NOTE
from: General Secretariat

to: Article 36 Committee / COREPER / Council

Subject: CEPOL annual work programme for 2003

Under Article 3 of the Council Decision of 22 December 2000 establishing a European Police College (CEPOL), the Governing Board shall decide on the annual continuing-education programme and adopt additional programmes and initiatives, where appropriate. These decisions shall be passed on to the Council, which shall take note of them and endorse them. Due account shall be taken by the Governing Board of any comment made by the Council.

Pursuant to that Article, the Governing Board of CEPOL, acting unanimously, adopted the work programme for 2003 at its meeting on 27 and 28 of May 2002.
CEPOL ANNUAL PROGRAMME 2003

1 Introduction

CEPOL was established by the Council Decision of 22 December 2000. According to Article 1 of the Council Decision CEPOL shall be set up as a network, by bringing together the national training institutes for senior police officers in the Member States. The preamble to the decision states that CEPOL should carry out its tasks by progressive stages in the light of the objectives set out in the annual work programmes and with due regard for available resources.

The attached programme of continuing education aims to reflect the priorities specified within the Council Decision and other priorities that have emerged in the light of the summits at Goteborg, Genoa, and Barcelona and the events in New York on 11th September 2001.

2 Legal framework

In accordance with Article 3 of the Council Decision of 22 December 2000 establishing a European Police College Network, the governing board shall decide on the annual continuing education (teaching content, type, number and length of training measures to be implemented). It shall adopt additional programmes and initiatives, where appropriate. The governing board’s decisions shall be adopted unanimously and then passed on to the Council, which will take note of them and endorse them. Due account shall be taken by the governing board of any comment made by the Council.

3 Aim of this paper

This paper contains CEPOL’s annual programme of continuing education for 2003 as adopted unanimously by CEPOL’s governing board. It is intended that the courses and activities listed in the attached annexes will be organised under the umbrella of CEPOL. In accordance with Article 3 of the Council Decision, the decision is now passed on to the Council, to take note and endorse it. Due account shall be taken by the governing board of any comment made by the Council.
4 Objectives and tasks of CEPOL

4.1 Tampere decisions

Aim of CEPOL

- To train senior officers of police forces (= law enforcement officials);
- Access to CEPOL activities for Iceland, Norway and applicant countries to the EU;
- CEPOL should carry out its tasks by progressive stages in the light of the objectives set out in the annual working programmes and with due regard for available resources.

4.2 Council Decision establishing CEPOL

Task of CEPOL

Article 1.3: CEPOL’s task shall be to implement the programmes and initiatives decided upon by the governing board

Training activities

- Annual continuing education programme
- Appropriate additional programmes
- Appropriate initiatives

Aim of CEPOL

Article 6.1: The aim of CEPOL shall be to help train the senior police officers of the Member States by optimising co-operation between CEPOL’s various component institutes. It shall support and develop a European approach to the main problems facing Member States in the fight against crime, crime prevention, and the maintenance of law and order and public security, in particular the cross-border dimensions of those problems.
CEPOL’s objectives

CEPOL’s objectives shall be as follows: (Article 6.2):

(a) to increase knowledge of the national police systems and structures of other Member States, of Europol and of cross-border police co-operation within the European Union;

(b) to strengthen knowledge of international instruments, in particular those which already exist at European Union level in the field of co-operation on combating crime;

(c) to provide appropriate training with regard to respect for democratic safeguards with particular reference to the rights of defence;

(d) to encourage co-operation between CEPOL and other police training institutes.

Additional task

Article 6.3: CEPOL shall also offer its infrastructure to senior police officers of applicant countries with which the European Union is conducting accession negotiations as well as those of Iceland and Norway.

5 Actions which may be taken by CEPOL

In order to achieve those objectives, CEPOL may, in particular, undertake the following actions (Article 7):

(a) provide training sessions, based on common standards, for senior police officers;

(b) contribute to the preparation of harmonised programmes for the training of middle-ranking police officers, middle-ranking police officers in the field and police officers in the field with regard to cross-border co-operation between police forces in Europe, and help set up appropriate advanced training programmes;

(c) provide specialist training for police officers playing a key role in combating cross-border crime, with particular focus on organised crime;

(d) develop and provide training for trainers;

(e) disseminate best practice and research findings;

(f) develop and provide training to prepare police forces of the European Union for participation in non-military crisis management;
(g) develop and provide training for police authorities from the States applying for membership of the European Union, including training for police officers with a key role;

(h) facilitate relevant exchanges and secondments of police officers in the context of training;

(i) develop an electronic network to provide back-up for CEPOL in the performance of its duties, ensuring that the necessary security measures are put in place;

(j) enable the senior police officers of the Member States to acquire relevant language skills.

6 Other provisions

Article 8: (...)CEPOL may co-operate with the national police training institutes of non-member States of the European Union. In particular, it shall establish relations with the national institutes of applicant countries with which the European Union is conducting accession negotiations as well as those of Iceland and Norway. CEPOL shall also co-operate with relevant training bodies in Europe such as the Nordic Baltic Police Academy (NBPA) and the Mitteleuropäische Polizeiakademie (MEPA).

7 General strategy

The strategic aims of CEPOL are embedded in Article 6 of the Council concerning the establishment of a European Police College Network. The actions to achieve these aims are described in Article 7. to ensure the quality of these actions the Governing Board has adopted on its Governing Board meeting of May 28th 2002 in Madrid a general framework of Common European quality standards. Therefore, the CEPOL Management of Learning Committee (MLC) has started the process of developing and implementing these common quality standards.

These standards refer to the constituent parts of education and training such as:

- Initiative
  - Problem analysis related to policing practise,
  - Training goals
• Design
  o Target group,
  o Competence of teachers/trainers,
  o Professional content,
  o Context-related learning methods
  o Modern and innovative materials and technology used (EPKN/EPDN),

• Implementation & evaluation.

There was common understanding that implementing these common standards is an ongoing process taking into account the different historical, cultural, political and organisational backgrounds of the participants in CEPOL and its future enlargement of the candidate countries.

Since the establishment of CEPOL on January 1, 2001 great efforts have been made to provide an appropriate organisational structure and resources to enable it to fulfil the requirements of the Council decision. The governing board is confident that CEPOL has the capability to deliver a greater range and volume of continuing education than that listed in this annual programme. It is also aware of the pressures on European Union budgets. Therefore, it has approved only a modest increase on the 2002 Annual Programme. The courses are designed to focus CEPOL efforts on the highest priorities within the Council Decision and on those which have emerged as urgent matters during the current year.

