consideration the actual service branches and functions, whether they were commanders or members of the command staff when compiling the questionnaire. Other characteristics were also taken into account (*age or gender*). The composition strongly reflects the actual proportions, making drawing well-founded conclusions possible.

The evaluation of the answers to the questionnaire was executed using the Microsoft Excel and the SPSS statistical programs through qualitative and quantity analysis.⁴ The assessing methods I used to summarize my findings were abstraction and generalization. The questionnaire poll – through aspect ratio – shows the actual situation; however, at the same time, to gain information on the possible changes of attitudes to corruption or to gain information on corruption tendencies, I compared my findings to other, formerly made research in the similar fields.

I formulated my findings and conclusions based on the collected set of data. I distributed my findings in Hungarian and foreign languages in scientific magazines and university

³ The Order 11/2013. (III. 29.) of the Hungarian National Commander of Police on disciplinary database handling

⁴ SPSS (*Statistical Package for Social Science*). A computer program under the Windows operating system for statistical analyses, data processing and categorization. The system is mainly used in sociological analyses and market research.

publications. I gave lectures and presented the material in professional forums, and at events organized on police discipline issues. I presented my conclusions at discipline officer training courses. This thesis was written after collecting and processing the necessary theoretical, policing-professional and practical material. It was created after ordering and categorizing the findings – always taking into consideration the aims of the research.

5. A CONCISE DESCRIPTION OF THE RESEARCH BY CHAPTERS

In the **first, introductory chapter** I presented the scientific problem related to my research giving a reason for my choice of topic. I presented my research aims and hypotheses as well as my research methods to be explored.

In the **second chapter** of the paper I took into account the former, various interpretations of police corruption, including the scientific results and findings formerly existing on law infringement committed by the members of the police. I described the difficulties that need to be faced by researchers; I presented an overview of the domestic and international specialized literature, with special attention to the conclusions concerning police corruption.

In the **third chapter** I described the system of methods and possibilities for sanctioning police act of misconduct, together with the legislation operating in their background, with special emphasis on the changes induced when the new Police Law of 2015 came into effect, and observing other, adjacent regulations. In this chapter I broadened my outlook analyzing international findings on practices against corruption.

In the **fourth chapter** I presented my research results. In an empirical investigation I explored the attitude of the personnel to corruption, the general opinion of the members of the police force; I explored the circumstances influencing thinking about corruption in general. Following my hypotheses I discussed in detail the findings I arrived at, evaluating and assessing them. Conclusions were drawn.

Within the chapter I explored the scenes of possible police corruption, within them I defined the most characteristic possibilities and methods of committing actions of law infringement broken down to the individual service branches of the police. I presented the actions of misconduct committed off duty separately. I examined and categorized the general and the specific features of corrupt behavior within the police. I focused on the role of the micro

communities that affect the individual (*police person*)'s attitude towards the habit of respecting regulations and towards corruption.

This chapter contains an overview on and the processing of the statistical data on discipline cases, which complement and support the results of the empirical research. Based on the statistical data, I found tendencies related to actions of misconduct and crime, I defined the corruption-wise endangered scenes of service, the circumstances influencing behavior and concluded what the parameters of the police person committing actions of corruption are. In the same chapter, taking into consideration my own conclusions I created a definition of police corruption.

In the **last chapter** I summarized the new scientific results I arrived at, I made proposals on their further use in future discipline cases within the police force, in the actions meant to fight corruption and I formulated professional recommendations for exploring them.

6. SUMMARIZED CONCLUSIONS

Taking into consideration the presuppositions listed in **my first hypothesis**, my empirical research data explored and clearly proved that the opinion of staff members on corruption as phenomenon is influenced by the perception of the society surrounding the organization, thus the reasons for and causes of committing corrupt actions cannot be driven back solely to the service framework. That opinion is shared by the members of the police staff. However, serious differences are within the staff members in assessing the severity of retaliations and punishments, which is influenced first and foremost by the policing-professional circumstances. The influencing factors are the following: the actual service time, the level of function within the organization, the location of service, the actual branch of service and age. I revealed that the special circumstances of the policing profession do have an influence on the latency of the phenomenon, even without having the possibility of measuring it.

