



I.

Body	EuroCOP Spring Committee Meeting
Date of Meeting	26 / 27 April 2016
Place of Meeting	Torremolinos, Spain

Subject	D O C U M E N T A T I O N
Date	
Author	Executive Committee

EuroCOP

Committee

Meeting: Torremolinos, Spain

Date: 26/27 April 2016

Reference: Determination of Delegates and Votes

The EuroCOP Committee is asked to

- **to take note of the determination of delegates and votes**

Preliminary Composition

Spring Committee Meeting TORREMOLINOS, Spain, 26 – 27 April 2016



Member Organisation	Members 31.12.2015	Number of Delegates	Total votes
Association of Garda Sergeants and Inspectors (AGSI), Ireland	1.927	1	1
Association Syndicale des Fonctionnaires de la Police d'Etat de Monaco (Asappem), Monaco	613*	1	1
British Transport Police Federation (BTPF), UK	2.775	1	1
CCOO, Spain	5.500	1	1
Civil Nuclear Police Federation (CNPf), UK	1.590	1	1
E.r.NE. Basque Country, Spain	3.298	1	1
ELA/ERTZAINZA, Basque Country, Spain	3.200	1	1
Fédération Professionnelle Indépendante de la Police (FPIP), France	628	1	1
Gibraltar Defence Police Federation, Gibraltar	92	1	1
Gibraltar Police Association, Gibraltar	253	1	1
Landssambandi Lögreglumanna (LL), Iceland	655	1	1
Malta Police Association, Malta	1.366	1	1
Nezávislý Odborový Svaz Policie České Republiky (NOSP), Czech Republic	11.995	1	2
NPPSS, Lithuania	3.770	1	1
Odborovy zväz Policie (OzP), Slovakia	8.483	1	1
Panhellenic Federation of Police (PFP), Greece	23.503	1	4
Police Federation of Northern Ireland (PFNI), Ireland	6.705	1	1
Politiets Fellesforbund (PF), Norway	12.948	1	2
Politiforbundet i Danmark, Denmark	11.148	1	2
Scottish Police Federation (SPF), Scotland	16.899	1	3
Sindicat de Polícies de Catalunya (SPC), Spain	3.670	1	1
Syndicat Libre de la Fonction Publique (SLFP-Police), Belgium	17.887	1	3

Preliminary Composition

Spring Committee Meeting TORREMOLINOS, Spain, 26 – 27 April 2016



Syndicat National de la Police Grand-Ducale Luxembourg (SNPGL), Luxembourg	1.631	1	1
Suomen Poliisijärjestöjen Liitto r.y. (SPJL), Finland	8.890	1	2
Svenska Polisförbundet (SPF), Sweden	18.918	1	3
Union de Policias (UPOL), Spain	8.500	1	2
Verband Schweizerischer Polizeibeamter (VSPB/FSFP), Switzerland	19.745	1	3
VMHP, the professional police platform (VMHP), Netherlands	1.070	1	1

EuroCOP Auditors		1	0
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Associação dos Profissionais da Guarda APG/GNR, Portugal ASSOCIATES	5.348*	1	0
S.U.L.P.L., Italy ASSOCIATES	1.000	1	0

Delegates entitled to vote **28** **44**

Total number of delegates **31**

* Number of members as of 31.12.2014

Information on the Delegation of the right to vote

According to the statutes the right to vote may be delegated if the transfer of the vote is notified in advance in writing to the Secretariat.

EuroCOP

Committee

Meeting: 2016 Spring Committee Meeting

Date: 26/27 April 2016

Reference: 2. DRAFT AGENDA

The EuroCOP Committee is asked to adopt the agenda:

I. Opening

- A. Housekeeping Information
- B. Welcome and Statement from the President
- C. Determination of Delegates and Votes

II. Adoption of the Agenda

III. Minutes

- a.) Summer EuroCOP Committee, September 2015 (doc)
- b.) 4th Ordinary Congress (doc)

VI. Welcome New Member Organisations

- Malta Police Association
- Police Federation for Northern Ireland

V. Report from the Executive Committee (doc)

- Report from the Executive Committee
- Report ETUC meeting Brussels

VI. The Situation of the Police in connection with the refugees crisis

- Guest Speaker Oldrich Martinu
- Discussion
- Adoption EuroCOP Position Paper (doc)

VII. Pension age within the Police in Europe

- Discussion and conclusion

VIII. We are campaign

- Presentation from PFNI

IX. EuroCOP Action Plan (doc)

- Motions from the Congress

X. Results three questions from the ExCOM to the MO (doc)

XI. Proposal and adoption Position paper (doc)

- Counter Terrorism

XII. Relationship with ETUC

XIII. Finances

- Financial Report 2015
- Balance 2015
- Auditors Report 2015
- Income membership payment 2016
- State of accounts

XIV. Closure

Lunch in the hotel

EuroCOP

Committee

Meeting: Torremolinos, Spain

Date: 26/27 April 2016

Reference: Minutes from the EuroCOP Committee September 2015

The EuroCOP Committee is asked to

- **adopt the minutes from the EuroCOP Committee Meeting September 2015**

EuroCOP

Committee

Meeting: 2015 Summer Committee Meeting

Date: 2 / 3 September 2015

Reference: Minutes

The EuroCOP Committee is asked to adopt the minutes:

I. Opening

A. Housekeeping Information

Roger Mercatoris welcomes the participants and gives the housekeeping information

B. Welcome and Statement from the President (doc)

The President welcomes the delegates and gives a short overview of the last month and the coming Congress.

C. Welcome from NOSP

Furthermore the delegates take note of the welcome from Milan Stepanek.

D. Guestspeaker Tomas Tuhy National Police President

The delegates take note of the welcome words from the National Police President Tomas Tuhy. He gives a brief input of the situation of the Police in the Czech Republic.

D. Determination of Delegates and Votes

30 delegates / 28 delegates are entitled to vote holding 37 votes

II. Adoption of the Agenda

The agenda is adopted with the following changes:

Pint XII Application Gibraltar will be handled on point VIII.

Additional point: Info regarding the EuroCOP Twitter account

Additional point: EuroCOP Declaration European refugee- and asylum policy

III. Minutes (doc)

a.) Spring Committee Meeting, March 2015

The minutes are adopted with the following changes:

Point VII: The Working group decision is: 2 Vice Presidents

Decision of the ExCOM: 3 Vice Presidents

IV. Report from the Executive Committee (doc)

- Political report with results from the Brussels meetings June 2015 (doc)

The President gives short information about the Brussels meetings in June.

The GdP asks for more communication on Facebook in that matter.

- Report EFBWW Seminar Frankfurt (doc)
Roger Mercatoris informs the delegates about the EFBWW Seminar in Frankfurt.
- Women Conference, Cardiff (Attachement Angels Email)
The EuroCOP Committee takes note of the report from Angels Bosch regarding her participation in the Women Conference in Cardiff, Wales.

V. Updated Position Paper (doc) (atm)

- **Data retention**
- **Health and Safety**
- **Social rights for the police**

The President informs the delegates about the update of the position papers and that new position papers will come regarding counter terrorism and the immigration problem.

VI. Report from NPPSS about their development in their union work

The delegates take note of the report from Valdimir Banel regarding the cooperation from NPPSS with EuroCOP.

VII. Finances (doc)

- Balance 2014

The balance 2014 is adopted

- Auditors Report second half 2014

The EuroCOP Committee takes note of the auditor's report.

- Membership Income 2015

The Treasurer informs the delegates that all MO have paid their membership fee in time.

- Semi-annual Budget Balance 2015

The Committee takes note of the Budget Balance 2015

- State of accounts 2015

It further takes note of the State of accounts 2015

- Budget Proposal 2016

Regarding the Budget Proposal 2016 the Treasurer makes it quite clear that this is only a proposal and it is up to the new ExCOM to decide if this is the final version.

The Budget proposal is adopted.

VIII. Application for full membership (doc)

- Gibraltar Defense Police Federation
- Gibraltar Police Association

The GdP raises a motion to postpone the application to November to the Congress. Due to the agreement that has been made at the Autumn Committee 2014 in Berlin. Following that agreement no new members can come in before the Congress Nigel DENNIS, CNPF makes the remark that this motion should be done before the Committee meeting.

The ExCOM declares that nothing is in the minutes from the Berlin meeting and asks the GdP to give its motion in written version.

Following that discussion APG raises the motion to become full member too by considering the minimum fee.

CNPF makes a proposal according to 7.7 of StO to adjourn the motion.

The matter is discussed controversially.

Willy Valckx (VMHP), Juan Liebana (AUGC), Vytautas Bakas (NPPSS), Calum Steele (SPF) participated in that discussion.

Decision:

Motion GdP:

Yes: 14

Against: 21

Abstain: 2

Application Gibraltar Defense Police Federation:

Yes: 24

Against: 0

Abstention: 14

Application Gibraltar Police Association:

Yes: 22

Against: 0

Abstention: 14

Gibraltar Defence Police Federation and Gibraltar Police Association are full members in EuroCOP from 15th September 2015 on.

VIII. Presentation Candidates (doc)

Each candidate 5 Minutes

Questions from the audience are allowed

The delegates take note of the presentations from the Candidates:

The Candidates are:

Angels BOSCH

Jörg BRUCHMÜLLER

HAN BUSKER

Roger MERCATORIS

Mark NELSON

John REDMOND (withdraw his nomination due to changed personal circumstances)

Milan STEPANEK

The Candidates answered to all the questions from the audience.

IX. Presentation Motions in relation to the Statutes, Standing Orders and Finance Order (doc)

Discussion

Each Member Organisation that has sent a motion to the EuroCOP Office is kindly asked to be prepared to present the motion(s) to the delegates of the EuroCOP Committee.

The delegates take note of the explanation from Han Busker regarding a possible change of the number of delegates during the Congress.

Everybody agrees with the proposal and explanation.

Furthermore the delegates take note of the explanation from Jörg Bruchmüller regarding the proposal from the Executive Committee for a new version of the EuroCOP Statutes / StO and FO. (Correction page 98 composed instead of composted)

He emphasizes the most efficient changes in the new version:

These are:

- Number of delegates and votes
- Composition of ExCOM
- Membership fee

CCOO/AUGC presents their motions regarding the Statutes / Standing Orders and Finance Order and the delegates take note of it.

Max Hofmann makes the remark that a clear and simple understanding of each motion is essential.

Therefore each motion should be formulated in that way that it can be answered by yes or no.

Nordiska presents its motions regarding Statutes / Standing Orders and FO

The question has been raised from CCOO why the small organisations should join together. They will lose power if they join together due to the system for delegates and votes.

UPOL presents its motion to the EuroCOP Committee and the delegates take note of it.

20:00 Common dinner

Second session Summer EuroCOP Committee Meeting

Roger Mercatoris welcomes the delegates and opens the meeting.

According the adopted agenda from yesterday, Calum Steele gives a short overview and informs the delegates about the EuroCOP Twitter account. (Attachement)

X. Presentation Motions in relation to the Action Plan (doc)

Discussion

The delegates take note of the presentation from Nigel Dennis (CNPF) regarding their motion in connection with the action plan.

They further take note of the presentation from the GdP and VSPB. Furthermore VSPB withdraws its motion number 3.

The EuroCOP Committee takes note of the presentation of the motion from Nordiska.

XI. Congress Agenda (doc)

The delegates take note of the explanation from Roger Mercatoris and Han Busker regarding the Congress agenda and the proposal from the ExCOM for the Congress Chairs.

If a MO disagrees with that proposal they are asked to send their own proposal to the EuroCOP Office until 10 September.

XII: Declaration from UPOL regarding the rights of the Guardia Civil in Spain

The EuroCOP Committee takes note of the explanation from Juan Crespín (UPOL) regarding the situation of the Guardia Civil in Spain in connection with their civil rights.

The ExCOM is asked for their support. Angels Bosch explains the delegates that the ExCOM is in charge with that matter and that further steps will be taken in the nearest future.

AUGC asks for more information from the ExCOM regarding the current steps in that matter.

The ExCOM guarantees the Spanish Colleagues that all their problems have been transferred to the MEP and the EU.

It is further agreed that all invitations and names of contact persons will be sent to the ExCOM by email.

Declaration immigrants

The Delegates take note of the declaration from the working group.

The declaration is adopted and will be sent to the European Council and Parliament.

XIII. Closure

The President thanks the delegates for their contribution during the last two days.

She further reminds the delegates to send in their registrations for the Congress and their amendments until the 10th September at the latest.

The President further informs the delegates that the next Committee meeting will take place in conjunction with the ICPRA on 25 – 28 April 2016 in Torremolinos.

EuroCOP

Congress

Meeting: Dublin

Date: 16 – 18 November 2015

Reference: MINUTES

The EuroCOP Committee is asked

- to adopt the minutes

I. Opening and Welcome

A. Practical Information – Housekeeping

The Delegates are informed about the security measures and housekeeping by a video.

B. Welcome by the President and Commemoration of deceased colleagues

The President opens the 4th Ordinary Congress.

The Congress starts with a silent minute for the deceased colleagues.

Furthermore the delegates take note of the welcome from the Deputy Commissioner.

The President welcomes the participants.

II. Determination of Delegates and Votes

On 16 November there are 50 Delegates holding 73 votes.

