



**COUNCIL OF**

**NOTE**

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from: General Secretariat  
to: Article 36 Committee/COREPER/Council

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Subject: CEPOL Annual Report for the year 2005

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Delegations will find in Annex the CEPOL Annual Report for the year 2005.

**Decision**

**OF the governing board of the European Police College**

**14/2006/GB**

**ESTABLISHING THE ANNUAL REPORT 2005**

Adopted by the Governing Board  
on 10 May 2006

THE GOVERNING BOARD,

Having regard to the Council Decision 2005/681/JHA of 20 September 2005 establishing a European Police College (hereinafter referred to as “CEPOL”), and in particular Article 26(2) thereof;

HAS ADOPTED the annual report on CEPOL’s activities for the year 2005 as detailed in Annex 1 to be forwarded by the Chair of the Governing Board for taking note and endorsing to the Council and for information to the European Parliament and the Commission.

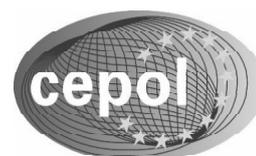
Done at Vienna, 10 May 2006

*For the Governing Board*



*János Fehérváry*  
*Chair of the Governing Board*

European Police College



**Unanimous Decision of the Governing Board of the  
European Police College**

**14/2006/GB**

**from 10 May 2006**

**ANNEX 1**

**ANNUAL REPORT 2005**

# Annual Report 2005

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## INTRODUCTION

In 2005 CEPOL functioned on the basis of the old Council Decision 2000/820/JHA of 22 December 2000.

The new Council Decision 2005/681/JHA of 20 September 2005 urged CEPOL Governing Board and the Secretariat to start the work to implement the new regulations before 1 January 2006.

A lot of resources were spent in all CEPOL internal organs and in the Secretariat for the preparation of the implementation of the new Council Decision. One important consequence was that CEPOL got more rules and new procedures for the CEPOL budget and financial matters as well as for the CEPOL staff members.

The transition from old CEPOL to new CEPOL slow down on CEPOL's activities in 2005. That can be seen as a matter of fact and could be measured by figures.

CEPOL implemented the CEPOL Annual Work Programme for 2005 and dealt with the organisation and delivery of courses and seminars in accordance with the Council decision (Doc. 10058/04 ENFOPOL 61 from 8 June 2004).

This document is the basis for CEPOL's activities, which were undertaken in 2005 in order to achieve CEPOL's objectives and to fulfil CEPOL's tasks.

The situation was different concerning specific activities of CEPOL comparing with the situation in 2003 and 2004, in particular in the remit of the Training and Research Committee.

After the enlargement of the EU a new structure for this committee had to be found. Permanent and temporary working groups as well as ad-hoc working groups were established. A clear mandate for all working-groups was worked out. All Member States was asked to nominate their representatives or experts for the different working groups.

The implementation of the new structure and the decision on the composition of the different working groups was decided in the first half of 2005.

In 2005 CEPOL had to react on new requests and decisions at a time when the CEPOL Working Programme for 2005 and the CEPOL Budget 2005 were already decided by the Governing Board and approved by the Council.

In the Hague Programme, *“the Council and the Member States are asked to develop by the end of 2005, in cooperation with CEPOL, standards and modules for training courses for national police officers with regard to practical aspects of EU law enforcement cooperation”*.

Also in the Hague programme *“the Commission was invited to develop in close cooperation with CEPOL and by the end of 2005, systematic exchange programmes for police authorities aimed at achieving better understanding of the working of the Member States’ legal systems and organisations.”*

Characteristics of CEPOL’s activities in 2005 were:

- All Member States were involved in traditional courses and seminars. The activities were organised by one college and supported by other colleges and by Europol. All partners tried hard to fulfil the CEPOL criteria and standards.
- Besides these courses and seminars much energy was spent for the development of different activities in the field of Learning, of Research and Science and of CEPOL’s Electronic Network.
- The involvement and commitments among the Member States differed. One task for the future for the Committees, the Governing Board and the Secretariat will be to engage more colleges in the CEPOL work as there is an added value when cooperating with other colleges and Member States. Resources put into projects and activities are paid back quite soon.

## **CHAPTER 1: GENERAL INFORMATION**

### **1.1. Schedule of Meetings of CEPOL Governing Board, Committees and Working Groups**

CEPOL bodies met on several occasions to develop CEPOL’s activities. The main topics under discussion in 2005 covered educational, political, legal, financial, administrative and structural matters.

#### **Governing Board**

Four meetings:

(23-24 Feb and 10-11 May 2005 in Mondorf/Lux;

13-14 Sept 2005 in London; 29-30 Nov 2005 in Edinburgh)

## **Committee meetings**

Strategy Committee	Seven meetings:  (19 Jan and 6 Apr 2005 in Luxembourg; 12 Jul 2005 in Tulliallan; 1 Sept 2005 in London Heathrow; 4 Oct 2005 in Prague; 10 Nov 2005 in London Heathrow; 15 Dec 2005 in Stockholm)
Finance and Budget Committee	Five meetings:  (18 Jan and 11 Mar and 21 Apr 2005 in Luxembourg; 31 Aug and 11 Nov 2005 London Heathrow)
Annual Programme Committee	Six meetings:  (1 Feb 2005 in Brussels; 20 Apr 2005 in Luxembourg; 23 Jun 2005 in Lognes; 15 Sept 2005 in London; 19-20 Oct 2005 in Lognes; 30 Nov-1 Dec 2005 in Edinburgh)
Training and Research Committee	Three meetings:  (24-25 Jan 2005 in Münster; 14-15 April 2005 in Traiskirchen; 10-11 Oct 2005 in Ljubljana)

## **Permanent Working Groups**

Electronic Network Working Group	Three meetings:  (31 May 2005 in Bramshill; 25 Aug 2005 in Tulliallan; 24 Oct 2005 in Larnaca)
Working Group on Learning	Two meetings:  (30-31 Aug 2005 in Bramshill; 22 Nov 2005 in Amsterdam)
Working Group for External Relations	Two meetings:  (23 Feb 2005 in Mondorf/Lux; 26 Sept 2005 in Bucharest)

### **Temporary Working Groups (Project Groups)**

European Approach on Police Science Four meetings:

(12-13 Apr 2005 in Traiskirchen; 23-24 Jun 2005 in Stavern; 31 Aug – 1 Sept 2005 in Amsterdam; 10-11 Nov 2005 in Ljubljana)

Competency Profile for Sen.Pol.Off. Two meetings:

(4 Mar and 25 April 2005 in Prague)

Exchange Programme (AGIS) Three meetings:

(7 Dec and 19 Dec 2005 in Bramshill; 29-30 Dec 2005 in Vienna)

### **Ad-Hoc Working Groups for the Development of Common Curricula**

For the development of four common curricula “Ad-Hoc Working Groups” were established for each of the curricula and these working groups held several working meetings.

The chairs of these groups were forming the “Common Curricula Coordination Group”. This group held five meetings.

### **Subgroups**

Subgroups were established for specific tasks of the “Electronic Network Working Group” and the “Working Group on Learning. These subgroups met several times.

## **1.2. European Body**

On 20 September 2005 the Council of the European Union decided to transform CEPOL to a Community financed European agency by 1 January 2006.

From that time, the Secretariat, the Strategy Committee and the Governing Board were very engaged in the preparation of a number of technical changes. These changes became necessary in order to bring the structure and regulations of the “new CEPOL” in line with the procedures to be followed in the framework of the general budget of the European Union, of the Staff Regulations of officials of the European Communities and the Conditions of employment of other servants of the European Communities.

