

**Outcomes of Proceedings of the
8th Onsite CEPOL Management Board Meeting
17-18 May 2022, Lyon, France
Chair: Mr. Philippe DURAND**

ITEM 1. Welcome by the Chair

Presenter : Mr. Philippe DURAND, MB Chair
Took the Floor : -

The **Chair** welcomed Ms. Martine COUDERT, Director of the École Nationale Supérieure de la Police (ENSP); Mr. Emmanuel MIGLIERINA, Head of sub directorate, DCIS; Mr. Olivier ONIDI, Deputy Director-General for security - DG HOME; and all the delegates and guests to the 8th Management Board meeting.

ITEM 2. Welcome by the Presidency

Presenter : Ms. Martine COUDERT, Director of ENSP; Mr. Emmanuel MIGLIERINA, Head of sub directorate, DCIS
Took the Floor : -

In her welcoming speech, **Ms. Martine COUDERT, Director of ENSP** congratulated the organisers for hosting the Management Board in Lyon, which is the cradle of the scientific police, while its agglomeration hosts the national service of the scientific police, the headquarters of an international police organization (INTERPOL), as well as the National School of Police (ENSP).

Regarding the role and challenges of CEPOL, she underlined that the action of internal security forces requires a high level of skills, and the development of innovative solutions to current and future security challenges, especially in times when the war returns within the European continent. Thus, an expanded training offer relating to topical areas, such as the fight against terrorism and extremism, cybercrime, and emerging forms of crime is able to contribute to an ever better response together, including with Third States, to the stakes of our security.

Representing the National gendarmerie, **Mr. Emmanuel MIGLIERINA, Brigadier General, Deputy Director Europe at Ministry of the Interior** also welcomed the Management Board. In his speech, he emphasised CEPOL's achievements, in particular during the pandemic, when the Agency had to rethink its training offers, and develop effective online training tools. CEPOL certainly has a potential for development and innovation that will strengthen its position as a reference platform in terms of training in the European law enforcement landscape. He also stressed, that, beyond the Presidency of the Council of the European Union, the Gendarmerie would continue its commitment alongside CEPOL by participating in the promotion of the agency at national level, also by helping to provide quality expertise and by enabling a greater number of staff to attend the training offered by the agency.

ITEM 3. Adoption of the Agenda

Presenter : Chair
Took the Floor : -

The **Chair** reported about two proxy votes (from Portugal and Sweden), given to the MB Chair. Regarding the voting procedure he explained that including the proxy votes all 27 Members are represented, i.e. the total number of eligible votes is 27. He recalled that following the request of the Commission, a new AOB item was added (Item 10.3) to the draft Agenda and based on the

preparatory meeting of the previous day the discussion of item 6.1 and 6.2 would be swapped with 8.2, 8.3 and 9.1 in order to better support the voting procedure.

Finally, the **Chair** invited Voting Members to vote on the draft Agenda.

Voting results: In favour: 27 members; Against: 0; Abstained: 0

Conclusion: The MB adopted the draft Agenda.

ITEM 4. Announcements

ITEM 4.1 Announcement by the European Commission

Presenter : Mr Olivier ONIDI, DDG HOME, European Commission

Took the Floor : -

Mr Olivier ONIDI, Deputy Director-General for security - DG HOME, expressed his honour to attend the MB meeting, representing Ms. Monique PARIAT, Director-General.

In his presentation he referred to the EU's recent initiatives, including a new policy framework in the area of counterterrorism, the Strategy against organised crime, and digital aspects of security with new initiatives to be tabled for the June Council meeting. In this regard, he underlined the importance of the draft recommendations on police cooperation, which is a perfect type of setting to inspire the work of CEPOL. Regarding the war in Ukraine, he emphasised the importance of developing a common European culture of police. The new threats require immediate actions in the area of THB, firearm trafficking, disinformation linked to cybercrime, war crime investigations, etc. and all these fields benefit from a close cooperation and joint work among Member States.

Regarding CEPOL he highlighted that even though its training quality is uncontested, the size and resources of the Agency are very limited. This means that we have to make very difficult choices and try to constantly be more innovative in order to see where the Agency could add the most value, and where the Agency could not only train individuals effectively, but could contribute in cooperating with academies, training organisations across the EU, working together in developing joint courses and programmes. CEPOL could be seen as an extra engine in order to push this dynamic, and set something in motion. **Mr. ONIDI** also added that it cannot be excluded that at one point in time, CEPOL's mandate could be revised, just as it has been demonstrated for other agencies, e.g. FRONTEX, Europol, or EMCDDA. Still, not only the conditions for growth, but also the efficiency and good calibration of best value creation need to be carefully examined.

