



DECISION 30/2006/GB
OF THE GOVERNING BOARD OF THE EUROPEAN POLICE COLLEGE
LAYING DOWN ADMINISTRATIVE RULES, COMMITMENTS AND GUIDELINES
FOR ITS COURSES, SEMINARS, AND CONFERENCES
AND REPEALING DECISION 20/2006/GB
OF THE GOVERNING BOARD OF THE EUROPEAN POLICE COLLEGE

Adopted by the Governing Board
on 27 September 2006

AMENDED:

- ▶ **M1** Decision 14/2007/GB of the Governing Board of the European Police College amending the procedure for cancelling CEPOL activities and amending Decision 30/2006/GB of the Governing Board of the European Police College, adopted by the Governing Board on 22.5.2007
- ▶ **M2** Decision 37/2007/GB of the Governing Board of the European Police College amending the financial rules for courses and seminars, adopted by the Governing Board on 28.11.2007
- ▶ **M3** Decision 25/2008/GB of the Governing Board of the European Police College amending the financial rules for courses and seminars, adopted by the Governing Board on 25.9.2008
- ▶ **M4** Decision 15/2009/GB of the Governing Board of the European Police College amending Decision 30/2006/GB of the Governing Board of the European Police College laying down administrative rules, commitments and guidelines for its courses and seminars, adopted by the Governing Board on 26.5.2009
- ▶ **M5** Decision 27/2010/GB of the Governing Board of the European Police College amending Decision 30/2006/GB of the Governing Board of the European Police College laying down administrative rules, commitments and guidelines for its courses and seminars, adopted by the Governing Board on 26.5.2010
- ▶ **M6** Decision 11/2011/GB of the Governing Board of the European Police College amending Decision 30/2006/GB of the Governing Board of the European Police College laying down administrative rules, commitments and guidelines for its courses and seminars, adopted by the Governing Board on 10.03.2011
- ▶ **M7** Decision 17/2011/GB of the Governing Board of the European Police College amending Decision 30/2006/GB of the Governing Board of the European Police College laying down administrative rules, commitments and guidelines for its courses and seminars, adopted by the Governing Board on 15.06.2011
- ▶ **M8** Decision 08/2013/GB of the Governing Board of the European Police College amending Decision 30/2006/GB of the Governing Board of the European Police College laying down administrative rules, commitments and guidelines for its courses and seminars, adopted by the Governing Board on 20.03.2013
- ▶ **M9** Decision 31/2014/GB of the Governing Board of the European Police College amending Decision 30/2006/GB of the Governing Board of the European Police College laying down administrative rules, commitments and guidelines for its courses and seminars, adopted by the Governing Board on 12.11.2014
- ▶ **M10** Decision 19/2015/GB of the Governing Board of the European Police College amending Decision 30/2006/GB of the Governing Board of the European Police College laying down administrative rules, commitments and guidelines for its courses and seminars, adopted by the Governing Board on 19.05.2015

Corrected by:

- ▶ **C1** Corrigendum to Decision 30/2006/GB, issued on 19 June 2008
- ▶ **C2** Corrigendum to Decision 30/2006/GB, issued on 2 July 2009

THE GOVERNING BOARD,

Having regard to the Council Decision 2005/681/JHA¹, and in particular Articles 7, 15, 16, 17 and 18 thereof;

HAS ADOPTED THIS DECISION:

Article 1

The administrative rules, commitments and guidelines for courses, seminars, and conferences of the European Police College as detailed in Annex 1 are adopted.

Article 2

In order to combat fraud, corruption and other unlawful activities the European Court of Auditors and European Anti-fraud Office (OLAF) may, if necessary, conduct on-the-spot check among the recipients of CEPOL's funding.

Article 3

Decision 20/2006/GB of the Governing Board of the European Police College concerning the reimbursement rules for courses and seminars is repealed.

Article 4

The decision shall enter into force on the day following that of its adoption.

Done at Helsinki, 27 September 2006

For the Governing Board
Urpo Sarala
Chair of the Governing Board

¹ OJ L 256, 1.10.2005, p. 63



**ADMINISTRATIVE RULES, COMMITMENTS
AND GUIDELINES
FOR ITS COURSES, SEMINARS AND CONFERENCES**

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1. INTRODUCTION

During 2003 the Governing Board adopted a proposal put forward by the Annual Programme Committee regarding “Principles and priorities for the CEPOL training activities”.

In 2003 the Governing Board also adopted a document put forward by the Learning Methods Working Group regarding the quality and standards for CEPOL training activities; called “Quality in 13 Questions”, also named “Q 13”.

Also in 2003 the Secretariat, in cooperation with the Management of Learning Committee, developed “Guidelines for CEPOL courses and seminars”, mainly to support the National Colleges and the course/seminar managers when implementing CEPOL activities.

In 2004 the Governing Board adopted a developed version of the “Guidelines for CEPOL courses and seminars” – nicknamed the “Course Package”.

In 2005 work started in order to develop the “Course Package”. As a result of this work a new document is proposed, called “Administrative Rules and Commitments for CEPOL Courses and Seminars”.

In 2006, the Governing Board adopted decision 30/2006/GB “LAYING DOWN ADMINISTRATIVE RULES, COMMITMENTS AND GUIDELINES FOR ITS COURSES AND SEMINARS AND REPEALING DECISION 20/2006/GB.

The decision has been amended two times in 2007 and once in 2008. With Governing Board decision 15/2009/GB, decision 30/2006/GB was amended with a new time line as a result of the development of the Course Managers’ Tool.

Amendments to 30/2006/GB were necessary in 2010 and 2011, following newly adopted procedures and developments and following the adoption of other relevant Governing Board decisions, 30/2006/GB was needed to be generally amended to be in compliance with the requirements of sound financial and administrative management, especially with justifications.

This decision also applies to symposia, workshops and all other gatherings aiming at learning and that are part of CEPOL’s Calendar of Courses, Seminars and Conferences.

Amendments to 30/2006/GB became necessary in 2013, following adopted procedures and developments in relation to the Work Programme, Grant Agreements and financial dispositions and the Secretariat’s introduction of funding and booking travel for participants.

In 2014 the Data protection directive (EC) No 45/2001 was incorporated into the decision and external participation was clarified in line with the agreements.

2. GENERAL INFORMATION

2.1 Background to the Administrative Rules, Commitments and Guidelines

CEPOL's core business is to organise learning activities for senior police officers within the EU Member States and to develop and support an effective learning environment.

CEPOL also organises seminars and courses for trainers and teachers as well as Exchange Programmes for senior officers and teachers.