A specific ad-hoc group was set up, the Transition Working Group, in order to prepare different tasks in cooperation with the Secretariat.

Within the last quarter of 2005 a concentration on the transition to the “new CEPOL” was given on all organisational levels of CEPOL.

### **1.3. Budget 2006**

2005 will remain a particular year as far as the budget is concerned. In the first half of 2005, acting under the third pillar procedure, CEPOL adopted a 2006 budget of 5,5 Mill Euros. This budget was approved by the JHA Council.

On 20 September 2005, the Council took a new Decision repealing the Decision dated 22 December 2000 establishing the European Police College. According to the new Decision, CEPOL can benefit from community financing.

A new budget had to be adopted by the budgetary Authority (EU Parliament and EU Council) accordingly.

This new budget amounts to 1 mill less, a total of 4,5 Mill Euros.

### **1.4. Secretariat**

In 2004 the Governing Board decided on an initial structure of the Secretariat which could be further developed and which addresses the needs of the Secretariat, in carrying out their functions.

In 2005 it was agreed that 22 posts will be created. During the discussion member states proposed that approx 1/3 of the functions in the preliminary Establishment Plan should be contracted staff. A compromise was reached and the Governing Board decided that 6 of the functions should be contract staff and the remainder as temporary agents. However due to budget restrictions it will be necessary to recruit staff on a phased basis.

Within a minimalist approach to setting up the permanent Secretariat, two distinct types of activities to be carried out were identified.

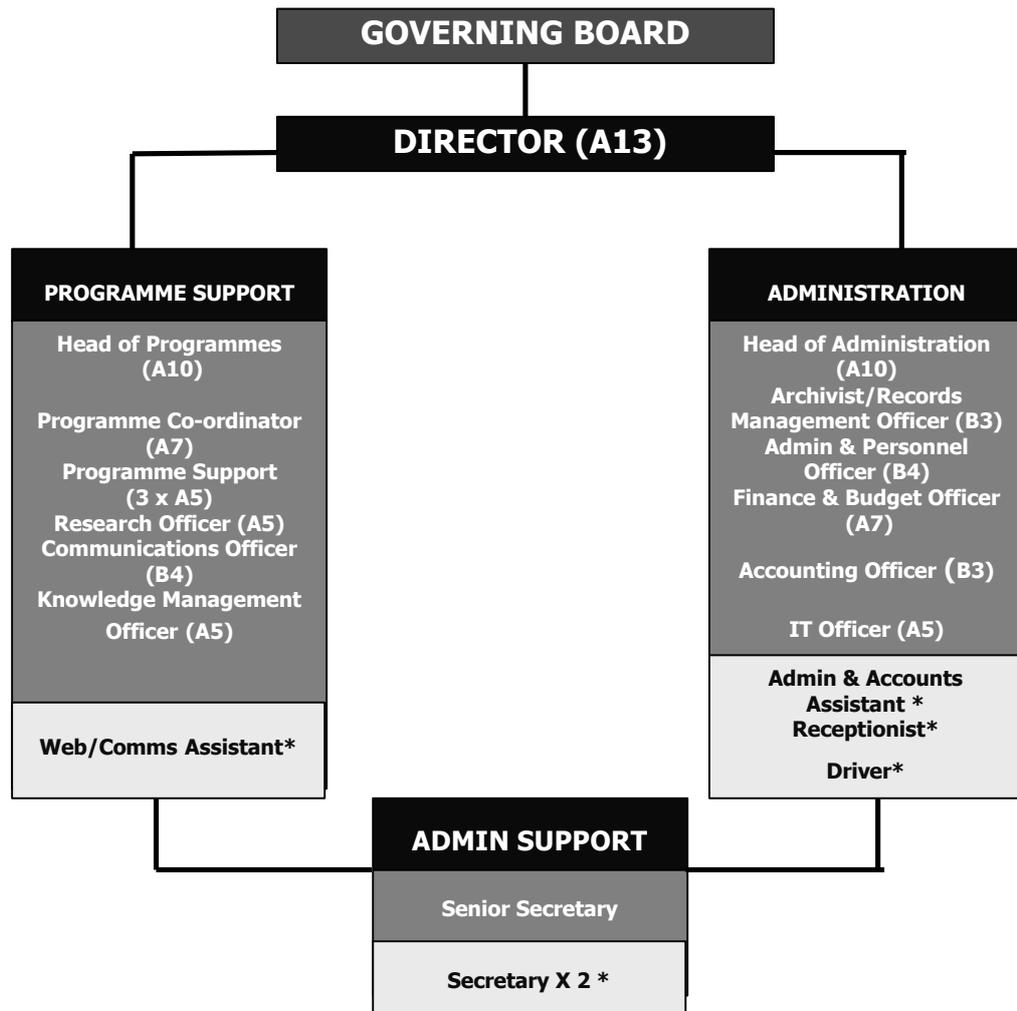
**Administration** refer mainly to the administrative functions, which are crucial to prove financial probity, and support effectiveness

The role of **Programmes and External Relations** covers two fields of activity: Firstly, the *Programme support* covering “knowledge and education”, providing support for the core business of CEPOL, based around agreed quality standards, ensuring that a flexible approach is adopted, and secondly, “Communications” and External Relations ensuring that an effective dialogue is maintained between customers, suppliers and key stakeholders across the entire spectrum of policing and the police-learning environment within the European Union.

The agreed approach is to have the twin pillars managed at a senior level by a Head of Programmes and External Relations and a Head of Administration who report to the Director. The Director and the two Heads of Unit will form the CEPOL Secretariat Management Team.

The recruitment procedure for the two Heads of Unit and the Senior Secretary on basis of the Staff Regulation of officials of the European Communities was started in December 2005. The other staff members will be recruited step by step in 2006. The decided structure of the Secretariat will be implemented in several steps in 2006.

**Figure 1: New Secretariat Structure**



\* Those staff shown in light grey indicates *Contract Posts* and the remainder of the positions are *Temporary agents*.

In the end of 2005 the Secretariat moved from the old Bramshill House (Mansion) to the new CEPOL House. It is a renovated building which covers the needs of today for the Secretariat.

In view of the installation of the CEPOL secretariat in Bramshill, CEPOL set up a negotiation team composed of representatives of Germany, The Netherlands and Luxembourg to discuss with the hosting country the modalities under which CEPOL is to occupy offices in Bramshill. These negotiations resulted in principle agreements on location, size and cost of offices that the United Kingdom will make available to CEPOL in Bramshill in the buildings used by Centrex. An SLA will be signed in 2006.

### The preparation of Recruitment of CEPOL Staff

A great deal of discussion and negotiation has been involved in obtaining agreement for the appropriate number of posts within CEPOL. Discussions and advice have been sought from the Member States, and the Commission, which has resulted in the production of a detailed set of papers. The Governing Board has taken cognisance of the need to make best use of the available budget, in balance with the need to fully resource the Secretariat, to ensure it is capable of carrying out the needs of CEPOL.

Budget restrictions have had an impact on the way in which this recruitment will be carried out, but with the assistance of the Commission, and additional funding, all the posts should be filled during 2006.