In order to fulfill the requirements of Article 7(a); 7(b); 7(e); and 7(i) CEPOL has established a number of committees and their work programme is included in Annex B.

A number of the courses and activities listed have become part of a continuing theme in CEPOL programmes: others are short term, aimed at meeting an immediate and urgent need. The constituent colleges and academies will also continue to work bi-laterally and multi-laterally in designing and delivering training and development activities outside the umbrella of CEPOL.
8 Priorities 2003

In writing the programme the governing board duly took into consideration the priorities given by the Council (particularly the control at the external borders), the priorities given by the CATS meeting of July 2001 (in particular external border control, public order and harmonising the courses concerning items with an international or European dimension in the different member states), and the request from the Task Force Chiefs of Police in October 2001 for CEPOL to elaborate training modules in the field of information management related to the fight against terrorism.

The governing board has decided that CEPOL should work towards the following priorities in 2003:

- Anti-terrorism: the events in New York on 11th September 2001 and subsequent activities by member states have made this an urgent and continuing need.

- Non-military crisis management: the European Councils held in Helsinki (December, 1999), in Santa Maria Da Feira (June, 2000) and in Nice (December, 2000) have adopted concrete objectives in the field of non-military crisis management

- Trafficking in human beings and border control: this priority is addressed through courses on Border Control, Human Trafficking and Cross-Border Crimes. The link with organised crime is partly met through the courses on financial crime and drugs crime.

- Co-operation with the candidate countries: the activities towards the candidate countries aim at preparing them for the enlargement of the European Union. While all the courses and training activities are open to candidate countries, the programme includes four specific activities designed for candidate countries (Police Ethics, EU Police Systems, Control of Immigration, Police Management)

- Human Rights: respect for democratic safeguards (Article 6.2.c) continues to be a high priority, not only for candidate countries, but also for member states as more human rights challenges to police policy and actions are being brought. A related subject, community policing, is included because of its importance in democratic policing models and because it was chosen as a priority by the Chiefs of Police Task force at their meeting in Paris in 2001. Linked with effective community policing is crime analysis and strategic planning and so a course has been included on this subject area.
• Public order and crowd management: due to the problems faced in Goteborg, Genoa, and Barcelona the need for a course on public order remains. A related field is violence at sporting events. Therefore, both have been included in the programme for 2003. Environmental protection is often one of the issues at the heart of the disturbances and so a course on environmental crimes and their detection has also been included.

• High-ranking senior police officers: developing common standards and improving co-operation and understanding between senior police officers at the highest levels is a continuing need and so this activity is included in order to bring police leaders together to develop solutions.

• Knowledge of police systems: this priority is drawn from Article 6.2 (a) of the Council decision and has been combined with Article 7 (j) (language skills) as part of a continuing theme for future programmes.

• Learning and Development: training is an expensive activity. Developing more efficient ways of enabling learning in the workplace can reduce future spending. Therefore, a course for senior police managers is included in the programme.

9 Co-operation with Europol

Regarding the importance of an interaction between Europol and CEPOL, and the need to ensure a co-ordination between both organisations Work Programmes 2003, Europol has offered its support to CEPOL mainly through, advising in preparatory work, contributing by giving presentations, participating in training events, particularly in following priorities:

• Antiterrorism (course 1-2);
• Trafficking in Human Beings (course 4);
• Cooperation with Candidate Countries (course 5-9);
• Cross Border Crime (course 20-21);
• Leadership and Management (course 23).
The lead countries for the concerned course will in due course co-operate with Europol.

10. **Relation between the courses and the objectives and tasks of CEPOL.**

Summary of the activities: cfr annex 1.

Objectives and content of the activities: cfr annex 2.
## Annex A
### Annual Training Programme: Summary

<table>
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<th>Reference</th>
<th>CEPOL/2003/01</th>
<th>CEPOL/2003/02</th>
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<td>Anti-Terrorism</td>
<td>Police Commander Course – Civil Aspects of Crisis Management</td>
<td>Trafficking in Human Beings</td>
<td>Border Control</td>
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<td><strong>Subject</strong></td>
<td>Anti-Terrorism and Management of Information</td>
<td>Detection of forged &amp; falsified ID documents in the fight against terrorism</td>
<td>Commander Course in NMCM</td>
<td>Control of Immigration</td>
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### CEPOL Annual Programme 2003

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## CEPOL Annual Programme 2003

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<td>Training Courses for Senior Police Officers</td>
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<td>Courses for Actual Political Events, Incoming Demands, Police Task Force.</td>
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<td>90</td>
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PART A: Work Programmes of the CEPOL Committees: 2003

Research and Science Committee:

The questionnaire of 2002 will provisionally be followed by a Complementary Questionnaire in 2003. The results will be published in a new booklet.

The R&S-Committee proposes to organise another two-day seminar for all contact persons in the colleges answering the questionnaire in May/June 2003.

The R&S-Committee proposes to organise a Research and Science International Seminar in September/October 2003. Researchers from all member countries and the candidate countries will be invited.

In accordance with the answer to Police Cooperation Working Party regarding the Spanish proposal about an Institute for Police Studies, CEPOL will be more active in collecting and distributing information about on-going research projects and a Research-coordinator will be appointed.

Candidate Countries Committee:

The programme for the CCC is included in the courses listed in Part B.

Management of Learning Committee:

The main issues for 2002 and 2003 on the agenda of the Management of Learning Committee (MoLC) are (a) common standards, (b) harmonising and (c) Learning technology. All issues will be elaborated during the first six months of 2002. The second half of 2002 will be devoted to developing actions plans which could be implemented, institutionalised and evaluated (starting) in 2003. The expert group Learning Technology and the expert group Learning Methods, which both work under the authority of the MoLC, will prepare the documents for decision making within the Committee.
Common Standards

Common standards will be used for raising and keeping up the quality of European police education. The standards have to be developed, implemented and evaluated. They will refer to the constituent parts of education: student, teacher, content, method, means and organisation. Future standards will not only be extracted from average daily practice, but also from up-to-date police science and educational research.

Before common standards can be developed, a common vision on police education has to be formulated, adopted and implemented in every CEPOL member college. In future, the annual program of CEPOL will be a coherent collection of learning experiences with a quality label. Furthermore, meeting common standards will be a requirement for any course endorsed by CEPOL.

Harmonising

According to the Council decision of 22 December 2000, article 7b, CEPOL will participate in developing harmonised curricula. The target groups in these curricula are (a) police officers on the first managerial level and (b) police officers on operational level that both are involved in border crossing activities.