Conclusion: The MB took note

ITEM 4.2 Strategic statement of the Executive Director

Presenter : Ms. Montserrat MARIN LOPEZ, Executive Director

Took the Floor : Finland, Austria; Germany; Netherlands; Czech Republic; Ms. Mailis PUKONEN, Head of Operations

The **Executive Director** welcomed all participants and expressed her pleasure to present her views after the first three months of her directorship at CEPOL. In her presentation, she underlined the importance of focusing on new products and new deliveries, as well as on a more balanced law enforcement training where training is better combined with experience in the field. Furthermore, the Agency has to promote internal training, in order to have key frontline experts, prepared for new technologies and new formats of training.

She accentuated that CEPOL needs to know better the profile of the participants, and their motives for participating. Not only the country of origin but also the field of expertise is important. For this reason, CEPOL is currently examining the ways, how these details can be better addressed, in order to understand the reasons, if a country is underrepresented in the courses.

Furthermore, CEPOL should also focus on different type of regional trainings, and new training formats, including Massive Open Online Courses (MOOCs) e.g. in the area of Fundamental Rights, Digital skills, Interoperability, Tools and mechanisms of international and transnational cooperation. Regarding fundamental rights CEPOL also needs to create learning communities, and include among the target groups different social organisations and social workers, religious associations, and the society in general, which would require the amendment of the Mandate.

Concerning the situation of Ukraine she emphasised the need to compile all the actors from different perspectives within the learning communities and referred to the five ad-hoc webinars organised in response to the war and its impact, for instance on Fundamental rights and THB.

The **Executive Director** is also considering the revision of CEPOL's course evaluation methods, being less focused on satisfaction rates, and evaluate more the improvements of the trainers' own teaching competences. Besides, CEPOL needs to reinforce its cooperation with universities, and in this regard she encouraged MB members to promote higher education.

Regarding the Exchange programme **the Executive Director** is aiming to combine the current exchanges with more strategic ones, ensuring a better coverage of all target groups defined by CEPOL's mandate, including national EMPACT coordinators, and even cadets, if possible.

Concerning training activities she named various areas to be promoted and emphasised, such as cybercrime (including CEPOL's Cyber Academy related accreditation and train the trainer courses), financial investigations, prevention of radicalisation and terrorism, interoperability, forensics, key evidence, joint training with prosecutors, judges and customs.

Regarding the Leadership training programme, she noted that it was only carried out in 2015 and 2016, consequently, it does not function properly in its current form. Therefore, CEPOL would like to promote the revision of this course and its reorientation towards higher education, e.g. as a module of a future higher education programme. Last, but not least she also referred to the online English language course and the cancellation of the Language Development course, and the new model for undercover operations.

Finally, **the Executive Director** highlighted the Agency's difficulties in the area of human resources and the limited budgetary situation, and noted that the staff is working very hard to comply with the increasing challenges, hence rather exhausted.

Finland and **Austria** expressed their surprise regarding the announced change in the Future leaders' programme, and requested a detailed analysis explaining the reasons behind.

Germany, the **Netherlands** and the **Czech Republic** supported Finland and Austria, especially, since this is a flagship programme for CEPOL, hence, it cannot be skipped or shortened without a careful analysis.

The Executive Director and the **Head of Operations** underlined that the idea is not to stop the leadership programme, but to revise it in a way that it can be more attractive and feasible for the targeted leaders, also in a more cost effective way. Still, CEPOL will further analyse this based on the comments received.

Conclusion: The MB took note

ITEM 5. Orientation Debates

ITEM 5.1 Strategic debate on the future direction for CEPOL and its role in the EU Internal Security architecture

<i>Presenter</i>	: <i>Chair; Spain, Belgium, Hungary</i>
<i>Took the Floor</i>	: <i>Germany, Austria, Belgium, Finland, Cyprus, Czech Republic, Commission, Executive Director</i>

The **Chair** gave an introduction to the orientation debate focusing *on the future direction for CEPOL and its role in the EU Internal Security architecture*. He recalled that the debate is initiated on the basis of the related meeting documents, distributed a month prior to the meeting. There will be three workshops dedicated to the three different topics, to be moderated by the representatives of the Trio Presidencies (Ms Céline GRASSEGER, France; Ms. Lenka BARTAKOVA, Czech Republic; and Mr. Ulf SYDORF, Sweden).

During the debate, the following three questions were discussed:

- **Group 1:** *Good practices ensuring suitable profile of participants to CEPOL training activities in order to ensure cascading on national level*
- **Group 2:** *How to support CEPOL to become the EU hub leading the law enforcement training?*
- **Group 3:** *To what extent could we redesign CEPOL's business model?*

In the plenary session, **Mr. Roberto WHYTE FLORES** (Spain) summarised the discussion results of **Group 1** (Commission, France, Spain, Austria, Cyprus, Germany, Ireland, Poland, Slovakia, CEPOL (observer)).