An additional task is to develop Common Curricula to be implemented into National Training and to organise activities to support the implementation.

The main purpose of these rules and commitments is:

- to support the national managers of courses and seminars by presenting a tool for the preparation, implementation and evaluation of the courses;
- to develop quality assurance and to ensure a European approach to CEPOL courses and seminars.

2.2 Target Group for the Administrative Rules Commitments and Guidelines

The target groups of the document are mainly CEPOL National Contact Points, Course/Seminar/Conference Managers and Administrators/Assistants to Course/Seminar/Conference Managers, responsible for financial and administrative matters.

2.3 Common Quality Standards

CEPOL training and learning activities are based on agreed standards presented in the document Quality in 13 Questions – also called Q13.

Some of the questions are to be answered by the Governing Board (GB) when deciding about the courses and seminars:

- what is the problem – what is the need?
- who are the target group?
- is training/education the proper solution?
- what is the aim and what are the main objectives to be met in order to solve the problems or to fulfil the need?

Several of the questions are to be answered by the Preparatory Group and the Organiser of the activities:

- how to get the proper target group to attend?
- are the teachers and experts competent?
- will proper methods and material be used?
- is the content up-to-date and appropriate?
- will the learning environment be properly organised?

2.4 The Annual Work Programme

Yearly Calendar of Courses/Seminars/Conferences

The Governing Board adopts the Annual Work Programme in year n-2 and the list of activities in year n-1. The calendar with dates and organisers is distributed until the end of January of the year n.

The CEPOL National Contact Points are responsible for disseminating the calendar to their potential target groups within their national police forces/institutions.

2.5 Tasks of the Course/Seminar/Conference Manager

The Course Manager should keep the Secretariat informed on a regular basis about relevant matters concerning the course/seminar; e.g.:

- preparatory work (meeting and outcome, updated budget information, reports);
- curricula Work;
- programme and timetables;
- participants;
- experts' and teachers' (names, addresses, phone numbers)

2.6 Support by the Training Team

Training Team at the Secretariat can be contacted for questions regarding preparation, implementation and evaluation of courses, seminars and conferences as well as regarding the final reports and financial matters. Any communication regarding courses, seminars and conferences shall be sent to training@cepol.europa.eu and regarding financial matters - to coursebudget@cepol.europa.eu

2.7 Processing of Personal Data

Personal data will be processed pursuant to Regulation (EC) No 45/2001 of 18.12.2000 on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data.

2.7.1 General data protection principles

Personal data shall be:

processed fairly and lawfully;

collected for specified, explicit and legitimate purposes and not further processed in a manner incompatible with those purposes. Further processing of personal data for historical, statistical or scientific purposes shall not be considered incompatible provided that CEPOL provides appropriate safeguards, in particular to ensure that data are not processed for any other purposes;

adequate, relevant, and not excessive in relation to the purposes for which they are processed;

accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay; and

kept for no longer than necessary for the purposes for which the personal data are processed.

2.7.2 Sources of personal data

CEPOL shall only process personal data in line with the Privacy Statement which is available on the CEPOL public website (www.cepola.europa.eu).

2.7.3 Processing personal data

As necessary for the achievement of its objectives defined by Council Decision 2005/681/JHA of 20.09.2005, articles 5, 6 and 7, CEPOL shall process personal data only for the purposes of preparation, implementation and evaluation of CEPOL residential courses, seminars and conferences.

CEPOL provides the Data Subjects with at least the following information in the Privacy Statement:

- the identity of the Data Controller;
- the purpose of the processing operation for which the data are intended;
- the recipients or categories of recipients of the data;
- whether replies to the questions are obligatory or voluntary, as well as the possible consequences of failure to reply;
- the existence of the right of access to, and the right to rectify, the data concerning him or her;
- the legal basis of the processing operation for which the data are intended;
- the time-limits for storing the data; and
- the right to have recourse at any time to the European Data Protection Supervisor.

Personal data may be transferred either within CEPOL or to the recipients subject to Directive 95/46/EC, or to the NCPs and organisations with whom CEPOL has a cooperation agreement if it is necessary for the legitimate performance of preparation, implementation and evaluation of CEPOL residential courses, seminars and conferences. Personal data will only be transferred to recipients in third countries if an adequate level of protection is ensured in the country of the recipient or within the recipient international organisation and the data are transferred solely to allow tasks covered by the competence of the Data Controller (CEPOL) to be carried out.

Personal data of Data Subjects will be stored for a maximum period of 5 years.

2.7.4 Access to CEPOL information for audit purposes

For the purposes of safeguarding the financial interest of the EU, personal data may be transferred to internal/external audit services and the European Anti-Fraud Office (OLAF) upon their request.

2.7.5 Security of processing

CEPOL shall implement appropriate technical and organisational measures to protect personal data against accidental or unlawful destruction, accidental loss or unauthorised disclosure, alteration and access or any other unauthorised form of processing.

Data is stored only electronically within the CEPOL server and on LMS in restricted folders and can be accessed only by a limited number of staff requiring access in order to prepare, implement and evaluate the residential courses, seminars and conferences.

2.7.6 Right to rectification and erasure

Any Data Subject shall have the right to ask CEPOL to rectify personal data relating to him/her if they are incorrect and, where this is possible and necessary, to complete or update them.

Any Data Subject shall have the right to ask CEPOL to erase personal data relating to him/her, if they are no longer required for the purposes for which they are lawfully collected. CEPOL shall inform the Data Subject in writing without undue delay and in any case within three months that data concerning him/her have been rectified or erased.

Data Subjects shall have the right to consult with the CEPOL Data Protection Officer (dpo@cepol.europa.eu) and to have recourse at any time to the European Data Protection Supervisor (edps@edps.europa.eu).

3 FINANCIAL RULES

The following financial and reimbursement rules are applicable.

3.1 Grant Agreements

The Grant Agreements between CEPOL and its partners will be drawn up in accordance with the relevant terms of the Framework Partnership Agreements.

3.1.1 Amendments to Grant Agreements

If any changes to the Grant Agreements are required, a request must be immediately sent to the Secretariat via email to the functional email address: grants@cepol.europa.eu. The request will be assessed by the authorising officer on a case-by-case basis.

If an organiser at any stage becomes aware of a budget underspending, the Secretariat must be informed in writing to enable implementation of the budget.

3.2 Costs for courses/seminars/conferences

3.2.1 Costs for experts/trainers/lecturers/moderator/manager and administrator/assistant

3.2.1.1 Budget Item - Cost for accommodation and meals

As a general rule, the courses, seminars, and conferences are presumed to be arranged and accommodated at colleges or at a similar venue. The costs for accommodation at police colleges cannot exceed the EU hotel ceiling and the costs for meals at police colleges cannot exceed 75% of the daily allowance ceiling. Only in exceptional cases accommodation can be arranged at a hotel and only after prior authorisation has been obtained from the CEPOL Director.