Harmonisation is a strategy to reach objectives. It is not an objective in itself. Therefore, it is necessary to:

- make explicit the pursued objectives;
- develop strategies to reach the objectives;
- concretise plans;
- implement plans;
- evaluate actions.
It will take time to harmonise police learning and teaching in the field of cross-border policing in Europe. The following activities will need to be undertaken:

- collect, evaluate and summarize literature about the subject;
- construct a questionnaire to gather data about desired and expected developments in the realm of harmonisation of police teaching and learning;
- identify key persons in the field;
- gather data from key persons;
- process and evaluate the data;
- write a report with draft proposals;
- reflect on those proposals in the Management of Learning Committee;
- process the comments of the Management of Learning Committee;
- discuss the proposals in the Governing Board of CEPOL;
- draw up a definitive CEPOL version;
- organise a seminar to discuss this report and to develop action plans;
- take decisions in the Governing Board prioritising action plans;
- implement;
- evaluate.

Learning technology

In order to capitalise on the benefits of new technology the Committee recommends establishing an infrastructure, which is easy accessible, for the police academies of CEPOL, Norway, Iceland and the candidate countries. Such an infrastructure will facilitate mutual communication. In line with Article 7 of the Council Decision
In November 2001 the OISIN-committee decided positively on (co) financing the follow up project for the building and implementation of the European Police Knowledge Net (EPKN) and the European Police Discussion Net (EPDN). This project will be carried out under the direction of the CEPOL-board. The CEPOL Management of Learning Committee, will govern the project. Already expectations regarding the results of the project are high in view of the contribution EPKN and EPDN can make in achieving the goals of CEPOL. With the decision of the OISIN-committee the prototype of EPKN can be taken into the next stage of its development. The project will be completed before the end of 2002 including setting up the back-office to support EPKN and EPDN on a structural basis.

Both the Management of Learning and Science and Research Committee support the establishment of an easy accessible electronic infrastructure for communication and the exchange of information. The Committees estimate that by 2002 approximately 200 people will require access to a communications infrastructure and believe that this could be provided by a secure European Police Discussion Net. The expectation is that in 2003 at least 350 people will require access.
PART B: Training Courses

Reference: CEPOL/2003/01

Subject: Anti-Terrorism and Management of Information

Type of Activity: International Course

Target Group: Senior police officers, members of the justice system, members of ministries of interior and justice, members of security services and military services

Objectives: Delegates should analyse the phenomena of international, especially religiously motivated terrorism and its international relations, assess the potential threat and discuss preventive and repressive control strategies.

Contents: International situation, actual developments
Political, religious, historical and ideological backgrounds
New threat potentials and threatened objects/persons
Strategic and tactical aspects of control
Aspects of legal assistance
Need of acting in the field of legislation

Duration: 5

Lead Country: France, Italy and Spain

Supporting Countries: UK and Sweden

Methods of Delivery: International course under which various presentations by speakers will be provided.

Each contribution will be followed by a dialogue among the speaker and the audience, requesting from attending delegates an active involvement

Motivation: The incidents in the USA of September 2001 showed dramatically the threats of international terrorism against free democratic societies.

Therefore, it is inevitable to introduce the subject of international terrorism under the aspects of new dimensions of the threats into international training and discuss possible counter measures against a tactical, strategical and political background.
Reference: CEPOL/2003/02

Subject: Anti-terrorism: Detection of Forged and falsified identity documents in the fight against terrorism

Type of activity: International Training Course

Target Group: In a first stage senior police officers responsible in the fight against terrorism, especially in the framework of fraudulent identity documents used by terrorists. In a second stage a course could be organised to train the trainers on this subject.

Objectives: To enable the senior officers (mentioned in the target group), to improve the detection of forged and falsified identity documents, by using standard strategic principles, detection techniques… in the fight against terrorism.
To transfer the necessary knowledge about detection techniques to the trainers who are active in the field of anti-terrorism.

Contents: The course has four parts (each part will be more detailed for the second level)

PART 1 INTRODUCTION
Chapter 1 Motivation (to use forged documents)
Chapter 2 Statistics (about misused documents)
Chapter 3 Nationalities (behind the documents)
Chapter 4 Fraud (current tendencies)
Chapter 5 Known studies about the relation between terrorism and counterfeit documents

Part 2 Materials and Techniques (of more importance for the second level)
Chapter 1 Materials
Chapter 2 Elements of authenticity in paper
Chapter 3 Elements of authenticity on paper and plastics
Chapter 4 Tools to check elements of authenticity

PART 3 IDENTITY DOCUMENTS
Chapter 1 Fraud with identity papers
Chapter 2 The elements of a passport and the features of authenticity
Chapter 3 Falsified Identity papers
Chapter 4 Forged identity papers – Fantasy and pseudo documents
Chapter 5 Checklist to control identity papers

PART 4 RISK ASSESSMENT
Chapter 1 Tactical and technical risk assessment
Chapter 2 Checklist for tactical and technical risk assessment
Chapter 3 Means of payment (banknotes, cheques and traveller cheques, credit cards…)
Duration:  
- First level: 3 days  
- Second level: 5 days

Lead country:  
Portugal

Supporting countries:  
The Netherlands, Belgium and Luxemburg.

Methods of delivery:  
Lectures, seminars, workshops, case studies and role plays.

During the course informative test will be held.

Motivation:  
The incidents in the USA on 11 September 2001 showed dramatically the threats from international terrorism against free democratic societies. In order to intensify the tracing of international terrorists, there is an urgent need for a European approach in the detection of forged and falsified identity documents.

Council Decision, Article 6.1 “It shall support and develop a European approach to the main problems facing Member States in the fight against crime, crime prevention, and the maintenance of law and order and public security, in particular the cross-border dimensions of those problems.”

Article 7 (a) “provide training sessions, based on common standards, for senior police officers;”

As regards the measures that have to be taken in view of warranting a high level of security the Task Force Chiefs of Police decided during its meeting on 30/31 October 2001, to invite CEPOL to intensify training about document counterfeiting.
Subject: Police Commander Course. Civil aspects of Crisis Management

Type of activity: International Training Course

Target Group: Senior police officers who are expected to be deployed in the EU contingent; national heads of non-military crisis management training.