Five documents have been developed and agreed by the Governing Board in respect of the Secretariat:

- Structure and Establishment
- Working Conditions for staff
- Recruitment Process for posts
- Advertisement
- Job Descriptions

On 10 November 2005, CENTREX hosted a lunch for CEPOL to celebrate the opening of the new Secretariat offices; thereafter a small opening ceremony was conducted by Mr. Joaquim Nunes de Almeida representing the EU Commission. Over 30 representatives of the Member States were present for this event.

### **1.5. Structure and Function of CEPOL Committees**

In the 'Rules of Procedures for Committees and Working Groups' decided by the CEPOL Governing Board on the 4 - 5 December 2003 one of the general principles is that 'the Committees and Working Groups should be open to all Member States and Acceding Countries'.

As a consequence of this decision and the enlargement of the EU, the number of participants in the Committees had risen from an average of approx. 10 to an average of approx. 20. Experts for the subject fields of the different committees were many times in the minority. Organisation of meetings and the practical work in the committees was also becoming more difficult and costly.

In January 2005 a new structure and composition of the CEPOL Committees came into force according to two decisions of the Governing Board. The composition of the Strategy Committee was amended by the Governing Board in its meeting in February 2005.

**Table 1: Structure and composition of the CEPOL Committees in 2005**

Annual Programme Committee	Finance and Budget Committee	Training and Research Committee	Strategy Committee
United Kingdom (Chair first half of 2005)	Presidency (Chair) (LUX first half and UK second half of the year)	Austria (Chair)	Luxembourg (Chair first half of 2005)
France (Deputy Chair / Chair second half of 2005)	Germany (Deputy Chair)	Spain (Deputy Chair)	United Kingdom (Chair second half of 2005)
Greece	Belgium	Cyprus	The Netherlands (first half of 2005)
Hungary	Denmark	Czech Republic	France
Lithuania	Ireland	Estonia	Germany
Luxemburg	Italy	Finland	Austria
Portugal (Deputy second half of 2005)	Latvia	The Netherlands	Spain
Sweden	Malta	Slovenia	
	Slovakia	Poland	

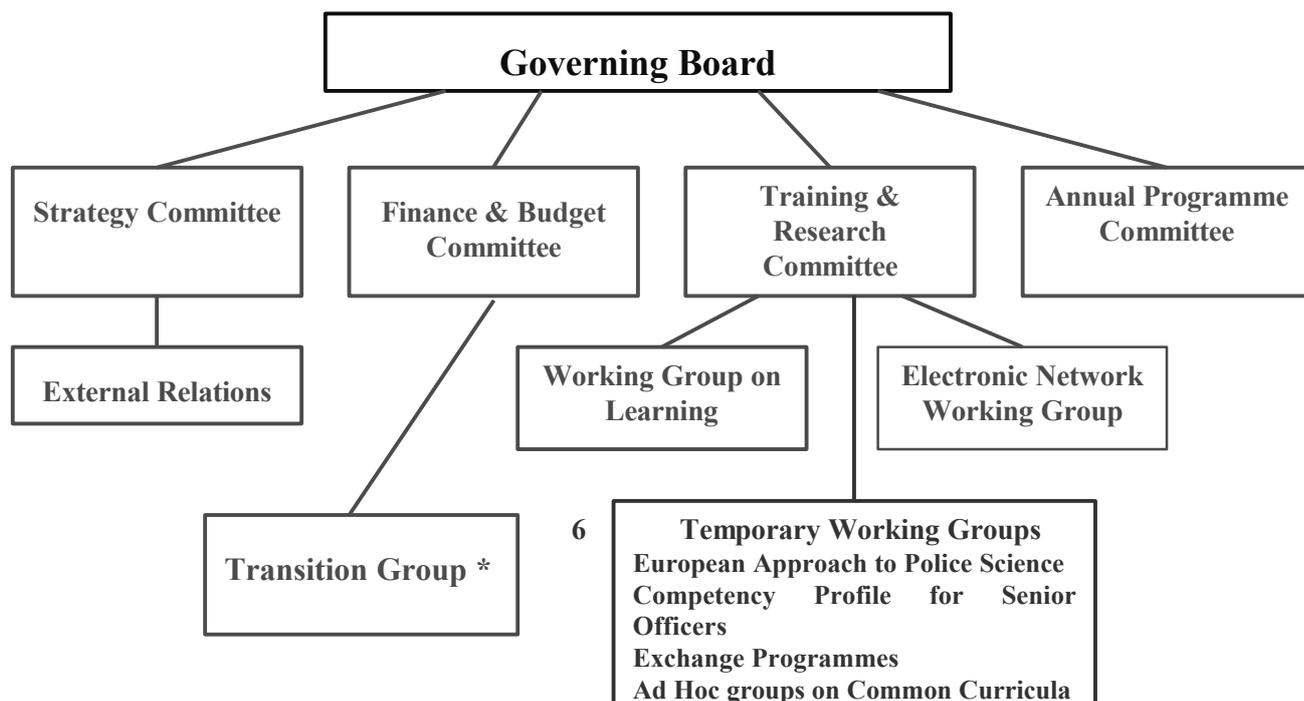
All other Member States were allowed to attend any of the committee meetings at their own costs.

The Governing Board established under the authority of the Training and Research Committee two “Permanent Working Groups”, three “Temporary Working Groups (project groups) and four “Ad-Hoc Working Groups for the development of common curricula”.

The reason for this new structure was the great variety of tasks in the Training and Research Committee and the necessity of effective and professional work.

Under the authority of the Strategy Committee the “External Relations Working Group” was established.

**Figure 2: New Committee Structure**



\* In order to smooth the transition from the current CEPOL structure to a structure that will result from the Council Decision dated 20 September 2005, the Luxembourg Presidency initiated the setup of a “Transition Group” composed of the chair of the Budget and Finance committee and representatives of Denmark, Germany and The Netherlands.

### 1.6. Cooperation with Europol and the Police Chiefs Task Force (PCTF)

In order to reach CEPOL’s objectives in an effective way, course/seminar/conference programmes and curricula were adapted permanently and in detail respecting good practice, new trends of crime, new strategies and methods for combating and preventing crime, new findings of research and science as well as results of evaluation. For the further development of CEPOL’s training activities and ensuring quality the cooperation with Europol and the Police Chiefs Task Force was essential.

Europol has offered its support to CEPOL mainly through assistance in preparatory work and by giving presentations and participating in 20 CEPOL training events. In 2005 Europol has provided details of its' corporate objectives and these have been included in the CEPOL programme in the following areas: Knowledge of European Police Systems, Illegal Immigration and Border Control, Trafficking in Human Beings, Drug Trafficking, High-Tec and Internet Crime, Develop Leadership/Management of Change, Intelligence Led Policing, Euro Counterfeiting, Multi-Subject Strategic Course, Crime Intelligence and Risk Assessment.

The CEPOL common curriculum "Europol" was developed in close cooperation between experts from Europol and CEPOL.

According to the Council request CEPOL consulted regularly the PCTF to ensure that policing operational needs are fully taken into account in CEPOL's work programme and that its training strategy fully reflects those operational needs.

## **CHAPTER 2: ANNUAL PROGRAMME**

### **2.1. Annual Programme Committee (APC)**

The Annual Programme Committee organised six meetings during 2005. During the four first meetings the 2005 and 2006 Annual Programmes were updated taking into account the EU priorities, needs identified by the Member States and volunteers for organisation.

The additional two meetings looked at the planning for the 2007 programme.

Due to its incoming Presidency of the EU, United Kingdom handed over the chair of this committee to the deputy chair, France, on 1 July 2005.

