

## Training and Education of Detectives: (Real) Need or Mere Formality

<sup>[1]</sup>Siniša Đukić<sup>1</sup>, <sup>[2]</sup>Ladin Gostimirović<sup>2</sup>

<sup>[1]</sup>*Independent University of Banja Luka, Faculty of Security and Protection, Republic of Srpska, Bosnia and Herzegovina*

<sup>[2]</sup>*College of Business and Technical Education, Doboј, Republic of Srpska, Bosnia and Herzegovina*

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**Abstract:** This paper examines the issue of training and education of detectives as one of the prerequisites for high-quality and efficient performance of detective work. It is considered that the training should be, to the greatest extent possible, adapted to specific jobs and areas of detective work. Also, training should be part of the overall process of integrating detectives into the security system, that is, the private security sector. The concepts of detective training differ from country to country in terms of the content and structure of the program, duration, organization of implementation or non-implementation, which all together makes it very difficult to compare the results. There is no absolute standardization in this area, as well as relevant research on this topic and related areas. In this regard, the authors emphasize that detective training is an insufficiently researched issue that should be given much more attention. For the purposes of this paper, a comparative legal analysis of the legal regulations and by-laws that treat the models of detective training in Bosnia and Herzegovina and the surrounding countries – the Republic of Serbia, Montenegro and the Republic of Croatia – was performed. Based on the analysis, it can be concluded that different systems of training and education of candidates are in force, from the classic model where the curriculum is implemented according to the subject-modular concept, to mentoring work and internship practice. The aim of this work is to encourage a more comprehensive study of the training and education of detectives and to propose more adequate models suitable for the current time and the detective field of work.

**Keywords:** detective work, training, detectives, legislation.

### INTRODUCTION

The training of private detectives is one of the most important issues, which, in addition to the normative framework, is important for the successful performance of private detective work. Training or education includes any more or less organized program of practicing some physical or intellectual activity, or improving physical or psychological characteris-

<sup>1</sup> [djukic-bs@blic.net](mailto:djukic-bs@blic.net) • <https://orcid.org/0000-0001-8962-4204> • Associate Professor

<sup>2</sup> Corresponding author: [ladin74@gmail.com](mailto:ladin74@gmail.com) • <https://orcid.org/0000-0002-6263-7299> • Director



tics. Also, training is a planned activity of acquiring skills and knowledge that requires the successful performance of a specific job or activity (Šikman, 2022: 35). It is aimed at acquiring the characteristic knowledge, skills and techniques necessary for a specific job and raising the quality and efficiency of its performance. It is also defined as a procedure for changing the attitudes and behaviour of employees when achieving certain goals (Štangel Šušnjar & Zimanji, 2006: 241).

Training should be, to the greatest extent possible, adapted to specific jobs and areas of detective work. Quality initial training is the basis for further professional development of every detective. This is due to the fact that the formal education of future detectives, although an indispensable basis, is nowhere near sufficient for the successful performance of detective work. That is why it is quite rightly pointed out that the detective profession is one of those that requires lifelong learning. If we add to all this the continuous expansion of the scope and structure of detective work, the training and qualification process itself should be sufficiently long and innovative in order to avoid being reduced to a mere formality. Detectives no longer only collect data on the behaviour of individuals, their personal and business loyalty, but determine property ownership, search public or real estate records, are involved in civil proceedings, perform computer forensics services, search for property in cases of fraud and theft, and discover hidden property or accounts and thus accelerate the availability of those funds for court proceedings, obtain information for lawyers in the preparation of criminal and civil cases, work for corporations collecting and protecting trade secrets, investigate the segment of economic espionage and counter-espionage. These new jobs also require new knowledge in order to ensure their modernity, relevance and suitability for purpose.

Whether this is so and whether detective activity, that is, training and development, is a real need or a mere formality depends on each country. Somewhere this issue is normatively regulated and somewhere it is not, somewhere the issue is given adequate attention and somewhere this area is not among the priorities. Thus, in the Republic of Serbia, Montenegro and the Republic of Croatia, modern legislation is in force when it comes to private detective work. By this we mean that legal solutions, in most cases, correspond to practice and enable the further development of this activity. On the other hand, such a statement could not be made for Bosnia and Herzegovina, i.e. the Republic of Srpska, where, to a significant extent, the provisions which are in force have not been changed since their adoption until today, or have not been adopted at all (Đukić, 2021a: 30).