The result to which I arrived at through empirical research proved that the assessment of institutional corruption by the members of the police is influenced by a set of circumstances and factors. Nearly identical groups can be set up within the staff, which groups share the same view on presupposing the occurrence of infringements, or making an opinion on or having impressions about them. When members of the police form an individual opinion on police corruption, they conclude that the influencing factors are age, the highest education level, the actual position within the police and location of employment. However, it is the service branch and specialty in which the police person operates that influence most what the

individual thinks about corruption. By summarizing all those effects, the members of the police force believed that their organization is less corruption contaminated than the civilian citizens had thought about it. I could prove that the perception of corruption among command staff and commanders differ in several aspects, but in certain cases the opinions of the deputy command staff coincide with those of the command staff.

Taking into consideration **my second hypothesis**, observing the investigation cases that were concluded with a definitive conviction, I found that police corruption among the command staff, classified along service branches, can occur in various places and forms, but the cases are always specialty specific. I analyzed the actions of corruption committed off duty and I arrived at the conclusion that they cannot be put into a typical pattern. However, the general features of police corruption are present in the cases of corruption off duty, too.

The statements embedded in my **third hypothesis** were supported by the results of my empirical research: in the organizations with a military character – such one is the police – the individual is more strongly attached to the organization than an average citizen, so the influence of the police community is very sturdy and the socializing effect of the organization is intensive. The most characteristic space for this phenomenon is the police micro community, or subculture. The individual person copies the behavioral patterns of the micro community and follows the attitude of the community towards actions of corruption, thus develops an individual predisposition to corruption. I could conclude that the assessment of corruption by the command staff and commander staff differs from one service branch to the other. Based on the fourth hypothesis, the judgment of instances of corruption, as a result, reflects the affectedness or infestation of the individual service branches. All of the above prove that the attitude to corruption and the value judgment within a micro community affects the individual person's actions.

I examined the statistical data on tendencies in law infringement cases committed by police staff in the past 10 years to prove my **fourth hypothesis**. In some cases I could deduce certain regularities in the ways how actions of committing misconduct are committed. I exposed those cases of law infringement that define the main tendencies. I separately analyzed the statistical data on corruption cases based on which I could find evidence for the procedural data and evidence for the differentiation of involvedness of the various service branches in police corruption in accordance with the empirical research. I explored the involvedness of the commander and command staff in the given period of 2013-2015 in corruption criminal cases. With multidimensional statistical data analysis I defined the parameters of the police officers convicted in criminal cases of corruption.

I processed vast amount of specialized literature to justify my **fifth hypothesis** and found out that in terms of actions of corruption committed by police officers there is no generally accepted definition. Given the literary precedents and my own findings following the research I created the definition of police corruption.

7. NEW SCIENTIFIC RESULTS

1. Based on the fragmentation of the service I conducted multidimensional empirical research among the professional members of staff and as a result I gained an overall view of the opinions and the behavioral patterns regarding corruption. I explored those factors which influence the police officer in his judgment of the phenomenon and in his attitude towards it.

2. I proved that a decisive element in the police officer's attitude to corruption within the organization is the value judgment and moral standpoint of the micro communities, the effect of which is primary in the tendency to committing actions of corruption.

3. Through investigation and statistical data and empirical research analysis I proved that the danger of corruption infestation differs from one service branch to the other within the police and the magnitude of the corrupt actions differs accordingly.

4. I proved that in the case of typical ways of committing acts of corruption not linked to the service, regarding professional nature as circumstances in which police corruption occurs is not true.

5. With regard to corruption crimes, by evaluating statistical data, I defined the parameters of the command staff members convicted in corruption cases.

6. I proved that there had not been a definition of police corruption before, so I created a definition for it.

8. RECOMMENDATIONS

It should be a task of any police commander to investigate the possible circumstances of corruption to make sure future behavioral acts are prevented according to the findings. I intended to support those efforts with the results of my research.

An important tool supporting prevention is awareness-rising within the command staff regarding the phenomenon. Officers have to be informed about the most common behavioral patterns and what the ways and occasions are which they can employ to report to their commanders if they happen to notice such conduct, and how these crimes can be prevented or avoided.