Regarding the selection of suitable candidates the group agreed that the CNU should carry out a good pre-selection among their national candidates, which can be ensured if an additional field is also included, requesting a CASCADING PLAN in the documentation to be filled out by the candidate. CNU should also organise a pre-test before the course to ensure that the participants have the correct background knowledge, required to attend the course. Besides, in order to obtain a certificate, cascading should be mandatory. The Group considered cascading important also because it will help to improve and sharpen CEPOL's courses at national level, while it makes CEPOL more attractive for future and potential trainees. In order to ensure that the gained knowledge is really spread, cascading shall be monitored. The Group also noted, that due to the given resource requirements the existing grant agreement approach does not allow the implementation of cascading, hence, cascading is currently only feasible in the context of CKCs. In addition, the Group recommended to start with a pilot course in this regard, and put a particular emphasis on quality rather than on quantity.

Germany noted that the Group based its discussion mainly on an existing train the trainer course and the leadership course, as best practices, and underlined that the cascading effect makes the course much more attractive. Otherwise, senders do not see the benefit of the courses. Hence, cascading is a valuable mechanism that should be further developed.

Austria added that the approach should be based on what would be the best possible training activity for the given target group, and then, it should be carefully divided into three phases: Independent Learning Phase, Contact Learning Phase and Experiential Learning Phase. This work requires proper experts and subject matter trainers, while this type of training is impossible under the current grant system, since the work will not start before the signature of the Grant Agreement.

Belgium told the Assembly that during a recent activity (based on the initiative of the Netherlands, supported by Belgium and Germany) participants will be encouraged to prepare a cascading plan during the training, so that they can implement it on national level once they returned to their home countries, and can even integrate it in their national curriculum.

As an example for good practice, **Finland** referred to the future leaders' course, where they prepare a newsletter summarising every day of the course, which is circulated next morning among the participants. Then, at the end of the week there is a summary of the whole week. This is also cascaded via LinkedIn, tagging CEPOL. The participants are using this product also when reporting back to their employers. **Austria** referred to another good example taken from Italy, where the participants are interviewed, and then a video is made out of the short clips. These can be used for cascading and/or marketing purposes.

The **Executive Director** underlined the importance of a proper monitoring of the cascading at national level in order to ensure that the reported cascading figures are real.

According to **Cyprus**, cascading should be a prerequisite of obtaining the course certificate. **Austria** and the **Czech Republic** noted that not everything is measurable, and many cascading effects might occur during informal learning, only. Hence, it would be rather difficult to measure it, but it is still the line manager, who could do it in the easiest way, within the post-course evaluation.

According to **Mr. Alain RUELLE** (Belgium) rapporteur of **Group 2** (Czech Republic, Belgium, Bulgaria, Finland, Greece, Lithuania, Malta, Luxembourg, Romania, CEPOL (observer)) the group changed the original question to: "Is it relevant for CEPOL **to become the EU hub leading the law enforcement training?**", and the answer was unanimously yes. Regarding the sub-questions the group believed that they are interlinked, hence, they were addressed together. The group also emphasised that the understanding of being a hub and being in a leading position, could be misunderstood, hence, it is better to stress that the idea is not to substitute ourselves to other sister agencies, but to assist them. When it comes to the mapping of existing EU LE training personnel, the coordination of training and the planning of the future requires the determination of our strengths to the benefit of the people of the field. Based on the needs of the operational people we are supposed to help, train, educate, and motivate.

The second element of the Group's discussion was the positioning of CEPOL, as a key player of education. In this regard the Agency should address less topics, but put more emphasis on some, specialised training, e.g. Research and science, as well as Higher education, in order to make

CEPOL be recognised by all the customers, as THE training agency for them. There are some initiatives that are already in place, e.g. in the context of EMPACT activities CEPOL is always part of the debate when it comes to training, while other trainings are already organised by FRONTEX, EU Lisa, or ESDC, hence, these are not really necessary to be organised by CEPOL. In his closing remarks, he underlined that it will be a long journey, and a hard work, but CEPOL needs to move forward now, and not to wait for an extended mandate to do so.

The **Czech Republic** added that CEPOL should offer unique and quality products in order to make this journey easier.

As stated by **Ms. Nikolett UJFALUSSY** (Hungary), rapporteur of **Group 3**, (Sweden, Hungary, Croatia, Estonia, Italy, Latvia, Netherlands, Slovenia, Commission, *CEPOL (observer)*), the Group mainly focused on the *Grant system* and its challenges, based on the background document prepared for the Tampere workshop in November 2019 on the new business model. The main challenges of the grant system is the lack of human resources and budget, both at CEPOL and in the MSs, while the framework partners are often reluctant, as MS priorities are frequently focused on core businesses and actual crises. The group also underlined the lack of sufficient incentives provided for the participants of the activities, as well as the market competition of the highly skilled trainers (e.g. FRONTEX, UN). Furthermore, the admin burden is also huge, requiring long working hours and a kind of “*work for the glory*” approach in order to reach the goals.