When it comes to the training and development of detectives, different training and development systems are in force than the classical model, where the curriculum is implemented according to the subject-modular concept divided by methodical units, time periods, prescribed by a set of hours, as is the case in the Republic of Serbia, partially Bosnia and Herzegovina and Montenegro to mentoring work and internship practice in the Republic of Croatia.

Regarding the detective training in the individual countries of the European Union, diversity is also visible. Thus, in Germany, detective work and training have a long tradition, although they are not precisely regulated by law. Namely, in the absence of a clear legal framework that regulates detective activity, certain provisions of commercial regulations, that is, regulations on commercial companies, are applied. Numerous agencies specializing in the private or business sectors are present on the market. Some deal with issues



that concern individuals, while others are focused exclusively on business issues. A certain number of specialized forensic agencies operate in the area of information security, insurance, labour relations, and the like. According to the data from the Federal Statistical Office, there are a few thousand private detectives in Germany. Regardless of the fact that training and professional development do not represent a legal obligation in Germany, there is a professional association of private detectives ZAD (*Zentrale Ausbildungsstelle im Detektivgewerbe*) which pays significant attention to this issue and organizes various basic and specialist training courses along with distance learning programs. Those courses are realized as individual studies, practical training and additional short seminars. The teaching content is divided into three areas: special professional knowledge, legal knowledge and specialist criminal knowledge.

In Hungary, there is also no single legal framework on detective work, but certain provisions of the law are used, which prescribe the protection of persons and property, in relation to the activities of private investigators (Act CXXXIII of 2005). Hungarian Criminalistic and Detective Association (OKDE) conducts certain types of education, but without a sufficiently clear description of the structure and content of the training.

Detective activity in Italy is regulated by the law on public security (*Testo unico delle leggi di pubblica sicurezza – TULPS*), the law on criminal procedure (*Codice di procedura penale*) and the data protection regulations of the European Union (*General Data Protection Regulation – GDPR*). After 2010, the association of private detectives of Italy – FEDERPOL – established itself as the leading body for assessing knowledge and issuing licenses. In order to obtain a detective license, FEDERPOL requires candidates to have a university degree from a faculty related to their profession, three years of experience in a detective agency, the owner of which must have at least five years of work experience, a completed course or certificate of working in police investigations for no less than five years. If a private detective wants to collect evidence for the defence in court proceedings, he or she must also complete additional education. On the official website of FEDERPOL, in accordance with the ministerial decree (D. M. 269/2010), high-quality information can be found related to education and professional training. The offer includes theoretical and practical courses for beginners, advanced training courses, professional refresher courses, time frames and terms, lists of lecturers, possibilities and methods of consultation, contacts with state institutions, associations and citizens. The offered training and development programs contain the following topics: legal provisions on public safety; code of ethics, civil and criminal law, private investigator in criminal proceedings; registration in records, risk assessments, relationship with public security authorities; practical activity (methods of data collection); privacy protection; anti-espionage activities; digital forensics.

The Private Detective Services Act of the Republic of Slovenia (*Zakon o detektivski dejavnosti [ZDD-1]*, 2011) was adopted in 2011 and it regulates this area. It should be emphasized that detective activity in Slovenia dates back to 1994 based on the Act on Detective Activity, which was amended several times (in 2002, 2005, 2007 and 2010). A license with a certificate is issued to a detective by the competent authority, which is the Detective Chamber of Slovenia. Namely, the Chamber was founded in 1995 (Detective Chamber of the Republic of Slovenia), which was authorized to issue and revoke 'licenses' for private detectives. Detectives who have a valid license to perform detective work are required to join the Detective Chamber of the Republic of Slovenia (Đukić & Trivunović, 2021: 17).



