

Comments by Cyprus Police Academy to the recommendations of the External Evaluation Committee (EEC) for improvements, as contained in Doc No. 300.2.2 (Institutional Evaluation) p. 18 and Doc No. 300.1.1 (Program Evaluation) p. 17

The comments of the EEC regarding both Institutional and Programme evaluation were the same and are cited below:

“Suggestions for improvement:

- i. Reconsider the role of research and the research centre in the overall academic strategy*
- ii. Ensure that the Mission and Vision statements are more closely tied to outcomes;*
- iii. Ensure better alignment of strategic planning and quality assurance objectives.*
- iv. Consider upgrading facilities and outdoor recreation areas.”*

The EEC’s general comments on the above suggestions are as follows:

- i. The Scientific Research Centre, which was presented during the Evaluation, is now called the Centre for Scientific Research and Professional Development, and as of 17/01/2019 comes under the Assistant Chief of Police (Education), who implements/coordinates and oversees the educational policy set by the Chief of Police. It is underlined that the Research Office, which deals with the study of laws, changes in course material, preparation of research in police matters, etc., still operates under the Cyprus Police Academy (CPA). More details are available in the comments on points 6.1.1 - 6.1.7 of the Institutional Evaluation.
- ii. Moreover, the Police Academy has revised the learning outcomes of the Training of Police Recruits, with a view to aligning them with the strategic goals of the Police, quality assurance and time frames, as follows:

«The CPA’s mission is the provision of quality education and training to all members of the Cyprus Police, with a view to expanding their knowledge and developing their skills and abilities, in order to ensure, in the best possible way, the achievement of the strategic goals of the Police».

- iii. With regard to the recommendation for better alignment of the strategic plans with the quality assurance goals, this has been formulated as follows:

«Quality assurance is based on a continuous evaluation and improvement of the programmes offered, and includes:

- Enhancing the quality of the learning process;
- Enhancing the mechanisms of continuous internal evaluation process and improving the quality of teaching;
- Improving participation of police recruits in the training process;
- Participation of police officers with operational duties in the designing of training programmes»

The Quality Assurance Guide and the relevant implementation regulations will be completed and published in September 2019.

- iv. With regard to the recommendation for upgrading facilities and outdoor recreation areas, we wish to inform you that we have already taken several steps in connection with the establishment of indoor facilities to be used as a gym, etc. Details regarding this suggestion appear in the CPA comments on points 2.2.11.1, of the Institutional Evaluation.

Comments of Cyprus Police Academy on the EEC Institutional Evaluation

Comments on the General Points:

Point	Comments	Page	Appendix
INFORMATION & EVIDENCE			
1.1	A topographical plan is attached showing the Cyprus Police Academy and the surrounding area.	10	1
2.2 (d)	<p>An inspection conducted by the Fire Service identified certain issues, and the following recommendations were made:</p> <ul style="list-style-type: none"> i. Need to replace fire extinguishers in all CPA buildings. ii. Installation of banisters on the stairs of Buildings A and B. iii. Construction of a storage space around the oil tank on the roof of the building where the boiler room is situated. iv. Construction of a low wall inside the entrance to the heating room, in order to catch any oil leakage. v. One of the doors to the Ceremonies Hall to have a handle and open from the outside as an emergency exit. vi. Installation of exit light-up signs in the dining room and the Ceremonies Hall. vii. Installation of Automatic Fire Safety System over the cookers in the kitchen (Building A). <p>Of the above recommendations, points (i) to (vi) have been completed. For recommendation (vii), a preliminary price has been sought from a private company, the relevant documents have been given to the Head of the Building Infrastructures Department, who approved the purchase of an Automatic Fire Safety System from the company E.M. APOSTOLOU FORMULA LTD. Once the work is completed, the Fire</p>	11	2