III. Election of 2 Delegates to count Votes

The Congress elects Brian O'Neill (AGSI) and David Kennedy (SPF, Scotland) as delegates to count the votes.

IV. Election of 3 Delegates to chair the meeting

The Congress elects Max Hofmann (VSPB), John Redmond (AGSI) and Claus Redder Madsen (Police Forbundet i Danmark) as Chairmen for the Congress.

V. Adoption of the Agenda

The agenda is adopted with the following change:

Point VII Future of EuroCOP will include:

Discussions, Motions, Emergency Motions and point XI A.

VI. Reports and discharges for the past Congressional Period (2011 – 2015)

A. Adoption of the report from the Executive Committee

The report is adopted unanimously.

B. Adoption of the Financial Report from the Executive Committee

European Confederation of Police

The delegates adopt the financial report unanimously.

C. Adoption of the Report from the Auditors

The report is adopted unanimously.

D. Discharge of the Executive Committee

The delegates discharge the Executive Committee unanimously.

The Congress holds a silent minute for the victims of the Paris attacks on 13 November 2015.

VII. Future of EuroCOP (Closed session)

A. Opening remarks from Member Organisations and discussion

The delegates take note of the remarks from Claus Redder Madsen how the discussion should take place.

Silvia Lauterborn opens the discussion with an appeal to all member organisations to start the communication within EuroCOP.

Juan Manuel Gordillo Gonzalez takes the floor to inform the Congress about the thoughts of UPOL. They would like to keep EuroCOP together.

Manuela Oliva informs the delegates how important it is to have Spanish as an official language in the meetings. Furthermore she explains the motions from CCOO to the Congress.

Nigel Dennis withdraws the emergency motion from CNPF and informs that CNPF will follow the emergency motion from the Danish Police Federation. He appeals to the organisations to consider their decisions and to start the dialogue.

Claus Oxfeldt informs the Congress that their motion is now an emergency motion from NORDISKA.

NORDISKA withdraws its ordinary motions.

Calum Steele, Scottish Police Federation also appeals to the delegates to find a compromise for a strong and unified EuroCOP.

Dietmar Schilff, GdP gives an overview of the last 4 years for the GdP in EuroCOP. During the Committee meeting in Prague the GdP mentioned that there are too many difficulties in EuroCOP therefore the GdP decided to withdraw from EuroCOP.

European Confederation of Police

For the GdP is only a future in EuroCOP with Han Busker as President.

Jean Marc Widmer VSPB withdraws the motions from VSPB.

Han Busker, NPB explains the decision from his organization to leave EuroCOP.

He also informs the Congress that his organization gives the mandate to him to reconsider the decision depending on the outcome of the Congress in Dublin.

Han encourages the delegates to discuss the future of EuroCOP.

Milan Stepanek NOSP, withdraws the motions from his organization. NOSP will support the emergency motion from NORDISKA.

Juan Liebana, AUGC explains the situation from AUGC. They have to leave EuroCOP but they will try to come back as soon as possible. AUGC wishes that EuroCOP stays together.

At the end there is one final emergency motion from the NORDISKA.

Sascha Braun, GdP informs the delegates that the GdP will follow the emergency motion from the NORDISKA. He also encourages the Member Organisations to start the discussion and to participate in the activities of EuroCOP.

Francisco Reina, SPC supports the emergency motion from NORDISKA

The Congress adopted the emergency motion from NORDISKA unanimously.

The Congress takes note of the welcome words from the Minister of Justice and Home Affairs Frances Fitzgerald.

Heinz Kiefer refers to the Congress and appeals to them to keep EuroCOP alive.

The delegates take note of the emergency motion from OzP, Slovakia to nominate Han Busker as President.

Han Busker takes the floor and explains to the delegates that first a discussion must take place before the final decision can be made.

Calum Steele, SPF appeals to the delegates to be fair in the way the nomination should take place.

European Confederation of Police

Following Article 6.9 Standing Orders it is up to the Congress Chairmen to decide if late nominations at the Congress are possible or not.

The Chairmen agree to allow late nominations at the Congress.

Due to the fact that the emergency motion from NORDISKA has been adopted the ExCOM withdraws its emergency motion from 15th October 2015.

Jörg Bruchmüller, GdP addresses to the Congress to take the opportunity for a restart of EuroCOP.

Nigel Dennis, CNPF asks for clarification of the words from the GdP and he reminds the delegates to come to a solution, there are much more important matters for EuroCOP.

Miroslav Litva, OzP also appeals to the delegates to find a solution and to clarify the situation.

Angels Bosch, SPC takes the floor and asks also to clarify the situation. Furthermore she emphasizes that the emergency motion from NORDISKA is the same she mentioned already in her speech in Prague. She also keeps her nominations as President.

Ramon Rodrigues Prendes, UPOL also asks the delegates to try to find a way for EuroCOP because EuroCOP must be stayed unified.

Sascha Braun explains to the delegates that it is essential for their stay that Han Busker becomes the President and that the visions from the GdP become true.

Yrjö Suhonen, SPJL appeals to the Congress to keep EuroCOP because it is essential for all Police Officers in Europe.

Han Busker takes the floor and explains to the Congress that there is transparency in all the actions. It has never been ambitious to become the President but in the current situation he is willing to take the leadership.

Roger Mercatoris, SLFP asks the GdP what exactly they are asking for.

Sascha Braun tells the delegates that the GdP wants the matters that are mentioned in the emergency motion from NORDISKA and Han Busker as President.

Claus Oxfeldt, Politiforbundet i Danmark brings out his surprise and disappointment about the development in the discussion. NORDISKA builds a bridge and that do not contain the elections.

Jean Pierre Harmegnies, SLFP makes a proposal for a solution:

European Confederation of Police

Postpone the elections to the next Committee that should contain an extraordinary Congress only for the elections.

Brian Docherty, SPF appeals to the democracy and it cannot be the case that one organization would like to rule whole EuroCOP.

Adoption of Motions regarding the Action Plan:

The Chairmen asks the Congress to start with the adoption of the motions in connection with the Action Plan:

Motion 2 GdP: The motion is withdrawn by GdP

Motion 3 GdP: The motion is adopted unanimously.

Motion Nr. 4 GdP:

Result of the voting:

4 votes against

10 abstentions

61 votes yes

The motion is adopted

Motion 6 VSPB:

Result of the voting:

5 Abstentions

70 votes yes

The motion is adopted

Introduction of Candidates:

John Redmond introduces the candidates to the Congress:

Angels Bosch

Han Busker

Jörg Bruchmüller

Mark Nelson

Roger Mercatoris

Calum Steele

Georgios Stamatakis

Milan Stepanek

Henry Bautista

The Congress is closed for the first day and will restart again tomorrow morning.

2. Congress day, 17th November 2015

On the second day of the Congress there are 49 Delegates present, holding 76 votes.

The Congress restarts with the presentations of the Candidates:

The Congress takes note of presentation from Angels Bosch for President

Han Busker informs the delegates that he will not run for President

Further they take note of the presentation from Mark Nelson as Treasurer.

Milan Stepanek introduces himself to the Congress for the position as Treasurer

The Congress takes note of the introduction from Roger Mercatoris for the position as Vice President

Calum Steele also introduces himself to the delegates for the position of Vice President

Jörg Bruchmüller informs the delegates that he cannot take the nomination as Vice President

The Congress takes note of the presentation from Georgios Stamatakis as Member of the Executive Committee.

Henry Bautista presents himself to the Congress for the position of the EuroCOP Auditor.

After the Presentations of the Candidates the Congress takes note of the message from the ETUC represented by Josef Niemiec.

B. Statutes / Standing Orders / Finance Order (attached adopted versions)

Max Hofmann resumes after the discussions and the decisions regarding the nominations that the GdP will keep the withdrawal.

Therefore the Executive Committee asks to reactivate its emergency motion from 15th October.

The Emergency motion from the ExCOM is adopted unanimously.

Consequence of the adoption of the emergency motion from the Executive Committee:

Increase of the membership fee from 1,24 to 1,32 Euro/member/year

From 2016 on no daily allowances will be paid to the delegates.

No simultaneous interpretation for the Committee meetings.

Following the adoption of the emergency motion at this moment are

41 Delegates present, holding 68 votes

VIII. Elections

A. President

Angels Bosch: 37 votes

B. Treasurer

Mark Nelson: 36 votes

C. ExCOM Members

Roger Mercatoris: 36 votes

Georgios Stamatakis: 47 votes

Calum Steele: 26 votes

Milan Stepanek: 48 votes

European Confederation of Police

D. Auditors

Henry Bautista: 63 votes

Announced by the President Roger Mercatoris and Calum Steele will be the Vice Presidents.

Following the new Statutes and Standing Orders:

Angels Bosch (President), Roger Mercatoris (1st Vice President) and Mark Nelson (Treasurer) will be the principle officers.

After the elections the Congress ends for this day.

18th NOVEMBER:

28 Delegates holding 64 votes

IX. **Inauguration of the new Executive Committee – farewell to Members leaving the Executive Committee**

The Delegates take note of the speech from the new President.

Furthermore they take note of the speech from the leaving President.

X. **Motions**

A. **EuroCOP Action Plan**

The Congress takes note of the presentation from the President regarding the new action plan.

Brian O'Dea asks the Congress to focus on the urges for the Police Officers.

Nigel Dennis emphasizes how important the action plan is that the Congress should stick on that plan.

The Action Plan is adopted by Congress unanimously.

B. **Financial Framework**

Mark Nelson informs the Congress that this is only a framework and within the next months there will be a more detailed financial budget.

Farewell to Anna and Miroslav:

The Congress takes note of the speech from Roger Mercatoris to farewell Anna and Miroslav.

The delegates take note of the farewell words from Miroslav Litva.

XI. Closure from the Chairs

On behalf of the Chairmen Max Hofmann thanks all the delegates and leaves the floor back to the ExCOM.

XII. Closure from the new President

The President thanks all the delegates and closes the Congress.

Decisions regarding the motions:

Statutes / Standing Orders / Finance Order

Motion 1 ExCOM: Withdrawn

Motion 2 Nordiska: implemented in the emergency motion from the ExCOM

Motion 3 Nordiska: withdrawn

Motion 4 Nordiska: withdrawn

Motion 5 Nordiska: implemented in the emergency motion from the ExCOM

Motion 6 and Motion 13 AUGC and FSC CCOO: not adopted no 2/3 majority (23 votes)

Motion 7 – motion 13: withdrawn

Motion 14 ExCOM: adopted unanimously

Motion 15: UPOL: withdrawn

Motion 16 OzP: adopted with 59 votes: minimum fee 2.000,- Euro no limit for a maximum fee.

European Confederation of Police

Statutes Article 9.4 Secretariat:

Motion from FSC CCOO: Definition for the article 9.4 according the definitions in article 14 of the Statutes.

The Executive Committee is asked to add this definition and to present it to the Member Organisations at the next meeting.

EuroCOP

Congress

Meeting: Dublin

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The EuroCOP Committee is asked

- to adopt the minutes

I. Opening and Welcome

A. Practical Information – Housekeeping

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B. Welcome by the President and Commemoration of deceased colleagues

The President opens the 4th Ordinary Congress.

The Congress starts with a silent minute for the deceased colleagues.

Furthermore the delegates take note of the welcome from the Deputy Commissioner.

The President welcomes the participants.

II. Determination of Delegates and Votes

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Silvia Lauterborn opens the discussion with an appeal to all member organisations to start the communication within EuroCOP.

Juan Manuel Gordillo Gonzalez takes the floor to inform the Congress about the thoughts of UPOL. They would like to keep EuroCOP together.

Manuela Oliva informs the delegates how important it is to have Spanish as an official language in the meetings. Furthermore she explains the motions from CCOO to the Congress.

Nigel Dennis withdraws the emergency motion from CNPF and informs that CNPF will follow the emergency motion from the Danish Police Federation. He appeals to the organisations to consider their decisions and to start the dialogue.

Claus Oxfeldt informs the Congress that their motion is now an emergency motion from NORDISKA.

NORDISKA withdraws its ordinary motions.

Calum Steele, Scottish Police Federation also appeals to the delegates to find a compromise for a strong and unified EuroCOP.

Dietmar Schilff, GdP gives an overview of the last 4 years for the GdP in EuroCOP. During the Committee meeting in Prague the GdP mentioned that there are too many difficulties in EuroCOP therefore the GdP decided to withdraw from EuroCOP.

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Milan Stepanek NOSP, withdraws the motions from his organization. NOSP will support the emergency motion from NORDISKA.

Juan Liebana, AUGC explains the situation from AUGC. They have to leave EuroCOP but they will try to come back as soon as possible. AUGC wishes that EuroCOP stays together.

At the end there is one final emergency motion from the NORDISKA.

Sascha Braun, GdP informs the delegates that the GdP will follow the emergency motion from the NORDISKA. He also encourages the Member Organisations to start the discussion and to participate in the activities of EuroCOP.

Francisco Reina, SPC supports the emergency motion from NORDISKA

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European Confederation of Police

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Roger Mercatoris, SLFP asks the GdP what exactly they are asking for.

Sascha Braun tells the delegates that the GdP wants the matters that are mentioned in the emergency motion from NORDISKA and Han Busker as President.

