

# Extreme Crisis Situations as Stress Factors in Police Work

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The article briefly overviews the most significant recent crises affecting police work. Such were, among others, the Covid-19 pandemic situation, the migration crisis, and the refugee crisis caused by the Russian-Ukrainian war. These situations have significantly reshaped the framework of police work and, in addition to increasing workloads, have presented many new challenges for the police force. The study analyzes the harmful effects of workplace stress and the specific features of police work. The results of the most critical domestic and international research related to police work will also be discussed. Highlighting the areas where stress research is fundamental, such as maintaining the mental health of the police force, keeping them on the job, and reducing the factors of leaving the job, are all in the social interest.

**Keywords:** policing models, community policing, evidence-based policing, predictive policing

## I. Introduction

In this paper, I will briefly describe the crises that have emerged over the last decade, which have adversely affected the overall policing and are still exerting extreme pressure on the police. It is well known that the European Union is facing the phenomenon of illegal migration as an increasingly severe security policy challenge<sup>2</sup>, given the flood of illegal migrants arriving in Europe every year.<sup>3</sup> It is a real threat due to its wild nature and the activities linked to and profiting from it (e.g., smuggling, trafficking, organized crime, production of false travel and identity documents, growth of the black economy, corruption, etc.). Illegal migration is a source of many economic, health, and social tensions. Perhaps an even more significant crisis in 2019 was the COVID-19 pandemic, which has spread worldwide and has been and still is a public health emergency in many places for a prolonged period. A current crisis is a Russian war in Ukraine, which has caused a significant wave of refugees in Europe in a short time. The scale of the previous wave of refugees in Europe in 2015 is far below this. Managing the situation caused by the large concentrations of refugees has also resulted in severe policing challenges.<sup>4</sup> Law enforcement agencies have a crucial role to play, either in controlling the spread of disease or in maintaining and promoting public order and safety in the face of an increasing migratory burden. In most countries, including Hungary, unprecedented government and law enforcement measures have been put in place to protect the health and safety of the population in response to crises, and exceptional legal regimes have been introduced.<sup>5</sup> The responsibility of enforcing the measures taken has meant that all professional service personnel has had to face various challenges, which have been added to their general policing duties and have also placed a

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<sup>2</sup> In connection with the stress on the police, it is worth mentioning that crime is also a source of anxiety for the population. Several related surveys have been conducted in our country as well; for example, a 2015 survey in Debrecen confirmed this. Mátyás, Szabolcs, „Szubjektív biztonságérzet – lakossági vélemény a közbiztonságról és a rendőrségről.” *Magyar Rendészet*, no.5. (2015), 159-170.

<sup>3</sup> <https://www.europarl.europa.eu/news/hu/headlines/society/20170629STO78632/a-migracios-kerdes-europaban> (12.06.2022)

<sup>4</sup> <https://www.consilium.europa.eu/hu/policies/eu-migration-policy/refugee-inflow-from-ukraine/> (12.06.2022)

<sup>5</sup> [https://www.parlament.hu/documents/10181/39233854/Infojegyzet\\_2021\\_67\\_kulonleges\\_jogrend.pdf/20d4277a-094b-8f9a-d57e-cdd3ecab68aa?t=1636034064832](https://www.parlament.hu/documents/10181/39233854/Infojegyzet_2021_67_kulonleges_jogrend.pdf/20d4277a-094b-8f9a-d57e-cdd3ecab68aa?t=1636034064832) (10.07.2022)

psychological burden on them. Whether it was the constant risk of infection from epidemics, compulsory vaccination, the need to work in different locations due to the delocalization of duties, or the range of operating conditions and tasks other than those of the fundamental duties. The changing and increasing workloads of these and other priority crises are major stress factors in the lives of staff. In some cases, governmental and professional plans and decisions have not been taken to address and compensate for these adverse effects, which may further reduce the attractiveness of a career in the police and increase the mental and physical erosion of police personnel. Above all, the most important thing is to be aware that crises place a considerable burden on police officers, which cannot be compensated for by financial means alone (or even not at all) since the aim should be to increase their resilience.