In case the experts/trainers/lecturers/moderator/manager and administrator/assistant are accommodated in a hotel, the maximum expenditures that can be reimbursed are the following:

Hotel Accommodation	EU Ceiling relevant to the country where the event takes place.
Breakfast	15% of the Daily allowance relevant to the country where the event takes place.
Lunch (including beverages)	30% of the Daily allowance relevant to the country where the event takes place.
Dinner(including beverages)	30% of the Daily allowance relevant to the country where the event takes place.
Coffee/tea break	12.5% for the Daily allowance relevant to the country where the event takes place
<i>(Refer to template RG03 DSA/Hotel ceilings or Commission decision C(2008) 6215 final)</i>	

Costs for accommodation and meals for the trainers/experts/lecturers/moderator, manager and administrator/assistant, as well as costs for coffee, beverages are paid by the organiser and reimbursed by CEPOL.

In the case of a large event, such as a conference, meal costs for additional supporting staff will be covered.

The costs for the farewell dinner at the end of the activity, including drinks, cannot exceed maximum 1 ½ times the normal daily allowance rate for the evening meal per person.

Costs for invited guests for dinner (e.g. representatives of the ministries/academies) are permitted. Such invitations need to be documented in the submission's claim.

A proportional balance between beverage and meal consumption should be adhered to.

For the purpose of network building and learning opportunities, the cost for trainers/experts is calculated as arriving the day prior to and departing the day after the presentation in order to facilitate opportunities for participants to meet experts/trainers outside the training and support their network.

The regulations in the Cooperation Agreements / Memoranda of Understanding with EU bodies, agencies and organisations and with Interpol, contain a provision that these partners will bear their own costs have to be applied. As an exception these costs will be accepted if the attendance of such an expert is, 1) important to attain the objectives of the activity and 2) the sending organisation declares that due to financial constraints it is not able to cover these costs. A declaration must be signed using template CT15 and the Secretariat will then cover these costs.

Budget Item– Costs for travel

Travel by plane

Travel costs for economy and economy-flex tickets for experts/trainers/lecturers are paid by the organising institute/college and later reimbursed by CEPOL.

Business class tickets will not be reimbursed. Reimbursement for business class tickets will be done based on economy class fare.

Transfers to and from the airport in the country of origin shall not be reimbursed, except for external experts/trainers/lecturers.

Travel by train

Experts, trainers and lecturers are allowed to travel by train or car instead of by plane.

Travel by train shall be reimbursed on the basis of first-class travel by the shortest and most effective route.

The following expenses shall also be reimbursed: the cost of seat reservation, supplements for fast trains and supplements for accommodation in a single sleeper where the journey includes not less than six hours of night travel between 22.00hrs.and 07.00hrs. Transfers to and from the station in the country of origin shall not be reimbursed, except for external experts/trainers/lecturers.

Travel by car

Travel by car shall be reimbursed on the basis of a fixed kilometre allowance at €0.22 per kilometre, for the shortest and most effective route. Other expenses, like toll charges, parking fees, ferry crossing etc., can also be reimbursed after submitting the

corresponding supporting documentation. The reimbursement shall be done based on the vehicle log sheet which has to be completed and signed.

The sending organisation will submit a claim to the organising institute/college that will reimburse the sending organisation or the organising institute/college books the travel tickets directly.

All claims for reimbursements must be supplemented with the originals or certified copies of invoices, tickets, boarding passes or vehicle log sheets.

Travel costs for domestic experts, trainers and lecturers from the hosting country who do not belong to the organising police college can also be reimbursed based on the above principles.

The cooperation Agreements / Memoranda of Understanding with EU bodies, agencies and organisations and with Interpol, contain a provision that these partners will bear their own costs. Travel of an expert from the EU bodies and International organisation may be covered if the declaration as stipulated in article 3.2.1.1 section 9 is submitted.

3.2.1.2 *Budget Item– Fees/Salary compensation for training services*

Experts/trainers/lecturers, who are entitled to a fee/salary compensation, will be paid by the organising institute, which will be later reimbursed by CEPOL.

The fee/salary compensation has to be based on the training service agreement (CT09) between the organising institute and the expert/trainer/lecturer. A maximum of €75per hour can be paid.

Neither CEPOL nor the organising institute is responsible for taxation or insurance contributions of the expert/trainer/lecturer.

In exceptional cases, the CEPOL Director may approve higher fee/salary compensation.

The total costs of €450per day may only be exceeded with the prior approval of the CEPOL Director.

3.2.1.2.1 *CEPOL European Joint Master Programme [EJMP]*

University academics engaged in the implementation of the EJMP can receive a fee for direct lecturing, development of electronic material including coaching/advising/grading on assignments and the master thesis in line with the budget of the EJMP approved by the CEPOL Governing Board.

3.2.1.3 Summary of reimbursable costs for training staff (trainers, experts, lecturers, moderators, etc.)

Trainers, experts, moderators belonging to ⁹	Staff from Organising College ¹	Staff from a Supporting College	Contributing organisation from CEPOL Network ²	Contributing organisation: - based on Cooperation Agreement – other EU agencies /institution Commission	Organisation outside CEPOL network ³ or free-lancers	University academics implementing the CEPOL European Joint Master Programme
Prep. meeting						
Travel: (Aircraft, Train, car)	n	y	y	n	y	y
Meals and accommodation	y	y	y	n	y	y
Local transport at place of the meeting	y	y	y	n	y	y
Course						
Travel (Aircraft, Train, car)	n	y	y	n	y	y
Local transport Station / Airport country of origin	n	n	n	n	n	n
Meals and Accommodation	y	y	y	n	y	y
Fees / Salary Compensation	n	n	n	n	y	y
Local transport at place of the activity	n	y	y	n ⁴	y	y

¹ This includes the course manager and one assisting person.

² Network of CEPOL's governance (e.g. working groups)

³ Outside network of CEPOL colleges (e.g. police organisation, private organisations, etc.)

⁴ No objections against combined transport

3.2.2 Costs for participants

3.2.2.1 *Budget Item– Costs for accommodation and meals*

Article 3.2.1.1 is applicable

The budget calculation is based on arrival the day prior to the start of the activity and on departure late afternoon during the last day of the activity. A course/seminar/conference day is calculated for 6-8 lessons including working groups, discussions, case studies etc.