Claus Oxfeldt, Politiforbundet i Danmark brings out his surprise and disappointment about the development in the discussion. NORDISKA builds a bridge and that do not contain the elections.

Jean Pierre Harmegnies, SLFP makes a proposal for a solution:

European Confederation of Police

Postpone the elections to the next Committee that should contain an extraordinary Congress only for the elections.

Brian Docherty, SPF appeals to the democracy and it cannot be the case that one organization would like to rule whole EuroCOP.

Adoption of Motions regarding the Action Plan:

The Chairmen asks the Congress to start with the adoption of the motions in connection with the Action Plan:

Motion 2 GdP: The motion is withdrawn by GdP

Motion 3 GdP: The motion is adopted unanimously.

Motion Nr. 4 GdP:

Result of the voting:

4 votes against

10 abstentions

61 votes yes

The motion is adopted

Motion 6 VSPB:

Result of the voting:

5 Abstentions

70 votes yes

The motion is adopted

Introduction of Candidates:

John Redmond introduces the candidates to the Congress:

Angels Bosch

Han Busker

Jörg Bruchmüller

Mark Nelson

Roger Mercatoris

Calum Steele

Georgios Stamatakis

Milan Stepanek

Henry Bautista

The Congress is closed for the first day and will restart again tomorrow morning.

2. Congress day, 17th November 2015

On the second day of the Congress there are 49 Delegates present, holding 76 votes.

The Congress restarts with the presentations of the Candidates:

The Congress takes note of presentation from Angels Bosch for President

Han Busker informs the delegates that he will not run for President

Further they take note of the presentation from Mark Nelson as Treasurer.

Milan Stepanek introduces himself to the Congress for the position as Treasurer

The Congress takes note of the introduction from Roger Mercatoris for the position as Vice President

Calum Steele also introduces himself to the delegates for the position of Vice President

Jörg Bruchmüller informs the delegates that he cannot take the nomination as Vice President

The Congress takes note of the presentation from Georgios Stamatakis as Member of the Executive Committee.

Henry Bautista presents himself to the Congress for the position of the EuroCOP Auditor.

After the Presentations of the Candidates the Congress takes note of the message from the ETUC represented by Josef Niemiec.

B. Statutes / Standing Orders / Finance Order (attached adopted versions)

Max Hofmann resumes after the discussions and the decisions regarding the nominations that the GdP will keep the withdrawal.

Therefore the Executive Committee asks to reactivate its emergency motion from 15th October.

The Emergency motion from the ExCOM is adopted unanimously.

Consequence of the adoption of the emergency motion from the Executive Committee:

Increase of the membership fee from 1,24 to 1,32 Euro/member/year

From 2016 on no daily allowances will be paid to the delegates.

No simultaneous interpretation for the Committee meetings.

Following the adoption of the emergency motion at this moment are

41 Delegates present, holding 68 votes

VIII. Elections

A. President

Angels Bosch: 37 votes

B. Treasurer

Mark Nelson: 36 votes

C. ExCOM Members

Roger Mercatoris: 36 votes

Georgios Stamatakis: 47 votes

Calum Steele: 26 votes

Milan Stepanek: 48 votes

European Confederation of Police

D. Auditors

Henry Bautista: 63 votes

Announced by the President Roger Mercatoris and Calum Steele will be the Vice Presidents.

Following the new Statutes and Standing Orders:

Angels Bosch (President), Roger Mercatoris (1st Vice President) and Mark Nelson (Treasurer) will be the principle officers.

After the elections the Congress ends for this day.

18th NOVEMBER:

28 Delegates holding 64 votes

IX. **Inauguration of the new Executive Committee – farewell to Members leaving the Executive Committee**

The Delegates take note of the speech from the new President.

Furthermore they take note of the speech from the leaving President.

X. **Motions**

A. **EuroCOP Action Plan**

The Congress takes note of the presentation from the President regarding the new action plan.

Brian O'Dea asks the Congress to focus on the urges for the Police Officers.

Nigel Dennis emphasizes how important the action plan is that the Congress should stick on that plan.

The Action Plan is adopted by Congress unanimously.

B. **Financial Framework**

Mark Nelson informs the Congress that this is only a framework and within the next months there will be a more detailed financial budget.

Farewell to Anna and Miroslav:

The Congress takes note of the speech from Roger Mercatoris to farewell Anna and Miroslav.

The delegates take note of the farewell words from Miroslav Litva.

XI. Closure from the Chairs

On behalf of the Chairmen Max Hofmann thanks all the delegates and leaves the floor back to the ExCOM.

XII. Closure from the new President

The President thanks all the delegates and closes the Congress.

Decisions regarding the motions:

Statutes / Standing Orders / Finance Order

Motion 1 ExCOM: Withdrawn

Motion 2 Nordiska: implemented in the emergency motion from the ExCOM

Motion 3 Nordiska: withdrawn

Motion 4 Nordiska: withdrawn

Motion 5 Nordiska: implemented in the emergency motion from the ExCOM

Motion 6 and Motion 13 AUGC and FSC CCOO: not adopted no 2/3 majority (23 votes)

Motion 7 – motion 13: withdrawn

Motion 14 ExCOM: adopted unanimously

Motion 15: UPOL: withdrawn

Motion 16 OzP: adopted with 59 votes: minimum fee 2.000,- Euro no limit for a maximum fee.

European Confederation of Police

Statutes Article 9.4 Secretariat:

Motion from FSC CCOO: Definition for the article 9.4 according the definitions in article 14 of the Statutes.

The Executive Committee is asked to add this definition and to present it to the Member Organisations at the next meeting.

EuroCOP

Committee

Meeting: Torremolinos, Spain

Date: 26/27 April 2016

Reference: Report from the Executive Committee

The EuroCOP Committee is asked to

- **adopt the report from the Executive Committee from November 2015 until April 2016**

ExCOM Report November 2015 until April 2016

Introduction:

The efforts of the ExCOM are focused on the mandates of the Congress as well as to strength the relationship with the European Policy makers, to find a solution for the office in Brussels and to make EuroCOP visible in the Media.

The following meetings with MEPs have taken place from December 2015 until March 2016.

More meetings are planned for May 2016.

MEP Meetings:

4th December meeting with MEP Javier Nart

(http://www.europarl.europa.eu/meps/en/125005/JAVIER_NART_home.html).

We talked about the situation in Europe due to the terrorism activity and how our colleagues are facing it right now. EuroCOP remarked that:

- This threat has to be faced at European level, not only as a national issue
- Information must be fluid between polices forces around Europe, quick transmission
- Police officers need to be trained to face that, and better if that training is coordinated at European level (standard training)
- Police officers have to work with the adequate equipment (i.e. bullet proof vests). They must protect those who protect the citizens.
- How the conclusions of the Consilium (<http://www.consilium.europa.eu/en/press/press-releases/2015/11/20-jha-conclusions-counter-terrorism/>) on counter terrorism can affect the work of our colleagues on the front line.
- Our position on data retention (related to counter-terrorism).

We also talked about the migration crisis and how police officers in Greece are facing it –with a lack of resources and staff- and also talked about the situation of the Guardia Civil.

On February, 16th, meeting with the MEP Kathleen Van Brempt

(http://www.europarl.europa.eu/meps/es/5729/KATHLEEN_VAN+BREMPT_home.html).

We discussed the problems of non-respect of trade union rights and the COUNCIL DIRECTIVE of 12 June 1989 on the introduction of Measures to encourage improvements in the safety and health of workers at work (89/391 / EEC). In its Article 2, the Police is excluded and that is not normal.

She agrees and has introduced the following parliamentary question to the European Commission:

" Directive 89/391 / EEC on the safety and health of workers at work appears in Article 2 to provide that the directive does not apply to certain public service activities, such as the armed forces to police. Notwithstanding the inherent to the work of eg police, fire and military forces that any risk entails, it is also taken in these professions important that as many preventive measures to prevent occupational diseases and accidents at work and ensure a high level of protection. According EUROCOP But let this be desired in a number of Member States, precisely because of the exception appears to be enrolled in Section 2.

1) Is the EC considers that the interpretation that, under Article 2 of the said Directive does not apply to police, firefighters, military, etc., is correct?

2) How the EC will ensure that member states do not use this product not to improve the dangerous working conditions of these professionals?

3) Plant the EC specific initiatives to ensure the safety and health of workers in these professions? "

On 16 February, meeting with the MEP Hilde VAUTMANS (Belgium) Group of the Alliance of Democrats and Liberals for Europe, Committee on Foreign Affairs, Subcommittee on Security and Defense

We discussed the following subjects: terrorism, working time directive, health and safety directive (Art 2), Social rights for Police, immigration, minimum standards.

It is necessary to make precise requests concerning what EuroCop [wants?] is worth exactly. That makes it possible to get meetings. She may be the intermediary for obtaining the participation of speakers like Gilles De Kerchove, etc. She can propose parliamentary questions, particularly concerning the interpretation to be given to certain legislative problems

She informed us that there is currently a discussion concerning the assistance that the private sector could provide police departments (technical assistance, primarily). She is going to introduce a parliamentary question concerning Art. 2 of the Health and Safety Directive.

She proposes meeting with Mrs. Vera JOUROVA (Liberal Party), European Commission for Justice, Consumers and Gender Equality. But also with Gérard DEPREZ (Belgium) and Louis MICHEL (Belgium)

On February 24, in Brussels, meeting with the LIBE committee member Spanish MEP Agustin Diaz de Mera

(http://www.europarl.europa.eu/meps/en/28397/AGUSTIN_DIAZ+DE+MERA+GARCIA+CONSUEGRA_home.html), Group of the European People's Party (Christian Democrats).

After discussing the topics we are focussed on (terrorism, refugee crisis, rights of police, CEPOL, data protection, exchange of information between all police forces, etc...).

Diaz de Mera is of the view that most of the topics we are putting on the table are subsidiary issues of the member states themselves and, therefore, there is a great difficulty to move towards common standards, due to the different criteria.

Meeting with MEP Peter Niedermüller

(http://www.europarl.europa.eu/meps/en/124723/PETER_NIEDERMULLER_home.html), Group of the Progressive Alliance of Socialists and Democrats in the European Parliament (Hungary) and his assistant Gergely Arató.

We talked about the internal security challenges facing European police forces today, noting the differences between Member States. They were very interested in the issues addressed by EuroCOP and were keen to receive further information and practical examples, and of course very interested on the roll of police forces in the migration crisis. We highlighted that EuroCOP demands provision of adequate resources, training and equipment, allocation of adequate financial resources and enhancement of cross-border police cooperation.

Niedermüller expressed agreement with our position in the above and compromised to take our documents and papers as a reference when different topics are dealt with in the committee. However, Niedermüller acknowledged the difficulty of moving quickly on the goals, since decision-making is a slow process, even in those areas where it is urgent to make quick decisions, as well as to face the terrorist threat.

1st March, Meeting with Michal BONI (Poland) Group of the European People's Party (Christian Democrats), LIBE Committee

We discussed the following subjects: terrorism, working time directive (Art. 2), social rights for Police, immigration, minimum standards)

He informed us of the commencement of the work for the development of an “antiterrorist” directive by MEP Monika HOHLMEIER. There is no solution for initiating a discussion concerning the situation in Spain (Guardia Civile) and in Portugal (GNR), because this is an issue of national competence. He is going to look to see what he can do to amend Art. 2 of the Health and Safety Directive.

He proposed meeting with Mrs. Roberta METSOLA (LIBE Committee, Malta), responsible for immigration and Mrs. Monika HOHLMEIER (LIBE Committee, Germany)

1st March, Meeting with Marju LAURISTIN (Estonia), Group of the Progressive Alliance of Socialists and Democrats in the European Parliament, LIBE Committee

We met with her assistant and discussed the following subjects: terrorism, Health and Safety Directive (Art. 2), Social rights for Police, immigration, minimum standards)

We indicated the necessity of defending the borders of Greece and Europe. But also the importance of passport control in Hot Spots. They are going to meet with MEP Ana GOMES to agree on the follow up to be given to the problem of the situation in Greece.

Concerning terrorism, we stressed the importance of establishing better coordination in the police forces; improving the exchange of Information between the States.

It is absolutely necessary to have figures and concrete examples concerning the consequences of the budget cuts for the Police. It would be interesting to meet with Dimitrios PAPADIMOULIS, vice president of the European Parliament.

1st March, Meeting with Birgit SIPPEL (Germany), Group of the Progressive Alliance of Socialists and Democrats in the European Parliament, LIBE Committee

Concerning the situation of the colleagues of the Guardia Civile (Spain) and of the GNR (Portugal), it is difficult to do anything because of their military status and the issue of national competence.

Concerning Greece and the problem of immigration, she asked us about the legality of the future Border Coast Guard. She also indicated to us that the EU is requesting assistance from the member countries, but a few countries are not playing the game. She recognizes the urgency of the situation, but said that it is going to take time to set the solutions in place. There are questions particularly concerning what is happening at Europe's borders, what is happening in the Hot Spots, who can give what assistance! She proposed contacting Rob WAINWRIGHT, Europol President

Concerning terrorism, the exchange of information and the trust between the different Police Departments is a problem that has not yet been solved.