Objectives:
- to create the conditions needed for efficient and effective use of the EU police contingent by appropriate leadership
- preparation for key positions within multinational police headquarters
- knowing the political and legal framework in the field of non-military crisis management
- development of management, communication and negotiation skills

Contents:
- Standards and legal aspects
- Co-operation and co-ordination between the different actors in charge of crisis management
- Planning, command and control of police operations at an operative level
- Management, Supervising and Communication
- Simulation Exercise

Duration: 4 courses, each of 18 days and each with 20 participants

Lead country: Austria, Spain, Germany, France, Sweden and Denmark

Supporting countries:

Methods of delivery: Lectures, group work, case studies, exercises.

Motivation: The European Councils held in HELSINKI (December 10-12, 1999), in SANTA MARIA DA FEIRA (June 19-20, 2000) and NICE (December 4-5, 2000) have adopted concrete objectives in the field of non-military crisis management. The member states, in the frame of a voluntary co-operation ought to be able, before 2003, to deploy as many as 5000 police officers, 1000 of whom will have to be possibly deployed within one month delay, for international missions of preventing conflicts and managing crisis.

Council Decision, Article 6.1 “It shall support and develop a European approach to the main problems facing Member States in the fight against crime, crime prevention, and the maintenance of law and order and public security, in particular the cross-border dimensions of those problems.”

Article 7 (f) “develop and provide training to prepare police forces of the European Union for participation in non-military crisis management;”
Reference: CEPOL/2003/04

Subject: Trafficking in Human Beings: Control of Immigration

Type of activity: International Course

Target Group: Senior police and customs officers, heads of police forces, senior officials at ministries of the interior, prosecutors with a responsibility of countering organised crime

Objectives: Practical challenges and strategical and tactical answers to illegal immigration and human trafficking

Contents:
- An outline of the situation throughout Europe
- International and national counter strategies
- Operational counter methods at external borders and within the countries
- Utilizing operational intelligence
- Setting up money trails, particularly further logistic approaches
- Challenges linked with cross-border surveillance regarding illegal migration

Duration: The course duration will be 4 working days.

Lead country: Germany, Spain and Greece

Supporting countries: The Netherlands, UK

Methods of delivery: The Seminar will be delivered by a residential course. Conference languages will be German (English and / or French if needed)

Motivation: As illegal immigration becomes more and more a field of organised crime, the problems to law enforcement in controlling this phenomenon have to be reviewed on an in functional level and common concepts, strategies and tactics have to be elaborated.
Reference: CEPOL/2003/05

Subject: Border Control

Type of activity: Training course

Target Group: In a first stage senior police officers directly responsible for important border control services in the EU, in the EU member states, in Iceland and in Norway were trained in 2001. In a second stage (2002), the chiefs of police in charge of border control services in the EU member states, in Iceland and Norway, and in the EU candidate-member states and senior officers responsible for the training of the border control services will be trained. The third stage should take place in 2003 with a training for trainers.

Objectives: To develop effective border control methods based on European tools and with attention to particular phenomena such as illegal immigration and trafficking in human beings.

Contents:
- Review of current problems in border control
- Operational management of border control services
- Control procedures based on the Schengen convention (common manual) and other European tools, best practices etc.
- Technical aspects of the control of documents (tracing false and falsified identification papers) and techniques aimed at illegal immigration and trafficking in human beings
- The Schengen information system and other systems for the exchange of information (early warning system etc)

Duration: 2 courses each of 10 days and each with 27 participants

Lead country: Italy

Supporting countries: Austria, Belgium, France and Spain

Methods of delivery: Lectures, seminars, workshops, case studies and role plays

Motivation: This training course is considered as very important in the preparation of the enlargement of the European Union.

Council Decision Article 6.2 “to increase the knowledge of the national police systems and structures of other member states, of Europol and of cross border police co-operation within the EU.”

Article 7 (a) “Provide training sessions, based on common standards, for senior police officers,”
(c) “Provide specialist training for police officers playing a key role in combating cross-border crime, with a particular focus on organised crime”
Reference: CEPOL/2003/06

**Subject:** Candidate Countries: Police Ethics

**Type of activity:** International Training Course

**Target Group:** Senior police officials representing EU candidate countries.

**Objectives:**
- To enable candidate countries to develop standards of behaviour likely to produce the maximum confidence and trust from their population
- To understand the essentials of police ethics,
- To understand the linkage between police ethics and human rights
- To explore the universal and European legal instruments and their enforcing mechanism;
- To understand the significance and relation between police work and police ethics and their application in daily practical police work;
- To evaluate the situation in their own country;
- To evaluate the use of different policy instruments including training;
- To formulate plans for future developments and policy implementations in their own police service.

**Contents:**
- Explanation and exploration of universal ethical concepts like respect of human dignity, integrity, impartiality, accountability, responsibility;
- international and European legislation;
- ‘State of the art’ methods of imparting the application of police ethics;
- Exchange of good practice.

**Duration:** 2 courses each of 5 days and each with 24 participants

**Lead country:** UK

**Supporting countries:** France

**Methods of delivery:** Lectures, seminars, workshops, case studies, role plays, writing a short paper

**Motivation:** There is a need for candidate countries to meet the criteria of the so-called EU acquis communautaire. These criteria include the field of police ethics.

Council Decision, Article 6.2

\[ a. \text{ to increase knowledge of the national police systems and structures of other Member States, of Europol and of cross-border police co-operation within the European Union; } \]

\[ b. \text{ to strengthen knowledge of international instruments, in particular those which already exist at European Union level in the field of co-operation on combating crime; } \]
c. to provide appropriate training with regard to respect for democratic safeguards with particular reference to the rights of defence;

d. to encourage co-operation between CEPOL and other police training institutes.

Article 6.3 “CEPOL shall offer its infrastructure to senior police officers of applicant countries with which the European Union is conducting accession negotiations as well as those of Iceland and Norway.”

Article 7 (g) “develop and provide training for police authorities from the States applying for membership of the European Union, including training for police officers with a key role;”
Reference: CEPOL/2003/07

Subject: Candidate Countries: Knowledge of EU Policing Systems.

Type of activity: International Training Course

Target Group: Senior Officers of Police Forces in EU Candidate Countries

Objectives:
- To strengthen knowledge of the national police systems and structures of Member States, and of the Schengen acquis.

Contents:
- Identify common standards of organisational police structures in EU Member States.
- Analyse Schengen Convention and its consequences.
- Understand various methods and instruments for implementation process in police forces in the Schengen area.