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	Service will be invited to inspect the work and issue a Fire Safety Certificate.		
2.2 (e)	We attach a letter from the Department of Electro-Mechanical Services, certifying that the electrical installations of the CPA buildings are maintained and inspected by the Nicosia District Office of the Department of Electro-mechanical Service, and are safe.	11	3
COMMENTS			
Par. 2	Work has been completed in the car park with the construction of 26 new covered parking spaces.	11	4
Par. 3	Further to the recommendation made, a study has been prepared by the CPA with the view to upgrading sports facilities. Specifically, the study suggests installing a water absorption system and synthetic turf for the recruits to exercise in the outdoor pitch of the CPA. It was also decided to construct a modern indoor gym on CPA grounds, and with regard to this, the Chief of Police had a meeting with the Chairman of the Board of the Cyprus Sports Organisation (CSO) in order to secure their assistance for this project. The letter sent by the Chief of Police to the Chairman of the Board of the Cyprus Sports Organisation (CSO) is relevant.	12	5
Par. 3	In connection with the construction of an indoors shooting range, a study has been conducted by the Emergency Response Unit (ERU), in connection with the construction of an indoors shooting range, and the study has been sent to the Senior Police Leadership for consideration and instructions. Owing to the confidentiality of the correspondence and the study, it cannot be attached as an appendix but a certification from the Commander of the ERU is attached.	12	6
9. STUDENT WELFARE SERVICES			
2. Recreation Areas			
	With a view to upgrading the outdoor areas used by the recruits, actions have already been taken, and these are described in detail in point 2.2.11.1, of the Institutional Evaluation.	13	

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10. INFRASTRUCTURE			
3. Technological Support			
4. Technical Support			
	In connection with technical and technological support, a trained member of the police will be placed at the CPA, who will deal with the development of the CPA's electronic platform (relevant to this paragraph are the comments in point 1.2.6 of the Programme Evaluation.	16	7

Comments on the EEC Recommendations – Quality Standards & Indicators

Point	Comments	Page	Appendix
1. INSTITUTION'S ACADEMIC PROFILE AND ORIENTATION			
1.1	Mission And Strategic Planning		
1.1.1 & 1.1.2	<p>The mission of the CPA has been amended in order to be in line with the operational results of the Police:</p> <p style="text-align: center;"><i>«The CPA's mission is the provision of quality education and training to all members of the Cyprus Police, with a view to expanding their knowledge and developing their skills and abilities, in order to ensure, in the best possible way, the achievement of the strategic goals of the Police».</i></p> <p>The Police draws up its Strategic Plans in alignment with the Strategic Planning of the Ministry of Justice and Public Order. The Cyprus Police Strategic Goals are the following, each with its own aims and actions:</p> <p>1st Strategic Goal: To improve road safety and implement modern methods of road policing 2nd Strategic Goal: To combat Terrorism and Radicalisation 3rd Strategic Goal: To tackle volume crime 4th Strategic Goal: To tackle serious crime 5th Strategic Goal: To effectively police territorial waters, coastline and air space</p> <p>The CPA sets its goals and actions in such a way as to satisfy the Strategic Planning of the Cyprus Police, as well as the educational needs of the members of the Police. The actions it carries out relate to the organisation of training courses aiming to develop the skills and abilities of the Police members in the handling of issues connected with the Police's Strategic Planning.</p> <p>The Police Academy has aligned its strategic goals to the learning outcomes of the longer training programmes it provides. Examples of the learning plans of two (2) CPA courses are attached as Appendix 8.</p>	21	8 & 9

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	In addition to the above, the current programme of the CPA for the academic year 2018-2019 is attached as Appendix 9 .		
1.1.3	<p>There is planning in connection with the development of training at CPA, and reference was made during the presentation to the EEC. Specifically:</p> <p>The <u>short-term goals</u> of the CPA include the implementation and utilisation of an electronic training platform (moodle) on which all the material, per programme, of all the CPA Schools will be uploaded, with a specific structure already designed and provided to the students by the Open University of Cyprus (OUC).</p> <p>The <u>medium-term goals</u> of CPA include the development of applications related to the training, so that trainees and other members of the police can have access, via smart devices (tablets and smart phones) to Police Standing Orders and the course material of the CPA.</p> <p>The <u>long-term goals</u> of CPA include the utilisation of gamification as an additional tool in the training provided by the CPA. For this purpose, and in order to examine this possibility, we have already contacted companies that provide gamification tools for police training, as well as other European Police Agencies (including the UK) that use gamification in police training.</p>	21	
1.1.6	The Cyprus Police Academy plans its trainings after consultation with all the Departments /Units/ Services/ Divisions, which record their training needs. In parallel, depending on specific needs, specialised departments take part in the planning of specialised courses.	21	10
1.2	Connecting with Society:		
1.2.1	The operation of the Research Office of CPA is regulated by Police Standing Order 4/2 (p. 4, par. 8) which relates to the general operation of the CPA.	22	11
1.2.2	All citizens can visit the Cyprus Police official website (www.police.gov.cy), and find information on the various Departments/Divisions/Services of the Cyprus Police, including the CPA. The page dedicated to the CPA contains material on the Academy's operation,	22	12