2nd March meeting with MEP Anna Gomes, Group of the Progressive Alliance of Socialists and Democrats in the European Parliament (Portugal)

http://www.europarl.europa.eu/meps/en/28306/ANA_GOMES_home.html

We focussed our meeting in the provision of adequate resources, training and equipment, allocation of adequate financial resource and enhancement of cross-border police cooperation, as well as labour conditions and rights for police officers.

She expressed her concerns about the lack of appropriate resources for the police and said that she would be happy to support EuroCOP's Portuguese members. She also offered EuroCOP the opportunity to participate in a hearing in the LIBE Committee, so that we would be able to explain in person our concerns and demands to face the current European situation regarding security and police forces.

15th March, Meeting with Kinga GÁL (Hungary), Group of the European People's Party (Christian Democrats), LIBE Committee

Concerning Art. 2 of the Health and Safety Directive, she is going to ask a parliamentary question, namely why not applicable for the Police.

Concerning Trade Union Rights, she is also going to ask a parliamentary question considering the difficulties encountered in Spain and Portugal, namely, why not applicable to all police departments.

Concerning police officer education, training and equipment, she proposed the necessity of having contact with the CEPOL to improve police officer training, particularly concerning terrorism.

With regard to the situation in Greece, she is going to ask a parliamentary question as a result of our explanation that police officers' rights to safety and to well-being are not being respected.

15th March, Meeting with Jan Philipp ALBRECHT, Group of the Greens/European Free Alliance, LIBE Committee

We explained to him all of the problems of interest to us: terrorism, working time directive, health and safety directive (Art. 2), Social rights for Police, immigration, minimum standards.

He asked for practical examples for all these problems, particularly concerning the cooperation of the Police departments and European border control; examples where this cooperation is working; but also where it might be interesting to make investments to get better results.

15th March, Meeting with Tomáš ZDECHOVSKÝ, Poslanecký klub Evropské lidové strany (Křesťanských demokratů), LIBE Committee

We explained to him the situation of the Police in Greece in the Hot Spots. He explained that he went there with the police. He was able to see the disastrous situation of police officers' working conditions in Cyprus, Malta and also in Italy.

We explained to him all the problems of interest to us: terrorism, working time directive, health and safety directive (Art. 2), Social rights for Police for the colleagues in Spain and in Portugal, immigration, minimum standards, lack of training and poor education of police officers.

He is going to ask several parliamentary questions and is going to propose that EuroCop take part in seminars to have the possibility of explaining the ins and outs of the different problems.

We presented to him the difficulties that exist in exchanging information in connection with the fight against terrorism. Concerning the necessity of having a standard in the fields of police education and training: he indicated that a solution might be better CEPOL supervision.

He will give us feedback concerning his work.

Office in Brussels:

From our colleagues from SLFP we received the following agreement:

1. EuroCOP would be allowed to use the address "Minervastraat 8 - B-1930 Zaventem - Belgium" for mail but with no signs affixed to the outside or on the building;
2. Peter Smets, CEO of our organization and our representative in EuroCOP have the necessary means to ensure the removal of letters that will come to our office for EuroCOP;
3. If necessary, and for the occasional use of one person at a time, meeting table in their office would be accessible to that person (identified beforehand by an information email);
4. As part of this one-off and temporary presence in our office, EuroCOP member enjoy the same possibilities of external access. EuroCOP cannot use the phone number from our office. EuroCOP has to take care to organize an own phone number in Brussels.
5. Finally (agreement of the past, this is a confirmation), as part of possible meetings of several members of EuroCOP, our rooms are available for long as there is advance booking.

All these provisions are without any charges.

EuroCOP ETUC:

On 28th January, meeting with Luca Visentini, General Secretary of the ETUC

WORKING CONDITIONS: REFUGEES CRISIS &TERRORISM

As we pointed in our last meeting, we also focused the meeting in those two important issues that concerns the EU: terrorism and the refugee's crisis (immigration).

As we expected, Mr. Visentini was very interested about our position on the refugee crisis. We gave him the EuroCOP Prague declaration in relation to the refugee crisis and also a copy of the letter sent to the President of the LIBE Committee, Claude Moraes, about the situation of our Greek colleagues in the borders.

We highlight that the European police officers should receive practical and theory training and resources to deal with terrorism as well to deal with the humanitarian crisis. We believe that this training should be coordinated at European level by the European Police College (CEPOL), with a standardized training, avoiding dysfunctions.

We also called attention that police officers must work with adequate equipment, especially personal protective equipment such as bulletproof vests, and we highlight the need of an European regulation to standardize the protective equipment a police officer should be provided of, as well as other professions have.

We remembered that due to the financial crisis, the budget for security has decreased greatly in the last years, as well as other public services, and the staffing of the police forces have been decreased in Europe, since there has not been replenishment personnel. It is necessary to update and resize staffs, adjusting budgets to current needs.

WORKING TIME DIRECTIVE

We highlight the exclusion of article 14, about specific Community provisions, that says that the Directive shall not apply where other Community instruments contain more specific requirements relating to the organisation of working time for certain occupations or occupational activities (like security). This article is used for some countries to exclude police officers of the guarantees established in the normative, as well as time for rest, breaks, work at night shifts and weekly rest periods.

Mr. Visentini explained that the European Commission is currently reviewing this Directive 2003/88/EC through a 2-stage consultation of EU-level workers' and employers' representatives and a detailed impact assessment. He also informed that European workers' and employers' organisations took part in the first stage of consultation, launched in March 2010. Most agreed that EU rules on working hours needed to be reviewed. However, views differed on the kind of changes needed; business called for more flexibility, while the unions wanted more effective protection, but at this moment this process of revision has been paralyzed.

WORKING CONDITIONS: WELFARE AND SALARIES

We explained that some police officers in Europe have very precarious working conditions. We talked about the lack of civil rights in some police forces, as well the Guardia Civil and the Portuguese Gendarmerie, and informed him about the current situation, as well they cannot join trade unions and are submitted to the penal military code while they are doing civil tasks.

We also talked about salaries and we highlight that if the salary of a police officer does not reach a certain minimum that provides for a decent living or most basic needs, it is difficult to fight corruption and that good working conditions are indispensable to have a good service with good servants that want to join the police forces. We highlight that police officers are also workers and have to have the right to health and safety at work, that we have to have all the guarantees as well as the rest of the citizens, and remembered that we are part of the public services in Europe. The General Secretary of ETUC was completely agreed on that point.

Mr. Visentini was very interested on all the issues, especially that related to the refugee crisis and he committed to fix a meeting with relevant members of the LIBE Committee in the next weeks to talk about that issues and work together from now on.

We also committed with Mr. Visentini to be more active and participative in the ETUC ExCOM to work together, as an essential part of the public services.

ExCOM meetings:

December 2015 in Luxembourg

Report

The newly elected executive committee (ExCOM) of EuroCOP was held yesterday, Wednesday 9 December in Luxembourg. A number of items were discussed including;

EuroCOP Finances

The Treasurer outlined a number of considerations for the ExCOM. He laid out a number of potential scenarios based on membership assumptions, income and expenditure. The ExCOM was pleased to note that savings were already identified which could allow for less money to be drawn from reserves that may have been expected.

Professional Advisors

The ExCOM noted a proposal from professional advisors that would deliver a substantial savings against current expenditure. The ExCOM agreed that some further engagement was required with the advisors to further refine the proposal to better suit EuroCOP's needs and this will be reported on at the next meeting.

Establishment of a presence in Brussels

The ExCOM agreed that the Treasurer should be free to explore a number of considerations and provide a report with options to the next meeting.

Establishment of a parliamentary group

The ExCOM noted the European Parliament had specific rules and criteria for the establishment of parliamentary groups. The meeting agreed it would be prudent to ask our professional advisors to provide some advice and guidance on this issue. The ExCom agreed that it was important to understand that the success of any parliamentary group was entirely dependent on putting the time and effort into meetings and events with any members

Links with the ETUC

The meeting noted the importance of seeking to strengthen links with the ETUC. The ExCom noted Vice President Roger Mercatoris was an active member of the ETUC Executive and that EuroCOP had two seats at the table. The ExCOM agreed the President would accompany the Vice President to the next meeting with the ETUC.

Membership Applications

The ExCOM noted an application from a new organisation, an application from an existing associate member to become a full member and an expression of interest from a former full member to rejoin.

The ExCOM noted that in the case of the new application, it was important to progress this quickly as the interest of the new organisation was initially expressed in May 2015 and further delay may result in a loss of interest from them.

The President agreed to have further discussions with the associate member in respect of costs.

Migration Challenges in Greece

The ExCOM discussed the severity of the pressures created by the migration / refugee crisis in Greece and in particular on the island of Kos and at the Greek / Macedonian (FYROM) border.

The meeting noted Greek police officers were working exceptionally long hours travelling distances of up to 600km per day and were denied proper rest, washing, refreshment and toilet facilities.

The meeting also noted that in many areas disease was beginning to become an issue and that poor sanitation and lack of refuse collections were contributory factors in this regard. The lack of basic sanitary, lack of refuse management and uncontrolled fires were also having an environmental impact on the landscape and local communities.

The ExCom agreed it was incumbent to provide all necessary support and assistance to the Greek police, for the benefit of all of Europe's citizens, and that no options for assistance should be ruled out.

The meeting agreed the President should write to the Chair of the Civil Liberties, Justice and Home Affairs Committee of the European Parliament to lay out the ExCom's concerns. This letter will also seek an early meeting to discuss potential solutions including;

- Direct financial assistance to the Greek police service
- Cross border direct assistance from other European police forces to Greece
- Improving registration and recording mechanisms for migrants & refugees
- Ensuring all those working in these challenging situations has their health safety and wellbeing properly looked after including health monitoring
- Enhancing the arrangements for humanitarian assistance to migrants and refugees.

It was agreed a copy of this letter will also be sent to the office of the Greek Prime Minister.

(see attached the answer from Dimitris AVRAMOPOULOS)

Meeting February 2016 in Barcelona

Here are the topics from the meeting:

EuroCOP Finances:

The Treasurer reported that if all fees were received this would leave a very small operating deficit against expected expenditure resulting in the need to draw much less from reserves than in previous years.

The ExCOM discussed the opportunities to maximize efforts in dealing with MEPs and that this could allow for reduced expenditure with professional advisors.

Lobby work in Brussels:

In relation with that matter the EuroCOP President informs the ExCOM about two meetings with MEPs and the Vice General Secretary from the ETUC Luca Visentini. You can find the reports attached.

The ExCOM discussed the services provided by the professional advisors and the revised business offer. The meeting noted that the uncertain financial position necessitated a greater input from members and that a decision on the utilization of professional advisors should be determined against that input.

Agenda for the Spring Meeting

The ExCOM agreed it was important to provide members with an oversight of the financial developments given the change in the membership of EuroCOP. It was crucial to demonstrate that whilst savings were being made, the service continued to be delivered.

The ExCOM also felt it was important to lay out to the meeting how it intended to deliver on the Action Plan and how member organisations could contribute to that aim.

The following were considered as agenda items: Pensions, Terrorism and Membership Expectations.

It was noted that EuroCOP and ICPRA was coming together for part of the meeting and it was important to ensure that the areas of common interest were covered at that time for the benefit of the attendees as a whole.

All Member Organisations are invited to send a proposal for a discussing point at the Spring Committee Meeting in Torremolinos to the EuroCOP Office until the end of February.

Furthermore the ExCOM Members discussed the costs of translation services and considered that reduced translation services had the potential to discourage members to join and take part in EuroCOP meetings. It was agreed to examine a number of options in respect of translation, including virtual simultaneous translations and online options.

Regarding the Autumn EuroCOP Committee all Member Organisations which are interested in hosting that event are more than welcome to get in contact with the EuroCOP Office for more detailed information.

The dates for the meeting are: 24 October – 27 October 2016.

New Members - Police Federation for Northern Ireland & Malta Police Association

The ExCom was delighted to note the membership of the PFNI and considered that with their previous membership and particular expertise in the area of Terrorism, that the PFNI would bring considerable benefits to EuroCOP.

The ExCOM was also delighted to welcome the Malta Police Association as a new member of EuroCOP.

Cooperation with the ETUC:

In January the ETUC announced a campaign regarding trade unions rights in Europe.

Roger Mercatoris EuroCOP 1st Vice President will represent EuroCOP and its interests in that matter.

More information regarding that campaign will follow in a separate mail.

Press

Since the last meeting of EuroCOP a number of significant developments have taken place in respect of the EuroCOP press profile. Calum Steele, EuroCOP 2nd Vice President has been in liaison with a former senior executive at News International (who works with the Scottish Police Federation) and has utilized his experiences to enhance the EuroCOP profile.

Unfortunately a number of tragic and devastating events in Europe since the last meeting have provided ample opportunity for EuroCOP to make its way into the news agenda and whilst progress remains to be made, there is no doubt that more organizations are citing our press releases in their publications and seek us out for comments in general.

Perhaps understandably, given the election of the new President, press interest in Spain has been greatest and the President Angels Bosch has featured heavily in Spanish print media as well as on television and radio.