The program for the training and development of detectives, the tariff, personnel and material conditions for the implementation of the program and the method of taking the detective exam are prescribed by the minister responsible for internal affairs (ZDD-1, 2011). To become a detective, a candidate must undergo professional training and continuous improvement. Thus, the candidate acquires the necessary professional knowledge and skills for the detective exam. The program is implemented by a contractor to whom the Ministry, based on the fulfilment of the conditions established by law, granted public authorization by decision. The candidate training and development program contains the following parts: legal regulation of detective activity; performance of detective work; criminology; criminal acts, misdemeanours and other legal regulations; basics of judicial system, public administration and administrative procedure; ethics, human rights and communication skills.

It is evident that, in the mentioned countries, training and professional training has a certain value for detectives. Regardless of whether it was mostly theoretical or practical training, classic or online lectures, shorter or longer courses, different or similar teaching content, the benefits are significant. Which of the offered concepts of training and development would be more acceptable and effective in certain or all areas is difficult to determine, especially without an evaluation at the end of the training, passing a professional exam or certain years of work experience. We were unable to reach such analyses by searching available electronic and written sources. Perhaps one of the reasons is that detective work, at least in the area of the former Yugoslavia, has existed for a relatively short time, so it takes a certain amount of time to gain practical experience. Regardless of the above, in the continuation of the work, we will try to point out certain directions of organizational-functional improvement of the training and development model.

#### RIGHTS AND DUTIES OF DETECTIVES: DETECTIVE AREA OF WORK

Detectives perform their activities exclusively on the basis of a contract, i.e. a signed authorization/power of attorney of the service provider, which shows the area of information collection, the purpose of information collection and the scope of the given authorization. On the basis of a written authorization, the party that orders service, that is the client, can transfer to the detective as many rights as he owns. The client cannot request the detective to collect information and data that may not be collected, or when there is a conflict of interest provided for by regulations or rules of detective ethics. Thus, the client cannot transfer to the detective the authority to collect any information and data, but only those that are necessary for further proceedings before competent authorities, organizations, courts and the like. A detective may not perform detective work without written authorization. This means that the authorization/power of attorney does not only serve as a basis for performing detective work, but also as a content-prescribed document intended for collecting data from precisely specified records.

The types of data and evidence that can be collected by private detectives are different in individual states, with the expansion of the scope of work entrusted to private detectives evident. The purpose of processing and analysing data and evidence collected by private detectives in this way consists in extracting information, looking for connections, causes



and consequences, drawing conclusions and providing answers to the questions contained in the client's request (Đukić, 2021b: 29).

Private security in Bosnia and Herzegovina was formally and legally established in 2002 by the adoption of legal regulations on the territory of the entities (the Republic of Srpska and the Federation of Bosnia and Herzegovina) and Brčko District of BiH. In this context, in the Republic of Srpska, the Law on agencies for the security of persons and property and private detective activity (Zakon o agencijama za obezbjeđenje lica i imovine i privatnoj detektivskoj djelatnosti, 2002–2012), in the Federation of Bosnia and Herzegovina the Law on the Protection of People and Property (Zakon o agencijama za zaštitu ljudi i imovine, 2002), and in the Brčko District in 2004, the Law on Personal and Property Insurance Agencies and Private Detective Activities (Zakon o agencijama za osiguranje lica i imovine i privatnoj detektivskoj djelatnosti, 2004–2005) were enacted. The aforementioned legal regulations regulate the activities of the private security sector, determine the conditions for the establishment of companies for the security of persons and property, the rights and obligations of members of physical security and private detectives, as well as the supervision of the work of companies for the security of persons and property and private detective activity. Detective activity in the Republic of Srpska and Brčko District is provided by the law, but in the Federation of Bosnia and Herzegovina this is not the case. The legal text in the Brčko District is similar to that in the Republic of Srpska except for the level of professional education necessary to perform detective work. Namely, in the Brčko District, a high school diploma is prescribed as a requirement for performing detective work.