According to the group, the training titles do not reflect the needs and training offers of the MSs and do not reflect on regional hot topics, either. In addition, the grant system is not able to respond in real time to the challenges faced in the regions, and is not explicitly adapted to CEPOL's open, clear and transparent, competitive system.

As a conclusion, the group agreed that there is a common need for renewing the grant system with less activities, longer implementation period (to plan way more ahead), and an opportunity to form consortia. To achieve all these, the group recommends to set up an Expert Group responsible for the detailed development of a new model, based on a careful examination of the models of other agencies, COM guidelines, lessons learnt and best practices. The list of activities should be reviewed regularly, based on the needs and offers.

Regarding the *CKC concept*, the group concluded that, despite the lack of extensive experience, the concept and its intentions seem to be good, while its flexibility and multiannual framework make it particularly outstanding. Still, it is advisable to reassess the concept to achieve even better results.

Following the presentations of the three groups, the **Commission** expressed some views. **Mr. ONIDI** underlined that as the second Group put it, probably the best model for the agency - in order to deliver its most added value - is to represent a kind of hub for law enforcement training. Even if it is not easy to characterise such a hub, still, this might be the right time to reorient CEPOL along four pillars:

1. Discontinuing most of the traditional training courses except 2-3 flagship products – such as leaders, cyber, or fundamental rights related training etc.
2. Build partnership networks and mobility programmes amongst national centres in advising and mobilizing EU programmes such as Erasmus +, NEAR, etc.; - the idea is to build a truly EU relevant curricula, or expertise, and to act as a centre of excellence, with a view to providing the national or regional academies with the tools, to integrate this EU dimension in their own programme in many different ways, including curriculum development, training trainers that can be mobilised, and could form a network of experts.
3. Build European relevant curricula and train the trainers activities.
4. Set up quality standards/certification schemes of training centres/activities; CEPOL could also use its experts to provide training programme the certification at national level. i.e. instead of CEPOL providing training certificates directly to individuals, it could support the national level development of high quality training programmes and institutions.

Thus, the Agency will have to make difficult choices, by cutting a plethora of activities and focusing on the real priorities and areas i) where a real EU added value can be achieved; ii) which can contribute to a common EU LE culture, with a view to making CEPOL the EU hub in terms of LE training. CEPOL could focus much more on operational levels, and concentrate on supporting the actual training institutions acting at national level. CEPOL is the perfect match-maker and organiser, it has a liaison Officer in Brussels, it can also provide MS with the best opportunities in finding

financial support, it can develop programmes of exchange between officers, but it could also help to boost partnerships between institutions.

According to the **Commission**, this is the right time for change, since the new Executive Director has just taken up her duties, and the 5-year evaluation has underlined that CEPOL provides added value at European level, and Europe needs an agency, like CEPOL. Hence, based on the reflections and the outcomes of the workshops, the Executive Director could conduct discussions with the heads of the national police, the heads of academies, and she can bring to the next MB her strategic vision and the way she proposes to reorganise CEPOL.

This is not only important to provide better quality and added value, but to have the arguments to get a political blessing to move towards a new mandate for CEPOL, as well as additional resources. For this, CEPOL needs to demonstrate that it can provide much more multiplying effects, and benefit at EU level.

Summarising his key messages, **Mr ONIDI** proposed for CEPOL to discontinue the majority of its trainings and concentrate only on 2, 3 or 4, really essential ones, and change the nature of the activities of the agency. Finally, he requested the support of the MSs towards the Executive Director, so that she can make the necessary steps in this regard and encouraged the Executive Director to make considerable cuts and changes.

Germany (supported by **Austria**) welcomed the proposal of the Commission, and underlined the importance of tackling ad-hoc training needs, and introducing less bureaucratic approaches.

ITEM 6. Reporting

ITEM 6.1 Update on CNU Workshops

<i>Presenter</i>	: Ms. Marielle SUISSA, CNU Chair
<i>Took the Floor</i>	: Belgium

In her presentation **Ms. Marielle SUISSA, CNU Chair** summarised the outcomes of the workshop discussions held during the 11th CNU meeting of 5-6 April 2021. There were two topics discussed:

Topic 1: How to develop a cascading system to be systematically integrated into the training activities and monitored in terms of outreach to the broaden target audience, with due regard to the specificities at national level?