3.2.2.2 *Costs for travel for participants of CEPOL courses, seminars and conferences*

Costs for travel for participants of CEPOL courses, seminars and conferences

CEPOL will provide a return flight ticket to participants from EU and Candidate Countries confirmed by a course manager from an airport near to their place of service, to an airport near to where the course, seminar or conference takes place. In case a participant is posted outside the EU or Candidate Country CEPOL will provide a return ticket from an airport within the boundaries of an EU/Candidate Country, to an airport near to where the course, seminar or conference takes place. Tickets are issued without travel insurance. CEPOL waives any responsibility for any claim relating to the booked flight.

The travel of a national participant attending a CEPOL activity will generally not be covered by CEPOL budget. If the distance from the participants' place of duty and the activity venue exceeds 300 km, the travel can be covered.

A confirmed list of participants and the individual participants' registration/travel form shall be submitted by the course organiser as soon as possible but no later than 4 weeks prior to the official start date as determined in the organiser's confirmation letter.

Flight tickets will be booked in economy class or equivalent, at the lowest available rates, taking into account the start and end times of the activity. Reimbursement of any flight costs to Member States, deviations from the routing and extensions of the journey time shall not be permitted under any circumstances. CEPOL no longer requires copies of boarding passes for any flights booked directly by the Secretariat

The registration/travel form (CT14) provided by CEPOL must be used and shall include information such as full name of participant, passport and/or ID card details, email and postal address of the traveller. If names are provided incorrectly, the cost of a purchased ticket will be requested /reimbursed via a recovery order.

In the event that a Member State has nominated more than one participant, an organiser will be able to accept these participants if other countries have not nominated participants (ref section 4.5). If nomination requests exceed the number of participants as indicated in the Grant Agreement and the organising country is able to implement the activity with a higher number of participants, the Secretariat must be contacted in order to determine if an amendment of the existing Grant Agreement is required and equally to identify if further budget is available to accommodate an increase in travel costs. Any Increase in the number of participants is subject to a decision of the Secretariat.

If a participant's attendance is cancelled for reasons other than the cancellation of an activity, or illness/serious emergencies within the participants' immediate family, or any unforeseen external urgency, the cost of the purchased ticket will result in a recovery

order being issued to the sending institution. In the meaning of this article “external” is an authority outside the ministry/service of the participants. If the participation is cancelled due to matter of national security or national calamity a recovery order may not be issued. Documentary proof must be sent to CEPOL to substantiate the participant’s non-attendance to the training activity.

In exceptional cases and if it is possible for CEPOL’s travel supplier to accommodate tickets:

a) travel by rail instead of by air can be allowed. A request containing the reasoning needs to be described in the registration/travel form. The provision regarding travel by rail, laid down in article 3.2.1.2 applies;

b) travelling using the combination of rail and air can be arranged by CEPOL in case this results in substantial lower costs. A potential inconvenience for the traveller will be taken into account.

If the travel supplier of CEPOL is not able to provide rail tickets, it is then possible for tickets to be purchased by the participant and this purchase will be reimbursed by CEPOL via the participant’s sending organisation. Reimbursement claims should be submitted within 4 weeks to CEPOL by the participant’s sending organisation. The claim should be supplemented with the original invoice and tickets or certified copies.

In exceptional cases and by prior approval of the Secretariat, travel by car can be allowed. Travel by car shall then be reimbursed on the basis of a fixed kilometre allowance at €0.22 per kilometre, for the shortest and most effective route. Other expenses, like toll charges, parking fees, ferry crossing etc., can also be reimbursed after submitting the corresponding supporting documentation. The reimbursement shall be done based on the vehicle log sheet which has to be completed, dated and signed.

The sending organisation must within 4 weeks of the travel submit a claim to CEPOL.

All claims for reimbursements must be supplemented with the originals or certified copies of invoices, tickets, boarding passes or vehicle log sheets.

3.2.3 Costs for Lessons

3.2.3.1 Budget Item – Costs for Preparatory Group Meetings

If included in the awarded Grant Agreement, a face-to-face Preparatory Group Meeting (PGM) can be implemented if there is a need to prepare for the activity. Respecting the principles of sound financial management, the PGM should be considered to be organised through the Learning Management System or any other means of distance communication.

The costs for travel (economy class) and accommodation for one person from each supporting college are covered by CEPOL. Articles 3.2.1.1 and 3.2.1.2 shall apply.

If the preparatory meeting takes place in a hotel, the maxima as mentioned under 3.2.1.1 shall apply.

CEPOL will also cover meeting costs; coffee, beverages and cost for meeting room (when hotels are used) and local transport in the organising country up to a maximum of €60 per participant.

In case the venue for the preparatory meeting is a college and the distance between the airport and the college results in costs for local transport that exceed €60 per participant, a higher maximum can be authorised by the CEPOL Director.

3.2.3.2 *Budget Item – Costs for Interpretation and Rental of Technical Equipment for Interpretation*

Costs for the interpretation are reimbursed by CEPOL to a maximum of €1,500 for full-time interpretation/day for two interpreters (English and a second language).

The cost for rental of technical equipment for interpretation is calculated to an average of €750/day and to a maximum of €3,000 per week.

In exceptional circumstances, the CEPOL Director may approve a higher expenditure than these maxima at the occasion of establishing the Grant Agreement.

3.2.3.3 *Budget Item – Costs for Lecture and Research Material*

Costs for Lecture and Research Material will be reimbursed by CEPOL for following:

- lecture material;
- translation of documents;
- external meeting rooms (when the venue is not a college);
- rental of technical equipment (computers, projectors etc.);
- study visits;
- stationery;
- printing;
- photographs, CD-Roms, etc.;
- posters / displays.

3.2.4 Other Costs

3.2.4.1 *Budget Item– Organisational Costs*

In cases where the course organiser, due to the national legal regulations cannot be directly reimbursed by CEPOL and needs to use the service of a foundation or service provider for the implementation of the activity, a reimbursement for costs related to this service up to 7 % of the total eligible costs, can be granted.

This needs to be declared in the Grant Agreement financial section.

In exceptional circumstances, the CEPOL Director may approve a higher expenditure of organisational costs.

Noneligible costs:

- gifts / farewell presents; and
- staff costs.

3.2.4.2 *Budget Item – Local Transport*

For local transport to/from airports/stations, CEPOL will reimburse a maximum of €60 per participant against a specified invoice. In case the venue of the course, seminar, or conference is a college and the distance between the airport and the college results in costs for local transport that exceed €60 per participant, a higher maximum can be agreed by the CEPOL Director. If transported by bus/car between the hotel and the venue for the activity, CEPOL will reimburse the costs up to €300/day.