Also, in the Republic of Srpska and Brčko District, one legal text covers the issue of physical and technical protection and detective activities. Thus, chapter IV of the Law on agencies for the security of persons and property and legal detective activity is entitled “Detective activity and private detectives” in which the provisions on detective activity are prescribed (Vejnović, 2022: 3). Those provisions stipulate that in the performance of detective work private detectives can exclusively collect data on missing persons or persons who are hiding or persons who wrote or sent anonymous letters or persons who spread slander, insult or suspect someone, persons who have caused damage to foreigners, items that have been lost or stolen, the success of persons in performing their duties and the success and business performance of legal entities or entrepreneurs (Article 48). Also, it is prescribed that a person who has three years of work experience in police work in the Ministry of Internal Affairs, military-security work in the Ministry of Defence, that is, the Military Police and other work of a security nature, intelligence, investigative or in the execution of criminal and misdemeanour sanctions, fulfils the requirements regarding the internship and professional examination for a private detective (Article 36).

Detectives, in accordance with the law (Zakon o detektivskoj djelatnosti, 2013–2018) may collect information on: missing persons or persons who are hiding in order to avoid criminal, misdemeanour or other prosecution; persons who caused damage to the user of the service, if the conditions of liability for damage established by law are met; persons who act anonymously and unlawfully towards the user of the service, with or without causing harmful consequences; items that are lost or stolen; business success of legal entities and entrepreneurs; protect intellectual and industrial property; to candidates for employment - those data, the collection of which is authorized by the employer, with the written



consent of the candidate; criminal acts that are prosecuted by private lawsuit and about the perpetrators of these criminal acts; violations of work obligations or work discipline (Article 10). When processing data, the detective is prohibited from interfering with the performance of tasks that are the responsibility of state authorities. Also, it is prescribed that when performing detective work, the detective documents the data in the form of minutes, notes, written reports, polygram of the person who voluntarily agreed to be polygraphed, and a photograph. The detective submits all the information and data collected by performing the contracted work, if they are within the scope of the contracted work, to the party in a written report (Article 11).

By its very nature, detective work is very sensitive and similar to the operational work of the criminal police, but detectives must not use police criminal work tools such as classic operational-tactical measures and actions (Nikač & Leštanin, 2022: 61).

The method of data collection during the performance of detective work, i.e., detective work, must be in accordance with this law and other valid regulations on the conduct of procedures and protection of personal data, and the data must be collected for the purpose of executing the contract (Nikač & Leštanin, 2023: 36). Although in this legal text the legislator did not explicitly state the methods of data collection through detective work, certain methods were established such as data collection from clients, through open-source media, citizens, public negotiations, associates, records, monitoring, and observations.

In Montenegro, the Law on Detective Activities from 2019 (Zakon o detektivskoj djelatnosti, 2019) is in force, when this document was adopted as a new text of the law. Before that, since 2005, this type of activity had been regulated in Montenegro by the Law on Detective Activity (Zakon o detektivskoj djelatnosti, 2005–2011). According to legal provisions (Article 20), detective work includes information gathering, checking personal and other data, observing, monitoring and making photographs in public places, processing of personal and other data.

In the performance of detective work, a private detective can collect information about persons who have disappeared or are hidden, about debtors, authors or senders of anonymous letters, persons who have caused damage to foreigners, objects that have been lost, missing or stolen, evidentiary material necessary for protection and proving the party's rights before the courts and other authorities, that is, organizations that decide on those rights in proceedings, the success of persons in performing their duties and the success of businesses and other legal entities (Article 21). This legal text does not provide for the possibility of exemption from taking a professional exam, i.e. fulfilling the requirements for performing detective work based on previous work experience in police work, military-security work, investigative work, or work in the execution of criminal and misdemeanour sanctions or lawyer's work, which was prescribed by the Law from 2005 (Article 7).

The Private Detectives Act in Croatia has been in force since 2023 (Zakon o privatnim detektivima, 2022). It should be emphasized that detective activity had previously been regulated by the Private Detectives Act from 2009 (Zakon o privatnim detektivima, 2009), that is, by the Law on the Protection of Persons and Property from 1996 (Zakon o zaštiti osoba i imovine, 1996–2001). The law prescribes the conditions and manner of conducting private investigative activities, the rights and obligations of private detectives, and the supervision of the application of the Law.