## II. Major exceptional events in the last decade

### A *An Illegal migration*

*Migration* is a process in which people change their place of residence or society so that this change becomes permanent and permanent. A typical case of population movement is labor migration, which has been going on for centuries. In addition to the intention to work, some factors increase the propensity to migrate. There is also a centuries-old, perhaps even millennia-old, history of migration of religious, ethnic, and politically persecuted persons. The uncontrolled presence of large numbers of migrants in settlements, a foreign crowd, also due to its demographic composition (a large proportion of them young men), has generated considerable fear among the Hungarian population due to its lack of resources and behavior from local cultural habits.<sup>6</sup> This increased fear has led to a significant decrease in the subjective perception of security. The police have been at the forefront of addressing and managing by increasing their presence in border settlements and taking action in situations of insecurity.<sup>7</sup> The current wave of migration, which has hit Hungary particularly hard since spring 2015, is a significant challenge for domestic administrations, especially those involved in migration, local authorities, and, in particular, the police.<sup>8</sup> Mass migration is creating a constant shortage of staff and a security vacuum for the police, which is an additional task for the police in immigration, public order, and criminal justice.<sup>9</sup>

In many cases, criminal proceedings are necessary, but treating them as an ultima ratio alongside alien policing procedures is more appropriate.<sup>10</sup> State and local government organizations are doing heroic work to cope while simultaneously seeking solutions and partners. Because they alone do not have the human capacity to deal with this particular workload.<sup>11</sup> Ensuring significant and continuous redeployments to border duties distracts police officers from their core service, making their working environment unpredictable. Nothing better illustrates the unsustainability of the situation than the government's decision this summer to set up a particular border hunter unit at the border. That will reintroduce a separate group of staff to carry out border patrol and protection tasks, significantly reducing the

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<sup>6</sup> Rácz, Attila, „A tömeges irreguláris migrációs válságon innen és túl –együttérzés, elutasítás, szolidaritás.” *Rendőrségi Tanulmányok*, no. 3. (2018), 49-70.

<sup>7</sup> <https://hirado.hu/belfold/cikk/2022/02/07/egy-atlagos-hetvege-a-hataron-kozel-hatszaz-hatarserto-ellen-intezkedtek-a-rendorok> (10.07.2022)

<sup>8</sup> Szabó, László A, „A migráció hatása a közigazgatásra.” *Magyar Rendészet*, no.1. (2017), 159-175.

<sup>9</sup> Amberg, Erzsébet, „Migráció, büntetőjog, ultima ratio.” In: *A migráció bűnügyi hatásai*. ed by Hautzinger, Zoltán. (Budapest: Magyar Rendészettudományi Társaság Migrációs Tagozat, 2016) 203-214., 213.

<sup>10</sup> Hautzinger, Zoltán, „A migráció szabályozásának reaktív tényezői.” *Belügyi Szemle* 68, no. 9. (2020), 47-62. 61.

<sup>11</sup> Szabó, „A migráció hatása a közigazgatásra.”

burden on police staff in counties other than border municipalities.<sup>12</sup> In any case, digitizing and using national data assets will contribute to this relief.<sup>13</sup>

## **B Covid 19 pandemic**

The first news of the COVID-19 pandemic reached the European continent in January 2020. The WHO declared COVID-19 a public health emergency of international concern on 30 January 2020 and an epidemic on 11 March 2020 (Balkhair 2020). The fact that the symptoms of the disease were sufficiently vague, in many cases not presenting themselves at all, made it difficult to recognize the situation.<sup>14</sup> In most countries, the disease appeared long before it could be detected.<sup>15</sup> As a result, the various governments were slow to react. In the first phase of the epidemic, all countries watched China, where the outbreak originated. On 11 March 2020, the day Covid-19 was declared a pandemic, a state of emergency was declared in Hungary by Government Decree 40/2020 (11 March 2020) (Government Decree 40/2020). Subsequently, several restrictive measures were introduced to mitigate the epidemic's effects. These were aimed at reducing the chances of the spread of the infection. One means of doing this was to take official measures to ensure enforcement.<sup>16</sup> Of course, the effectiveness of protection based on voluntary compliance with the law is greatly influenced by government communication, access to accurate information, and the level of development of the society concerned, as reflected in the conscious behavior of citizens. To protect citizens, the right to freedom of movement and freedom of assembly had to be the most restricted.<sup>17</sup> Both restrictive measures were aimed at minimizing personal encounters between people. In this way, it was hoped that infected people would continue to infect fewer people, thereby slowing the spread of the epidemic. The restrictive measures included a total restriction on the right of assembly. These severe restrictions are in line with global trends. It must be stated that conditions may be justified, but they cannot be used to dismantle democracy.<sup>18</sup> The police have played a prominent role in the protection by temporarily reintroducing border controls, monitoring compliance with protection measures, sanctioning illegal behavior, and operating the hospital command system.<sup>19</sup> The police have been given several additional tasks. However, some of the paper-based work has been replaced by electronic workflows, and digitization has also greatly helped the police in the context of recording data in registers.<sup>20</sup> Many of the numerous decrees issued in response to the multi-wave coronavirus epidemic included police, particularly law enforcement, tasking, which resulted in increased workloads and redeployment of police staff. This situation has led to further considerable uncertainty among staff. And the consequence has