Topic 2: Good practices ensuring suitable profile of participants to CEPOL training activities.

As a conclusion of the discussions, **Ms. SUISSA** highlighted that the setting up of a single cascading system seems a rather difficult and challenging task, hence, it is advisable for CEPOL to provide guidance (rather than rules) on applying cascading measures that CNUs could apply based on their own considerations, and on their specific national law enforcement structures. The promotion of CEPOL in the implementation of the reporting system and a more precise definition of the criteria for participation in training activities would already help to achieve better results, in particular if Member States would try to strengthen their national communication channels in order to make CEPOL's activities more widely known and attractive.

Answering **Belgium**, she clarified that due to the different national LE structures and sizes of the CNUs CEPOL can only provide guidance on cascading, but it cannot regulate cascading actions at national level.

Conclusion: The MB took note

ITEM 6.2 Programming principles for SPD 2024

<i>Presenter</i>	: Executive Director
<i>Took the Floor</i>	: Belgium

In her presentation, the **Executive Director** explained that in November, CEPOL will table its Draft SPD 2024 to the Management Board for approval. In 2024 the Agency plans to move further towards cybercrime-related services, to further enhance the digitalisation of CEPOL and to further extend the outreach of the target audience via a cascading mechanism. Besides, CEPOL will take further steps towards becoming the EU's law enforcement e-learning support hub, as recommended in the 5-year

external evaluation report. Regarding the Agency's online training activities and the Cybercrime Academy the **Executive Director** highlighted the importance of reinforcing the proposed services from 2023 onwards on Artificial Intelligence (AI), big data analysis and de-cryption technologies if additional resources are granted.

Regarding Human Resources the **Executive Director** noted, that as of 2022 CEPOL requested an increase of plus 5 FTEs and as of 2023 of plus 4 FTEs - to deliver the mentioned priorities on cybercrime and services proposed on Artificial Intelligence and big data analysis - which has not been granted in the final budget of 2022, while the planned 4 FTEs increase for 2023 is not known yet if it will be approved, therefore CEPOL will continue this request in the context of the next planning cycle. Besides the additional posts requested, it will also be necessary to address the too low grading of a number of key positions in the Agency. Key posts in HR, Procurement and ICT are graded at AST level whereas the posts carry responsibilities that are on other EU Institutions, Bodies and Agencies associated with AD grades. Consequently, for 2024, CEPOL would require the same level of resources and budget as for 2023, namely **12.3 MEUR**.

Belgium noted that in the planning of a new annual programme it should be ensured somehow that we really get to what we would like to achieve in the future, rather than repeating our portfolio year after year. The **Executive Director** agreed with Belgium.

Conclusion: The MB took note

ITEM 7. Core Business

ITEM 7.1 Update on CEPOL Higher Education Workshop outcomes

Presenter : Ms. Vera PAVINSKA, Head of TRU

Took the Floor : -

In her update on the Higher Education Programme Workshop, **Ms. Vera PAVINSKA, Head of TRU** summarised the outcomes of the survey on higher education answered by 16 experts nominated by 15 MS. The survey outcomes had also been presented during the Higher Education Workshop held on 17-18 March, with the participation of 21 experts from 17 MS. Besides, the workshop participants were informed about two good practices regarding the organisation of higher education models [one by an EU Agency (EIT)] and one by a national institution (Policía Nacional - Spain). In addition, the Hungarian National University for Public Service proposed a Master Programme concept.

For further details, she was also referring to the Outcome Report of the workshop. She underlined that the need for an EU-level MA Programme and short-term postgraduate courses were almost unanimously confirmed, and, with regard to the topic, it was emphasised that the duplication of national programmes should be avoided. As a way forward, MS representatives will draft a concept paper for a Master Programme and other possible short-term postgraduate programmes based on the needs identified. Another option would be for CEPOL to become a hub of higher education programmes for LE officials in EU MS.

Conclusion: The MB took note

ITEM 7.2 Update on International cooperation projects and introduction to a mentoring programme

Presenter : Mr Alexandru NICULITA, Head of ICU

Took the Floor : -

In his update **Mr Alexandru NICULITA, Head of International Cooperation Unit (ICU)** summarised the state of play of the project portfolio development regarding CT INFLOW, EUROMED Police, TOPCOP and WB PaCT.

Among the achievements of 2021, he underlined that the projects managed the transition from the inception phase and now all projects have entered the implementation phase. The OTNAs have been concluded in the partner regions, and the training portfolios, and multitenancy platforms have also been developed. Furthermore, several high-level visits have been implemented and the cooperation with Europol has also been strengthened via the 3 projects, run in cooperation with them. Concerning the TOPCOP project he also underlined the serious impact of the war in Ukraine.