It could be useful for the professional staff in charge of police discipline (*interior auditors, discipline officers, commanders entitled to manage discipline cases*), for police training schools or at the faculty of law enforcement of the National University of Public Service. Regular lectures given to inform on handling and preventing corruption could advance the case. On request, an optional school subject could be introduced at the vocational schools of policing. Based on my research findings – involving educational experts – a manual could be created, as so far there has never come to light any printed material presenting corruption related matters for students.

With regard to thinking on corruption as being influenced by the age factor – as I concluded in the findings of my research –, apart from the students of the various policing educational institutions, it would be advisable that the young members of the police force be instructed on corruption for reasons of prevention. Parts of the instruction could be carried out through e-learning, taking into consideration the age of the staff members.

Those policemen who work in service branches especially endangered or affected by corruption should be given thorough guidance and training. Professionally built up training sessions proved to be helpful in inducing positive changes in the way young individuals think of and assess corruption.⁵

In order to make police officers more acquainted with the phenomenon of corruption, it is useful if the various discipline and interior audit units of the armed forces develop good professional relationships with each other. My research findings on corruption related to service branches could be supportive for all units that carry out prevention or detection. The members of organizations dealing with investigation of corruption crimes could use my results in the processes of behavior exploration and in the prosecution process.

⁵ ZSOLT Péter: *A magyar közszerződési „Etika és integritás”, valamint az „Integritásmenedzsment” tréningek hatásvizsgálata*. Pro Publico Bono - Magyar Közigazgatás. 2015. év 1. szám. Budapest, 2015. p. 164.

As far as commanders' duties related to police corruption are concerned, - they should be aware to a reasonable extent - of the group pressure ignited by the police organizational culture playing a great role in command staff corruption. Based on the results of my research, commanders' supervision or control can be made more targeted, and the procedures against revealed cases of corruption can be made more effective. Having regard to that, there might be a reason to create brochures with a set of recommendations on the topic for the commanding staff. In the case of deputy commanding officers, the expansion of their knowledge should be made in a targeted and more differentiated way, keeping into account that their opinion coincided or was very close to that of the command staff's.

It is justified to continue presenting a compilation of anonymous cases based on real events by the Discipline Unit of the National Police Headquarters - that has been distributed monthly so far - to familiarize police personnel with the various instances of corruption. The managers of units have to inform the officers in their command staff about the decisions taken by law courts in cases initiated by the National Protective Service – which are connected to corruption and follow a reliability procedure.⁶ The effectiveness of information provision could be enhanced if the cases were presented in a unified form – in the present practice they come in all shapes. An internal regulation on uniformity issued by the commanding body could be useful.

The actions taken against police corruption cannot thrive without the external, civilian support. A multilateral cooperation with organizations committed to fight police corruption (*such as the Independent Police Complaints Board, or the Hungarian Helsinki Committee*), that are based on mutual exchanges of information, can be helpful in the common fight against corruption. There is a strong need to build good relationships with those organizations. This activity should be assigned to the press service units operating within the police, as beyond the regular contacts the public needs to be informed about the existence of police corruption, about its causes, its dangers and the possibilities of civilian resistance against it. It is proven that publicity –through identifying the cases of corrupt actions – on itself alone,

⁶ The Order 2/2014. (I. 22.) of the Minister of the Interior on corruption prevention at organizations belonging to the Ministry of the Interior

diminishes the appearance of corruption and facilitates prevention.⁷ With regard to this there might be a reason for creating a unified police communication strategy referring to corruption.

We should admit based on our common awareness, that it is not only the command staff member of the lowest rank can be corrupt. At the proposed courses and workshops, taking personality rights into account, the infringement cases related to high rank officers being implied or undergoing prosecution should be shared and evaluated, either after a court decision, or with the case being in progress. Informing the command staff about the results of the various investigations might strengthen the common opinion within the police force that firm and unbroken retaliation follows all acts of corruption regardless of the person and the function of the perpetrator. This can strengthen the attitude against corruption within the police.

9. PRACTICAL APPLICABILITY OF THE RESEARCH RESULTS

The findings of my research have given an overview of the attitude to corruption within the police staff; I explored the typical features of the phenomenon within the various service branches. In the possession of this knowledge, the corruption inspections carried out by the police commanders can be targeted and made more precise, and as a result, they can become more efficient. One cannot expect the commander staff to hold unexpected and “creative” spot inspections due to several causes, mainly to heavy workload.⁸ After observing the circumstances in which corrupt behavior occurs, based on the new findings, the commanders’ preventive, investigative and explorative activity can be concretized, can be made more targeted and more effective.