At a meeting of the EuroCOP ExCom in Barcelona in February, EuroCOP supported the local police Union (SPC) at a press conference calling for better information sharing and equipment to address the refugee crisis and terrorist threat. This press conference was the basis of coverage in Spain's national newspapers and broadcasting networks.

Following the Brussels terrorist attack, the press EuroCOP press release was quoted in over 100 different online publications in all corners of Europe. A small selection of examples is below;

http://www.ng.ru/world/2016-03-22/100_obzor220316_3.html

<http://www.pink.rs/vesti/bos-politicari-stednjom-podrivaju-borbu-protiv-terorizma/>

http://www.tyden.cz/rubriky/zahranici/evropa/teror-v-bruselu-hleda-se-muz-v-capce-nepouzita-bomba-muze-byt-jeho_376950.html

<http://www.novarepublika.cz/2016/03/brusel-obrazek-dnesni-evropy-vinikem-je.html?m=1>

<http://m.independent.ie/world-news/europe/we-never-could-have-imagined-something-of-this-scale-belgium-in-mourning-after-dozens-killed-in-terrorist-attack-34560912.html>

<http://www.thenational.scot/news/more-attacks-like-brussels-can-and-will-happen-warns-terrorism-expert.15406>

<http://krajiski.com/evropa-je-u-ratu-lideri-pozivaju-ljude-da-se-mobilisu-posle-napada-u-briselu-video/>

<http://www.bumvesti.com/svet/725064/EVROPA-JE-U-RATU-Lideri-pozivaju-ljude-da-se-mobilisu-posle-napada-u-Briselu-VIDEO->

In addition to this the 2nd Vice President undertook extensive interviews with the BBC in the days after the attacks.

Relation EuroCOP / ICPRA

On the 25th and 26th April 2016 The International Council of Police Representative Associations (ICPRA) will hold its 11th bi-ennial council meeting in Torremolinos, Spain to coincide with the EuroCOP spring meeting. Attendees from police unions, federations and associations from Australia, New Zealand, the USA, Canada, and South Africa as well as from most of Europe will be in attendance. Collectively these bodies represent the interests of approximately 2 million police and law enforcement officers worldwide.

The meeting will also see ICPRA and the EuroCOP come together for a joint conference session on the 26th April for the first time in their respective histories. This will be the largest gathering of international police unions ever seen. (see attached ICPRA press release)

Working group proposals

The ExCOM asked the Member Organisation for their contribution in the following matter:

For the lobby work in Brussels it is necessary to have good materials to convince the decision makers to support EuroCOP.

The big five issues of EuroCOP are:

- Counter Terrorism
- Refugees
- Working Time Directive

- Trade Union Rights
- Minimum standards

For each point the Executive Committee would like to create a folder with the following content:

- Position paper
- Background and legal information
- The point of view of EuroCOP
- What can the decision makers do to help EuroCOP in that matter?

Each ExCOM Member will take care for one big point.

The working groups should meet the first time in Torremolinos and the work should be end until the end of May / middle of June.

No traveling is necessary. You are asked to help with communication materials and your experience.

The communication will be done via email.

Three questions to MO

Given the significant changes to EuroCOP in recent months the ExCom undertook a critical examination of what EuroCOP is, what it can be and what is needed to help it maximize its full potential.

It is apparent that EuroCOP needs to be responsive to the needs of member organizations and also those member organizations should be able to contribute more to the decision making processes in EuroCOP.

Against that background the ExCom agreed to write to each member organization and ask them three simple questions as below;

1. Why are you in EuroCOP?
2. What do you expect from EuroCOP ?
3. What do you think you could contribute to EuroCOP?

The answers to these questions will help identify the skills and experiences of our member organisations as well as help drive the organisation in the direction members wish.

Why are you in EuroCOP? - It was encouraging that almost all member organisations expressed similar views as to why they were in EuroCOP. A sense of friendship and organisational benefits from being part of a much bigger representative group was very strongly commented on as was the importance of seeking to maximise influence policy makers at a European level.

Understandably the desire to learn from the more advanced police unions was also a strong feature amongst those who continue to fight for significant improvements for their members. This was matched by a desire in many cases to share best practice and assist newer unions.

The most common responses were – to influence; to learn; to share and to be stronger.

What do you expect from EuroCOP? – Understandably there were more varied responses to this question and some member organisations had specific issues they understandably wished EuroCOP's direct assistance with.

In the main however the answers in their own right could be simplified into the following. The members want EuroCOP to be united; they wanted it to be relevant and to influence and help formulate European policy; they wanted it to work for minimum standards and rights for police officers and pursue collective complaints if necessary and they wanted improved communications and a heightened profile.

What do you think you could contribute to EuroCOP? – The response of members to this question was very encouraging. All members clearly felt they had a lot more to offer and the enthusiasm shown is to everyone's credit.

Uniquely the Police Federation of Northern Ireland has a lot to offer in terms of counter terrorist policing. Other organisations offered to use their bi-lingual (or multi-lingual skills) to encourage greater social integration amongst members. Individual members expressed their own desires to assist with specific areas of policing specialties like immigration; or in other areas more generally like developing media links or encouraging sponsorship to assist with EuroCOP finances. A common commitment was to share the experiences of unions and skills of with others and contribute to working groups if established.

The ExCOM would also encourage member organisations to promote EuroCOP amongst their own membership.

Visits to MO

British Transport Police Federation

The President visited the Annual conference and bravery awards on 8-10 March 2016 in Edinburgh organized by the British Transport Police Federation.

EuroCOP offers our full support for improved working conditions to officers in Molenbeek Brussels and throughout SLFP.

On 12th April 2016, the President had a meeting with SLFP-POLICE Union colleagues in Molenbeek Brussels, after criticism of the Belgian police, some of them even arrived from the Interior Ministry of his country.

Since the attacks, judicial police officers are permanently on the street and, in addition to their regular work and duties they have to collect any information that may be useful in the fight against terrorism. Additional to the ordinary services of their own unit, they are assigned special missions linked to the fight against terrorism and they have to send all that information to the federal police. Therefore there is an urgent need for more policing resources due to pressures on police in Molenbeek, where average working day now is 15 hours, even more (they may work until 24h shifts with paid overtime). Most SLFP officers live outside their working area and have long commutes on top of their 15 hour working day.

The President and Jean-Pierre Harmegnies from our Member Organisation SLFP, Belgium visited the judicial police station located on the Quai des Charbonnages to meet some colleagues there, and walked around the area with police officer Kris Verstraeten, to know on first-hand the work conditions on the field.

They also had a meeting with Chief Police Johan De Becker, in the Police Headquarters in Facteur Street, who explained that he only knew the information about Abdeslam for what has been published in the press; nothing else. He hasn't seen the dossier yet. Becker explained that the powers of either body are well defined. The police are collecting information on the street which then serves to investigate acts of serious crime and terrorism. That information has to be raised to the federal police but however, says the commissioner, the return of information does not occur. It goes even further. The Chief Police claimed for more effective and more special measures. Channel plan designed by the Belgian Government includes a contingent of 70 new agents intended for police area. They are not enough. In any case, while the reinforcement is prepared, the federal police provide 50 of its troops serving in the streets. Special problems require special measures, insisted the commissioner.

Dimitris AVRAMOPOULOS
Member of the European Commission

Brussels,
ARES (2016)

Dear Mr. Bosch,

I would like to thank you for your correspondence of the 17 December 2015, which I have read with interest. Please accept my apologies for the delay in replying to your letter.

Better managing migration is a shared responsibility, which touches upon several policy areas and involves many different actors. I am fully aware and welcome the tremendous efforts made by the police authorities, and in particular the Greek police, in order to adequately manage the current migratory flows, restore stability at our external border, and most importantly avoid further human tragedies. The Commission's first priority is to assist Greece and other Member States in this endeavour. In the last weeks and months the EU, led by the Commission, has taken important decisions, including in the areas you mention.

We assisted Greece in the development of hotspots in the five islands mostly affected by the migratory flow (Lesvos, Chios, Samos, Leros and Kos). Experts from EU Agencies such as Frontex, the European Asylum Support Office and Europol are deployed to assist the Greek authorities, including the Hellenic police. Fully-operational hotspots will ensure a better organisation of the work and certainly an improvement of the working conditions of all actors involved, including the Hellenic Police. In addition, a medical check of all migrants upon arrival at the hotspot will prevent any major health risk to operators in the hotspot.

We have deployed additional border guards, through Frontex, to assist Greece with the registration of migrants in the Northern Border region and activated a Rapid Border Intervention Teams (RABIT) operation to provide immediate border guard support in the Aegean islands and sea which complement the activities carried out by the Hellenic Police.

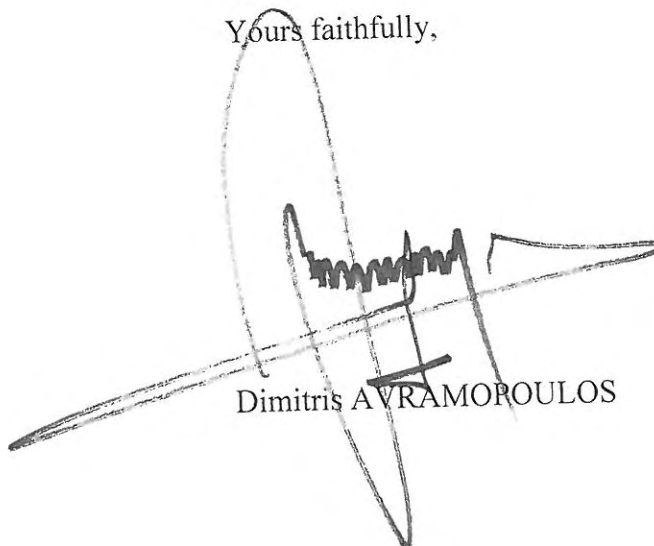
To ensure that the EU has the capacity to mobilise personnel more quickly and adequately protect its common external border. We recently proposed to reinforce the mandate of Frontex so that it becomes a true European Border and Coast Guard Agency. The aim is to ensure that the strengthened Agency has sufficient capacities in terms of experts and technical equipment to address emergency situations. Therefore, when such urgent interventions are needed, the new Agency would be able to draw on a pool of resources which are placed at its disposal by the Member States and are available for immediate deployment.

Mr. Ángel Bosch
President
European Confederation of Police
Rue Principale 59A
L-5480 Womeldange
Luxembourg

In addition to the above, significant EU financial support is being provided to all Member States in the field of migration and security. For instance, Greece's total allocation under its national programmes for the Asylum, Migration and Integration Fund and the Internal Security Fund amounts to more than €509 million for the period 2014-2020. In addition, substantial emergency assistance has also been provided in the last year. The funding is helping Greece to improve existing reception facilities and create additional ones in the islands and on the mainland, to provide with the necessary equipment, such as biometric fingerprinting devices and computers, and also to reinforce the capacities of police forces and border guards, as well as other services directly involved in the management of such huge and unprecedented migratory flows.

Let me assure you once again of my full appreciation for the work of police officers and their contribution to manage the current migration crisis in a humane and effective way. The Commission is fully committed to ensuring that our common efforts deliver the expected results as soon as possible.

Yours faithfully,

A large, stylized handwritten signature in dark ink, featuring a prominent loop at the top and a series of horizontal strokes in the middle, crossing over a diagonal line.

Dimitris AVRAMOPOULOS



PRESS CALLING NOTICE

ICPRA Council Meeting 2016

Hotel Melia, Costa del Sol, Paseo Maritimo 11,
Playa del Banjondillo – 29620
Torremolinos, SPAIN

On the 25th and 26th April 2016 The International Council of Police Representative Associations (ICPRA) will hold its 11th bi-ennial council meeting in Torremolinos, Spain. Attendees from police unions, federations and associations from Australia, New Zealand, the USA, Canada, and South Africa as well as from most of Europe will be in attendance. Collectively these bodies represent the interests of approximately 2 million police and law enforcement officers worldwide.

The meeting will also see ICPRA and the European Confederation of Police (EuroCOP) come together for a joint conference session on the 26th April for the first time in their respective histories. This will be the largest gathering of international police unions ever seen.

Since the last meeting of Council in 2014, police and law enforcement officers in all jurisdictions have faced a stark increase in the threats created by terrorism and this subject will be at the forefront of debates.

Delegates will also discuss the enormous range of challenges being faced by police and law enforcement communities across the world; including the increase in privatisation of policing functions, the decline in police personnel as well as how best to support police officers in all that they are called upon to do.

In addition Council will discuss the implications / considerations associated with the apparent liberalisation of criminal justice systems towards the use of cannabis.

Speakers include:

Vic Van Vuuren – Director, Enterprises Dept, International Labour Organisation, Geneva

Dr Linda Duxbury – Ottawa University, Canada

Dr Bo Wennström – Uppsala University, Faculty of Law, Sweden

Rick Smith – CEO and founder of Taser International

Oldrich Martinu – Deputy Director Europol, Governance Department (TBC)

Press accreditation and general inquiries should be directed to calum.steele@spf.org.uk or by telephone +44 7881 924424.