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	<p>recruitment, as well as other relevant information. The link is: http://www.police.gov.cy/police/police.nsf/dmldept11_gr?OpenDocument</p> <p>In addition to the above, the Cyprus Police Press Office, which manages the Cyprus Police website, is in the process of making changes and updating the website. Bearing in mind the needs that have arisen for police training, as well as the Committee's recommendations, we have requested that there should be a specific and easily accessible space on the Cyprus Police Website (which is being amended) so that the public can have easy access and information on the programmes and activities of the CPA. Relevant to this is the correspondence exchanged for this purpose, attached as Appendix 12.</p> <p>Moreover, the Cyprus Police makes use of all available social media applications, such as Twitter and Facebook, where news and information is posted, relating both to the everyday work of policing in Cyprus, and to matters that concern citizens or considered current, including matters relating to police training.</p>		
1.3	Development procedures		
1.3.2	<p>Pursuant to the Fiscal Responsibility and Fiscal Framework Law (N.20(I)/2014) and with a view to rationalising the structures and procedures of fiscal administration, and the application of relevant measures, the Ministries are called upon to prepare, on an annual basis, their Strategic Planning and Activity-based Budgets, in line with the Strategic Statement prepared at government level. In this framework, since 2016, the Cyprus Police has been implementing new procedures, including the preparation of its Strategic Planning on the basis of activities, a procedure also implemented by the Cyprus Police Academy.</p>	22-23	
2. QUALITY ASSURANCE			
2.1	System and Quality Assurance Strategy		
2.1.4	<p>As regards the footnotes of criterion 2.1.4., taking into account the recommendations of the EEC, the wording has been changed in order to be in line with both the recommendations made, and the Strategic Plans of the Cyprus Police.</p>	24	

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	<p>«Quality assurance is based on a continuous evaluation and improvement of the programmes offered, and includes:</p> <ul style="list-style-type: none"> • Enhancing the quality of the learning process; • Enhancing the mechanisms of continuous internal evaluation process and improving the quality of teaching; • Improving participation of police recruits in the training process; • Participation of police officers with operational duties in the designing of training programmes» <p>The above statement will be supported by a 'Quality Assurance Guide', which will relate to all the programmes offered at the Academy, and will be applied during the preparation, design, implementation and evaluation of the programmes. This Guide and the related implementation regulations will be completed and published in September 2019.</p>		
2.2	Ensuring Quality for the Programs of Study		
2.2.11.1	<p>The CPA recognises that its buildings and facilities are aged and require constant maintenance and upgrading. For this purpose, maintenance/improvement works are carried out continually. Specifically, since early 2017, the following have been completed:</p> <ul style="list-style-type: none"> • Total renovation of the first and second floors in Building A. • Construction of sanitary facilities (with showers) for the fitness instructors and small coffee/tea making areas for the instructors. • Re-opening of the Koulentis Recreation Room (Building A) and equipping it with a billiard table, table tennis, dart board, television, sitting room for use by all students. • Completion of required works in the kitchen and restaurant, and the canteen has already been relocated to that space, in order to create a 	25-26	13, 14 & 15

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	<p>modern café-restaurant. The new café-restaurant opened on 02/04/2019.</p> <ul style="list-style-type: none"> • Replacement of the flooring in Building C (ground floor, first floor and second floor). • Construction of fifty-seven (57) personal lockers for the students, which have been placed in Building D, where the dormitories of the Duty Team are situated, and the keys have been given to the students for their personal use. • Securing of storage space (container) in which the equipment/furniture of the old kitchen has been stored, with a view to securing the new canteen area and rendering the restaurant and recreation areas functional for the students. (Appendix 13) <p>In addition, the following works have been planned:</p> <ul style="list-style-type: none"> • Creation of new, improved space for the Police Driving School, where the old canteen used to be. On 19/02/2019, a letter was sent to the Building Infrastructures Department to modify the old canteen space with plasterboards in order to cover the needs of the School with offices and a training room. The competent Public Works and Electrical-Mechanical Departments were asked to value the work to be carried out. After the canteen was moved on 02/04/2019, the competent Departments were notified, and we are awaiting an inspection of the space by their technicians. (Appendix 14) • Installation of Roller Blinds for the needs of 19 classrooms (Building A – first and second floor). A request was sent to Building Infrastructures Department for approval, so that we can proceed with their purchase. (Appendix 15) 		
<p>2.2.11.3 2.2.11.4</p>	<p>In March 2019, following the suggestions of the EEC, all the computers in Buildings A and C (laboratories) were replaced with new ones: the 23 computers in the computer laboratory of Building A and the 17 Computers in computer laboratory of Building C. The</p>	<p>25-26</p>	<p>16 & 17</p>