If an organiser provides local transportation for participants, the reimbursement shall be done based on an invoice justified with the vehicle log sheet completed, dated and signed.

Costs will be covered for bus transportation to a dinner if necessary.

3.2.5 Pre-financing request – Advance Payment, Financial Report, Reimbursement

3.2.5.1 *Pre-financing request – advance payment*

At the occasion of submitting an application for a grant agreement, the applicant can indicate the request for an advance payment. The pre-financing can be awarded up to 75% of the total reimbursable costs.

Any change in the legal entity and/or in the bank account, must immediately be reported and the completed Legal Entity and Financial Identification Form with supporting documents shall be sent first to the functional mailbox grants@cepol.europa.eu and by post.

Payments shall be made to the partner's bank account or sub-account as already supplied to CEPOL Secretariat, denominated in Euros. However, the organiser may ask for payment in their local currency.

All non-EURO transactions shall be carried out by using the monthly exchange rate issued by Commission's Accounting Officer (Inforeuro rate).

3.2.5.2 *Financial Report*

Within ten weeks after the activity, the Course Manager shall send a complete Financial Report to the CEPOL Secretariat. According to article 1 of Governing Board decision 34/2010/GB, no reimbursement shall take place on claims received after the cut-off date.

The report shall include all original invoices, tickets and boarding passes. If an original invoice or an original boarding pass cannot be provided, a certified copy that is in accordance with the requirements as stated in Article 10 (definition of certified copy) will be accepted.

Signed declarations regarding the contribution of 5% in kind shall be enclosed to the financial report in original or certified copy.

A final list of participants, experts/trainers/lecturers, moderator, manager, administrator/assistant and any other organising team participating at dinners/farewell dinner shall be attached to the financial report. These lists need to be signed by each participant, expert/trainer/lecturer, moderator, manager, administrator/assistant and any other organising team and be submitted in original or certified copy to the CEPOL Secretariat.

The Course Manager shall arrange an English translation of headlines of all relevant invoices where applicable.

3.2.5.3 *Reimbursement from CEPOL*

Payments shall be made to the partner's bank account or sub-account as already supplied to CEPOL Secretariat, denominated in Euros. However, the organiser may ask for payment in their local currency.

All non-EURO transactions shall be carried out by using the monthly exchange rate of the Commission's Accounting Officer (Inforeuro rate).

Payments shall be made according to EU Financial Regulation⁵ Article 92 / Rules of application 111 within:

60 calendar days for all other delegation agreements, contracts, grant agreements and decisions for which payment depends on the approval of a report or a certificate.

Cash allowances in lieu of meals are not reimbursable.

⁵ Regulation no. 966/2012 of the European Parliament and of the Council of 25 October 2012

4 TIMETABLE FOR PREPARING AND ORGANISING COURSES/SEMINARS/CONFERENCES

4.1 Course/Seminar/Conference Descriptors

The course/seminar/conference descriptors shall be submitted to the CEPOL Secretariat via the CEPOL National Contact Points or the Manager, at the latest 1 month prior the quarter of implementation of the activity.

4.2 Appointment of Course/Seminar/Conference Managers

Course/Seminar/Conference Managers shall be appointed by the Course Organisers and the information shall be forwarded by the National Contact Point to the CEPOL Secretariat, at the latest 1 month prior the quarter of implementation of the activity.

Responsibilities of the Manager

The Manager is responsible for the:

- preparation;
- implementation;
- evaluation; and
- reports

Chair of the Preparatory Group

As a principle, the Manager chairs the Preparatory Group.

Cooperation with the CEPOL National Contact Point

The Manager should work in close cooperation with the CEPOL National Contact Point.

The CEPOL National Contact Point is responsible for informing the Manager about guidelines and commitments for CEPOL activities. It shall also inform about procedures and general responsibilities of a Course Manager.

4.3 Preparatory work

4.3.1 Learning Management System (LMS)

CEPOL Secretariat creates every calendar year's course/seminar/conference images on the LMS of e-Net where relevant documents will have been added. Course Managers shall register on e-Net via www.cepola.europa.eu, liaise with their National e-Net Manager who can approve their e-Net registration and assign them to the 'course' on LMS. If Course Managers do not have access to a National e-Net Manager, they can liaise directly with lms@cepola.europa.eu.

Considering the value-added towards both administration and the learning process, using the LMS is highly recommended.

4.3.2 Request for advanced payment

After the Grant Agreement had been signed by both parties, and, if applicable advance payment will be made within three weeks after signing by both parties if indicated at the occasion of submitting the application for the grant.

4.3.3 Preparatory Group Meeting (PGM)

15 weeks prior to the activity, the Course Manager shall send the Preparatory Group Meeting invitation to the National Contact Points of the supporting countries, the CEPOL Secretariat and to relevant external bodies and EU agencies, including the:

- Course Descriptor,
- Registration Form
- Travel request
- Preparatory Group Reimbursement,
- Agenda

12 weeks prior to the activity, the Preparatory Group shall meet to prepare and plan the activity in detail. Outcomes of the Preparatory Group Meeting shall include a:

- Course Curriculum,
- meeting outcome report,
- signed Preparatory Group participant list,
- Course/Seminar/Conference Programme.

The Course Manager shall send the preparatory group meeting outcome report to the supporting countries and the CEPOL Secretariat, as well as to contributing external bodies and EU agencies.

4.4 Invitations to the courses/seminars/conferences

4.4.1 Invitation to MS to nominate participants

12 weeks prior to the activity, the Course Manager shall distribute an invitation to all Contact Points including those in other countries and organisations with whom CEPOL has a cooperation/working agreement, asking them to nominate participants with a copy to the CEPOL Secretariat, including a:

- Course Curriculum,
- Course/Seminar Programme,
- Information on Logistics,
- Invitation Response Form

- Registration/travel Form

Contact Points are to be requested to submit the completed registration/travel forms together with the invitation response for the nominated participants.

4.4.2 Invitation to experts/trainers/lecturers

12 to 10 weeks prior to the activity, the Course Manager shall distribute an invitation to trainers/experts/lecturers with a copy to their National Contact Point and the CEPOL Secretariat, including:

- Trainers' professional background;
- Final Course Curriculum;
- Course/seminar Programme;
- Information on Logistics;
- Recommendations for Trainers;
- Recommendations for Lecturers.

4.4.3 Activity reminder

8 weeks prior to the activity, the Course Manager shall send a reminder to all National Contact Points of those Member States, who have not responded to the invitation.

The reminder shall include:

- Invitation to National Contact Points to nominate participants;
- Invitation Response Form;
- Registration/travel Form.