Mr Alexandru NICULITA also presented the projects' main plans for 2022, with special emphasis on the number of Strategic Cooperation Fora, Workshops, Trainings, Webinars, Study visits, and

Exchanges. Regarding the *mentoring programme*, organised under the umbrella of 3 projects (CT INFLOW, EUROMED and TOPCOP) he summarised that the aim is to strengthen the development, knowledge, skills and expertise of involved parties contributing to a better work effectiveness and the exchange of best practices. The programme will give the opportunity to law enforcement officials (mentors) to share expertise in a dedicated professional area in order to promote knowledge transfer and to enhance individual skills of law enforcement officials (mentee) working in the same domain.

Conclusion: The MB took note

ITEM 8. Regulatory matters

ITEM 8.1 Security situation in Europe and possible impact on CEPOL

Presenter	: Mr. Roeland WOLDHUIS, Head of Corporate Services Department
Took the Floor	: -

In his presentation, **Mr. Roeland WOLDHUIS, Head of CSD** emphasised, that the war in Ukraine has highlighted existing and new risks, especially for those agencies working in a Law Enforcement area and based in Eastern Member States. The current situation has produced an unprecedented threat landscape, that can include Cyberwarfare, Misinformation, Disinformation, Travel and logistical issues and also Other threats. Regarding travel and logistical issues CEPOL has already seen some examples especially with regards to ICU - TOPCOP project activities. If the situation further deteriorates, this could further expand to more countries and also to CEPOL's regular (non-project) activities. In addition, travel is getting more expansive and/or longer with necessary detours to avoid Russian/Ukrainian airspace, causing also delays in deliveries, which could have impact on the agency's ability to implement its activities.

As far as the related measures of CEPOL are concerned, the Agency is taking focus mainly on ICT issues, since many of the other identified risks are not under the control of CEPOL. For both the infrastructure on premise as well as the externally hosted infrastructure (LEEd and website) CEPOL is continuously making steps to improve security, while at the same time is trying to reduce workload for the ICT sector, e.g. CEPOL is moving to (on premise) hosted MS365 environment.

The **Head of CSD** recalled that regarding information security, people are often the weakest link. For this reason, CEPOL regularly informs staff about new threats, new phishing attempts, but also about measures they can take themselves. He also recommended MB members to inform their staff as well, to be careful, also with emails that might seem to originate from CEPOL.

Conclusion: The MB took note

ITEM 8.2 Update on the state of play on Implementing Rules

Presenter	: Mr Roeland Woldhuis, Head of Corporate Services Department
Took the Floor	: -

Mr Roeland WOLDHUIS, Head of CSD gave a presentation on the two draft MB decisions, tabled to the MB. He also informed about one, already adopted Commission Decision *on working time and hybrid working*, to be addressed via written procedure at a later time.

Following the presentation, the **Chair** invited the MB members to vote on draft decision **04/2022/MB** *on administrative inquiries and disciplinary proceedings*, and on draft decision **05/2022/MB** *on the education allowance* in one block.

Voting results: In favour: 27 members; Against: 0; Abstained: 0

Conclusion: The MB has adopted 04/2022/MB and 05/2022/MB

ITEM 8.3 Voting on draft MB Decisions

Presenter	: Chair
Took the Floor	: -

The **Chair** announced that the voting on the three draft decisions tabled under this item will be voted on one by one.

8.3.1 **06/2022/MB** on the meeting Calendar for the 2nd half of 2022

The **Chair** invited the MB members to vote on the draft decision **06/2022/MB**.

Voting results: In favour: 27 members; **Against:** 0; **Abstained:** 0

Conclusion: The MB has adopted 06/2022/MB

8.3.2 **07/2022/MB** on the appointment of a reporting panel for completing the probationary period assessment of the of the ED

The **Chair** invited the MB members to vote on the draft decision **07/2022/MB**.

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Commission)

Conclusion: The MB has adopted 07/2022/MB

8.3.3 **09/2022/MB** on Working Arrangement with EMCDDA

The Chair invited the MB members to vote on the draft decision **09/2022/MB**.

Voting results: In favour: 27 members; **Against:** 0; **Abstained:** 0

Conclusion: The MB has adopted 09/2022/MB

ITEM 9. Reporting

ITEM 9.1 Consolidated Annual Activity Report 2021 and its assessment by the MB (Draft MB Decision: **08/2022/MB**)

<i>Presenter</i>	: Ms. Mailis PUKONEN, Head of Operations
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<i>Took the Floor</i>	: -
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Following the introduction of **Ms. Mailis PUKONEN, Head of Operations**, the **Chair** invited the MB members to vote on draft decision **08/2022/MB**.