The main topics of the meetings were:

- Updating of 2005 programme (dates, preparatory work)
- Programme of work 2006 (designation of organisers and supporters; choice of dates)
- Programme of work 2007 (topics and priorities)
- Budgetary issues: In order to reduce the costs for the organization of courses, the Governing Board has set a limit for countries who can act as supporting course organizers and thus be entitled to reimbursement of certain incurred cost by CEPOL.
- Cooperation with the COSPOL Drivers
- Proposal of three common curricula for 2006
- New kind of activities for CEPOL

Starting from the work made by the Training and Research Programme, a bid was presented to the Commission's AGIS financial programme, for the organisation of an exchange programme dedicated to senior police officers and police trainers.

This activity is planned to start in September 2006.

### **2.2. Provision of Training Opportunities**

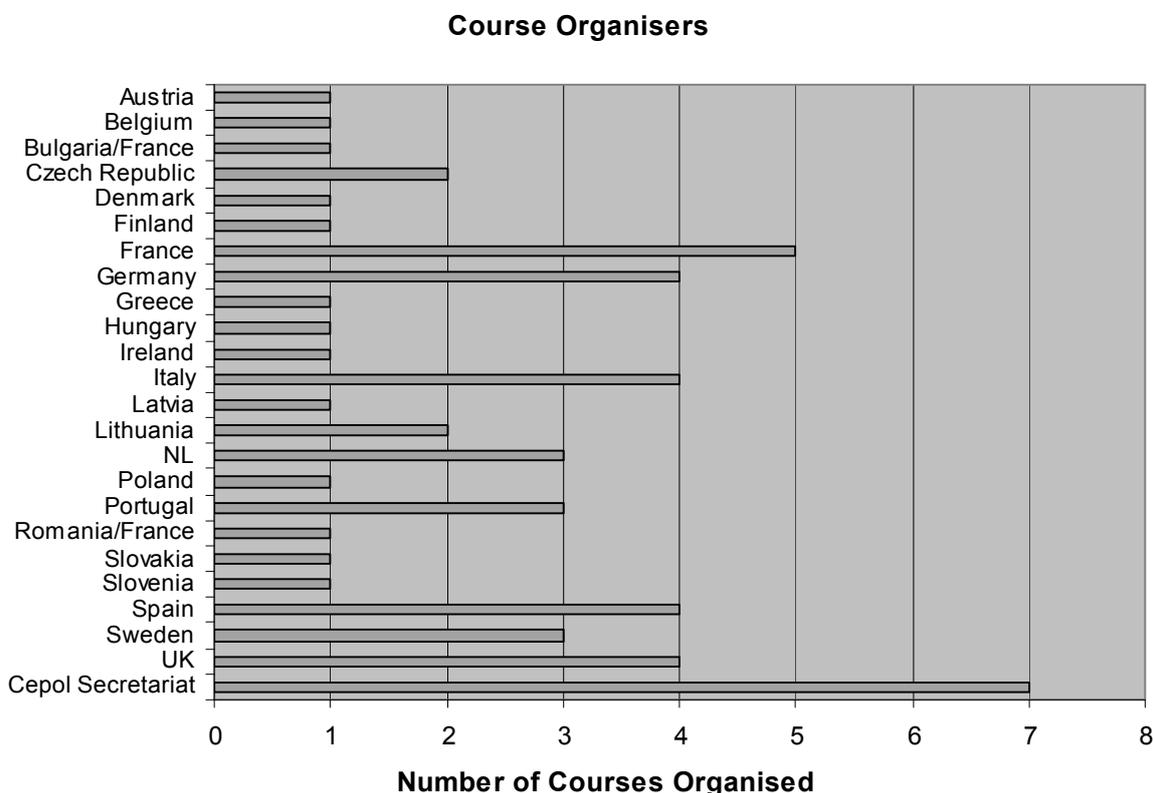
During 2005, 65 training opportunities were planned which is approx. 1/3 more than in 2004 where 49 activities were organised.

The courses and seminars were organised by 21 Member States, as well as Bulgaria, Romania and the CEPOL Secretariat, addressing 26 topics for senior police officers across a broad range of strategic issues affecting the European Union (Table 1).

9 courses were cancelled: Joint investigation teams (2), High tech and internet crime, Intelligence led policing (2), European institutions for senior police officers, Alumni seminar for TOPSPOC 2004/2005, Domestic Violence and the Q13 seminar.

Six new topics were put on the agenda and organised: International Aspects & Experience of Domestic Violence; Managing Civil Emergencies & International Disasters; Child Pornography on the internet; Evaluation Seminar commander course – civil aspects; and English for GB members and English for trainers .

**Table 1**

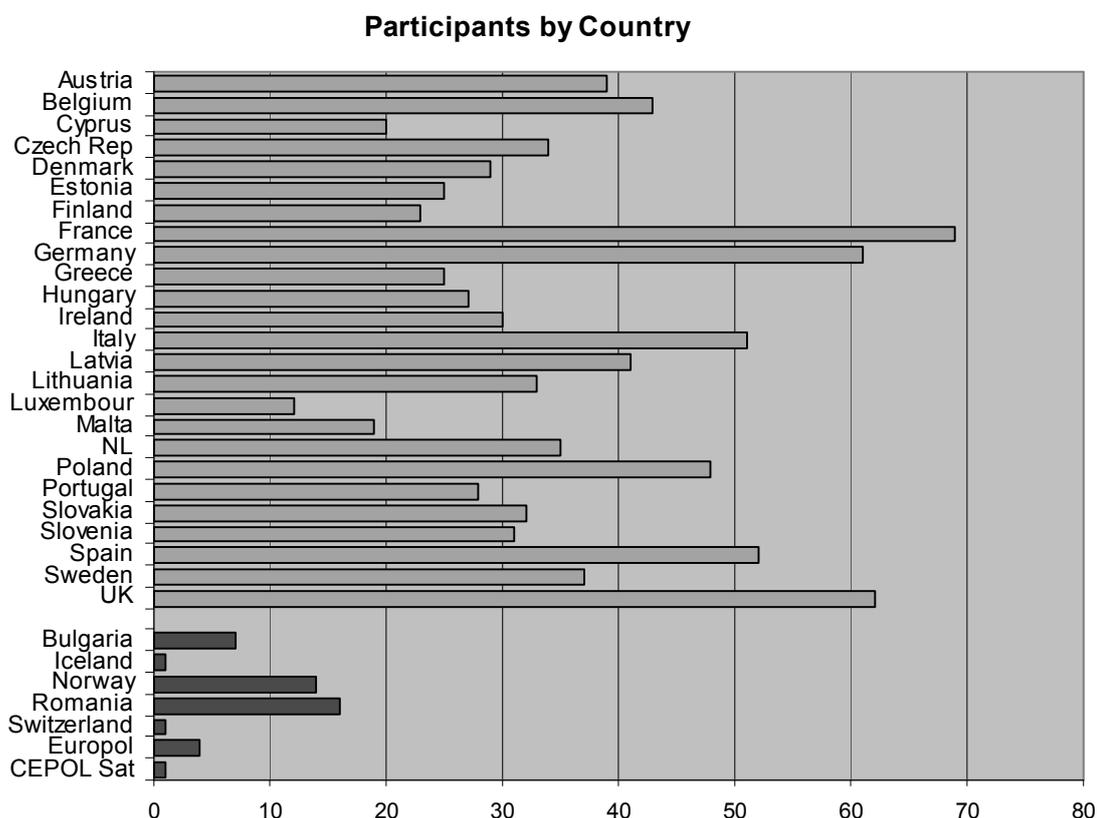


### 2.3. Participants

Within the 56 courses which were delivered in 2005, a total of 1087 participants took part in the training. The delegates were taken from all of the EU Member States, Acceding and Associated Countries (Table 2). On average on each course or seminar there were 19,5 delegates, which is lower than in 2004 (23).