EuroCOP

Committee

Meeting: Torremolinos, Spain

Date: 26/27 April 2016

Reference: EuroCOP Position Paper Refugee crisis

The EuroCOP Committee is asked to

- **adopt the EuroCOP Position paper 'Refugee crisis'**



POSITION PAPER

Refugee & Migration Crisis

European Confederation of Police

The European Confederation of Police (EuroCOP) recognises that Europe is regarded as a safe place to live and work. Our nations are welcoming of others and are intolerant to injustice and inhumanity. We also recognise that as a consequence of this, others have always sought to better their way of life whether purely on economic grounds or simply seeking refuge from persecution, danger or war by wanting to live and work in our countries.



EuroCOP considers that regardless of the reason for so many seeking to come and live in Europe that the impact and pressures on our nations and in particular our police forces, is the same.



Police officers are on the front line of seeking to manage a crisis that risks overwhelming many of our nations. No nation should be expected to deal single handedly with this problem simply because they happen to have a border on the periphery of Europe. The borders of the nations of Europe are European borders and should be regarded as such.

EuroCOP considers that in addition to the potential humanitarian problems presented by in excess of one million refugees/migrants entering Europe in 2015 alone, many policing challenges that are yet to be fully understood. We have no indications to expect numbers will be any less in 2016.

Police Officers have not been trained to deal with the complex issues created by the refugee/migration crisis and some of our police forces are simply overwhelmed by the volume of people coming to our shores.

Many of those arriving are traumatised and have lost loved ones (including children), many have been victims of crime. We have no doubt that many (including children) are being exploited and trafficked into slavery or prostitution and consider it likely that amongst those who are already here will be violent criminals whose identities may never be uncovered. We cannot imagine the horror that so many have witnessed and the psychological impact this has had.

Police officers are faced with duties that include shepherding fellow human beings behind fences and into camps or driving them to other places away from their own internal borders.



Police officers are dealing with fellow human beings who lack adequate clothing, food or shelter to be able to survive. It is and remains a key humanitarian challenge to all European countries to grant refugees a safe and decent shelter, even if only on a temporary basis.

management of refugees.

EuroCOP calls upon the European Council to put in place funding and the mechanisms to enable the development of specific police training for the

EuroCOP calls for the immediate creation of a pan European research initiative to measure the long term psychological impact on police officers who are dealing with fellow human beings in extreme circumstances.

EuroCOP calls for police forces to cooperate in the sharing of current best practice and that proper mechanisms are out in place to manage the health, safety and welfare of those dealing with this crisis.

EuroCOP believes it is incumbent on all European governments to find workable solutions to managing this challenge. It is not for EuroCOP to determine how many are accommodated and in which nation but we do not consider that at this time the European burden is being borne equally by the nations of Europe.

EuroCOP calls for the European Commission and the European nation states to implement existing contractual obligations and rules to ensure that the influx of refugees is better organised all over Europe. This will allow for a reduction of the tremendous daily strain for police officers and other public services.

EuroCOP continues to observe that the reduction in police officers throughout Europe is a policy driven by finance and not one driven by need or demand. It is impossible to believe that the new demands created by over 1,000,000 new people entering Europe in little over a year can properly be managed by police forces who were already struggling to cope with falling numbers and existing demand.

EuroCOP calls for an increase in police officers across Europe. At this time those that are left are heavily overloaded and there are simply far too few police officers to deal with the current challenges and effectively tackle illegal migration, human trafficking and international crime.

About EuroCOP

The European Confederation of Police (EuroCOP) is the umbrella organisation for 35 police unions and staff organisations in Europe. Based in Luxembourg, we represent the interests of over half a million police officers in 27 European countries. Today, EuroCOP is tackling issues from police cooperation across borders to a safer working environment for police officers on the street. We are determined to contribute to European policy debates and provide added value by giving a practitioners perspective. EuroCOP was established in November 2002, and is an independent, non-profit and secular organisation and has no affiliation with any government or political party. Financed through member contributions, EuroCOP is open to any organisation representing police officers in member countries of the European Union or the Council of Europe.

EuroCOP

Committee

Meeting: Torremolinos, Spain

Date: 26/27 April 2016

Reference: Pension age within the Police in Europe

The EuroCOP Committee is asked to

- **take note of the proposal from CNPF regarding the pension age within the Police in Europe**

CIVIL NUCLEAR POLICE FEDERATION



Established by act of Parliament

Cinnamon House
Cinnamon Park
Crab Lane
Fearnhead
Warrington
WA2 0XP.

15/02/2016

0044 1925 661745

The Civil Nuclear Police federation would like the following proposal adopted by EuroCOP that the normal retirement age for Police officers across Europe does not exceed that of 60 years.

Police Officers throughout our member states are facing ever increasing demands which undoubtedly affect the physical and mental wellbeing of those performing a 24/7, 365 day frontline service.

We are seeing more sophisticated and determined criminal elements which obviously include fundamental extremists whose mind-set threatens our members and their respective countries democratic way of life. The requirement for Police Officers to step up to the mark both physically and mentally should be acknowledged by all our governments with the emphasis being on a fit for purpose Police officer, who having given a career of loyal service, retire at an age which both reflects their continued ability and provides a dignified end to such a career.

Can our leading political parties honestly say that the majority of Police Officers can effectively carry out frontline roles beyond an age which sees a cliff edge drop in the physical ability as recognised by leading experts within this field?

We would ask this spring committee meeting to direct the EuroCOP executive to Lobby and European MEPs of all our member organisations, so that a common sense approach is taken throughout Europe which allows for a normal retirement age of 60 with pension provision for all Police Officers.

The Civil Nuclear Police Federation would like to share our experiences through the Spring Committee meeting of where our Normal retirement age is under threat and through debate gain experience and direction moving forward.

[All correspondence to Chief Executive](#)

EuroCOP

Committee

Meeting: Torremolinos, Spain

Date: 26/27 April 2016

Reference: EuroCOP Action Plan 2016 - 2020

The EuroCOP Committee is asked to

- **Agree with the updated EuroCOP Action Plan 2016 -2020**

EUROCOP Action Plan 2016-2020

May 2015



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Vision & Mission

Vision

By 2020 EuroCOP envisions European police officers operating together in an environment of equality, safety and support, provided with the rights, resources, and training to keep Europe's citizens safe and secure for the long term future.

Mission

The European Confederation of Police (EuroCOP) is a non-profit organisation representing the voice of European police officers.

Striving to protect the rights, safety, values, and position in society of European police officers, EuroCOP is building stronger channels of communication and cooperation on policing across Europe.

Governance Structures

As EuroCOP strives towards its vision for the future, and undertakes activities to achieve its mission, we will rely on guidance and leadership of all our structures of governance within the organisation. The roles of these governance structures have been elaborated within our statutes and the contribution of EuroCOP's external counsel defined by annual contract, as follows:

EXECUTIVE-COMMITTEE

The Executive Committee is the executive authority of the Confederation. The overall area of responsibility of the Executive Committee shall be established in the Statutes and Standing orders.

The Executive Committee, with inputs from the Eurocop Committee, shall review and agree on an annual issue prioritisation, which will determine the focus of EuroCOP's advocacy and Communications efforts at the EU level for the coming year.

THE EUROCOP CONGRESS

The Congress is the supreme authority of the Confederation. It is composed of delegates of Member Organisations, the Members of the Executive Committee and the EuroCOP Auditors.

THE EUROCOP COMMITTEE

The EuroCOP Committee acts as the Assembly of Member Organisations and supreme authority between Congresses. It is composed of delegates from all Member Organisations, the Members of the Executive Committee, the EuroCOP Auditors. The EuroCOP Committee shall determine rules governing its meetings and – notwithstanding these statutes - any further matters relating to the operation of EuroCOP in the Standing Orders.

WORKING GROUPS/KNOWLEDGE GROUPS

The EuroCOP Committee can be assisted in its work by Working groups or Knowledge groups. The Chairperson of each Working group or Knowledge group shall represent the Working group/Knowledge group during Meetings of the EuroCOP Committee and Congress. The tasks, further composition of the working groups/Knowledge groups as well as their representation in the EuroCOP Committee and at Congress apart from the Chairperson shall be determined in the Statutes and Standing Orders.

EXTERNAL ADVISORS

External Advisors (Advisors) can undertake specific tasks at the direction of the President of EuroCOP and its Executive Committee (ExCom) in the area of lobbying and public relations. EuroCOP will periodically confirm the tasks either verbally or if necessary confirm in writing and present them to the Advisors. Advisors will report weekly to the President and will attend meetings of ExCom as required by that committee.

A schedule of tasks will be agreed with the Advisors and will be completed to the fullest extent possible by the Advisors. Advisors will maintain complete and accurate timekeeping and activity records of all activities performed on behalf of EuroCOP, and undertake to supply reasonable supporting details as EuroCOP may require.

Why an Action Plan?

Preparing an action plan is a good way to help EuroCOP reach its objectives. Europe's police officers are facing ever more challenging environments every day and we have a lot to deliver if we are to ensure positive change for the future. So that we don't have to worry about the future, this Action Plan is a way to start planning for it!

This Action Plan is a tool within which we can focus our ideas and decide what steps we need to take to achieve particular goals that we have for the organisation. It is a statement of what we want to achieve over a given period of time. Ultimately, it aims to be a strategy for success!



As we head towards the 2015 EuroCOP Congress at the end of this year, this document will help reaffirm our objectives for the next five years, ensure that these objectives are both achievable and measurable, and make sure that we prioritise our tasks effectively.

EuroCOP needs to have an active and motivated membership, and a leadership team who devote time and attention to the organisation while simultaneously working on their national positions. We therefore must make sure that we maximise the time and efforts of all those contributing to the future activities of EuroCOP in the best way we can. The Action Plan will identify the steps needed to achieve our goals, allowing us to coordinate our efforts together efficiently.

Ultimately, the purpose of the EuroCOP Action Plan 2016-2020 is to guide the future direction of the confederation. With the EuroCOP Statutes and Standing Orders providing a solid framework for our organisational decision-making, the Action plan acts as a map to help ensure we are on the right path for the future.

Strategic Objectives

Achieving EuroCOP's **mission** and making our **vision** for the future a reality will be built on a clear set of strategic objectives that will guide our priorities and actions over the coming five years. EuroCOP's three strategic objectives are:

- ❖ **Raising EuroCOP's profile**
- ❖ **Building EU policy that supports European police officers**
- ❖ **Establishing policing best practice**

Each objective will provide direction and a platform for action by EuroCOP's President and Executive Committee, with the support of our members. These objectives are broad and cross cutting, requiring both the internal and the external relationships of the organisation to be addressed, as well as the integrated advocacy and communications priorities needed to realise each strategic goal.

In the following Chapters, you will find a breakdown of each strategic objective, recommendations for key actions to be delivered against the objective, and an initial timeline for actions.

Motions from the 4th Ordinary Congress

EMERGENCY MOTION carried by Police Union, Denmark

Emergency motion from the Police Union in Denmark for Statues, Standing Orders and Financial Orders after “the recommended, new structure”, which was discussed and agreed at the EuroCOP Spring Committee meeting 3 – 4 March 2015 as well as at the Summer Committee meeting 1 – 2 September 2015 in Prague:

The Police Union in Denmark would in the current and challenged situation in EuroCOP like to propose a compromise in connection with the European Confederation of Police (EuroCOP) Congress 2015.

For us greater public visibility, increased political influence and activating the competences of the member organizations are key topics.

Up to Congress, we have had informal discussions with several member organizations from EuroCOP, among others from “Gewerkschaft der Polizei”, Germany, and “Nederlandse Politie Bond”, Holland.

As included in the informal discussions we propose as follows.....

EuroCOP should keep the administrative office in Luxembourg.

EuroCOP should establish a "satellite-office" in Brussels to strengthen the political work.

EuroCOP Congress should give the new elected ExCOM mandate to investigate options to settle an office in Brussels towards the Spring Committee meeting in April 2016.

To the recommended version of the Finance Orders, article 1.2 – we accept the proposed minimum/maximum subscription fee.

EuroCOP should reduce the costs to a lobby firm, and improve the work with the ETUC Secretariat by having meetings, i.e. every 3 Month and use ETUC as a kind of "lobbyists".

EuroCOP should be more visible to the members. Therefore, EuroCOP by using "communication experts" from the member organizations should strengthen the public relations activities in Brussels.

The Police Union in Denmark would like Congress to support the motion as “a total package” to preserve and strength the cooperation with trade organizations-/federations/associations representing police officers in Europe and through that to take care of the professional, social and economic interests of our members.

The Police Union in Denmark is aware of the fact, that the EuroCOP ExCOM in a letter to all member organizations from 15TH October 2015 as an emergency motion forwarded and informed all member organizations regarding “revisited” recommendations related to the proposed Statues, Standing

Orders and Financial Orders, includes radical changes to “the recommended, new structure”, among others a larger raise in the subscription fee, Finance Orders, article 1.2.

We acknowledge the difficult and hard work from the ExCOM for the “revisited” recommendations, but at the same time we fear, that other member organizations besides GdP and NPB also are considering their membership of EuroCOP in the future.

Therefore, the Police Union in Denmark support “the recommended, new structure” – discussed and agreed at the EuroCOP Summer Committee meeting 1 – 2 September 2015 in Prague – with the amendments/proposals mentioned. At the same time, we in all refer to the business case regarding the financial framework presented at the EuroCOP Summer Committee meeting 2015.

In the spirit of collaboration and compromise and with a global vision for a unified, strong and geographical well balanced European Confederation of Police.