Duration: One course, each of 5 days and each with 24 participants

Lead country: Germany

Supporting countries: Austria

Methods of delivery: Lectures, seminars, workshops, case studies, role plays, writing a short paper

Motivation:
Council Decision, Article 6.2
(a) to increase knowledge of the national police systems and structures of other Member States, of Europol and of cross-border police co-operation within the European Union;
(b) to strengthen knowledge of international instruments, in particular those which already exist at European Union level in the field of co-operation on combating crime;
(c) to provide appropriate training with regard to respect for democratic safeguards with particular reference to the rights of defence;
(d) to encourage co-operation between CEPOL and other police training institutes.

Article 6.3 “CEPOL shall offer its infrastructure to senior police officers of applicant countries with which the European Union is conducting accession negotiations as well as those of Iceland and Norway.”

Article 7 (g) “develop and provide training for police authorities from the States applying for membership of the European Union, including training for police officers with a key role;”
Reference: CEPOL/2003/08

Subject: Candidate Countries: Control of Immigration Flows

Type of activity: International Training Course

Target Group: Senior Officers of Police Forces in EU Candidate Countries

Objectives:
- To strengthen knowledge of immigration flows trends, to provide appropriate training in combating illegal immigration with regard to respect for fundamental rights.

Contents:
- Comprehensive approach of migration flows from out the European Union: causes, sociological characteristics and measures to be implemented to increase knowledge.
- The Schengen rules applicable to control those flows.
- Control measures of those flows, prevention of illegal immigration and fight against criminal facilitator networks.

Duration: 2 courses, each of 5 days and each with 24 participants

Lead country: France

Supporting countries: Belgium and Italy

Methods of delivery: Lectures, seminars, workshops, case studies, role plays, writing a short paper

Motivation:
Council Decision, Article 6.2
(a) to increase knowledge of the national police systems and structures of other Member States, of Europol and of cross-border police co-operation within the European Union;
(b) to strengthen knowledge of international instruments, in particular those which already exist at European Union level in the field of co-operation on combating crime;
(c) to provide appropriate training with regard to respect for democratic safeguards with particular reference to the rights of defence;
(d) to encourage co-operation between CEPOL and other police training institutes.

Article 6.3 “CEPOL shall offer its infrastructure to senior police officers of applicant countries with which the European Union is conducting accession negotiations as well as those of Iceland and Norway.”

Article 7 (g) “develop and provide training for police authorities from the States applying for membership of the European Union, including training for police officers with a key role;”
Reference: CEPOL/2003/09

Subject: Candidate Countries: Police Management

Type of activity: International Training Course

Target Group: Senior Officers of Police Forces in EU Candidate Countries

Duration: One course of 5 days

Lead country: France

Supporting countries: UK

Methods of delivery: Lectures, seminars, workshops, case studies, role plays, writing a short paper

Motivation: Council Decision, Article 6.2

(e) To increase knowledge of the national police systems and structures of other Member States, of Europol and of cross-border police co-operation within the European Union;

(f) To strengthen knowledge of international instruments, in particular those which already exist at European Union level in the field of co-operation on combating crime;

(g) To provide appropriate training with regard to respect for democratic safeguards with particular reference to the rights of defence;

(h) To encourage co-operation between CEPOL and other police training institutes.

Article 6.3 “CEPOL shall offer its infrastructure to senior police officers of applicant countries with which the European Union is conducting accession negotiations as well as those of Iceland and Norway.”

Article 7 (g) “develop and provide training for police authorities from the States applying for membership of the European Union, including training for police officers with a key role;”
Reference: CEPOL/2003/10

Subject: Human Rights and the Police

Type of activity: The activity can be characterised as an intensive working meeting with colleagues and experts. Important elements are:
- Getting new knowledge and information;
- Exchanging experiences and working methods;
- Reflection and discussion;
- Case-study;
- Developing concrete actions, strategies and scenarios

Target Group: The learning activities are aimed at senior police officers. Heads of major police units, officers commanding major operational incidents, police trainers and developers who handle judicial and ethical topics, senior police officers representing EU member states and EU candidate countries.

Objectives: The objective is the result after participation. After participation people will have:
- More actual and professional knowledge about European and universal law in the field of human rights;
- Raised their skills in using instruments to map the level of dealing with human rights in their own organisation;
- More insight into the practical usefulness of particular scientific knowledge;
- A broader view into European and global developments in the area;
- More insight in the quality of their own thinking;
- Thought about how to innovate their own organisation in this field and learned about the quality of their own ideas by discussing them with colleagues;
- Examined the essentials of police ethics, human rights and combating racism
- Understanding of the challenges of policing a multicultural society
- Reflected on the universal and European legal instruments and their enforcing mechanism
- Identified the significance and relation between police work and human rights, ethics and combating racism and their application in daily practical police work
- Evaluated the situation in their own country
- Evaluated the use of different policy instruments including training
- Formulated plans for future developments and policy implementations in their own police service.

The intention is to realise sustainable development, not peek experiences with effects that extinguish within three weeks.
Contents: The content of the meetings will consist of:

- Explanation of universal concepts
- International and European legislation
- ‘State of the art’ methods of imparting the application of human rights/ethics and combating racism in police training and development
- Working methods and achievements of international institutions
- Co-operation with IGO’s and NGO’s
- Recent international and national developments;
- Exchange of good practice.
- Knowledge and information delivered by international acknowledged experts;
- ‘If only we knew what we know’, making explicit and accessible for reflection and discussion personal theories and experiences;
- The instruments based on and described in: ‘Policing in a Democratic Society – Is your Police Service a Human Rights Champion?’ from the Council of Europe.

Duration: 2 courses of 5 days

Lead Country: Germany and The Netherlands

Supporting countries: Finland and Sweden

Methods of delivery: Lecturing, plenary sessions, working groups

Motivation: Human rights are an inalienable right. The police are being faced with matters of human rights under three aspects: They are repeatedly witnessing violations to human rights while performing their duties, they are sometimes reproached of violating human rights themselves and – last but not least – it is essential to protect the human rights of all police officers under duty. The question of police work being compatible with human rights or being not, concerns the inner core of the police organisation, since this organisation has been entrusted with enforcing the existing laws.
Reference: CEPOL/2003/11

Title: Public Order and Crowd Management

Subject: Our world is labelled as a global village with a globalisation of the society and the economy. This means that events all over the world can provoke local disturbances and local organised events are seized with both hands by international composed groups of activists. This asks for analysis of global trends and new ways of dealing with public order and crowd control.

Type of activity: The activity can be characterised as an intensive working meeting with colleagues and experts. Important elements are:
- Getting new knowledge and information;
- Exchanging experiences and working methods;
- Reflection and discussion;
- Case-study;
- Developing concrete actions, strategies and scenarios.