In its meeting held in Luxembourg on 23-24 February 2005, the Governing Board took the decision to limit the number of participants per country in any course/seminar, to three.

**Table 2**



**2.4. Evaluation**

The overall level of satisfaction with the quality of CEPOL courses and seminars remains at a high level.

For many courses the selection process of the participants continues to be an issue. For some activities participants were not really the right target group. For the future it is important that the Member States organise the application process in a more structured and planned way in order to send the relevant target group.

In respect of pre-course material, it was felt that access to appropriate background material prior to the course can be useful preparation, allowing more time for round table discussions, group work etc. during the course itself.

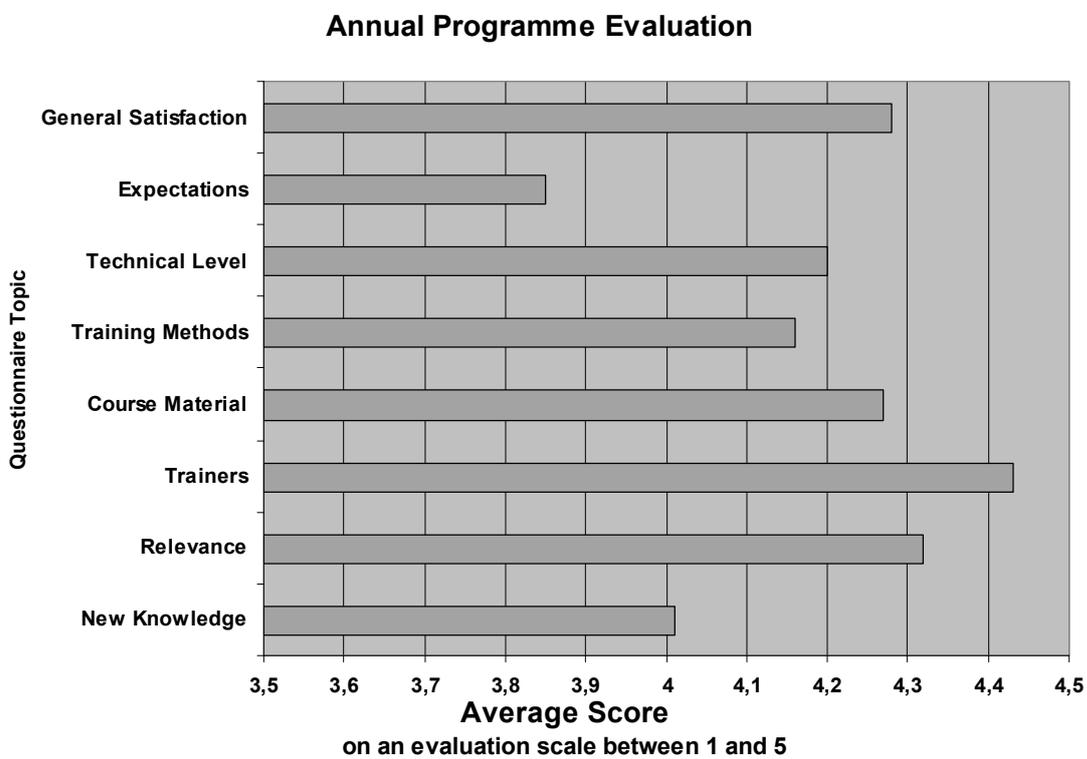
39 end of course evaluations were received from the organised activities. Another 10 evaluations were presented in a non standard format.

The answers demonstrate a general high level of satisfaction.

Specific satisfaction areas are:

- Relevance of the training
- The trainers
- Course materials

**Table 3**



## **2.5. Planning of activities in 2006**

During the meeting held in France on 19-20 October, the Annual Program Committee decided to propose a Future Crime Trend conference for high ranked senior officers. The goal is to strengthen the links between CEPOL and other relevant European bodies (Europol, Eurojust, the Council, the Commission and other).

The conference is due to be held on 28-30 May 2006 in Helsinki-Stockholm.

## **2.6. Council Objectives/CEPOL achievements**

In addition a wide range of other courses were delivered and developed in accordance with the EU Council priorities (Council Decision 2005/820/JHA 20 September 2005 establishing the European Police College -CEPOL- and repealing Decision 2000/820/JHA).

Article	CEPOL purpose, objectives and tasks	CEPOL achievements
6.1	Knowledge of the national police systems and structures of other Member States...	<p>Knowledge of European police systems (Germany 23-27/08/05);</p> <p>-Information seminar, instruments and systems of European police cooperation in English (UK 29/03-15/04/05, 08-26/08/05; Ireland 20/06-10/07/05);</p> <p>-Information seminar, instruments and systems of European police cooperation in German (Germany 11/04-01/05/05);</p> <p>-Information seminar, instruments and systems of European police cooperation in French (France 20/06-08/07/05);</p> <p>-Information seminar, instruments and systems of European police cooperation in Spanish (Spain 20/06-10/07/05).</p>
6.2.b	Knowledge of international and Union instruments, in particular in the following sectors: ...Europol's objectives, structures and functioning...	<p>Police cooperation and Europol (Hungary 25-29/04/05; Austria 03-07/10/05).</p>
6.3	To provide appropriate training with regard to respect for democratic safeguards, with particular reference to the rights of defence.	<p>Human rights, ethic and prevention of corruption conference (Slovakia 26-28/10/05).</p>
7.a	Provide training sessions, based on common standards.	<p>Implementation of common curricula designed in 2005 in 2006 programme.</p>

7.b	Develop and provide training for trainers.	<ul style="list-style-type: none"> <li>-Train the trainers conference (Sweden November 05);</li> <li>-English for English language trainers (CEPOL secretariat 04-08/12/05).</li> </ul>
7.c	Provide specialist training for police officers playing a key role in combating cross border crime, with particular focus on organised crime.	<ul style="list-style-type: none"> <li>-Antiterrorism (Italy 14-18/06/05; Romania-France 26-30/09/05; France 21-26/11/05);</li> <li>-Trafficking in human beings (Czech Republic 12-16/09/05; Spain 07-11/11/05);</li> <li>-Drug trafficking (Portugal 12-16/04/05; Spain 21-25/11/05);</li> <li>-Illegal migration and border control (Bulgaria-France 04-08/04/05; Portugal 16-24/05/05);</li> <li>-Money laundering and financial crime (Czech Republic 09-13/05; Italy 18-22/10/05)</li> <li>-Euro counterfeiting (Portugal 21-25/06/05);</li> <li>-Strategic course on organised crime (Italy 01-05/02/05);</li> <li>-High tech and internet crime (UK 24-28/10/05);</li> <li>-Child pornography on the Internet (Portugal 26/09-01/10/05; Sweden November 05).</li> </ul>

7.e	Develop and provide training to prepare police forces of the European Union for participation in non-military crisis management.	<p>-Strategic planning for European police missions (Italy 02-12/05/05)</p> <p>-Civil aspects of crisis management. France 03-21/10/05);</p> <p>-Managing civil emergencies and international disasters (Poland 05-08/04/05; Latvia 11-13/10/05);</p> <p>-Evaluation seminar commander course civil aspects (Hungary 9-13/09/05).</p>
7.f	Develop and provide training for police authorities from the Candidate Countries.	See participation of the CC in table 2.
7.i	Enable the senior police officers of the Member States to acquire relevant language skills.	<p>-See followed courses 6.1 &amp; 7.b</p> <p>-English for Governing Board members (CEPOL secretariat 04-08/12/05).</p>
8.2	CEPOL may cooperate with national training institutes of non-member States of the European Union, in particular with those of the Candidate Countries, as well as those of Iceland, Norway and Switzerland.	See participation of the Candidate Countries and associated Countries in table 2.