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<sup>12</sup> <https://magyarnemzet.hu/belfold/2022/07/elkezdodott-a-hatarvadaszok-toborzasa> (10.07.2022)

<sup>13</sup> Nyitrai, Endre, „A magyar nemzeti adatvagyon jelentősége a bűnüldöző szervek munkája során,” *Információs Társadalom*, no. 1. (2022), 78.

<sup>14</sup> Singhal, Tarun, „A Review of Coronavirus Disease-2019 (COVID-19).” *Indian J Pediatr* 87, (2020), 281–286.

<sup>15</sup> Ray, Andreson, Hans, Heestereek, Don, Klinkenberg, Deriedre, Hollingsworth, „How will country-based mitigation measures influence the course of the COVID-19 epidemic?” *The Lancet* 10228, no. 395. (2020).

<sup>16</sup> Balla, Zoltán, "Order Security – National Security Administration. National Security Defense As Special Administration," *Curentul Juridic, The Juridical Current, Le Courant Juridique*, (Petru Maior University, Faculty of Economics Law and Administrative Sciences and Pro Iure Foundation 38), 2009, 71-85..

<sup>17</sup> Wolf MS, Serper M, Opsasnick L, O'Connor RM, Curtis L, Benavente JY, Wismer G, Batio S, Eifler M, Zheng P, Russell A, Arvanitis M, Ladner D, Kwasny M, Persell SD, Rowe T, Linder JA, Bailey SC, „Awareness, Attitudes, and Actions Related to COVID-19 Among Adults With Chronic Conditions at the Onset of the U.S. Outbreak: A Cross-sectional Survey.” *Ann Intern Med* 173, no. 2. (2020), 100-109.

<sup>18</sup> <https://www.ohchr.org/EN/Issues/AssemblyAssociation/Pages/Covid19freedomAssembly.aspx> (access) (10.07.2022)

<sup>19</sup> Skorka, Tamás, „Rendőrség a koronavírus ellen.” *Magyar Rendészet* 20, no. 4. (2020), 173-192.

<sup>20</sup> Nyitrai, Endre, „A koronavírus elleni küzdelem és a nemzeti adatvagyon újrahasonosítása a rendőrség vonatkozásában.” In: *A járvány hosszútávú hatása a magyar közigazgatásra* by ed Rixer, Ádám (Budapest: Károli Gáspár Református Egyetem Állam- és Jogtudományi Kar Lőrincz Lajos Közjogi Kutatóműhely) 2021, 340.

been compounded by the introduction of mandatory protective clothing for public sector employees, including the police.<sup>21</sup>

### ***C Russian-Ukrainian conflict***

The crisis in Ukraine has not only had and continues to harm the security of Europe but has also created tensions between Russia and Western countries in world politics. The background to the outbreak of hostilities in Russia's Ukraine is too complex to be presented here. The war from the Russian side – in Russian terminology, a special military operation – is aimed at the "demilitarisation" and "denazification" of Ukraine, as well as the liberation of the territories of the Donetsk and Luhansk republics and their annexation to the Russian Federation.<sup>22</sup> From the Ukrainian side, the declared objectives include fully recovering the parts under Russian control, including the Crimean peninsula. At this stage of the war, the focus on both sides is on achieving realities through the armed forces. Neither side can achieve a result at the negotiating table that would bring it closer to its own stated objectives. The situation on the battlefield will be the basis for any negotiating situation when the will of one side is broken, or the economic or military means to continue the war are exhausted.<sup>23</sup> On 4 March 2022, the EU activated the Temporary Protection Directive. This legislation is intended to alleviate pressure on national asylum systems and allow displaced persons to enjoy harmonized rights across the EU. *Temporary protection* is an emergency mechanism that can be activated in the event of a mass influx of displaced persons. It is designed to provide immediate and collective protection to displaced persons who cannot return to their country of origin.<sup>24</sup> According to UNHCR, more than 5.5 million people have fled Ukraine since the fighting began on 24 February.<sup>25</sup> In March, the number of Ukrainians migrating to Europe was already many times higher than any wave of refugees in nearly 30 years. That was just the emigration from Ukraine, with an additional 7 million people from within the country moving mainly westwards in the last two months, according to International Monetary Fund (IMF) estimates. The wave has mostly affected countries bordering Ukraine, with Poland receiving the most people in need, but more than half a million have already fled to Hungary.<sup>26</sup> Migration pressure at Ukrainian border crossings with Hungary has not decreased since the beginning of the war. While irregular border crossings and increased people smuggling at the southern border have to be prevented by a significant police presence, the war has led to increased immigration and alien procedures for the large influx of people into the country.