Motion 6 carried VSPB, Suisse

The ExCom should advocate at the European level to establish a parliamentary group for matters related to police and security so as to discuss issues of significance and to take the necessary parliamentary action. EuroCOP should be in charge of the administrative office of this group.

Rationale:

Lobbying is one of the most important activities that any professional organisation or union should undertake. We have to communicate with the decision-makers and make them aware of our problems and concerns. We all know that to be heard in politics, it is not enough to bring up a problem. It is also necessary to provide an appropriate solution. Political decisions are frequently based on compromise, but also on alliances. This approach can and must be developed and analysed by a parliamentary group. The VSPB has maintained such a group for years. It was met with great interest and has produced successful results in a number of cases.

Motion 3 carried Gewerkschaft der Polizei, Germany

The Congress may decide:

The Executive Committee shall be responsible for organizing a public meeting on current European police issues at least once a year. These events are also open to members of the EuroCOP-member organizations. Topics of these public events may be the following, for example:

- New approach for conformity with European law of data retention
- European border security standards
- Security policy dealing with the influx of refugees from North Africa
- European counter-terrorism, including the monitoring of traffic connections

- concepts of cross-border crime-fighting, e. g. the drug trade

In this process the Executive Committee should also acquire the European Union (EU) funds.

For this purpose, the cooperation with the European Trade Union Confederation (ETUC) should be improved.

Motion 4 carried Gewerkschaft der Polizei, Germany

The Congress may decide:

The Executive Committee is asked to significantly increase the European lobbying to the European Parliament and the Commission through the more efficient use of commissions for temporary project work of EuroCOP. In continuation of the motion no. 5 of EuroCOP Congress 2011, these task forces should also consist of employees of the member organizations of EuroCOP in order to ensure a further connection of the position forming of EuroCOP to the member organizations and to relieve the work of the volunteer executive committee.

In addition, the Executive Committee is mandated to maintain and uphold a network through regular contact with policy-makers by the Executive Committee in collaboration with representatives of the member organizations.

1. Raising EuroCOP's Profile

To achieve EuroCOP's vision and objectives set out in the statutes, the organisation needs to establish a respected presence amongst its key audiences. By positioning itself as a transparent and authoritative source of expertise with "on the ground" operational experience, through an integrated communications campaign, EuroCOP can build stronger relationships, both externally and internally, with EU policymakers and police officers across Europe.

EuroCOP Members & Police Community

Transparency: Profiling EuroCOP to its members and the police community is as essential as building the organisation's reputation amongst policymakers. Members should have a full understanding of the function and purpose of the European police confederation movement, and how their contribution can be making a difference to. Members should have transparent access to EuroCOP activities, through regular communications and Committee meetings, which builds solidarity and ensures members are aware of ways in which they can contribute to advocacy and communication activities to their own benefit.

A single voice: Creating a well-informed, coordinated and cooperative EuroCOP community further strengthens the organisation's ability to act as a single voice for Europe's police officers, provide a forum for sharing best practices, and develop a coherent approach to issue advocacy.

Prospective Members: Building a strong internal profile also provides a draw to prospective EuroCOP members. The organisation has successfully brought together a membership of almost half a million spread across 27 European countries. EuroCOP should broaden its constituent members to include police officers from across all 28 EU member states to strengthen the confederation's voice and scope of activity. EuroCOP shall focus on recruitment of new members by presenting them the benefits of membership.

The Wider Policing Community: EuroCOP's objectives and activities should also be profiled beyond the bounds of police unions, staff associations and federations through direct and regular engagement with police forces at the national level.

European Policy Makers

National Influence: It should be emphasised, that policy development at the EU-level, does not occur in a bubble, but is, at various stages, impacted by the policy positions of national governments. To enhance EuroCOP's impact on European policy, engagement with national policymakers should remain a key part of our advocacy strategy, with the support and national expertise of members.



Graphic 1: The Reputation-Influence Nexus

Building Influence: The nexus between reputation and influence (Graphic 1) demonstrates the importance of ensuring EuroCOP's place on the radar of EU policymakers. This is achieved by defining the organisations clear issue priorities (see Strategic Objective 2), and contributing quantitative and qualitative solutions to these issues, that policymakers can champion. By effectively profiling EuroCOP and its issues, and building dialogue the European Commission will actively seek out the organisation's opinion on policies at an early stage of policy development, especially if submissions are evidence-based.

Trusted Advisor: EuroCOP shall continue to build upon the successful relationships with EU policymakers that it has established over the last two years. This is essential to achieving a core element of the EuroCOP 2025 Charter - the creation of greater political support. Trusted, informed and respectful relationships between European law enforcement and politicians depend upon open channels of communication. EuroCOP shall link its vision, goals and activities to the development of EU policies affecting law enforcement, allowing EuroCOP to work with European policymakers to develop long term strategic planning together around.

Integrated Communications Strategy

The development of EuroCOP's profile, internally and externally, is inherently linked to the manner in which we talk about ourselves. Presenting EuroCOP to European stakeholders in the most effective manner, using the most efficient channels will provide us with a platform from which we can pitch our issues, and increases our chances of successfully contributing to positive changes to the lives and working environments of European police officers.

A Proactive Approach: To date EuroCOP has developed its communications activities **reactively** according to individual project needs, specific national activities, and increasingly as a result of the increasing presence of the police active on social media channels. As we develop our scope of activities and geographical reach a more **proactive and engaging** approach to our communications is needed. Defining the messages EuroCOP wants to communicate, at what times, using what channels and towards which audiences will ensure a more coherent and coordinated EuroCOP message and profile across Europe.

Engagement: Raising EuroCOP's profile is not simply about the dissemination of information. Debating with members on the future of European policing and negotiating policy

objectives with political representatives require us to engage in two way communication. EuroCOP must be able to listen to feedback and gather information to those on the frontline of policing as well as policymakers, and therefore must ensure that they are present and accessible to all relevant stakeholders, whether this be through event attendance, one-to-one meetings, questionnaires or social media.

With a proactive, unified voice EuroCOP should present itself as “thought leaders” with a constructive, solution-oriented contribution to make to the most pressing challenges of European policing. By pre-empting EuroCOP’s communication needs and preparing the messages and channels of communication, we will be better positioned to respond to unexpected events in European policing - when our voice needs to be heard the most. EuroCOP should develop **an integrated communications strategy**, which will provide us with the means to achieve our broader ambitions in the coming years.

This strategy will provide the basis for communications over the coming 5 years and should define EuroCOP’s key audiences, core messaging, and channels of communication (direct meeting, events, infographics, newsletters, website, social media etc.) and how these will contribute towards achieving EuroCOP’s vision and mission.

TACTICS

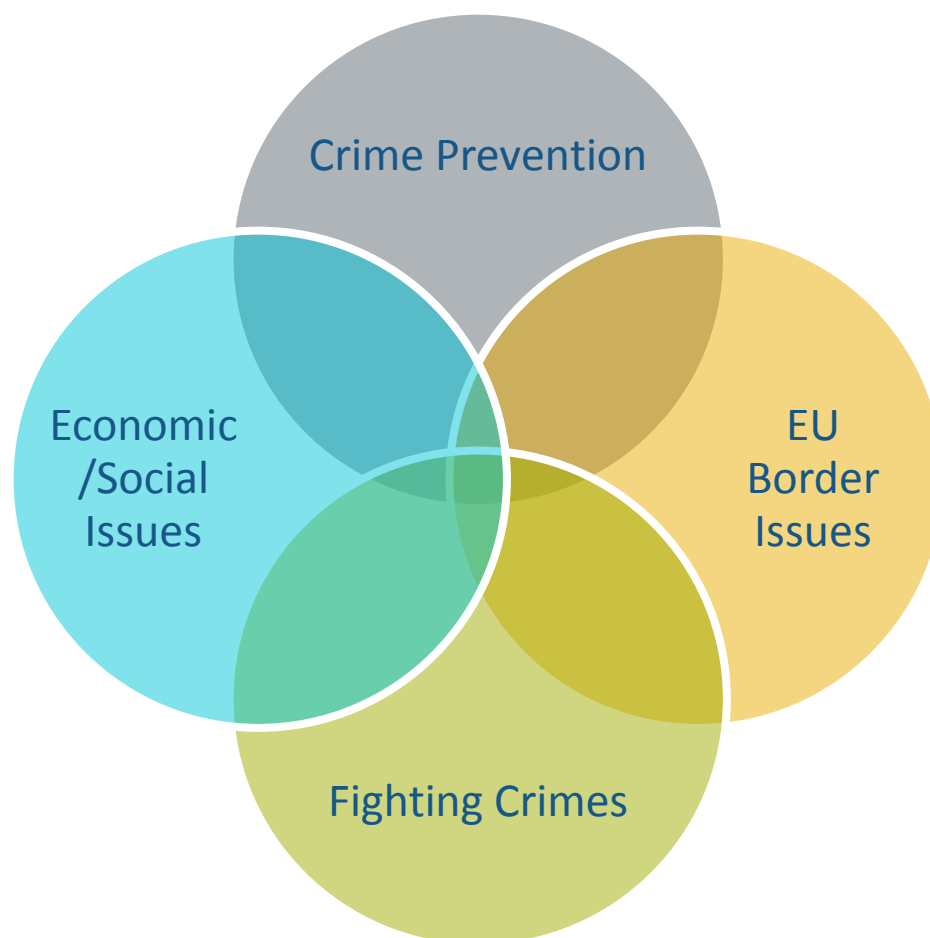
✓ Develop Communications Strategy 2016-2020

- Map Audiences
 - Create prioritized stakeholder database to target communications
 - EU
 - National policymakers
 - 3rd party advocates
 - Members
 - Prospective members
 - Police Community
 - Track audiences through exposure, understanding, belief and actions – set KPIs
- Benchmark current perception
 - Create baseline for measuring success with audiences mapped (qualitative/quantitative)
- Assess key tools/channels
 - Website: audit & redesign to meet audience needs and with new message focus
 - Factsheets/infographics: One on each key message area for audiences/one on EuroCOP/European policing issues/Benefits of Membership
 - Social media: Assess effective channels for engagement, establish new platforms and content strategy

- Events: Establish a EuroCOP branded, annual, European policing and security policy debate in Brussels, bringing together key stakeholders.
- Committee Meetings: Maximise opportunities to build local police and policy knowledge and contacts, reach new members
- Internal Communication: Profile EuroCOP and encourage member issue engagement and feedback
- Conduct Monitoring and intelligence
 - Media, political and policy monitoring – feeds communication and also is part of measurement
- Develop Content: the insights/points of view that will form the basis of communications and be disseminated through channels:
 - Create a Calendar of day to day content: in support of message areas to be developed around key issues (See **Strategic Objective 2**: Building EU policy to support European police officers). This would be turned into different formats and then be used across tools.
 - Highlight EuroCOP 2025 Charter: disseminate vision of what the future looks like from a European police perspective in 2025 and EuroCOP's role in it, what we need from policymakers (view from top of mountain).

2. Building EU policy to support European Police Officers

Proactively defining the **long-term social and professional issues** (Graphic 2. below) facing police officers across Europe that EuroCOP is seeking to advocate upon will provide essential direction and coordination to our work. This will be particularly important for determining whether, and at what points these issues, as well as any other key issues, can be influenced at the level European Union institutions, or whether other audiences (national ministries, police unions, staff associations and federations) would be more effective.



Graphic 2: Issue Prioritisation 2015

The **EuroCOP issue prioritisation** (Graphic 3. below) elaborates current and upcoming issues one which EuroCOP should engage the EU in the near future. EuroCOP should conduct issue prioritisation exercises twice per year to ensure ongoing identification of the issues where the organisation should and can effectively become active in Brussels. Policy issues with **national jurisdiction**, such as police budgets, should be addressed by EuroCOP at the national government level in conjunction with local police unions, staff associations and federations.



Graphic 3: Issue Prioritisation 2015

Identifying EuroCOP's core issues is just a first step. In order to have an impact on these issues, EuroCOP should provide constructive insights on, and solutions to, the problem's they face, which then provide incentives and clear prospects for positive change.

With a broad European membership to draw from, EuroCOP has an opportunity to gather and **disseminate quantitative data and more qualitative experiences** from police officers across the continent, providing statistical evidence and operational insights that other organisations may be unable or unwilling to share.

Members should be actively encouraged to share their national positions, policy issue priorities, and activities with EuroCOP on a regular basis. Member's inputs will ultimately define EuroCOP's issue priorities and steer the position EuroCOP takes on key policies of interest.

¹ This issue prioritization is not finite and will be updated regularly based on Member priorities and the EU policy agenda.

TACTICS

- ✓ Conduct an annual EuroCOP Issue Prioritisation for EU and National policy issues.
- ✓ Based on issue prioritisation, elaborate an issue action plan defining the problem, the advocacy objective, key messages and actions for EuroCOP and EuroCOP members.
- ✓ Develop Member engagement strategy and annual action plan to encourage:
 - Debate and sharing of positions around relevant issues affecting the European police community.
 - Contribution of national policing data, experiences, legal cases
- ✓ Create Data Acquisition Road Map based on issue prioritisation, defining the data required to support issue advocacy, and the means of gathering requisite information from members and elsewhere.