Voting results: In favour: 27 members; **Against:** 0; **Abstained:** 0

Conclusion: The MB adopted 08/2022/MB

ITEM 10. AOB

ITEM 10.1 Update on the preparations for the R&S Conference of 8-10 June

<i>Presenter</i>	: Ms. Mailis PUKONEN, Head of Operations
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<i>Took the Floor</i>	: Commission
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Ms. Mailis PUKONEN, Head of Operations updated the Assembly regarding the organisation of the forthcoming Research and Science Conference titled “**Preparing Law Enforcement for the Digital Age**”. The conference is organised between 8-10 June in partnership with the Mykolas Romeris University in Vilnius, as part of CEPOL's Justice and Home Affairs Agencies Network presidency programme. Around 200 registrations have been received so far, and the Programme Board has accepted 70 presentations and papers. The plenary sessions of the event will be livestreamed.

The **Commission** welcomed the organisation of the conference, and suggested giving the presence of the Europol Innovation Lab in the programme more visibility on CEPOL's website, as this is currently not the case.

The **Head of Operations** took note of the proposal.

Conclusion: The MB took note

ITEM 10.2 Swedish MB meeting to be held in Budapest

<i>Presenter</i>	: Chair, Deputy Chair
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<i>Took the Floor</i>	: Cyprus, Finland, Belgium, Executive Director, Head of Operations
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The **Chair** and **Deputy Chair** presented the proposal of the Trio Presidency to give the chance for every Trio to organise the MB meeting once in Budapest. This would give a good opportunity for the Voting Members to visit CEPOL HQ, and learn more about CEPOL's facilities. In line with this, during the Swedish Presidency the meeting would be organised in Hungary. The next Trio will include Hungary, thus this idea will be fulfilled automatically. After the next Trio, Denmark will be one of the

Trio Presidencies, which offers another opportunity to organise the MB meeting in Hungary, since Denmark is not involved in the work of the MB.

The **Executive Director** asked logistical support from the presidency of the given period, since the Agency does not have the sufficient human resources to organise such an event.

Cyprus noted that the room capacity of the HQ is not sufficient for the organisation of such an event. According to the **Chair**, in case the conference room of CEPOL is not sufficient, then there might be other possibilities, either within the International Training Centre (where CNU Hungary is located), or in other locations.

Finland emphasised, that if it is not organised within the Presidency, then it is a missed opportunity for the country, as well. Answering Finland, the **Chair** clarified that this proposal would not go against the interest of the presidencies; hence, every presidency has the right to opt for the organisation of the MB in the home country. The actual regulation enables both options.

Replying to the question of **Belgium** on the possibilities to organise the MB meeting in Hungary the **Head of Operations** noted that every country is a different situation, to be discussed separately.

Conclusion: The MB took note

ITEM 10.3 Discussion on the Fundamental Rights Recommendations Paper

Presenter	: Ms. Cristina CALABRÓ, European Commission
Took the Floor	: Mr. Gerhard HABERLER, Co-Chair of the Expert Group on Fundamental Rights; Executive Director

Ms. Cristina CALABRÓ, European Commission expressed the Commission's full support regarding the recommendations of the Expert Group, such as installing a CEPOL Knowledge Centre (CKC) on Fundamental Rights and developing a Massive Open Online Course (MOOC) on the Basic Principles of Fundamental Rights for Law Enforcement Officials, as well as to strengthen cooperation with Civil Society Organisations and academia. Underlining that fundamental rights both deserve attention in dedicated training programmes and need to be mainstreamed in all other programmes, the Commission reiterated that the strengthening of the protection for particularly vulnerable groups is a priority, so that they enjoy their full rights, as also shown by the different strategies and action plans developed more recently, such as on Gender, anti-racism, antisemitism, LGBTI, and persons with disability. In that context, the Commission recalled CEPOL's role in the antisemitism strategy to enhance support to training programmes and capacity-building activities on tackling antisemitism for law enforcement professionals. The Commission encouraged CEPOL to integrate in its Fundamental Rights approach dedicated attention and trainings on potential vulnerable groups, starting with antisemitism, both in the training programmes and in the capacity building activities.

The **Executive Director** congratulated Mr. Gerhard HABERLER, Co-Chair of the Expert Group, and underlined, that the Recommendations paper is a real guide on how to address Fundamental Rights.

Mr. Gerhard HABERLER, Co-Chair of the Expert Group on Fundamental Rights underlined that the achievements of the group are based on a joint effort of the group. Regarding the Paper he highlighted the importance of careful monitoring, in order to ensure proper implementation.

Conclusion: The MB took note

ITEM 11. Czech Presidency Priorities

Presenter	: Mr Jan PECHÁČEK, incoming Presidency
Took the Floor	: -

Mr Jan PECHÁČEK, Deputy Chair introduced the priorities of the incoming Czech Presidency. He underlined that in line with the Czech Presidency's motto of "Europe safer, stronger and united", the Czech Ministry of Interior's emphasis will be put on Cyber security, Internal security, Schengen, Asylum and migration policy, and Justice cooperation on civilian matters.