According to the Private Detectives Act (2022), detective activity includes the collection of information and data needed to establish facts, access to personal and other data, and the use and processing of personal and other data for the needs of the client of detective services, all within the limits of the authorization given by the client. In this regard, detective work can be performed by legal entities and entrepreneurs who have the approval of the Ministry of Internal Affairs. Exceptionally, a private detective who has an authorization to perform detective work issued by a member state of the European Union or a contracting state of the Agreement on the European Economic Area may perform detective work in the Republic of Croatia in accordance with the provisions of this law (Article 2). A person who has three years of work experience as a police officer, in military-police affairs of the Ministry of Defence, in the affairs of the state prosecutor's office, a judicial police officer or a member of the security services, has fulfilled the requirement regarding internship (Article 4).

A private detective may collect notifications and information from persons who are willing to give them to him/her, namely notifications and information about missing persons or persons hiding from the party, persons who wrote or sent anonymous letters or persons who slander, insult or expose something from personal, family or business life that can threaten someone's honour or reputation, persons who have caused damage to the foreigner, items that have been lost or stolen, evidence that the foreigner needs to secure or exercise the rights or privileges he or she exercises before the court or other state authorities and companies or associations, the success of persons in performing their duties, the success and/or business performance of trading companies, entrepreneurs and other legal entities, facts and circumstances related to the personal position of citizens and their property status, to candidates for employment and workers only with their written consent, which is authorized to be collected by the employer according to a special regulation, for criminal acts that are prosecuted by private lawsuit and about their perpetrators, violations of work obligations or work discipline (Article 9). In addition to collecting the aforementioned notices and information, the private detective can also plan and implement measures to protect business secrets, IT systems, economic and personal data and information in accordance with the contract concluded with the party, as well as deliver documents in court, administrative and other proceedings. When performing detective work, a private detective documents data in the form of minutes, notes, written reports and photographs.

## NORMATIVE ACTS AND TRAINING OF PRIVATE DETECTIVES

The training of private detectives consists in providing theoretical knowledge and practical training of participants in mastering the practical skills that are necessary to perform the duties and tasks of a private detective, and thus creating the conditions for passing a professional exam. In the Republic of Serbia, partly in Bosnia and Herzegovina and Montenegro, the classical model of education and training is practiced, where the curriculum is implemented according to the subject-modular concept divided by methodical units, time periods, and a prescribed set of classes, while in the Republic of Croatia, the concept of mentoring and internship practice is in force.



Thus, according to the provisions of the Rulebook on training and the method of taking professional exams for members of physical and technical security and private detectives (Pravilnik o obuci i načinu polaganja stručnog ispita za pripadnike fizičkog i tehničkog obezbeđenja i privatnog detektiva, 2012–2019), training for private detectives includes 30 lessons of the theoretical part and only one area. That area is related, exclusively, to teaching content in criminology, which is insufficient and does not reflect the modern concept of training. It is precisely for this reason that it is necessary to change the existing provisions and harmonize them with the subject-modular concept of training as, for example, in the Republic of Serbia.

According to the provisions of the Rulebook on training, qualification and professional examination for the performance of detective work, i.e. the Training Program for the training of physical entities for the performance of detective work (Pravilnik o obuci, osposobljavanju i stručnom ispitu za vršenje detektivskih poslova, 2019), training for private detectives in the Republic of Serbia lasts 58 lessons. It is conducted through lectures and exercises according to the established training program, and it is carried out theoretically, through practical work and in other ways according to the plan and place determined by the Ministry of Internal Affairs. A lesson lasts 45 minutes, and the number of lessons must not exceed six lessons per day (Article 6).

The curriculum is implemented according to the subject-modular training concept. This implies that teaching is aimed at acquiring knowledge that leads to professional competencies and qualifications, that is, functionally related knowledge, skills and abilities needed to perform detective work.

The training program for the training of physical entities to perform detective work is realized through several interrelated methodological units that include the basics and the concept of detective work, i.e. detective work, criminology, data collection methodology, the basics of criminal law and criminal procedure, and the provisions of certain regulations that are in connection with the performance of detective work (constitutional regulation, state administration, concept and functions of the police, administrative procedure, damages, office operations). For each of these areas, a certain number of hours of lectures and exercises (48 + 10) is provided, which makes a total of 58 lessons.