3. Establishing Policing Best Practice

The European Confederation of Police shall provide an open forum for mutual discussion, sharing member's professional insights and experiences, and finding viable solutions to the challenges Europe's police officers face daily.

The product of such shared expertise should be channelled into defining the quantifiable conditions that will provide the best professional environment for police officers, and ensure that the quality of policing is uniformly high throughout Europe.

Equipped with qualitative and quantitative evidence, EuroCOP shall promote standards and best practices at the national and European policy level. EuroCOP's advocacy activity should enhance the effectiveness of police services without negatively impacting police working conditions.

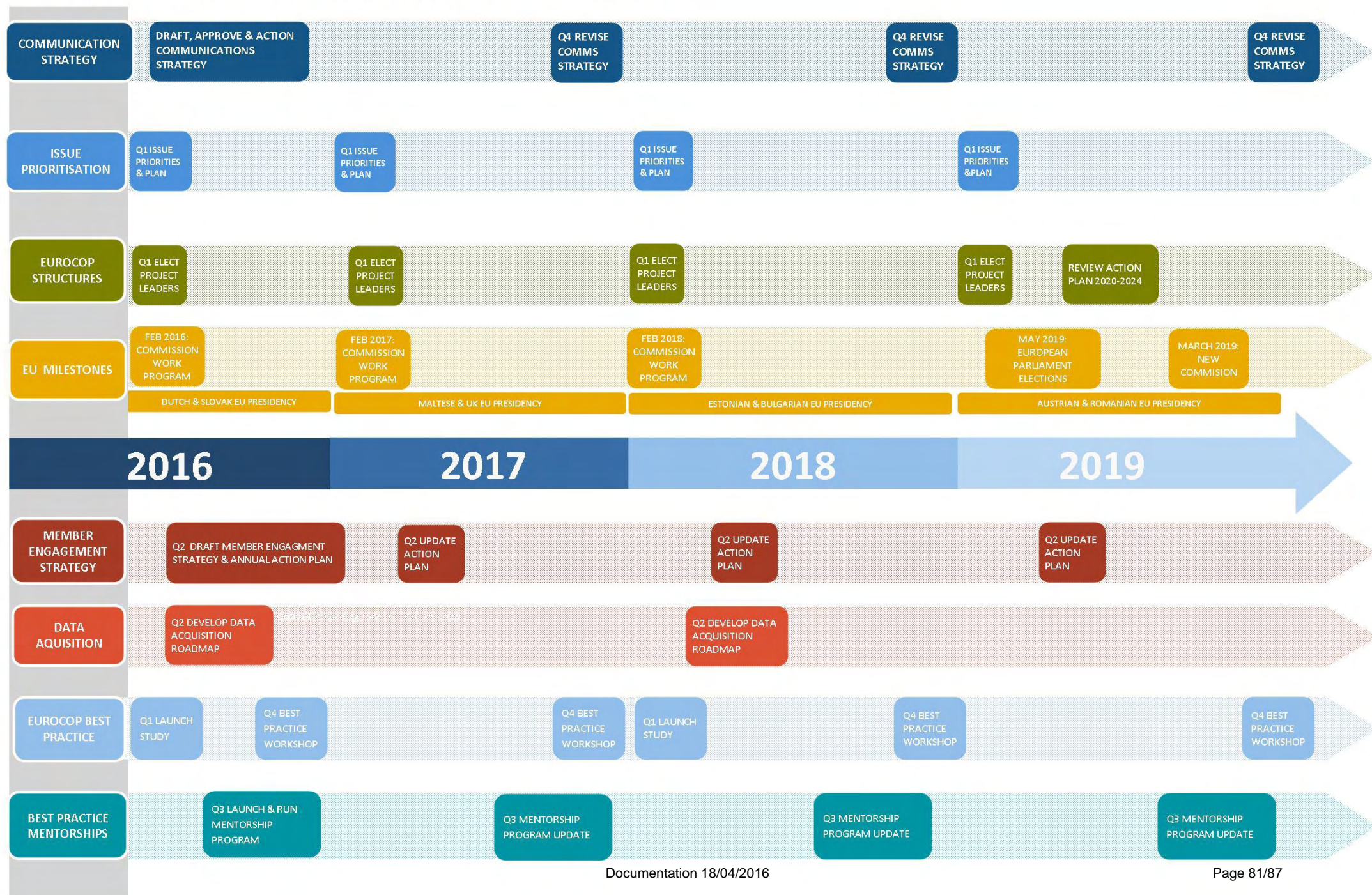
EuroCOP shall fight against any sort of discrimination based on sex, race, disabilities, religion or sexual orientation in European police forces. To achieve this, all cases of discrimination shall receive necessary and reasonable publicity at EuroCOP bodies and shall be discussed in an effort to solve and prevent them.

EuroCOP's President and Executive Committee shall strive to help find mutually agreeable solutions to internal disputes peacefully.

TACTICS

- ✓ **Develop EuroCOP Data and Best Practice**
 - Host Annual Best Practice Workshops for members to discuss core issues facing police officers, share experiences, elaborate solutions and define recommended best practices.
 - Initiate/Contribute to joint-studies on European Policing issues with think tanks/academics.
- ✓ **Share EuroCOP Thought Leadership (data and best practice)**
 - With the Membership
 - To senior police communities (Local, national, regional).
 - By speaking at events (encourage member to share at national level).
 - By incorporating it into issue advocacy (See strategic objective 2).
- ✓ **Encourage Member Best Practice Mentorships**
 - Create a EuroCOP program to bring members seeking best practice advice together with other EuroCOP members who are successfully navigating a particular policing challenge.

EuroCOP Timeline 2016-2020



Annex 1:

EUROCOP CHARTER 2025

1. EUROCOP SEEKS TO BUILD GREATER POLITICAL SUPPORT

By 2025, law enforcement and politicians act in an environment of greater mutual respect and understanding. While maintaining independence, police forces and policymakers have strengthened channels of communication, particularly where policies affect law enforcement, and developed long term strategic planning together around national policies facilitating police work.

2. EUROCOP SUPPORTS SMARTER INTERNATIONAL COOPERATION

By 2025, police forces across Europe have established the skills and platforms to effectively and efficiently tackle increasingly transnational and virtual criminal activities. By establishing European best practices for combatting cross-border crime, disseminating them through common European training and education schemes, and promoting and evaluating processes for information-sharing with EU and international counterparts, Europe has the potential to set the bar for effective police cooperation.

3. EUROCOP REPRESENTS THE GUARDIANS OF DEMOCRACY

By 2025, Europe's police forces are seen as guardians of Europe's democracy, by embodying the ethics, diversity, integrity and community of the citizens they protect, while maintaining European security and protecting citizens' democratic rights in societies governed by the rule of law. As such EU citizens are able to trust European law enforcement to safeguard their fundamental rights in a publically accountable and independent manner.

4. EUROCOP SUPPORTS OPERATING ON A CODE OF POLICING BEST PRACTICES

By 2025, European governments have enabled and incentivised their law enforcement communities to deliver their services according to a European code of best practices in policing, which in turn has strengthened trust and solidarity between forces. Best practices have been set in the areas of training, health and safety, staffing levels, police and quality of service amongst others.

5. EUROCOP SEEKS ENHANCED PUBLIC CONFIDENCE

By 2025, public confidence in European law enforcement engenders a strong sense of mutual respect, allowing police forces to become integrated with communities as trusted members of society. Without public confidence, the police will struggle to tackle threats to public safety and security, thereby undermining the fundamental basis of our democracy. Policies to enhance public confidence, such as anti-corruption policies, will be essential to achieve this goal.

6. EUROCOP CALLS FOR A COMMON FRAMEWORK FOR EUROPEAN POLICING

By 2025, common European principles and guidelines will be established for the overall objectives, performance and accountability of the police when maintaining European security and protecting citizens' democratic rights in societies governed by the rule of law.



This common framework will be enshrined in the European police code of ethics made binding under EU law.

EuroCOP

Committee

Meeting: Torremolinos, Spain

Date: 26/27 April 2016

Reference: EuroCOP Position Paper 'Counter Terrorism'

The EuroCOP Committee is asked to

- **Adopt the EuroCOP Position Paper regarding Counter Terrorism**



POSITION PAPER

COUNTER TERRORISM

European Confederation of Police

The European Confederation of Police (EuroCOP) recognises that Terrorism has always posed a threat to freedom and to the way of life enjoyed by our citizens in free democratic societies. The cornerstones of free and democratic society must be protected and the citizens of Europe must be resolute in the face of those intolerant to, and intent on destroying the freedoms we all cherish. Europeans have a proud record of being a tolerant, welcoming and open. The freedoms we have all fought so hard for and enjoy must be preserved for the benefit of our future generations.

EuroCOP believes that that intent on pursuing their terrorist ideals has a new determination as an increase in the frequency and severities have demonstrated.

Fear will not stop danger and no amount of planning and intelligence will ever guarantee to eradicate such barbaric attacks in the future. However EuroCOP believes that by having properly resourced police officers and police services working in and with the support of our communities, governments can mitigate and undermine the opportunities for such attacks in the future.



The men and women of the many police forces across Europe are at the forefront of the fight against those intolerant to, and intent on destroying our way of life. All of our citizens should be grateful that we have such courageous public servants prepared to put themselves in harm's way so that others don't have to. It is a consistent reality that when others run away from danger, police officers run towards it.

Whilst the courage of police officers is reassuring, it is not enough. Courage will not gather intelligence, courage cannot stop a bullet or a bomb and courage cannot provide reassurance to communities who are comforted by the presence of police officers.

The fight against terrorism needs tackled on three fronts;

- **Governments need to make sure the resentments and ideologies from which terrorism is born aren't given the opportunities to flourish.**
- **Governments must ensure that where they do, police forces have the intelligence capabilities and resources to gather evidence and bring prosecutions.**

- **Governments must make sure that in the event of a terrorist incident, police forces have the training, equipment and tactical capabilities to respond.**

EuroCOP recognises that all governments make choices and at this time polices are being pursued across Europe to drive down the cost of policing and security. We believe this policy is flawed and risks the safety and security of our nations and also undermines our future economic success.



Events in Paris, Belgium and in recent memory in the UK, have seen armed forces deployed on our streets at times of heightened threat. Armed forces contain some of the most courageous men and women and they provide a vital role in the defense of our nations but they are not and never should be considered as an acceptable patrolling response as a consequence of diminished police capacity.

Police officers are independent of Government. They are not subject to political control; our armed forces are not.

The freedoms and way of life enjoyed across Europe include the separation of the maintenance of law and order and justice from government. We should not allow that to change for any nation that needs to rely on its armed forces for a policing response is demonstrating that terrorism is already changing our way of life.

EuroCOP calls for a reassessment of the decisions taken to reduce police numbers across Europe. The delivery of public safety has to be the number one priority for any government. Reductions to police numbers have been driven by economic policy and not public safety. It is simply impossible to believe that reduced police numbers make us any safer when all our nations are facing a new level of threat.

EuroCOP considers that the delivery of policing requires to be considered as a whole package. The police should not be expected to divert resources from day to day activities to deal with the threat of terrorism. Removing police officers from routine street duties harms our communities and makes them less safe.



Police officers are highly trained, highly skilled, professional public servants and keeping citizens safe should be the top priority for any Government. Commitment to that priority cannot be demonstrated by replacing these highly skilled, accountable police officers with cheaper, more poorly trained and less accountable alternatives.

Properly funded, well-resourced and motivated police officers working in and with our communities have shown time and again that this is the best way of delivering safety and security. Safe communities thrive and prosper. They provide opportunities for our children and enrich our nations. They are the building blocks to defeating terrorism and extremism.

EuroCOP believes the time has come for a significant investment into training and equipment for police services in this increasingly uncertain world.

EuroCOP calls for all police officers to be equipped with adequate and effective tactical and personal protective equipment to enable effective responses to terrorist incidents. The police cannot protect the public if they themselves are not protected.

EuroCOP calls for all European police officers to receive practical and theory training and resources to deal with terrorism. We believe that this training should be coordinated by the European Police College (CEPOL) to ensure standardised training is designed and delivered in all police forces. We believe this training should be delivered to the highest possible standards in light of recent experiences.

EuroCOP believes that our nations have been reluctant to share intelligence in the past and that opportunities to detect those intent on harming our communities may have been missed. The sharing of intelligence should be a key consideration in the fight against terrorism. Terrorism knows no borders and our intelligence systems should not be hindered by them.

EuroCOP calls for the free flow of information and intelligence between all European police forces, InterPol and EuroPol. If investment in technology is required to facilitate this, it must be made without delay.

About EuroCOP

The European Confederation of Police (EuroCOP) is the umbrella organisation for 35 police unions and staff organisations in Europe. Based in Luxembourg, we represent the interests of over half a million police officers in 27 European countries. Today, EuroCOP is tackling issues from police cooperation across borders to a safer working environment for police officers on the street. We are determined to contribute to European policy debates and provide added value by giving a practitioners perspective. EuroCOP was established in November 2002, and is an independent, non-profit and secular organisation and has no affiliation with any government or political party. Financed through member contributions, EuroCOP is open to any organisation representing police officers in member countries of the European Union or the Council of Europe.