### **III. The concept, role, and significance of stress**

In a concise article of only one page, János Selye, who was working in Canada then, published a discovery that set a new direction for the development of medicine (and the whole of biological science). It is probably the most significant discovery for which its author never won the Nobel Prize.<sup>27</sup> As János Selye put it, stress is the body's non-specific response to any stress,

<sup>21</sup> <https://www.napi.hu/magyar-gazdasag/sulyos-letszambahiany-johet-a-rendorsegnet-kotelezo-oltas.739296.html> (10.07.2022)

<sup>22</sup> <https://www.rferl.org/a/putinrecognizes-ukraine-separatists-territorial-claims/31717306.html>

<sup>23</sup> Kemény, János, „Orosz–ukrán háború: kezdeti megfigyelések.” *Honvédségi Szemle Hungarian Defence Review* 150, no. 5. (2022), 14–33. <https://doi.org/10.35926/HSZ.2022.5.2>

<sup>24</sup> <https://www.consilium.europa.eu/hu/policies/eu-response-ukraine-invasion/eu-solidarity-ukraine> (10.07.2022)

<sup>25</sup> <https://www.penzentrum.hu/gazdasag/20220502/nem-keszult-ekkora-menekulthullamra-a-vilag-55-millioan-hagytak-el-ukrajnat-a-haboru-kezde-ota-1124472> (10.07.2022)

<sup>26</sup> <https://www.portfolio.hu/global/20220423/a-2015-os-menekultvalsag-semmi-sem-volt-az-ukranok-mostani-rohamahoz-kepest-540803> (10.07.2022)

<sup>27</sup> Haller, József, Hazafi, Zoltán, Kóródi, Gyula, *Stressz, kiegész, és törvényi szabályozás, Kiegészmegelőzés és stresszmenedzsment a közigazgatásban*. (Budapest: Dialóg Campus Kiadó, 2017), 1.

to any stimulus that throws it out of its original equilibrium, forcing it to adapt.<sup>28</sup> Later, the definition of stress was supplemented by two crucial factors in the stress process, the "cause" (environmental stressors or stimuli, such as significant life events or everyday inconveniences) and the "effect" (the subjective responses triggered by stress, i.e., the so-called appraisal process and coping responses).<sup>29</sup> Stress is part of our everyday lives and is, therefore, a necessary part of our physiology. Chronic stress, on the other hand, is already highly damaging and destructive to the body. One of the significant research findings on stress was that the adverse effects of stress are magnified when the stressor occurs at unpredictable times and frequencies or lasts for an unexpected time. In short, uncertainty amplifies stress responses.<sup>30</sup> The unpredictability factor can be significantly mitigated by resilience, which is resilience that can withstand stress. It is a daily observation that life events affect each person differently. One person collapses when another resists, although their situations can be boldly described as mirror images of each other. Two critical questions can be asked about the phenomenon of resistance to resilience: what is the cause of individual differences, and how can resilience be enhanced?<sup>31</sup> Resilience is a positive way of coping with difficulties in the past, i.e., firmly rooted in the history, but it also allows for the development and strengthening of the personality.<sup>32</sup> In the past, it was thought that successful adaptation required specific skills.<sup>33</sup> But more recently, it has become clear that resilience is 'ordinary magic' that does not require extraordinary skills. It also means that these adaptive skills can probably be developed. Two important points emerge from the stress theory side of our topic. Crises increase the number of harmful stress hormones (distress) as a stressor of uncertainty, while the need to develop resilience emerges within the organism.