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	<p>new computers run on Windows 10 and Microsoft Office 2016. In addition, all the computers have already been connected and are being used by the CPA students (Appendix 16)</p> <p>In the framework of the technological upgrading of the CPA from early March 2019, we began to install cables, necessary machinery and equipment in order to enable the installation of a Wi-Fi network in all areas of the Academy. Work is at an advanced stage and by the end of April 2019, the Wi-Fi network is expected to be operational in all areas of the Academy (Appendix 17).</p>		
6. RESEARCH			
6.1	Research		
6.1.1	The policy relating to research, according to the CPA mission, as set out in Police Standing Order (PSO) 4/19 and relates to the operation of the Centre for Scientific Research and Professional Development, is attached as (Appendix 18) .	31	18
6.1.2	Regulated by P.S.O. 4/19. As for the procedures and participation in EU-funded programmes, these are specified for the Police as a whole, by the EU Funding Office of the Finance Directorate of Police Headquarters.		
6.1.4	<p>PSO 4/19 (Appendix 18), expands the powers of the Centre for Scientific Research and Professional Development, with the aim of developing cooperation with other research establishments and universities both in Cyprus and abroad. As regards procedures and participation in EU-funded programmes, these are specified centrally for the Police by the EU Funding Office of the Finance Directorate of Police Headquarters. In addition, with the use of the Reward Encouragement Scheme for Public Employees participating in competitive EU programmes, the Centre has already taken part in a programme entitled «Trace – Trafficking as a Criminal Enterprise» in the period 2014-2016. The Centre intends to repeat such actions in cooperation with other agencies, since it has already been staffed with two (2) qualified members of the Cyprus Police.</p> <p>In addition, the Council of Ministers has given its approval, and in 2019, among other things, two positions of ‘Academic Researcher’ will be announced. Members of the police have already been appointed to</p>	31	18 & 19

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	the Advisory Selection Committee, for the appointment of specialised officers to the Police. We attach a copy of the letter of appointment of the Advisory Selection Committee as Appendix 19 .		
6.1.5	It is regulated by PSO 4/19 and the relevant policy on the intellectual property protection, which has already been developed and is expected to enter into force. It is entitled « <i>Policy and Procedures for Ensuring the Ethics of Research in the Cyprus Police</i> ». (Appendix 20)	31	20
6.1.7	<p>All research findings are used in teaching and training of the members of the Police, and in some cases, where deemed useful, they are applied in the Police. Recent examples include the Action Protocol drawn up by the Centre for Scientific Research and Professional Development regarding cases of missing children, the study on the use of portable cameras on police uniforms and police vehicles, as well as earlier studies relating to police corruption, promotions, etc.</p> <p>It is noted that the Scientific Research Centre presented during the Evaluation, is now called the Scientific Research and Professional Development Centre, and since 17/01/2019 it is under the Assistant Chief of Police (Education) who implements/coordinates the educational policy set by the Chief of Police. It is underlined that the Research Office, which deals with the study of laws, changes in course material, preparation of research in policing matters, etc., still operates under the CPA, and its main objective is the continuous updating and upgrading of the CPA course material, based on the implementation of new laws and Supreme Court judgments.</p>	31	21
7. RESOURCES			
7.1	Resources		
7.1.3	In connection with any donations to the Police, there is an internal procedure specified in PSO 5/51 in order to ensure transparency and to make sure that such donations are used within the Police Force. (Appendix 22)	33	22
7.1.5	Criteria for organisational risk assessment do not apply for the CPA, since:	33	