## **CHAPTER 3: TRAINING AND RESEARCH**

### **3.1. Training and Research Committee (TRC)**

Members of the committee were:

Austria (chair), Spain (deputy chair), Cyprus, Czech Republic, Estonia, Finland, Netherlands, Poland, Slovenia

### **3.2. Tasks**

The TRC has to take action - on behalf of CEPOL - in the fields enumerated: in Art 7 of the Council Decision dated 22.12.2000.

### **3.3. Programme 2005**

CEPOL was asked not only to concentrate on courses and seminars in 2005.

The TRC followed in its programme the priorities determined in chapter “Harmonisation Work” of the CEPOL Annual Work Programme for 2005 (Document 10058/04 ENFOPOL 61 from 08.06.2004, pages 12-14).

### **3.4. Meetings of the TRC**

The TRC has organised three meetings in 2005. During the first two meetings not only the work programme and draft budget of the TRC for 2006 and the annual report of the Committee for 2004 were elaborated. The development of a clear structure of the Committee and a division of the different tasks were important topics.

The main chapters in all TRC meetings in 2005 were:

- Training and learning activities
- Research and science activities
- CEPOL’s Electronic Network
- An Action Plan for CEPOL Training and Learning projects

### **3.5. Structure of the TRC**

After many efforts, a new committee structure has been implemented in order to improve transversal work, to optimize the idea of a network and to follow up the outcomes of the Committee.

A “CEPOL Glossary” was developed in order to find a joint understanding of frequently used terms and key words in the work of the TRC and its different working groups. The Governing Board adopted the CEPOL Glossary as a living document in its meeting on September 13<sup>th</sup>, 2005.

A policy paper “Task and Structure of the Committee” was presented to the Governing Board and adopted in the meeting on 23-24 February 2005. This paper makes the structure and tasks of the Committee transparent for all members of the Governing Board and of the different CEPOL committees. It was sent to the EPLN back office for publication.

An “Action Plan” of the TRC was presented to the Governing Board as a living document in its meeting on 13-14 September 2005. This “Action Plan” was revised by the chairpersons of the Committee for 2005 and 2006 in cooperation with the Secretariat in December 2005

### **3.6. Activities of the TRC**

#### **3.6.1. Training and learning activities**

##### **3.6.1.1 Working Group on Learning (WGL)**

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Main topics of the meetings of the WGL were:

- Revision of the Q 13 document;
- EFQM and quality assurance;
- Bologna Declaration;
- Certification of teachers or trainers;
- Drawing up of competency profiles;
- Post course activities.

Four sub-groups were established for working out details for the different activities of TRC in the field of training and learning.

#### **3.6.2. Common Curricula**

Common curricula for four topics with a European dimension were developed in 2005. For each of them “Ad-hoc Working Groups” were established with experts from a leading country and from supporting countries / organisations.

- Europol (Netherlands)
- Police Cooperation in Europe – Methods and Instruments (Germany)
- Counter-Terrorism (United Kingdom)
- Police Ethics and Prevention of Corruption (Austria)

A “Coordination Group” consisting of the chairs of the four Ad-hoc Working Groups was established for the coordination of and the establishment of guidelines for the development of the Common Curricula.

The results of the Ad-hoc Working Groups and the Coordination Group were presented to experts on November 9<sup>th</sup>, 2005 in London and then adopted by the Governing Board on November 29<sup>th</sup>, 2005 in Edinburgh.

### 3.6.3. Competency Framework for Senior Police Officers

A project group was established with the assignment to match the educational objectives of the European Police Chiefs Task Force (EPCTF) with those of CEPOL (as requested by the JHI-council) and to jointly develop “competency profiles” for senior police officers in technical and strategic matters. The results of the project group were presented to the Governing Board on September 13<sup>th</sup>, 2005.

### 3.6.4 Inventory of Glossaries

The Governing Board decided the creation of an inventory of glossaries available from across Europe in its meeting in Luxemburg in May 2005. All Member States were asked to collect information and send it to the Secretariat. The process of collecting information from national experts is not finalised yet. The outcome of this project should be presented in 2006.

### 3.6.5 Exchange Programmes: for Trainers and for Senior Police Officers (AGIS)

In accordance with The Hague Programme, a multilateral programme for the exchange of senior police officers and training staff over a period of 2 years is being developed by the WGL (for training staff) and the Project Group on an Exchange Programme for Senior Police Officers. The member states as well as the acceding and associate countries have been invited to become partners, as required for the application for AGIS funding before January 27<sup>th</sup>, 2006. A proposal for such a programme was presented to the GB on January 13, 2006.

### 3.6.6 Research and science activities

#### 3.6.6.1 Further development of eDoc-Database

The European Police Research & Science Database of CEPOL has been consolidated as a stable and useful supportive resource for CEPOL's educational aims in accordance with the task to set up a Electronic Network.

The system was technically upgraded and a constant and increasing number of entries could be noticed. Some countries took the lead in finding efficient ways to organise a link to their national police research community, while others are searching for proper solutions for national networking yet.

The size and the quality of the content of the database have grown to a point to make it a considerable source for European police education.

The committee organised a meeting for the National Correspondents for the eDoc database on 14 and 15 June 2005 in Lisbon to exchange experience and good national practices.

#### 3.6.6.2 Publication of the report on “Police Science and Research in the European Union”

The results of a survey concerning the situation of police research and science in the Member States of the EU and at their police training institutions were published in the report “Police Science and Research in the European Union”. The report was elaborated in cooperation with the Institute for Sociology of Law and Criminology and published as booklet and at EPLN.

#### 3.6.6.3 2005 European Police Science and Research Conference

The conference took place at the Instituto Superior de Polícia Judiciária e Ciências Criminais in Lisbon on 15-17 June 2005.

The main topic was “Scientific Research and Assessment of Police Recruiting, Training, Learning and Evaluation Methodologies and Techniques”.

63 participants attended representing 21 countries plus Norway and Brazil. Presentations from the Conference are available for Member States to view on Electronic Network.

#### 3.6.6.4 Development of a European approach on police science

- A project group with six police science experts from different European regions was established for the development of a “European approach on police science”. The project group met four times in 2005.

A publication of the results of the group and a booklet is planned to be presented at the Research and Science Annual Conference in 2007.

#### 3.6.6.5 Survey on European Police Education and Training (SEPE)

A qualitative and quantitative Survey on the conditions in the national Police Training and Education systems within the European Union is being done under cooperation of Portugal, Estonia, and the Netherlands, supported by the CEPOL Secretariat.

As outcomes are planned a report describing and comparing the different conditions, as well as an electronic database to provide data on these systems for different purposes, e.g. research, exchange programmes, etc.