As far as the priority topics of the Police in concerned, the focus will be on Fight against child sexual abuse; Drug crime; Fight against terrorism and extremism; Codex of European police cooperation; Interoperability implementation; Development of forensic cooperation; Security during mass sport events; and EU – INTERPOL cooperation.

Conclusion: The MB took note

ITEM 12. Closing of the meeting

<i>Presenter</i>	: <i>Chair, Deputy Chair</i>
<i>Took the Floor</i>	: -

The **MB Chair** thanked the French CNU team, the participants, presenters and CEPOL for their work and officially closed the meeting. The **Deputy MB Chair** thanked the French presidency for the excellent organization of the MB. He called the MB members to support and cooperate closely with CEPOL and emphasized that the MS are the owners of the CEPOL business.

Paris, 08 August 2022

Budapest, 20 September 2022

<<Signature on file>>

<<Signature on file>>

Mr. Philippe DURAND
Chair of CEPOL Management Board

Ms. Montserrat MARIN LOPEZ
Executive Director of CEPOL

Annex 1 – List of Meeting Participants

Annex 1. List of Meeting Participants

Chairperson and Deputy Chairperson of the Management Board:

Country	First Name	Last Name
FRANCE (Chair)	Philippe	DURAND
CZECH REPUBLIC (Deputy Chair)	Jan	PECHÁČEK

Members/Alternate members (with voting right):

Country/Institution	First Name	Last Name
AUSTRIA (alternate member)	Gerhard	HABERLER
BELGIUM	Alain	RUELLE
BULGARIA	Ivan	VIDOLOV
CROATIA	Iva	BALGAĆ
CYPRUS	Themistos	ARNAOUTIS
CZECH REPUBLIC	Zora	VALASKOVA
ESTONIA	Kalvi	ALMOSEN
European Commission – DG HOME	Olivier	ONIDI
FINLAND (alternate member)	Pasi	KEMPPAINEN
FRANCE	Céline	GRASSEGGER
GERMANY	Uwe	MARQUARDT
GREECE	Sofia	LAMPROPOULOU
HUNGARY	Nikolett	UJFALUSSY
IRELAND	Patrick	MURRAY
ITALY	Giuseppe	LA GALA
LATVIA (alternate member)	Ieva	KLAVINA
LITHUANIA	Arūnas	PAULAUSKAS
LUXEMBOURG	Bob	LEESCH
MALTA	Kenneth	HABER
NETHERLANDS	Sandra	WIJKHUIJS
POLAND (alternate member)	Piotr	SOCHACKI
PORTUGAL	- proxy to Chair -	- proxy to Chair -
ROMANIA	Ovidiu	MACOVEI
SLOVAKIA (alternate member)	Stanislav	STRAKA
SLOVENIA	Danijel	ZIBRET
SPAIN (alternate member)	Roberto	WHYTE FLORES
SWEDEN	- proxy to Chair -	- proxy to Chair -

Member State observers:

BULGARIA	Simo	MIHOV
CROATIA	Valerija	BENCERIĆ
CYPRUS	Floris	NIKANDROU
CZECH REPUBLIC	Lenka	BARTÁKOVÁ
ESTONIA	Dorel	KÄOSAAR
FRANCE	Emmanuel	MIGLIERINA
FRANCE (assistant to the Chair)	Marielle	SUISSA
FRANCE	Vincent	PUJOL
FRANCE	Luis	FERNANDEZ
GREECE	Maria Areti	KYRITSI
GERMANY	Carsten	TWELMEIER
HUNGARY	Eszter	BALLÉR
IRELAND	Brian	CONWAY
NETHERLANDS	Ronald	BRON
SLOVAKIA	Ingrid	WEISSOVA
SLOVENIA	Egidij	GLAVIC
SWEDEN	Ulf	SYDORF

Other observers:

Institution	First Name	Last Name
European Commission – DG HOME	Cristina	CALABRÓ
Chair of the Internal Audit Panel	Massimo	TULINI

CEPOL HQ:

Function	First Name	Last Name
Executive Director	Montserrat	MARIN LOPEZ
Head of Operations	Mailis	PUKONEN
Head of Corporate Services Department	Roeland	WOLDHUIS
Head of Training and Research Unit	Vera	PAVINSKA
Head of International Cooperation Unit	Alexandru	NICULITA
Liaison Officer	Annika	TALMAR
Governance Assistant (Outcomes)	Gyorgy	ISPANKI
Governance Support Assistant	Cecilia	DUBOIS