4.5 Apologies and nomination overview participants

6 weeks prior to the activity, invitation responses shall be received from all Member States (including those not nominating participants). The Course Manager shall finalise the nomination overview list and send a copy via email to training@cepol.europa.eu

Note:

In general, all Member States have one seat available at each course/seminar unless the activity for pedagogical reasons is limited to fewer.

If a seat is not used, the seat can be given to any other Member State.

A maximum of three participants from the same country can participate in the same course. Further participants coming from the same country can only be accepted after prior approval of the CEPOL Director.

4.6 Finalisation of trainers' list

6 weeks prior to the activity, responses shall be received from trainers, experts and lecturers. The Course Manager shall finalise the trainers' list. Trainers/experts/lecturers cannot be at the same time participants. The number of trainers/experts/lecturers shall be decided according to the principle of sound financial management.

4.7 Cancellation / Postponement

5 weeks prior to the activity, following the receipt of invitation responses, a decision shall be taken regarding cancellation or postponement of the activity before any confirmation letters are issued. In case the maximum number of participants is not reached, the nomination overview shall be sent to training@cepol.europa.eu. Decision regarding postponement or cancellation can only be made by the CEPOL Director. Following Governing Board Decision 33/2010/GB, courses, seminars and conferences that are not implemented in the scheduled calendar year shall not be postponed to the next year, unless in a situation of force majeure, subject to the approval of the CEPOL Director.

In case a request for the approval of a cancellation or postponement is sent to the Director, the course organiser shall immediately inform all partners involved in the delivery of the activity, especially those partners as mentioned under Article 4.9 involved in the delivery of the activity.

In case of a cancellation or postponement, the partners mentioned in article 4.10 (3) will be reimbursed for the cost of booked flights, on the condition that the booking did not take place earlier than 4 weeks prior to the activity and provisions of Article 4.10 (2) do not apply.

In case of cancellation and if the organiser, supporters or any other applicants have had any costs related to the cancelled activity, CEPOL will reimburse costs according to the financial rules.

The CEPOL Secretariat will inform all relevant parties of the decision and amend the activity in the calendars and on LMS.

4.8 Confirmation Letter Participants

5 weeks prior to the activity, a participant confirmation letter (Optional Form: OF12) shall be sent by the Course Manager to the selected participants and to the CEPOL Secretariat (training@cepol.europa.eu) together with the information on logistics (Optional Form: OF09), final course/seminar programme (Optional Form: OF06), participant's profile and expectations (Optional Form: OF14) and participant's and line manager's list (without line managers' details) (Compulsory Template: CT07).

Contact Points must receive a copy of the confirmation letter related to the participants accepted from his/her country together with a list indicating the number of participants per country that has been accepted.

The course organiser must collect all the participants' registration forms and ensure that following the dead-line, all participants on the participant list, have submitted the form. The organiser must then send all registration forms and the list of participants as soon as possible to the Secretariat support team using the following email address; support-team@cepol.europa.eu. The Secretariat will commence booking the travels for the participants and when a travel is booked the Secretariat will send the ticket directly to the participant. The organiser as well as the NCP of the sending country will receive a copy of the travel details.

4.9 Confirmation Letter to Experts/Trainers/Lecturers

5 weeks prior to the activity the Course Manager shall send to the trainers/experts/lecturers a confirmation letter (Optional Form: OF17) together with the participants and line managers list (without line managers' details) (Compulsory Template: CT07), trainer list (Compulsory Template: CT08), information on logistics (Optional Form: OF09), experts/trainers agreement (Compulsory Template: CT09), experts/trainers travel request form (Optional Form: OF18), experts/trainers reimbursement form (Optional Form: OF19) and the participants course/seminar evaluation (Compulsory Template: CT10). CEPOL Secretariat (training@cepol.europa.eu) should be carbon copied (cc). The travel tickets for trainers/experts shall be booked as soon as possible after receipt of the travel request form cf. 3.2.1.

4.10 Booking of tickets for experts/trainers/lecturers

(1) 5 weeks prior to the activity, the organiser shall book the tickets for the selected lecturers and teachers (in case the teachers/trainers/experts are not known by name at that time, it is acceptable that ticket bookings are made 4 weeks prior to the course/seminar/conference at the latest).

(2) If a cancellation or postponement is foreseen, the purchase of tickets should be postponed until the decision as referred to in Article 4.7 has been taken.

(3) The cooperation Agreements / Memoranda of Understanding with EU bodies, agencies and organisations and with Interpol, contain a provision that these partners will bear their own costs. They therefore will book the flights for their trainers/experts. Travel of an expert from the EU bodies and International organisation may be covered if the declaration as stipulated in article 3.2.1.1 section 9 is submitted.

4.11 Preparation using Learning Management System (LMS)

If applicable, Course Managers shall assign the participants and trainers to the course in the Learning Management System (LMS) of CEPOL's e-Net.

4.12 News release

The Manager shall prepare a news release (Recommended Guidelines: RG07) about the activity for CEPOL's website. The news release shall be sent via email to communications@cepol.europa.eu at the latest one week after the activity.

4.13 Signed lists of participants/line managers and experts/trainers/lecturers and organising team

At the latest one week after the activity, the Course Manager shall send the final participants and line managers list and the final experts/trainers/lecturers list (Compulsory Template: CT07 and Compulsory Template CT08) to CEPOL Secretariat email via email to training@cepol.europa.eu. The signed versions of the lists shall be converted into pdf format and also submitted via email to training@cepol.europa.eu. The originals or certified copies of the signed lists shall be attached to the financial report.

4.14 Training Report

At the latest 6 weeks after the activity, the Course Manager shall send the organiser's training report (Compulsory Template: CT13) to CEPOL Secretariat (evaluation@cepol.europa.eu). The training report shall include the participants course/seminar evaluation (Compulsory Template:

CT10) **either** inputted into the tool for compulsory evaluation (Compulsory Template: CT12) **or** if the evaluation was done on LMS, attach the excel sheet exported from LMS. The trainer/expert feedback (Compulsory Template CT11) **either** added to the tool for compulsory evaluation (Compulsory Template CT12) **or** if the trainer/expert feedback was done on LMS, attach the excel sheet exported from LMS. Also included with the training report shall be the course programme (Optional Form: OF06) and course curriculum (Compulsory Template: CT03). Course Managers may, if they wish, also include the participants' daily feedback (Optional Form: OF24) inputted into the tool for optional evaluation (Optional Form: OF25) and organiser's additional reflections and observations

4.15 Financial report

Within 10 weeks after the activity, the Course Manager shall send a completed and signed Financial Report via post (Compulsory Budget: CB18) to CEPOL Secretariat (Article 3.2.5.2 shall apply). This report shall include in original: contribution in kind with salary costs (OF 27) and organisers training report (CT13) together with documents mentioned under item 4.13.