#### IV. Stress at work

Stress at work and the "distress" experienced by the individual are closely interrelated and, if not addressed promptly, can easily lead to burnout, i.e., the development of emotional disturbances.<sup>34</sup> Excessive work stress can damage workers' health if they are not allowed to change their working conditions.<sup>35</sup> It is mainly the case when the work environment or the specific task is already emotionally demanding.<sup>36</sup> Also of particular concern is the imbalance between effort and reward, i.e., if the energy invested in work is not commensurate with the compensation, it creates a dissonant state that can lead to health damage. It can be physical, e.g., cardiovascular, and psychological, e.g., depression. Reducing stress at work is a crucial element in preventing mental illness.<sup>37</sup> The unexpected, unpredictable tasks and challenges

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<sup>28</sup> Selye, János, *The stress of life*. (New York: McGraw-Hill, 1956)

<sup>29</sup> Lazarus S. Richard, Folkman Susan, *Stress, appraisal, and coping*. (New York, Springer, 1984)

<sup>30</sup> Willner, Paul, Anthony Towell, David Sampson, S Sophokleous and Richard Muscat. "Reduction of sucrose preference by chronic unpredictable mild stress, and its restoration by a tricyclic antidepressant." *Psychopharmacology* 93 (2004): 358-364.

<sup>31</sup> Haller et al., *Stressz, kiégés, és törvényi szabályozás, Kiegészítő megelőzés és stresszmenedzsment a közigazgatásban*

<sup>32</sup> Szabó, Renáta Krisztina, Máth, János, Sztancsik, Veronika, „A reziliencia és a proaktív megküzdés összefüggéseinek vizsgálata.” *Alkalmazott Pszichológia* 19, no. 4. (2019), 73-99.

<sup>33</sup> Ribiczey, Nóra, „A rizikótényezőktől a protektív mechanizmusokig: a reziliencia fogalmának alakulása a pszichológiában.” *Alkalmazott Pszichológia*, 10: no. 1–2. (2008), 161–171.

<sup>34</sup> Frigy, Éva, Gyöngyi, „A rendvédelmi és honvédelmi beavatkozási állományt érő munkahelyi stresszfaktorok és hatások”. *Hadtudományi Szemle* 13, no. 2. (2020) 93-109.

<sup>35</sup> Salavec, Gyöngyvér, Neculai, Krisztina, Jakab, Ernő, „A munkahelyi stressz és az énhatékonyság szerepe a pedagógusok mentális egészségének alakulásában.” *Mentálhigiéne és Pszichoszomatika* 7, no. 2.(2006), 95–109.

<sup>36</sup> Czenczer, Orsolya, „A gyermekbántalmazás és az erőszakos bűnelkövetés összefüggéseinek vizsgálata a hazai büntetés-végrehajtásban.”. *Acta Juridica et Politica*: (Szeged: Szegedi Tudományegyetem Állam- és Jogtudományi Kar, 2018), 187-198.

<sup>37</sup> Hollósy-Vadász Gábor, „A közszolgálati munkavégzéssel kapcsolatos jellemzők, tapasztalatok, a munkahelyi és magánéleti stressz hatása a munkavégzésre.” In: *A közszolgálati tisztviselők élet- és munkakörülményei*,

faced by law enforcement and defense personnel place an enormous strain on their physical and psychological health. In this case, it increases the likelihood of unforeseen health problems and their occurrence among individuals prone to stress. Ultimately, these conditions can determine personnel's survivability and ability to perform their duties, whether in an emergency or under normal conditions.<sup>38</sup> For example, establishing transparent, professional rules could reduce the workload and stress on staff.<sup>39</sup> Working conditions are almost the most significant stressors that can lead to the so-called "stressors of the workplace." Work conditions are almost always the main stressors that can cause "distress," such as working in dangerous conditions (police, firefighters) or having to work shifts.<sup>40</sup> The latter can be a direct cause of illness due to the disruption of the biological rhythm of the day or an indirect cause of disease as a psychological stressor.<sup>41</sup>

## V. Research on police stress at home and abroad

Research in recent years has shown that police work is a highly stressful and demanding occupation. A police officer is exposed to several stressors, such as the uncertainty and danger associated with the constant threat of violent attacks, the increase in gun violence in large cities, poor human and material resources, underpayment and resentment from the public, and lack of understanding from family and friends.<sup>42</sup> Several studies have tried to map police stress and its sources since the 1980s. Research on the subject has intensified since the 2000s. Research has focused on the origins of stress in police officers and its adverse effects on their health and work performance.<sup>43</sup> More recently, Baldwin and colleagues (2019)<sup>44</sup>, Wassermann and colleagues (2019)<sup>45</sup>, and Ermasova and colleagues (2020)<sup>46</sup> have contributed to the study of stress and the

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*társadalmi helyzete Magyarországon.* Ed by Stréhli-Klotz, Georgina; Szakács, Gábor (Budapest, Magyarország: Nemzeti Közszerológiai Egyetem Közigazgatási Továbbképzési Intézet, 2020), 114-164.