In relevance to the interrelatedness of the service field and corruption, the creation of a preventive internal regulation and other internal settlement could be justified.⁹ So could be a review of the system of safeguards involving the cooperative representatives of the legal, control, and disciplinary fields. There is a need to devise various preventive and investigative protocols for each service branch to support internal actions against corruption.

⁷ NÉMETH Erzsébet - KÖRMENDI Gábor - KISS Beatrix: *Korrupció és nyilvánosság*. Pénzügyi Szemle. LVI. évfolyam 1. szám. Budapest, 2011. pp. 57-65.

⁸ Állami Számvevőszék: *Elemzések a közszféra korrupciós kockázatairól*. Európai Unió kiemelt projekt, Budapest, 2011. p. 72.

⁹ The Order 20/2013. (V. 17.) of the National Commander of the Hungarian Police on fighting and preventing police corruption.

My research findings, - by specifying the relation of police corruption to service branches – can offer help and support in creating quasi real corruption laden life-like situations and circumstances in cases of reliability verification.

It could be desirable to present the results of my research to the internal units in charge of fighting and detecting corruption, in forms of lectures and presentations. Expanding their knowledge can ensure enhancing the efficiency of their professional activity.

10. LIST OF PUBLICATIONS

1. KARDOS Sándor István: *A rendőri korrupció büntetésének igénye*. Belügyi Szemle. LXIV. évfolyam 5. szám. Budapest, 2016. ISSN 1789-4689 pp. 5-19.
2. KARDOS Sándor István: *A rendőri korrupció (fel)mérése*. In.: ORBÓK Ákos (szerk.): *A hadtudomány és a XXI. század. Tanulmánykötet. Doktoranduszok Országos Szövetsége*. Budapest, 2016. ISSN 2498-5228 pp. 125-144.
3. KARDOS Sándor István: *Divat és/vagy szolgálat: elmarasztalható-e a „trendi” rendőr?* Társadalom és Honvédelem. XIX. évfolyam 4. szám. Budapest, 2015. ISSN 1417-7293 pp. 95-106. URL.: http://uni-nke.hu/uploads/media_items/tarsadalom-es-honvedelem-215-4_-szam.original.pdf
4. KANYÓ Mária, KARDOS Sándor István: *Korrupció, vagy „csak” hála*. Hadtudományi Szemle. VIII. évfolyam 4. szám. Budapest, 2015. ISSN 2060-0437 pp. 158-168. URL: http://uni-nke.hu/downloads/kutatas/folyoiratok/hadtudomanyi_szemle/szamok/2015/2015_4/15_4_tt_kanyo_kardos.pdf
5. KARDOS Sándor István: *A rendőri korrupció kezelésének módja, alkalmazható javaslatok. A parancsnoki lehetőségek rendszere*. In.: DARGAY Eszter - JUHÁSZ Lilla Mária (szerk.): *Antikorrupció és integritás, Nemzeti Közszolgálati Egyetem Szolgáltató Nonprofit Kft.* – Budapest, 2015. ISBN 978-615-5527-62-3 pp. 175-181.
6. KARDOS Sándor István: *A rendőri kisközösségek hatása az egyén korrupciós hajlamára*. Belügyi Szemle. LXIII. évfolyam 10. szám. Budapest, 2015. ISSN 1789-4689 pp. 31-46.
7. KARDOS Sándor István: *The Extension of the Military Criminal Procedure Is it an expansion or restriction of rights?*. Hadtudományi Szemle. VIII. évfolyam 2. szám. Budapest, 2015. ISSN 2060-0437 pp. 132-141. URL: http://uni-nke.hu/downloads/kutatas/folyoiratok/hadtudomanyi_szemle/szamok/2015/2015_2/15_2_tt_kardos.pdf
8. KARDOS Sándor István: *A hivatásosok által elkövetett katonai bűncselekmények főbb jellemzői*. Belügyi Szemle. LXIII. évfolyam 6. szám. Budapest, 2015. ISSN 1789-4689 pp. 67-85.