4.16 Reimbursement

CEPOL Secretariat shall reimburse the claimed eligible costs to the organising institute.

(Article 3.2.5.3 shall apply)

4.17 Overview of Templates

CT01	COURSE DESCRIPTOR
CT02	COURSE MANAGER'S APPOINTMENT
CT03	COURSE CURRICULUM
CT04a	PREPARATORY GROUP MEETING REPORT
CT04b	PREPARATORY GROUP MEETING PARTICIPANT'S SIGNATURE LIST
CT05	INVITATION RESPONSE
CT06	CANCELLATION OR POSTPONEMENT
CT07ab	FINAL PARTICIPANT'S& LINE MANAGER'S LIST / SIGNATURE LIST
CT08ab	FINAL EXPERT/TRAINER LIST / SIGNATURE LIST
CT09	EXPERT/TRAINER AGREEMENT
CT10	PARTICIPANT'S COURSE/SEMINAR EVALUATION
CT11	FEEDBACK FROM EXPERTS/TRAINERS
CT12	TOOL FOR COMPULSORY EVALUATION
CT13	ORGANISER'S TRAINING REPORT
CT14	PARTICIPANT'S REGISTRATION/TRAVEL FORM
CT15	DECLARATION

CB14	ESTIMATED COSTS
CB16	N/A
CB18	FINANCIAL REPORT
CB19a	LEGAL ENTITY – PUBLIC ORGANISATION
CB19b	LEGAL ENTITY – INDIVIDUAL
CB19c	LEGAL ENTITY – PRIVATE COMPANY
CB20	FINANCIAL IDENTIFICATION
OF01	TIMELINE AND CHECKLIST
OF02	PREPARATORY GROUP MEETING INVITATION
OF03	PREPARATORY GROUP MEETING TRAVEL REQUEST
OF04	PREPARATORY GROUP MEETING REIMBURSEMENT
OF05	PREPARATORY GROUP MEETING AGENDA
OF06	COURSE/SEMINAR PROGRAMME
OF07	PREPARATORY GROUP MEETING REGISTRATION
OF08	INVITATION TO MEMBERS STATES TO NOMIINATE PARTICIPANTS
OF09	INFORMATION ON LOGISTICS
OF10	REMINDER
OF11	NOMINATION OVERVIEW
OF12	PARTICIPANTS' CONFIRMATION LETTER
OF13	N/A
OF14	PARTICIPANT'S PROFILE AND EXPECTATIONS
OF15	EXPERTS/TRAINERS' INVITATION LETTER
OF16	EXPERTS/TRAINERS' PROFESSIONAL BACKGROUND
OF17	EXPERTS/TRAINERS' CONFIRMATION LETTER
OF18	EXPERTS/TRAINERS' TRAVEL REQUEST FORM
OF19	EXPERTS/TRAINERS' REIMBURSEMENT FORM
OF20	WELCOME LETTER
OF21	PARTICIPANTS' CERTIFICATE
OF22	EXPERTS/TRAINERS' APPRECIATION LETTER
OF23	PARTICIPANTS' PERSONAL REFLECTIONS
OF24	PARTICIPANTS' DAILY FEEDBACK
OF25	TOOL FOR OPTIONAL EVALUATION

OF26	ORGANISERS' ADDITIONAL REFLECTIONS & OBSERVATIONS
OF27	CALCULATION MODEL 5% IN KIND
RG01	COURSE MANAGER RECOMMENDATIONS
RG02	BUDGET INSTRUCTIONS
RG03ab	HOTEL CEILINGS & DAILY ALLOWANCES
RG04	RECOMMENDATIONS FOR TRAINERS
RG05	RECOMMENDATIONS FOR LECTURERS
RG06	GUIDE TO COURSE EVALUATION
RG07	NEWS RELEASE FOR CEPOL WEBSITE
RG08	NATIONAL NEWS RELEASE
AI01	N/A
AI02	N/A
AI03	CEPOL AWARENESS PRESENTATION
AI04	EU AWARENESS PRESENTATION
AI05	EVALUATION PRESENTATION
AI06	POST-COURSE EVALUATION INFORMATION
AI07	N/A

CT = COMPULSORY TEMPLATE

CB = COMPULSORY BUDGET

OF = OPTIONAL FORM

RG = RECOMMENDED GUIDANCE

AI = ADDITIONAL INFORMATION

5 EVALUATION – SURVEY AND FEEDBACK PROCESSES

5.1 A written survey about “Expectations” to be send out before

One week prior to the activity, the Course Manager shall prepare the evaluation forms for the participants, expert/trainers feedback forms and if applicable the daily feedback.

Such an “Expectation Survey” gives the participants an opportunity to present his/her views and expectations of the course/seminar prior to the start but is also a tool for self-evaluations.

Possible questions to be asked:

- **Why** are you *attending* the course/seminar?
- **Who** *nominated* you to the course/seminar?
- **Who** *appointed* you to participate in the course/seminar?
- **What** are *your expectations*?
- **What** are the *expectations of your line manager* who agreed to let you attend?

5.2 Daily oral feedback during the activity

The learning opportunities should be *evaluated* by the *participants* and the *trainers*.

A feedback process regarding the performance, methods used and material shall take place giving the participants an opportunity to present their views, feedback and time for questions/clarifications.

Such a feedback discussion will last around 15-20 minutes.

Important topics to be commented are:

- Did you learn anything *new* yesterday?
- Did the *teachers and experts* perform well, content and learning methods?
- Were the *documents*, material and hand-outs useful?
- Were the logistics good?

5.3 Written evaluation the last day

A written evaluation regarding the *organisation, environment/accommodation, logistics* as well as the *content* and *training* shall take place in the end of the course/seminar.

5.4 Pre-course expectations

The Manager shall invite the participants to reflect on the **pre-course** expectations and to what extent the course has met these expectations.

5.5 Cascading and information plan

During the course/seminar *it should be suggested that all participants should work out a draft personal cascading plan* for workplace information when returning to work after the course or seminar.

If possible, the draft plan should be presented during the last day of the course/seminar.

Important topics for the Plan are:

- How to use the new knowledge in your *work place*?
- How to continue the contacts and communication *within the network* with your course/seminar colleagues?
- How are you planning to *cascade* the new information?
- Which information and new knowledge will you *provide your line manager* and *colleagues* with?