Training providers must have acquired higher education at basic academic studies in the amount of at least 240 ECTS points, master's academic studies, specialist academic studies, specialist vocational studies, that is, basic studies lasting at least four years or specialist studies at the faculty in the field of security, legal or economic sciences and at least five years of work experience in police and security affairs (Article 3).

We agree with the opinion of Nikač et al. (2018: 218) that highly educated lecturers are an indicator of the seriousness of the state's approach to this issue, especially because this field is in its infancy and time is needed for the first critical evaluations and proposals for improvement.

In the earlier Rulebook on the training program and training of persons to perform detective work, the method of conducting education and training and taking the professional exam for detectives from 2015 (Pravilnik o programu obuke i osposobljavanja lica za vršenje detektivskih poslova, načinu sprovođenja obuke i osposobljavanja i polaganja stručnog ispita za detektive, 2015), the number of lessons prescribed was 80, of which 69 hours were lectures and 11 were exercises. The theoretical and practical contents included





the following areas/subjects: Basics and concept of detective work, Law of private security, Detective work, Basics of criminal law, Criminal procedure, Misdemeanours and misdemeanour procedure, Protection of personal data and confidentiality of data, Criminology, Methodology of data collection, Operative criminal investigation, Basics of obligation law, Professional ethics and detective work, Police work, State administration work, Basics of office business and public notaries, Law on general administrative procedure.

The training program from 2015 included topics divided by areas-thematic units focused on the basic knowledge needed to perform private detective work, while the program from 2019 focuses on the study of both the basic knowledge essential for detective work and the study of the provisions of individual regulations, which find their application in detective work.

It can be seen that the current training plan and program includes six thematic units, in contrast to the earlier program, which in terms of structural content included fourteen areas and had a larger fund of classes. Changes and additions to the existing program did not significantly affect the training program itself, competencies and learning outcomes, except for the duration of the training and a different content structure.

The training of candidates for private detectives in Montenegro is carried out by an adult education organizer who has a license issued in accordance with the law regulating adult education. A certificate of professional competence is issued to a person who successfully completes the training program for performing detective work. The Rulebook on the program and method of passing the professional examination for the performance of detective work (Pravilnik o programu i načinu polaganja stručnog ispita za vršenje detektivskih poslova, 2021) prescribes the program and method of passing the professional examination for the performance of detective work, the composition of the committee for the performance of the professional examination, the amount of remuneration for the work committee, the form of certificate of passing the professional exam, as well as the amount of expenses for taking the professional exam. The professional exam is taken according to the program that contains the following subjects: detective activity, Legal aspects in the performance of detective work, Criminology with practical training, Basics of the judicial system, Public administration and administrative procedure, Basics of communication, human rights and ethics (Articles 1–3).

Apart from the general clause that the training of a candidate for a private detective is carried out by an adult education organizer who has a license issued in accordance with the law regulating adult education, other details related to the time period of the training, the planned fund of classes for certain theoretical and practical contents, the ratio of lectures and exercises are not visible from the legal and by-law text.

According to the earlier Rulebook on the method of training trainees, the program and the method of passing the professional examination for detectives (Pravilnik o načinu osposobljavanja pripravnika, programu i načinu polaganja stručnog ispita za detektiva, 2006), the training of trainees was carried out according to the professional training program, in a way that ensures that the trainee, through practical work and learning under control, is trained for independent performance of detective work. This meant that the detective, i.e. the detective office, depending on the degree and type of school education, determined the training program which contained the following elements: the time of familiarization with the regulations and the training program of the intern, specifying the tasks for which



the intern should be trained, the duration of the training, the method training (acquaintance with tasks and regulations, processing of individual subjects under control), time required for familiarization with the material of the professional exam, regulations and literature for passing the professional exam. At the end of the internship, the detective, that is, the detective office, gave an opinion on the trainee's qualifications (Articles 1–3).

In the mentioned case, it was not about the professional training and qualification of the candidate, but about the concept of internship practice and mentoring work.

It is interesting that there was no obligation to accept trainees – candidates, for the implementation of the training program. The trainee did not have the opportunity to take the professional exam if he/she was not accepted by another detective or detective office (Spalević et al., 2018: 879).