<sup>38</sup> Bolgár, Judit, Csomós, István, „A rendőrségi bevetési feladatok követelményeihez kapcsolódó kiválasztási eljárások fejlesztése, különös tekintettel az extrém stressz reakciókra.” *Hadtudományi Szemle* 5. no. 2. (2015), 268–278.

<sup>39</sup> Gárdonyi, Gergely, „Kógencia a bűnügyi helyszínelésben.” *Magyar Bűnüldöző* 2, no. 1. (2011), 47-62.

<sup>40</sup> Gárdonyi, Gergely, „CSI Magyarország - tények és távlatok a hazai bűnügyi helyszínelésben.” In: *Pécsi Határőr Tudományos Közlemények* 11. 2010, 103-110.

<sup>41</sup> Juhász, Ágnes, „Munkahelyi egészségfejlesztés elméletben és gyakorlatban.” *Alkalmazott Pszichológia* 8, no. 2. (2006), 89-102.

<sup>42</sup> Webster, James, „Police officer perceptions of occupational stress: the state of the art.” *Policing* 36, (2013), 636–652., Magnavita, Nicola., Capitanelli, Ilaria, Garbarino, Sara., and Pira, Einollah, „Work-related stress as a cardiovascular risk factor in police officers: a systematic review of evidence. *Int. Arch. Occup. Environ. Health* 91, (2018), 377–389. Purba Alexander, and Demou Evangelia, „The relationship between organizational stressors and mental wellbeing within police officers: a systematic review.” *BMC Public Health* 19: (2019), 1286.

<sup>43</sup> Hickman J. Matthew, Fricas Jennifer, Strom Kathryn., and Pope W. Michael, „Mapping police stress.” *Police Quarterly* 14, (2011) 227–250., Violanti M. John, Owens L., Sheryl. McCanlies Erin, Fekedulegn Desta, and Andrew E. Michael „Law enforcement suicide: a review.” *Policing* 42, (2019) 141–164.

<sup>44</sup> Baldwin, Simon, Bennell, Craig, Andersen P. Judith, Semple Tori, and Jenkins Bryce, „Stress-activity mapping: physiological responses during general duty police encounters.” *Frontiers in Psychology* 10, 2216. (2019).

<sup>45</sup> Wassermann, Ariami, Meiring, Deon, Becker, Jurgen Renier. „Stress and coping of police officers in the South African police service”, *South African Journal of Psychology*. 49, (2019), 97–108.

<sup>46</sup> Ermasova, Nataia, Cross, D. Ardis, and Ermasova, Evgenia, „Perceived stress and coping among law enforcement officers: an empirical analysis of patrol versus non-patrol officers in Illinois, USA” *Journal of Police and Criminal Psychology* 35, no. 2. (2020), 1-16

psychological/physical health of police officers. Related studies have focused on occupational stress<sup>47</sup>, while other studies have examined burnout among police officers.<sup>48</sup>

Regarding occupational stress among Hungarian police officers, it can be said that they are least satisfied with their material. Moral perception and other factors are the most stressful for officers and non-commissioned officers.<sup>49</sup> For NCOs, the longer they serve, the less active they become, the less motivated they are to work, and the more health complaints they have.<sup>50</sup> The organizational culture of the police is closely linked to the experience and management of stress. Generational differences have recently become a major challenge. In the training of officers, a significant proportion of the teaching staff is of Generation X, while the student staff is now predominantly Generation Z, with all its characteristics. All these characteristics pose severe challenges for the teaching staff of the law enforcement colleges where baccalaureate-based police officer training is currently being offered.<sup>51</sup> In Hungary, there is no comprehensive stress survey of the police organization as a whole, so we can only conclude the conditions in the Hungarian police force from studies and surveys by a few independent researchers. The stress caused by crises, especially migration pressures, have been identified as stress factors that exacerbate the adverse consequences of the spillover of stressors from the organizational culture.<sup>52</sup>