### 3.6.7. Electronic Network

#### 3.6.7.1 Electronic Network Working Group (ENWG)

The ENWG has been assigned to reconsider the situation and further developments options of CEPOL's electronic network.

By making use of competencies of appointed national experts and with support from the Secretariat, the group worked on issues like

- the development of the technical platform of the electronic network, (including options for a further integration of EPLN and eDoc),
- an improvement E-Learning strategy for CEPOL
- the refreshment of CEPOL's webpage,

#### 3.6.7.2 Survey on Electronic Network Requirements: outcomes

The ENWG issued a survey among the CEPOL member states about their requirements for the electronic network. All countries responded. Suggestions for improvement were made. In general, the services of the electronic network received a positive response. A detailed report will be presented to the Governing Board in 2006.

#### 3.6.7.3 Electronic Platform Subgroup: Strategy Paper

During two meetings in Bramshill ( 10-11 August) and Rome ( 14-15 November) the group drafted a paper on the next steps for the developments of the electronic network's technical platform. The proposal will be finalised and presented to the GB in 2006.

#### 3.6.7.4 CEPOL-Homepage

The expert subgroup met once in Tulliallan (30 May) to discuss the principles for an upgrading and improvement of CEPOL's presentation on the Internet. Locofoco, a Scottish company was assigned to come up with a new page-design proposal which was approved by the GB in September. A lot of consideration has been put into the establishment of efficient information-flows for keeping the site up-to-date and attractive. The launch of the new site is expected for May 2006.

#### 3.6.7.5 E-Learning issues

Within CEPOL the issue of necessary E-Learning capacities has gained fresh momentum. The ENWG has established a subgroup of experts to look into a proper strategy for CEPOL in this area.

The committee issued a questionnaire to all member states about the use of E-Learning options in their national police training systems. A meeting of national E-Learning experts were organised in order to learn from different experience with existing systems in a police education environment. An interim report will

be available in spring 2006.

#### 3.6.7.6 EPLN

Due to the permanent establishment of CEPOL's Secretariat in Bramshill, UK, the organisational structure and potential transfer of EPLN from the Police Academy of the Netherlands came under reconsideration.

Agreements were found to secure the proper working of EPLN during the transition period.

The number of knowledge objects on EPLN issued by member states has grown. Technical upgrading took place, including the installation of a new discussion platform (EPDN).

#### 3.6.7.7 Joint meeting of the National Coordinators of the Electronic Network (EPLN) and National Correspondents of the database eDoc.

A joint meeting for the two supporting groups, the National Coordinators of EPLN and the National Correspondents of eDoc took place for the first time on 25-26 October 2005 in Larnaca / CYP.

The main aims of this meeting were to update the participants on the further development of CEPOL's electronic network, technically and content and to inform both groups about the remit of each other and to tighten the network within the entire knowledge supply field of CEPOL. The idea of a joint meeting was well received among the participants and should be continued in 2006.

### 3.7. Summary and outlook for the future

The TRC has undertaken important initiatives and activities for "bridging the gap" between CEPOL courses/seminars and activities of the committee.

More efforts and measures will be necessary in the near future, for example;

- to get all colleges to be an active partner of the network
- to support the national coordinators and correspondents
- to support the cooperation between activities of the national correspondents  
and coordinators and the course managers
- to strengthen the information about the electronic databases
- to strengthen the knowledge about the databases within the national police systems as well as of the importance for the police cooperation in Europe

## CHAPTER 4: EXTERNAL RELATIONS

Since 2005, the members of the External Relations Working Group are:

- Finland, Italy, Poland, Portugal, current Presidency, Sweden, France (Chair).
- Experts: Bulgaria, Romania.
- Observers: Iceland, Norway, Switzerland, AEPC, MEPA, NBPA, CARDS project leader, MEDA project leader, EU Council, EU Commission, EUROPOL and CEPOL Secretariat.

The external relations working group organised two meetings in 2005 and supported two seminars organised in the Candidate Countries.

### 4.1. Summary report on the working group meetings

#### 4.1.1 External Relations Working Group meeting in Mondorf (Luxembourg) on February 23, 2005

This meeting related to various points reported to the CEPOL Governing Board:

- The relationship with Bulgaria and Romania:  
The two States could be able to take part in the next CEPOL Governing Board with the status of observer.
- The relationship with Turkey and Croatia:  
A delegation made up of representatives of the EU presidency, secretariat and the working group visited both countries to establish the nature of the first bonds.
- The relationship with Switzerland:  
Switzerland has requested the EU Presidency for the establishment of relations with CEPOL and has nominated the Swiss institute of police of Neuchâtel to cooperate with CEPOL.
- The reception by the European authorities of a United States delegation:  
Sixty American police officers and prosecutors have been invited to discover in Brussels the European institutions, including CEPOL.

- The request by the Commission to take into account a training programme for Algerian police officers:

The ERWG recommended the Governing Board not to take any action on this request relating to the training of junior police officers. CEPOL does not have to widen its target public and its target group is senior police officers.

- A request from the European Institute for Freedom, Security and Justice (EULEC) regarding access to the network of documentation of the CEPOL was not approved.

#### 4.1.2. External Relations Working Group meeting in Bucharest (Romania) on September 26, 2005

The External Relations Working Group had a long discussion on the best way to integrate Bulgaria and Romania in CEPOL's activities and structures.

Consequently, two proposals were put forward by the working group to the Strategy Committee and to the Governing Board for adoption.

- The first proposal is relating to CEPOL's activities:

It is proposed that the two acceding countries be offered one course each to organise during the year 2006. As recognised organisers, Bulgaria and Romania will then be entitled to receive funds directly from CEPOL. This will enable them to understand the procedure designed by the College as far as course delivery, budget and administrative organisation are concerned.

- The second proposal is relating to CEPOL's structures:

It is proposed that the two acceding countries be invited as observers to one Governing Board meeting per Presidency during the year 2006. The costs for such attendance (one person per Acceding Country) will be covered by CEPOL's budget.

## **4.2. Results achieved in the implementation of Article 8 Council Decision**

Article 8 of the Council Decision 2000/820/JHA reads:

*"CEPOL may cooperate with the national police training institutes of non-member States of the European Union. In particular, it shall establish relations with the national institutes of applicant countries with which the European Union is conducting accession negotiations as well as those of Iceland and Norway.*

*CEPOL shall also co-operate with relevant training bodies in Europe, such as the Nordic Baltic Police Academy (NBPA) and the Mitteleuropäische Polizeiakademie (MEPA)."*

Article 8 of the new Council Decision 2005/681/JHA revealing the Council decision 2000/820/JHA reads:

*"CEPOL may co-operate with relevant training bodies in Europe".*

The reference to the NBPA and the MEPA doesn't appear anymore in this version but it is agreed that CEPOL shall also co-operate with relevant training bodies in Europe, such as the Nordic Baltic Police Academy (NBPA) and the Mitteleuropäische Polizeiakademie (MEPA) and the Association of European Police Colleges (AEPC).

- **Training Police Authorities within Acceding Countries:**  
The Annual Programme Committee has worked closely with the Accession Countries of Bulgaria and Romania to involve them in the programmes. The working group has supported some of the training courses, which have been organised in their countries.
- **Relationship with new Candidate Countries:**  
Links have been developed with Turkey and Croatia as candidate countries. In October 2005, the Chair of the External Relations Group joined the UK President of CEPOL and visited Turkey to make a first contact. This involved the police academy, the Police College and the Headquarters staff to assess what future links could be possible.