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	<p>i. The training of recruits is prescribed by the law and recruits are bound (on recruitment to the Police) to be trained at the Academy in order to become capable of performing their duties (General Police Regulations CLR 51/89, sections 7&8);</p> <p>ii. Training of other members of the police becomes necessary owing to the large number of new laws and requirements faced by the Police every day in its work; and</p> <p>iii. From time to time, the CPA conducts evaluations of the programmes and revises them accordingly, to ensure that they are up to date and in line with police needs.</p>		
7.1.6	<p>The Police Academy is audited by the Auditor General of the Republic. The CPA is prepared to be audited on an annual basis, but the audit is within the discretion of the Auditor General of the Republic. Correspondence referring to the comments of the Auditor General to the CPA that took place on 14/06/2016 is attached as Appendix 23.</p>	33	23
Comments Par. 1	<p>With regard to the concluding remarks of the EEC on p. 33, it is noted that, as stated in our earlier comments, work has already begun for the construction of an indoor gym and an indoor shooting range. Moreover, work is carried out for the general maintenance and upgrading of all spaces and buildings of the Academy.</p>	33	

Comments by Cyprus Police Academy on the Programme Evaluation of the External Evaluation Committee (EEC)

Comments on the General Points:

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2. PROGRAMME OF STUDY AND HIGHER EDUCATION QUALIFICATIONS			
Quality Assurance of the Programme of Studies			
	<ul style="list-style-type: none"> <i>Developing critical thinking through educational activities</i> <p>This subparagraph states that “... <i>the Committee would caution against the sole use of multiple-choice examinations of any one module.</i>”</p> <p>As a result, the University of Cyprus was notified in writing on the matter, and on 26/03/2019, the Chairman of the Law School replied that student evaluations would now be done in a combination of methods, and students would not be evaluated only with multiple choice tests. (Appendix 24)</p>	8	24
3. RESEARCH WORK AND SYNERGIES WITH TEACHING			
Research Teaching Synergies			
	This has already been commented on in point 6.1.7 of the Institutional evaluation, above.	10	

External Evaluation of a Programme of Study

Point	Comments	Page	Appendix
1.	EFFECTIVENESS OF TEACHING WORK – AVAILABLE RESOURCES		
1.1	Organization of teaching work		
1.1.5	A communication policy has been adopted recently and the Director's Order 3/2, which ensures communication between faculty and CPA students, has been amended (Appendix 25, p. 3 par. 3(1)).	21	25
1.1.11	Police recruits at the CPA do not submit academic projects that would require a policy for plagiarism to be in place. They are tested only with written examinations. As regards academic projects, these are submitted only for modules taught at the University of Cyprus.	21 -22	
1.2	Teaching		
1.2.3	After each written exam, feedback is given in connection with the progress of the recruits. Each semester, recruits have two written exams on the whole syllabus taught so far, and a final written exam (for each module) which is taken into account for evaluation purposes. There is also unofficial feedback during the 'Q&A' periods twice a week. An example for a weekly programme is attached. (Appendix 26).	22	26
1.2.6	We are handling the matter, and meetings have taken place with the Rector of the Open University of Cyprus (OUC), Dr. S. Katsikas with a view to broadening our cooperation, particularly in the area of e-learning, since we have already signed a Memorandum of Understanding (Appendix 27), which enables us to expand our cooperation. Our discussions so far have shown that the OUC will be able to host space on its server for the development of the Academy's electronic platform. For the administration of the platform (moodle) a trained member of the police will be placed at the CPA, who will work with the CPA trainers to ensure effective administration of the platform. A letter sent to the OUC and their reply are attached as Appendix 28 .	22-23	27 & 28

Point	Comments	Page	Appendix
2.	PROGRAMME OF STUDY AND HIGHER EDUCATION QUALIFICATIONS		
2.1	Purpose and Objectives and learning outcomes of the Programme of Study		
	As regards the final comment for this section, of relevance are the comments (ii) (iii), on pages 1 & 2 of this document.	25	
2.2	Structure and content of the programme of study		
2.2.1 – 2.2.7	<p>The footnote on page 26 “1-7 <i>The response to this section should not be seen ... This has been commented upon previously.</i>” is almost the same as footnote 2.1.4 in the Institutional Evaluation, regarding which we cite our comments.</p> <p>It is underlined, however, that with a view to the best outcome for our aims and mission for the training the police recruits, as this arises from their Programme of Study, we decided to adopt the following wording which is linked to the learning outcomes of the Police Recruits’ Programme:</p> <p style="text-align: center;"><i>«The CPA’s mission is the provision of quality education and training to all members of the Cyprus Police, with a view to expanding their knowledge and developing their skills and abilities, in order to ensure, in the best possible way, the achievement of the strategic goals of the Police».</i></p>	25-26	
2.2.8	<p>Cyprus Police takes into account all developments in the policing sciences and in particular those that impact on the performance of its members’ duties.</p> <p>For training purposes, it is underlined that the programme of study for the CPA police recruits includes thematic modules, which contain topics that stem from the social and natural sciences. The following modules provide an example of this:</p>	26	