## VI. Summary

Stress at work impacts life as a whole and doubles the risk of any disease, especially cardiovascular disease. Stressed workers cannot perform, adapt or sleep. Stress at work costs more than €10 billion extra in the EU. It also translates into increased health burdens and work-related accidents, which are closely linked to stress and cause €55 billion in damage yearly. Approximately 40 million people in the Member States are affected, representing a budget burden of €20 billion.<sup>53</sup> Stress research in police work is a vital issue, as increased stressors in the workplace and organizational culture cannot be compensated by financial means, salary increases, or benefits of material nature. In international policy research, tremendous efforts have been made since the 1980s to research police stress. While some police forces are open and cooperative with this type of research, in this country, only a few small samples of research on police stress are available. The primary objective should be to explore and scientifically

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<sup>47</sup> Charles L. Gutshall, David P. Hampton Jr., Ismail M. Sebetan, Paul C. Stein & Thomas J. Broxtermann, „The effects of occupational stress on cognitive performance in police officers.” *Police Practice and Research* 18, no. 5. (2017), 463-477, Johnson, Olivia, Russo, Charles, and Papazoglou, Konstantinos, „Job exposure & occupational challenges: the importance of mindfulness for today’s law enforcement professional.” *Crisis Stress Hum. Resil. Int. J. 1*, (2019), 187–191.

<sup>48</sup> Aguayo Raimundo, Vargas Christina, Cañadas R. Gustavo, and Fuente, I. Emilia, „Are socio-demographic factors associated to burnout syndrome in police officers? A correlational meta-analysis.” *An. Psicol.* 33, (2017), 383–392. Adams Ian and Mastracci Sharon, „Police body-worn cameras: effects on officers’ burnout and perceived organizational support.” *Police Q.* 22, (2019) 5–30.

<sup>49</sup> Borbély, Zsuzsanna, Tózsér, Erzsébet, Farkas, Johanna, „A tömeges méretű illegális migráció pszichés következményei a rendészeti feladatellátás során.” *Hadtudományi Szemle* 10, no. 3. (2017), 288-304..

<sup>50</sup> Fridrich, Andrea Cecília, *Az eltérő szakterületeken dolgozó rendőrök tesztteredényeinek vizsgálata.* (Budapest; ELTE, 2015), 1–65.

<sup>51</sup> Borbély, Zsuzsanna, „Specifikus stresszorok és a szervezeti kultúra. In: Farkas, Johanna; Horváth, József (szerk.) *Szervezeti kultúrák és kutatásuk.* (Budapest, Magyarország: Nemzeti Közszolgálati Egyetem Közigazgatási Továbbképzési Intézet, 2020) 116-138.

<sup>52</sup> Borbély et. al, „A tömeges méretű illegális migráció pszichés következményei a rendészeti feladatellátás során.”

<sup>53</sup> 2021/2165(INI) A new EU strategic framework on health and safety at work post 2020 (including a better protection of workers from exposure to harmful substances, stress at work and repetitive motion injuries). [https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?lang=en&reference=2021/2165\(INI\)\(10.07.2022\)](https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?lang=en&reference=2021/2165(INI)(10.07.2022))

define police stress at an organizational level, especially in light of recent crises. The primary aim should be to identify and scientifically define police stress at a corporate, especially in light of current crises. This should be done by examining the different service branches, staff groups, and occupational groups and showing the stressors and the proportion of distress suffered by our police officers. Furthermore, the nature of resilience and the availability of resources and organizational infrastructure to proactively cope with it to provide adequate recreation, relief, and management of the health consequences of stress. In any case, I consider it an unnecessary and wasteful human resources strategy to respond to the increasing turnover due to the increase in stressors in the workplace, to constantly replenish human resources<sup>54</sup>, and facilitate the transition to a career in policing rather than invest more and better resources in scientific research and retention.

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<sup>54</sup> [https://merce.hu/2022/06/03/levelben-fordultak-a-rendorok-pinter-sandorhoz-a-leszerelesi-tilalom-utan-tomeges-felmondas-johet/ \(10.07.2022\)](https://merce.hu/2022/06/03/levelben-fordultak-a-rendorok-pinter-sandorhoz-a-leszerelesi-tilalom-utan-tomeges-felmondas-johet/ (10.07.2022))



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