5.6 Post-course evaluation

3–6 months after the activity, a post-course evaluation form shall be distributed by the CEPOL Secretariat to participants.

The gathering of evaluation data shall be based on self-evaluation and uniform instruments.

6–8 months after the activity, the CEPOL Secretariat shall summarise the post-course evaluation and send the summary to the Course Managers for comments.

8–9 months after the activity, the Course Manager is invited to comment on the post-course evaluation summary and send comments/remarks to the CEPOL Secretariat.

9 months after the activity, the post-course evaluation summary and the Course Manager comments shall be posted on the e-Net, with restricted access only for the Course Manager and future course organisers.

6 KEY WORDS AND DEFINITIONS

The following definitions of frequently used terms should be viewed as applicable in the CEPOL context. The definitions may not cover all aspects in the field of individual national training systems.

6.1 Activity related terms

Education

A process and a series of activities which aim at enabling an individual to assimilate and develop knowledge, skills, values and understanding that are not simply related to a narrow field of activities but allow a broad range of problems to be defined, analysed and solved.

Education usually provides more theoretical and conceptual frameworks designed to stimulate analytical and critical abilities.

Training

Training is a process of gaining knowledge, skills and attitudes, which are needed to perform specific tasks. Training is a planned and systematic effort to modify or develop knowledge/skill/attitude through learning experience, to achieve effective performance in an activity or range of activities. Its purpose in the work situation is to enable an individual to acquire abilities in order that he or she can perform a given task or job

Basic training

Basic training usually consists of initial vocational training to acquire knowledge, skills and attitudes and behaviour, which are required for the fulfilment of the task of a law enforcement officer at a specific level, normally concluding with an examination and a certificate.

Continuation training (= further training)

Continuation training is supplementary to basic training. It could include:

- *specialist training: i.e. focusing on a specific area, subject or issue;*
- *refresher training: i.e. updating or enhancing knowledge or skills in a particular area;*
- *information gathering on the occasion of specific operational events (e.g. international sport events, international summits, violent demonstrations);*
- *preparation for new functions;*
- *training to cascade knowledge, skills and attitudes;*
- *training to improve professional competence;*
- *training to familiarise officers with new developments (eg; management, leadership, IT-techniques, training methods, European institutions, European regulations and rules).*

This list is not exhaustive.

Course

A training programme on a particular topic by means of learning/teaching activities like a specified number of lessons, lectures, practical exercises, study visits, discussions, group work, assignments to be studied, etc.

Seminar

Seminar is a meeting for an intensive exchange of knowledge, experience or views on a specific topic for the encouragement and improvement of co-operation. It is discussion focused upon an expert(s) presentation(s), project report, or paper(s).

Module

An independent unit or subject that is part of an additive group or total activity, that is applicable to teaching, learning or development activity.

Conference

A large official meeting which may last several days and at which people with the same or similar work or interests come together to enhance their knowledge, experience, views and understanding.

Exchange programme

Exchange Programme is an international programme for exchange and secondment of senior police officers and training professionals in the context of training.

6.2 Institutional / organisational terms**Police training institute**

Police training institute is an authority/organisation for the initial, further and continuation of training of police staff. This can be a police college, a police academy or a governmental authority that organises police training and may be involved in police research.

Police College

A police college is a training institute that is responsible for the education, training and/or development of police staff and may operate as the equivalent of a university. Such an institution usually focuses on the vertical career development of police officers and may be involved in police research.

Police Academy

A school specialised in police training on different levels in the different countries.

Organiser - Organising institute/College

The college or institute that is responsible for organising a training activity (independent of the location).

Supporter - Supporting Institute/College

The college or institute which supports the organising institute in the preparation, implementation and evaluation of the training activity with the purpose of achieving a European approach

National Contact Point

The contact point (postal and electronic address) in each country. The full list of contact points can be found on the CEPOL website under contacts.

Preparatory Group

A group consisting of the organiser and the supporter and working on the joint preparation, implementation and evaluation of a training activity

6.3 Terms related to persons involved in training activities

Participant

A participant is any person who is taking part in a training activity of CEPOL, normally a senior police officer, with regard to Article 7(a, b, c) of Council Decision 2005/681/JHA.

Trainer

Any person who teaches or educates police officers to perform effectively in their police role.

Lecturer

Any usually academically qualified person or expert who gives a lecture.

Expert

Any person with a high degree of competence, skills or experience in a particular area, who may not be academic, but can be quite a respected practitioner

Moderator

Any person who oversees the discussion process and encourages effective interaction

Organising Staff

Course/seminar/conference Manager and Administrator/Assistant to Manager

Any person, appointed by the organising college to be responsible for the design, planning, organisation and management of a training course or seminar or conference (normally also chairing the Preparatory Group).

National e-Net Manager

Any person appointed in a particular country in charge of coordinating the activities on e-Net.

6.4 Other terms

Guidelines

Recommendations for procedures and activities which should be followed (Q13, etc.)

Rules

Binding decisions which have to be followed (e.g. budget, financial regulation, annual programme, rules of procedure).

Target group

Any particular group of law enforcement officers appropriate to participating in a training activity

Evaluation

The process of gathering information which allows decisions to be made about the selection, modification, merit and/or worth of particular training activities

Evaluation might focus upon the aims of the course and whether they have been achieved, or the process of the course (structure and methods) and how it has been received, or the products of the course and the extent to which they are able to perform what is required of them.

Competence

There is still considerable debate in the academic arena about the definition of “competency”.

A competency can be described as a certain degree of effective performance of a task or role with a certain degree of natural ease. This performance is based on acquired knowledge and skills.

Competencies are not the tasks of the job – they are what enable people to do the tasks – the “how” rather than the “what”.

Another useful definition for the term competence:

- 1) the level of knowledge, skills and attitude, necessary to perform work efficiently, according to the standards accepted by a profession or occupation at a given time;
- 2) the ability to perform at an agreed level of proficiency, consisting of knowledge, skills, attitudes and professional values

Invoice:

A bill issued by one who has provided products and/or services to a customer.

For an invoice to be in compliance with the EU Financial Regulation, it should contain the following information:

- date of issue,
- sequential number,

- VAT identification number,
- name and address of the taxable person and customer,
- quantity and nature of goods supplied / services rendered,
- date on which supply/services were completed,
- the taxable amount,
- VAT rate applied, and the
- cc amount payable.

Certified copy:

A hard copy of a document containing the text: 'Certified Copy' and the date, name and signature of the certifying authority.

Any certified copy provided as a requirement for reimbursement, should in addition contain the following text: 'the original document cannot be provided and reimbursement will not be received from any other source.'