Target groups: The learning activities are aimed gold-commanders. These are senior police officers who are experienced in being responsible for preparing and leading concrete large events. The best results will be achieved if participants are confronted with the topic in their daily practice. The number of people in the group will be limited to fifteen.

Objectives: The objective is the result after participation. After participation people will have:
- More actual and professional knowledge in the central topic of the meeting;
- More knowledge about the results of the evaluation of recent events;
- More insight into the practical usefulness of particular scientific knowledge;
- A broader view into European developments in the area;
- More insight in the quality of their own thinking;
- Skilled in the use of scenarios.

The intention is to realise sustainable development, not peek experiences with effects that extinguish within three weeks.

Contents: The content of the meeting will consist of:
Knowledge and information delivered by international acknowledged experts;
‘If only we knew what we know’, making explicit and accessible for refection and discussion personal theories and experiences.

Duration: There will be two blocks of four days each. There also will be time needed for preparation.

Lead countries: The Netherlands and France
Supporting countries: Finland, Spain, Belgium, Germany.

Methods of delivery: During the meeting there will be different methods used:
• Reinventing the wheel will be practised if the process is important and the product not;
• Lectures will be given if an expert is willing to share his knowledge with the participants in the absence of a book;
• Cases studies will be practised;
• A community of practice will be established.

The program will consist of two blocks. In the first block new knowledge, how to analyse the context of events and how to work with scenarios, risk-assessment and evaluation methods are the main topics. The second block is aimed at processing the lessons learned. These lessons will be checked on a famous international case. In total this will culminate in the formulation of recommendations for police organisations in Europe.

Motivation: The Dutch proposals are part of the curriculum of the School for Police Leadership. This school is recently established to underline the importance of explicitly created learning environments for (future) police leaders on strategic level.

The proposals also refer to the ‘body of knowledge’ of the Dutch Police Institute for Public Order and Riot Control.

The content of this course is also based on knowledge and skills of the France police.

Leadership on strategic level deals with translations and choices. Police leaders have to evaluate European and national societal developments. They have to transform these into future directions for their own national organisation. However this is not like arithmetic; there is more than one possible solution. Learning can rise the professional functioning of police leaders. This learning can take place in the field of police science and in the field of personality development. The learning experiences offered in the contribution of the LSOP to the annual program are aimed at learning in the field of police science. Participation in the offered learning experiences will lead to gaining insight into actual problems in the field of policing from a leadership perspective.

This contribution to the annual program is a result of ideas about:
– the necessity of developing a body of knowledge concerning policing;
– the firm belief that the quality of police leadership can make a quantum leap forwards if leadership is seen a competency which can be developed;
– the necessity to develop organisational learning as a tool to improve the performance of the police.
A competency is the ability to tackle adequately the challenges in one's professional field. Competencies are based on knowledge, skills, personality traits, attitudes and experiences. The offered learning experiences will focus on all these elements. The LSOP offer can be conceived as a direct contribution to the realisation of the task of CEPOL: raising the quality level of police leadership. It has to be examined if a relationship can be established with the European Taskforce of Chiefs of Police.
Reference: CEPOL/2003/12
Subject: Sport Violence
Type of activity: International Seminar

Target group: Senior police officers of the EU member states responsible for the management of crowd violence at sporting events

Objectives:
- To share experiences and good practice
- To analyse the problems related to violence prevention
- To establish control and investigation procedures for detecting financial activities
- To analyse the problematic of sports violence
- To draft a report which will disseminate effective approaches and guidelines for the prevention and reduction of crowd violence at sporting events
- To progress the intelligence and information initiatives related to the police permanent information network
- To develop effective operational approaches to countering violence
- To improve relationships and communications between senior police officers working in the field of crowd management and violence control at sporting events.

Contents:
- Psychological and sociological analysis at sporting events
- To update and share the latest methods and techniques for effective prevention, reduction and investigation of violence at sporting events
- To draft a report aimed to managing future trends
- Exchanging of experiences between senior police officers and to foster already existing cooperation and coordination relating to sports events and violence
- Recent international and national developments, including the experience gained during the last world and European football championships
- Use of combined means (dogs and horses) to increase the police power control crowd violence before, during and after sporting events
- Report analyses "Policing Euro 2000 International police cooperation, information management and police deployment"
- Report analyses of the Investigation Project on Violence associated to big events

Duration: 1 course of 3 days for 30 participants

Lead country: Portugal

Supporting countries: Belgium and Italy

Method of delivery: Lectures, group work, case studies, exercises, role plays, practical exercises, operational simulations’
Motivation:

I. ACCORDING TO ARTICLE 6.1 OF THE COUNCIL DECISION ESTABLISHING CEPOL

I shall support and develop a European approach to the main problems facing Member States in the fight against crime, crime prevention, and the maintenance of law and order and public security, in particular the cross-border dimension of those problems.”

According to Article 7 CEPOL

“... (a) provide training sessions, based on common standards, for senior police officers:
Conclusions of the JHA Council of 13 July 2001 on the safety of the meetings of the European Council and other comparable events.
CEPOL/2003/13

REFERENCE:

Subject: High Ranking Senior Police Officers Course

Type of activity: International seminars

Target Group: High ranking senior police officers from Member States, candidate Countries, Iceland and Norway who have a strategic position or work with strategic topics at a national level, and relevant delegates from the Commission, the Council and Europol.

Objectives: In Co-operation with other senior police officers from the Member States and the Candidate Countries, analyse relevant future topics and especially issues related to strategic planning and strategic leadership.

Contents: Consequences of enlargement of the European Union
- The fight against crime in 2005
- New technology crime
- Financial crime
- Cross-border organised crime

Duration: 4 seminars each of 4 days and each with 30 participants

Lead country: (Preliminary) Sweden/ The Netherlands

Supporting countries: (Preliminary) France/UK/Spain

Methods of delivery: Lectures, working groups, seminar-papers, The Internet, distance learning

Motivation: Council Decision Article 6.2 (a) “to increase knowledge of the national police systems and structures of other Member States, of Europol and of cross-border police cooperation within the European Union;”

Council Decision Article 6.2 (b) “to strengthen knowledge of international instruments, in particular those which already exist at European Union level in the field of cooperation on combating crime;”

Council Decision Article 7 (a) “provide training sessions, based on common standards, for senior police officers;”
Reference: CEPOL/2003/14

Subject: Environmental Crime

Type of activity: Seminar

Target Group: 30 Senior police officers from EU Member States, as well from other countries, in particular the EU candidate countries. Specially aimed to Senior Police Officers concerned with that task, and to train the trainers.