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	<ul style="list-style-type: none"> • Basic Principles of Policing I: e.g. Evidence • Fundamental Rights and Liberties I: e.g. Basic precautions for avoiding diseases • Fundamental Rights and Liberties II: e.g. Collecting DNA samples • Basic Principles of Policing III: e.g. Chemical Means, Ballistics, etc. <p>In addition to the above, it is noted that the programme of study of the Police Recruits, as designed and developed in cooperation with the University of Cyprus, responds, inter alia, to contemporary trends in Police Sciences and Criminology, as shown by the modules followed by the police recruits at the University of Cyprus.</p> <ol style="list-style-type: none"> 1) Policing and Human Rights 2) Policing and Psycho-social dimensions 3) Introduction to Policing 4) Introduction to Criminal Justice 5) Criminology Issues <p>All above modules are taught by the University of Cyprus professors appointed for this purpose.</p>		
2.3	Quality Assurance and the Programme of Study		
2.3.1 & 2.3.3	<p>As regards the point regarding better alignment of the strategic planning with the aims of quality assurance, this has been worded as follows:</p> <p>«Quality assurance is based on a continuous evaluation and improvement of the programmes offered, and includes:</p> <ul style="list-style-type: none"> • Enhancing the quality of the learning process; • Enhancing the mechanisms of continuous internal evaluation process and improving the quality of teaching; 	26-27	

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	<ul style="list-style-type: none"> • Improving participation of police recruits in the training process; • Participation of police officers with operational duties in the designing of training programmes» <p>The Quality Assurance Guide and the regulations for its implementation will be completed and published in September 2019.</p>		
2.4	Management of the Programme of Study		
2.4.2	<p>It is underlined that the programme of study is designed in such a way as to ensure that after completion of their training (three (3) academic years), Police Recruits will be in a position to:</p> <ul style="list-style-type: none"> • Safeguard the security/safety of the Cyprus Republic; • Investigate criminal and traffic cases and effectively prosecute the accused; • Perform all the duties assigned to them in a professional, legal manner and respect for the human rights of all citizens”. 	27	
2.4.5	This is discussed at point 1.2.2. of the Institutional Evaluation.	27-28	
2.6	Connection with the labour market and society		
2.6.3	This is discussed on page 1 (point ii) of this document which refers to the learning outcomes.	29	
3. RESEARCH WORK AND SYNERGIES WITH TEACHING			
3.1	Research – Teaching Synergies		
3.1.3	The CPA library, and the means it provides, offer recruits access to various academic and electronic sources. In addition, the transmission and inclusion of research results (based on the general notion of research) in teaching and the programme of study, is achieved through the frequent revision of the syllabus by the Research Office of the CPA as mentioned also in point 6.1.7 of this document, which contains comments on the Institutional Evaluation.	29-30	

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4. ADMINISTRATION SERVICES, STUDENT WELFARE AND SUPPORT OF TEACHING WORK			
4.2	Infrastructure / Support		
4.2.4	In March 2019 and following the suggestions of the EEC, all the computers in Buildings A and C (laboratories) have been replaced with new ones – 23 computers in Building A and 17 in Building C. The new computers run on Windows 10 and Microsoft Office 2016. In addition, all computers have been connected and are used by the students.	31	16
4.2.7	All CPA members have an opportunity to be trained both in Cyprus and abroad, on various topics. All training programmes taking place abroad are posted on the Police portal and police members can apply to participate, based on specific procedures that are in place. The relevant circular describing these procedures is attached as (Appendix 29). The applications are examined by a Committee set up for this purpose, and the members who fulfil the requirements and criteria for each training are selected. The same procedure is followed for training offered in Cyprus by other Services (outside the Academy). In addition, members of the police are trained at the CPA in various specialised programmes. A list is attached as (Appendix 30), showing the training attended by CPA staff for the period 01/09/2017 – 01/03/2019.	30-31	29 & 30
FINAL REMARKS – SUGGESTIONS			
	All matters contained in this point were analysed in detail by CPA, on pp.1&2.	35	