In the Republic of Croatia, a mentor is also responsible for the implementation of the entire internship, while the implementation of the internship and the passing of the professional exam are regulated by the Rulebook on the conditions, method and program of the internship and the passing of the professional exam for a private detective (Pravilnik o uslovima, načinu i programu obavljanja pripravničkog staža te polaganju stručnog ispita za privatnog detektiva, 2010). The mentor must have at least three years of work experience as a private detective. He is obliged to familiarize the intern with the content of the internship and the program of the professional exam, organize and continuously monitor the implementation of the entire internship, provide professional assistance to the intern in practical work, refer him to the professional literature and regulations determined by the professional exam program, and regularly hold consultations with him/her, check his/her practical work and perform other tasks determined by the Rulebook (Articles 4–6).

During the internship, the intern keeps a diary in which he/she enters information about the jobs and tasks he/she performed. The diary is periodically reviewed and certified by the mentor. The content of the internship is realized during the working hours of 20 lessons per week. The success of the intern is monitored during the entire internship. The mentor evaluates the trainee's practical work and acquired knowledge, and evaluates the success with a descriptive grade that is entered in the trainee's booklet. If the mentor is not completely or partially satisfied with the intern's performance during the internship, he/she will set a deadline in which he/she will be retrained and evaluated (Articles 8–9).

Upon successful completion of the internship, the intern is required to take a professional exam. The professional exam is taken before the examination commission of the Ministry of Internal Affairs. The professional examination program contains the following program units: Detective activity, Criminology, Fundamentals of criminal law and criminal procedure, Provisions of certain regulations related to the performance of detective activity (Article 16).

Also, an integral part of the Rulebook is the content of the trainee practice (Appendix 1), which consists of an introductory part in which the mentor introduces the trainee to: the regulations governing the performance of detective work and detective activities, general acts of legal entities/entrepreneurs for the performance of detective activities, the content of the internship and the way of taking the professional exam, the way of keeping records during the internship (work diary) and the way of communicating with the parties. The content of the internship is determined by the tasks to which the mentor assigns the trainee and takes care of their performance, attends the conversation with the client



of detective services, reviews the contracts concluded with the client of detective services, analyses and systematizes the notifications and data collected by the private detective in the performance of the contracted work, assists in the drafting of letters documenting the collected notifications and data, assists in managing data collections, performs the delivery of letters in court, administrative and other proceedings.

The organization and way of conducting the training of trainees for the future detective calling, i.e. the performance of adequate theoretical and practical content, is entrusted exclusively to the mentor, who is also responsible for its successful implementation.

It is evident from the above that, in the analysed countries, different systems of education and training of candidates are in force, from the classic theoretical model to mentoring work and internship practice. Each of the proposed models has its advantages and disadvantages. The modern concept of training should correspond to the practical needs of the future detective profession. The training, with a high-quality and professional teaching staff, enables the provision of theoretical knowledge and the training of participants in mastering the practical skills necessary to perform the duties and tasks of a private detective. This takes place through an organized, planned and systematic approach and study of various teaching contents. As already pointed out, quality initial training is the basis for further professional development of every detective.

Mentoring work is one of the essential components of human resource management and development. Mentoring has become a common phenomenon in today's world, in which an experienced person directs and supervises the work of a less experienced person. Dealing with a certain area of work, the mentor helps in dealing with and researching the relevant issue through suggestive and guiding action. Respecting the importance of mentors and their contribution to the training and development of future detectives, the question arises whether an experienced detective, as an individual, can comprehensively and qualitatively transfer knowledge from various teaching units in the scope and content necessary for effective detective work. That is why we believe that the classic concept of training is more acceptable than mentoring, but we are also of the opinion that training in combination with appropriate mentoring work during the internship and/or the first months of work would be a good model of training and development of detectives. Such a concept is practiced, for example, in the Federal Republic of Germany, where theoretical content is supplemented through practical experience and candidates are trained to satisfy the legitimate interests of clients.

Also, apart from higher education, the legislator, in the analysed states, did not prescribe other special conditions in terms of defining an adequate orientation. Faculty education in criminology, security, law or similar is not privileged through formal conditions, but other professions that do not have teaching disciplines related to detective work in their study programs can be included in the selection of future detectives. This has its justification in the multidisciplinary approach and equal chance for everyone, but the question can be raised whether the training curriculum should be the same for those who acquired some basic knowledge needed to perform detective work during their higher education (fundamentals of security, criminal investigation, criminology, law, etc.) or have not been familiar with the detective work at all.