Objectives:
1. Unified policing and investigation criteria will be enhanced, as well as specialised training, information exchanges and cross border co-operation, and European Environmental Law.
2. Analyse most important aggressions against environment, as well as the way to fight them.
3. Study Environmental Law topics, in order to define and unify concepts.
4. Study penal offences from different European countries.

Contents:
1. Organization and working methods of different police forces in the fight against environmental aggressions.
2. Training of those police officers with responsibilities in environment protection.
3. Environmental penal law through out Europe.
4. Police investigation on environmental crimes and offences.
5. Most relevant aggressions against environment.
6. Police co-operation: needs and proposals.

Duration: Three days in November 2003, residential course

Lead countries: Spain and Sweden

Supporting countries: France and Italy

Methods of delivery:
- theoretical presentations, workshops and case works will be held.
- the training during the course will focus on active learning techniques where appropriate.

Motivation: Nowadays, there are not unified criteria on environmental policing. Thus, it is necessary, among other tasks:

I. Harmonizing topics dealt by environmental laws (in some countries they are very restrictive, while in other countries they are very extensive).
II. Defining the penal offences, which is very important for information exchanges and for co-operation between countries.
III. Looking for a work method which allows some kind of uniformity in the evidence dealing and in the environmental crime investigation.
IV. Setting up a minimum training level for those police officers with responsibilities in environmental policing.

According to the articles 6.2 b), 7 d) and 7 g) of the Council Decision and the definition of the CEPOL’s objectives.
Reference: CEPOL/2003/15
Subject: Community policing and mediation

Type of activity: The total set of activities can be described as an international course. During the course there will be:
- Lectures by acknowledged experts;
- Discussion amongst the participants and with the experts;
- Reflection on individual ideas and the ideas of others;
- Formulating points of special attention for future innovations.

Target group: The training is organised for senior police officers. In their daily practice, they are responsible for operational police divisions. Furthermore, they are confronted with the task to implement community policing. In this context, it is necessary that they become competent to deal with conflicts. Teachers also belong to the target group because they have to coach the competent development of police officers in the field. These people should be selected by asking the question: “Is this woman or man in a position to develop plans and to implement them?”

Objectives: After taking the course, the participants are able to:
- Describe the essentials of community policing and mediation;
- Formulate perspectives for future developments and policy implementations in their own police service;
- Mediate in conflict situations.

Content: During the programme the following aspects will be highlighted:
- Explication of and reflection on community policing;
- Psychological background of conflict;
- Theory of mediation;
- Exchange of good practices;
- Skill lab mediation.

During the course, a central theme is the necessity of being competent in mediation as basis tool for police officers working in the field of community policing.

Duration: One course divided into two blocks of four days each. The intermediate period can be used to fulfil practical work or a specific task. The course will delivered in France and the Netherlands.

Lead countries: The Netherlands and France

Supporting countries: Finland, Italy, Ireland and United Kingdom.
Methods of delivery:
The programme consists of:
• Lecturing;
• Studying of written material;
• Reflections;
• Discussions in plenary sessions and working groups;
• Skill lab, which implicates that participants will have to demonstrate competent behaviour in a ‘natural’ setting.

Motivation:
All the European countries are concerned by the implementation of the community policing. So, this topic has been selected as a main priority during the meeting of the general directors of the police from the European countries organised in Paris in September 2000 and as a main training topic for the CEPOL.

Community policing gives expression to impossibility of the police to guarantee on there own local safety. To create safe living conditions people from different societal organisations together with individual persons and groups of individuals have to take responsibility for their neighbourhood. The police, as competent in that field, will do their part.

The skill to resolve conflicts by mediation is of central importance. By mediation the police will get the pressure’s off and will create the starting points for a constructive way of dealing with problems.

During the CEPOL programme 2001 a special Master Class on ‘Mediation and Conflict resolution as tool in local oriented policing’ will be organised in the Netherlands. The main goals of this master class are to explore the effective use of this innovative tool in community policing.

The experiences gained during the Master Class combined with the support of experts in community policing, will be part of the programme that will be delivered in the first course in 2002. These different notions, tools and experiences about this topic will ascertain common concepts of the various methods and will develop a guide of best practice.

The second course in 2002 will have to provide the people acting in the field of community policing, in-depth skills for using mediating and sorting out conflicts themselves. Set up by experts in restorative justice, mediation and conflict resolution, this course will enable the police officers to be impartial and indispensable to assist groups and individuals who must solve by themselves the conflicts they have to tackle. This method will enable the people to be conscious of their involvement in the community policing as citizens, which is the main keynote.
Reference: CEPOL/2003/16

Subject: Community Policing, Crime analysis and strategic planning

Type of activity: International Seminar

Target group: Police officers, social scientists attached to police service, members of lecturing staffs in police training and development units who deal with questions with crime analysis and strategic planning.

Objectives: Delegates are invited to analyse their current local public order and safety problems, share their know-how on applied strategic and tactical planning based on crime analysis.

After taking the course the participants:
- Are up to date on the latest developments on crime analysis
- Have cross-national understanding on crime prevention strategies and latest innovations on different tactical responses
- Have improved expertise to apply the latest research findings on strategic planning of police activities at local level

Contents: - Strategic crime analysis
- Latest trends on community policing
- Strategic planning
- Co-operation between authorities at local level
- Applying crime statistics

Duration: Five days in April 2003

Lead country: Finland

Supporting countries: Luxemburg

Method of delivery: Lectures, workshops, case studies and excursions. There will formal presentations supported by workshop activities. Delegates will also examine case studies of best practice from EU member states, North America, Baltic Countries and Russia. The conference will create the opportunity for delegates to share their own professional knowledge in an open International forum.
Motivation:

According to Article 6.2 of the Council decision establishing CEPOL:

“... (d) to encourage cooperation between CEPOL and other police training institutes.”

According to Article 7 CEPOL:

“... (a) provide training sessions, based on common standards, for senior police officers; (e) disseminate best practice and research findings; (...) (g) develop and provide training for police authorities from the States applying for membership of the European Union, including training for police officers with a key role; (...) (j) enable the senior police officers of the Member States to acquire relevant language skills.”
Reference:

Subject: Knowledge of Police Systems (in German)

Type of activity: International Training Course

Target Group: Senior police officers possessing a sound knowledge of the spoken and written language of the host country who are or will be involved in cross border work or international police co-operation in either operational or educational areas.