9. KARDOS Sándor István: *The Interpretation of Sun Tzu's Principles of Discipline in Today's Police*. Hadtudományi Szemle. VII. évfolyam 4. szám. Budapest, 2014. ISSN 2060-0437 pp. 142-150. URL: http://uni-nke.hu/downloads/kutatas/folyoiratok/hadtudomanyi_szemle/szamok/2014/2014_4/14_4_tt_kardos.pdf
10. KANYÓ Mária, KARDOS Sándor István: *LÁTENCIA ÉS KUTATHATÓSÁG - Csökkenthető-e parancsnoki eszközökkel a rendőri korrupció látenciája?* Társadalom és Honvédelem. XVIII. évfolyam 1. szám. Budapest, 2014. ISSN 1417-7293 pp. 5-24. URL.: http://www.uni-nke.hu/uploads/media_items/tarsadalom-es-honvedelem-2014-ev-1-szam.original.pdf
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16. KARDOS Sándor István: *Az etikai/méltatlansági eljárás nekrológja*. Belügyi Szemle. LX. évfolyam 4. szám. Budapest, 2012. ISSN 1789-4689 pp. 55-70.
17. KARDOS Sándor István: *Az 1998. és 2010. között a rendőrség hivatásos állományú tagjai által elkövetett jogsértések főbb mutatói*. Hadtudományi Szemle. IV. évfolyam 4. szám Budapest, 2011. ISSN 2060-0437 pp. 92-97. URL: http://uni-nke.hu/downloads/kutatas/folyoiratok/hadtudomanyi_szemle/szamok/2011/2011_4/2011_4_tt_kardos_sandor_92_97.pdf

11. CURRICULUM VITAE

Kardos Sándor István

Employment

Beginning of professional service, Ministry of the Interior: 1st July 1993

Present place of service:

Hungarian National Police Headquarters
 Department of Human Resources
 Disciplinary bureau

Function: special head rapporteur on discipline

Rank: lieutenant colonel

Education and skills

	Institution	Achievement	Year of completion
1.	Semmelweis University Faculty of Physical Education and Sport Sciences (TF)	<i>university degree</i>	2004.
2.	Hungarian Police College	<i>specialized superior training course in policing</i>	1996.
3.	György Bessenyei Teachers Training College	<i>college degree</i>	1993.

Language skills

Russian: Middle level state examination (complete) 1985.

German: Middle level state examination (complete) 2015.

Scientific activity**1. Membership**

In cooperation with the Hungarian Law Enforcement Academic Research Group within the National University of Public Service and the Scientific Council of the Police: the Anti-Corruption Law Enforcement Research Group was formed on 14th April 2015. Member, personal field of research: police corruption.

2.Scholarships and competitions

Winning award and 1st place in the scientific contest designed by the Scientific Council of the Police, with paper titled “Enhancing Efficiency in Fighting against Corruption within the Police” on 27th November 2014.

Article available: http://bm-tt.hu/assets/letolt/palyazat/2014/rtt_1dij.pdf

3. Activity as educator and examiner

Lecturer of 160 hour duration courses devised by the National Police Headquarters’ Plan for Instruction held for the deputy commanders of the regional and local police units. From 1st November 2014 to present. Field of interest: discipline.

4. Cooperation in complying course materials and course books

Horváth Attila, dr. Fehér Katalin, Kardos Sándor István: *A szolgálati jogviszonnyal összefüggő alapvető szabályozási kérdések*. Rendőrségi Igazgatás Jegyzet I. fejezet. A Rendészeti Szakvizsga Bizottság kiadványa. Budapest, 2012. pp. 13-32. Coursebook on questions concerning service regulations.

Material available: <http://bmkszf.hu/dokumentum/242/rendorsegi.pdf>

5. Activity as examiner

At the directorate of education and instruction within the Ministry of the Interior (name of institution changed on 1st December 2014), examiner as member of the Law Enforcement Examination Committee, within that of the policing subcommittee since 17th December 2009 continuously.

Independent references

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3. GÁSPÁR Miklós: *A rendészeti korrupció kezelésének szervezetrendszer*. Magyar Rendészet. XIV. évfolyam 5. szám. Budapest, 2014. pp. 29-45. ISSN 1586-2895