For example, in Italy, the legislator prescribed that a private detective can only be a person who has a university degree from a faculty related to the profession. In this regard, we be-



lieve that the possibility should be considered that the training curriculum for those candidates who have not acquired the basic knowledge required to perform detective work during their higher education (basics of security, criminal investigation, criminology, law, economics, psychology, etc.) lasts longer compared to those who studied teaching disciplines related to detective work as part of their study programs. In this context, the option of recognizing certain subjects for those candidates, to a greater or lesser extent, when taking the professional exam can be considered.

The program and organization of detective training is mainly under the jurisdiction of the Ministries of Internal Affairs in Bosnia and Herzegovina, the Republic of Serbia, partly in the Republic of Croatia with mandatory internship and mentoring, while the training of candidates for private detectives in Montenegro is entrusted to the organizer of adult education. In this context, the possibility of entrusting the organization and implementation of training to certain academic institutions or detective associations, and not only to the ministries of internal affairs, should be considered, which, with a previous public invitation, would offer the best organizational, technical and personnel conditions. The training plan and program would be approved, as before, by the Ministry of Internal Affairs, as well as the appropriate control and supervision.

In many countries of the European Union, detective associations are responsible for most of the activities regarding the status of private detectives, their rights and obligations, that is, the creation of training programs and professional training. Thus, within the working bodies of FEDERPOL there is a Commission for professional training (*Comitato formazione professionale*) which, with the cooperation of experts and universities, organizes basic and specialist training every year, as well as other types of education with lecturers of national and international importance. Many useful information related to detective work, professional regulations, educational opportunities and the like can be found on the official websites of these associations.

There are no detective associations in Bosnia and Herzegovina and Montenegro, while in the Republic of Serbia (Serbian Association of Detectives<sup>1</sup>) and the Republic of Croatia (Croatian Association of Private Detectives – UPDH ) they are registered and provide certain information on the status and activities of private detectives, but without adequate content on training and development.

We are of the opinion that the presented examples from individual countries of the European Union can be useful in some future projects related to the training and development of detectives in the analysed countries, especially if it is taken into account that this activity does not have a long tradition in these areas. This should certainly be preceded by an evaluation of the existing training, where information would be collected in a systematic way about the results so far, the offered and required content, the achieved/outlined goals, the availability of the offered content, and the like.

## CONCLUSION

Detective work, as an important activity of the private security sector, implies that its contractors, performing various types of work, should acquire and upgrade the knowledge and skills necessary for effective and high-quality performance of detective work.



Quality training is the basis for further professional development of detectives. This is due to the fact that formal higher education, although an indispensable basis, is nowhere near sufficient for the successful performance of detective work. In the countries of the former Yugoslavia, detective activity does not have a long tradition, which is manifested, first of all, in the small number of private detectives who have a registered activity. However, the expansion of the scope and type of detective work in this area also opens up space for additional modernization and harmonization of teaching content with new tasks and new knowledge. In this regard, the practical experiences of certain countries of the European Union, where detective work is much more developed and present on the market, can be useful. In this direction, an evaluation of the training and development should be carried out primarily by the organizers of the implementation, which in Bosnia and Herzegovina, the Republic of Serbia, and partially in the Republic of Croatia is under the control of the Ministries of the Internal Affairs, i.e. detectives, while the training of candidates for private detectives in Montenegro is entrusted to the organizers of adult education. In this regard, it is necessary to analyse the qualification structure of candidates, the quality of lecturers, the need to introduce online classes and the like. Then, depending on the collected information, update the existing ones, propose new ones or revise the old teaching contents, that is, extend or reduce the time period of the training and development. In these activities, on a more significant scale, the detectives themselves, that is, the detective associations, should be involved because their primary interest is that their training is up-to-date, modern and suitable for the purpose. Thus, the existing websites should be supplemented with content on detective training and related areas and made more accessible to users. In this context, it is necessary to additionally affirm and conduct research in this area.

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