In December 2005 a similar visit was made to Croatia, as a first contact, with the Police academy there.

- **Relationship with Iceland, Norway & Switzerland:**  
In the new Council decision on June 3, 2005, CEPOL's mission was extended to establish relations with Switzerland (Swiss Police Institute in Neuchâtel). This resulted in a visit to Switzerland, which took place on June 13, immediately after the Swiss people had approved the Schengen agreement in a referendum. As a result of this visit representatives from Switzerland have been invited to attend meetings of CEPOL Governing Board as observers.

Representatives of the authorities responsible for police training in Iceland and Norway continue to be invited and in 2005 have attended CEPOL Governing Board meetings as observers; both of these countries are regularly informed about CEPOL activities relevant to them and are participating in CEPOL courses and seminars.

The CEPOL Governing Board Members decided in Edinburgh on November 30, 2005, to negotiate a Co-operation Agreement between CEPOL and, Norway, Iceland and Switzerland. Preliminary discussion on the content of this co-operation agreement took place at the Strategy Committee Meeting in Stockholm on December 15, 2005. It was there decided that such agreement should be based on a generic one: participation in training courses, support for training activities of CEPOL, exchange of best practice, participation in the Governing Board, Committee and Working Group Meetings as non-voting observers.

- **CARDS & MEDA Programmes:**  
The CARDS Programme was a 14-month project with a budget of 1.3m € for the five Western Balkan countries of Albania, Bosnia-Herzegovina, Croatia, Serbia/Montenegro and FYROM. This programme was executed in cooperation with AEPC, Association of European Police Colleges and was completed in December 2004.

Work is currently ongoing, with the Commission to finalise accounts.

The MEDA programme was designed to operate for 2 years with a budget of 2M€. It had a wider remit and involved 11 countries around the Mediterranean (Morocco, Algeria, Tunisia, Egypt, Turkey, Lebanon, Syria, Jordan, Israel, also Malta, Cyprus now EU Member States) plus the Palestinian Authority.

The MEDA programme provided 15 seminars on five main areas: Anti-terrorism, Cyber Crime, Trafficking in Human Beings, Money Laundering and Drug Trafficking.

The last course will take place in Belgium in March 2006. Each country has been able to send two participants to each seminar, with attendance being excellent, except for Syria, which has not taken part in any of the activities.

- **Relationship with other bodies**  
CEPOL has maintained links with a number of bodies operating in the field of police training in Europe. These have included the MEPA, the NBPA and the AEPC.

#### **4.3. Seminars**

Topic: "Antiterrorism" 7A/2005

Organisers: FRANCE / ROMANIA

Supporting Countries and Institutions: Belgium, Greece, Poland, Portugal and Spain

Location: ROMANIA (Bucharest) 26-29 September 2005

20 trainees from 14 countries - 7 trainers

Topic: "Illegal immigration and border control" 12B/2005

Organisers: FRANCE / BULGARIA

Supporting Countries and Institutions: Austria, Belgium, Cyprus and Spain

Location: BULGARIA (Sofia) 4-8 April 2005

20 trainees from 16 countries - 8 trainers

## **CHAPTER 5: PRESIDENCIES 2005 – CEPOL'S DEVELOPMENT**

### **5.1. Luxembourg (1 January – 30 June)**

CEPOL has achieved some strategic objectives under the Luxembourg Presidency.

CEPOL also continued its contacts with other European agencies like the Ad-hoc Centre for Training (what has become the FRONTEX agency for border control). A representative of CEPOL was an observer of the European Advisory Board of the Ad-hoc Centre for Training.

Under the Luxembourg Presidency CEPOL was invited to the first official meeting of the Task Force of Chiefs of Police.

The Luxembourg Presidency was characterized by permanent contacts and exchange among all Council bodies and other EU-organs responsible for justice and home affairs topics during the Presidency.

The CEPOL presidency team was thus in regular contact with the Luxembourg PCWP, CATS, and COREPER representatives, as well as with those responsible for EUCPN, EUROPOL, heads of Sirene and other.

The flow of information among all those active in the fields of policing was one of the strong points of the Luxembourg Presidency.

The Presidency worked to strengthen the links with CENTREX. The Luxembourg Presidency also attended an informal gathering of CENTREX alumni.

The Chair of CEPOL participated at the Governing Board meeting of AEPC held in the first half of 2005 in Budapest, stressing the historical links with this organisation. As both organisations address similar needs for a largely identical target group, these types of exchanges foster the cohesion among those responsible for the training and education of European police forces.

The Governing Board passed at its meeting in May a resolution in order to ensure that no presidency could chair more than two committees.

The Secretariat has been asked by the Governing Board to provide the Board with an analysis of its structure. This structure is likely to be adapted according to the outcome of the proposal to organize CEPOL in accordance with EU staff rules and community financing.

The deadlines for delivery of the Annual Report 2004, the Annual Programme 2006 and the various deadlines for financial reports were met in accordance with the requirements laid out in CEPOL regulations.

## 5.2. United Kingdom (1 July – 31 December)

During the UK Presidency, a number of programme activities took place; the development of Common Curricula; the acquisition of Relevant Language Skills and the refurbishment of the CEPOL Office in Bramshill.

The UK chair of CEPOL met with the Counter Terrorism Co-coordinator to discuss the CEPOL common curriculum for counter terrorism which is due to be delivered in 2006.

A meeting has also been organized with SITCEN to discuss this subject area.

CEPOL invited the European Crime Prevention Network (EUCPN) to organise a seminar in cooperation with CEPOL and indicated to EUCPN that CEPOL is willing to assist to make the facilities in the CEPOL electronic network available to EUCPN.

A good practice guide in Crime Prevention has been developed and CEPOL is invited to include this document in the CEPOL knowledge database.

CEPOL has also provided several courses in Cyber Crime and the delivering countries have developed a Good Practice Guide dealing with this subject matter.

## CHAPTER 6: CONCLUSION

*CEPOL has faced difficulties of administrative and legal nature making it impossible to set up a permanent Secretariat with officers recruited on a temporary basis as mentioned in the Council Decision 2004/567/JHA of 26 July 2004, requesting CEPOL Governing Board to set up a permanent Secretariat to assist with the administrative tasks necessary for it to function and implement the annual programme and, where appropriate, the additional programmes and initiatives.*

*Following a written suggestion delivered by the "Groupe Status" at the Article 36 Committee's behest, the Governing Board decided to wait for the possible application of the EC staff regulations and, in the meantime, to exhaust existing possibilities of seconding national experts from Member States and to examine the possibility of employment under national private law contracts.*

*This was done, and the result is that no officer working at the Secretariat, with the exception of the Administrative Director has a term of service in excess of one year. Some are even seconded for less than half a year.*

*However, new functions will have to be taken on board by the CEPOL Secretariat, such as the Programme support functions. These functions are expected to provide on-demand support and advice to all the police training colleges in the network who are designing, delivering and evaluating learning material.*

*It will encompass a number of specialised sub-topics, such as curriculum development, accreditation and validation, distance learning, assessment, research etc.*

*This function implies the presence of a critical mass of staff, to provide continuity and consistency of support.*

*The staff members must in particular be able to respond to demand within an acceptable timescale.*

*2005 has been a year of transition in which a high level of activity has been achieved. However, there is the expectation that in the future, the Secretariat will be in a position to offer the Member States the full support that both parties would wish.*