Objectives:

• To provide an understanding of the host country’s police system within the European context
• To deepen mutual understanding in an international forum of various police cultures
• To broaden police terminology within the host country.

Contents:

• THE HISTORY OF THE HOST COUNTRY IN A EUROPEAN CONTEXT
• The structures of the European Union
• The philosophies of policing – national approaches, different structures
• Co-operation in the field of Justice and home affairs (3.pillar)
• International police co-operation – Interpol, Europol, Schengen Agreement
• European co-operation in the field of organized crime
• Cross border co-operation in the daily duty of safeguarding public order and security
• Transparency about the training and further training within the host country.
• Comparative study of the legal system and police organisations adopted by the countries from which delegates are drawn.

Duration: 1 course of 20 days with 20 participants

Lead country: Austria

Supporting countries:

Methods of delivery: Lectures, group work, visits to different Institutions

Motivation: Article 29 of the European Union treaty highlights the need for a common approach in the field of Police/justice/customs cooperation in order to achieve the stated aim of “one single area of freedom, safety and security”

International training and development schemes that have particularly been designed to enhance the share of know-how among the attending delegates are key factors for being able to keep pace with the fast organisational developments and in particular with the existing legal frameworks.
Council Decision, Article 6.2 (a) “to increase the knowledge of the national police systems and structures of other member states, of Europol and of cross-border police cooperation within the European Union”

Article 7 (j) “to enable senior police officers of the member States to acquire relevant language skills”
CEPOL/2003/18

REFERENCE:

Subject: Knowledge of Police Systems (in French)

Type of activity: International Training Course

Target Group: Senior police officers possessing a sound knowledge of the spoken and written language of the host country who are or will be involved in cross border work or international police co-operation in either operational or educational areas.

Objectives:

• To provide an understanding of the host country’s police system within the European context
• To deepen mutual understanding in an international forum of various police cultures
• To broaden police terminology within the host country.

Contents:

• THE HISTORY OF THE HOST COUNTRY IN A EUROPEAN CONTEXT
• The structures of the European Union
• The philosophies of policing – national approaches, different structures
• Co-operation in the field of Justice and home affairs (3 pillar)
• International police co-operation – Interpol, Europol, Schengen Agreement
• European co-operation in the field of organized crime
• Cross border co-operation in the daily duty of safeguarding public order and security
• Transparency about the training and further training within the host country.
• Comparative study of the legal system and police organisations adopted by the countries from which delegates are drawn.

Duration: 1 course of 20 days with 20 participants

Lead country: France

Supporting countries:

Methods of delivery: Lectures, group work, visits to different Institutions

Motivation: Article 29 of the European Union treaty highlights the need for a common approach in the field of Police/justice/customs cooperation in order to achieve the stated aim of “one single area of freedom, safety and security”

International training and development schemes that have particularly been designed to enhance the share of know-how among the attending delegates are key factors for being able to keep pace with the fast organisational developments and in particular with the existing legal frameworks
Council Decision, Article 6.2 (a) “to increase the knowledge of the national police systems and structures of other member states, of Europol and of cross-border police cooperation within the European Union”

Article 7 (j) “to enable senior police officers of the member States to acquire relevant language skills”
CEPOL/2003/19

REFERENCE:

Subject: Knowledge of Police Systems (in English)

Type of activity: International Training Course

Target Group: Senior police officers possessing a sound knowledge of the spoken and written language of the host country who are or will be involved in cross border work or international police co-operation in either operational or educational areas.

Objectives:

- To provide an understanding of the host country’s police system within the European context
- To deepen mutual understanding in an international forum of various police cultures
- To broaden police terminology within the host country.

Contents:

- THE HISTORY OF THE HOST COUNTRY IN A EUROPEAN CONTEXT
- The structures of the European Union
- The philosophies of policing – national approaches, different structures
- Co-operation in the field of Justice and home affairs (3 pillar)
- International police co-operation – Interpol, Europol, Schengen Agreement
- European co-operation in the field of organized crime
- Cross border co-operation in the daily duty of safeguarding public order and security
- Transparency about the training and further training within the host country.
- Comparative study of the legal system and police organisations adopted by the countries from which delegates are drawn.

Duration: 1 course of 20 days with 20 participants

Lead country: Ireland

Supporting countries:

Methods of delivery: Lectures, group work, visits to different Institutions

Motivation: Article 29 of the European Union treaty highlights the need for a common approach in the field of Police/justice/customs cooperation in order to achieve the stated aim of “one single area of freedom, safety and security”

International training and development schemes that have particularly been designed to enhance the share of know-how among the attending delegates are key factors for being able to keep pace with the fast organisational developments and in particular with the existing legal frameworks.
Council Decision, Article 6.2 (a) “to increase the knowledge of the national police systems and structures of other member states, of Europol and of cross-border police cooperation within the European Union”

Article 7 (j) “to enable senior police officers of the member States to acquire relevant language skills”
Reference: CEPOL/2003/20

Subject: CROSS-BORDER CRIME. EU LAW AND POLICE RESPONSIBILITIES

Type of activity: International course

Target Group: Heads of police forces, heads of police training and development institutions, government officials at ministerial level being in charge of training and development matters, members of the police lecturing staffs who lecture in legal and social sciences matters, prosecutors and judges

Objectives: European law is increasing gaining in importance for the police services, the prosecution services, and the courts. The course objective is to enable delegates to identify the legal framework of European law for their practical duties and to draw the appropriate conclusions for their day to day work.

Contents: European warrant of arrest, Eurojust, Europol, EU convention on terrorism, money laundering/seizure of assets, OLAF

Duration: 3 working days

Lead Country: GERMANY

Supporting countries: Denmark

Methods of delivery: Lecturing, plenary sessions, working groups

Motivation: It is a key factor for an integrating Europe that the core elements of fighting crime have been worked out along common standards, which are then commonly adhered to. The European law is an outstanding tool for promoting the integration among the European states in the field of fighting crime and for deepening the understanding among each other for the individual challenges the European states may be faced with in this context.
Reference: CEPOL/2003/21

Title: Cross Border Crime: Financial Crime

Type of activity: International Course

Target Group: 30 persons-80% criminal police officers
10% judges and prosecutors
10% representatives of supervisory and financial bodies

Objectives: Struggle against economic and financial organized crime, including
Corruption and money laundering, as well as against its use of instruments
such as offshore companies and tax havens.
Dismantling of concealment techniques - a better effectiveness in attacking the
financial and economic circuits of financial organized crime.
Establishing and improving co-operation mechanisms to fight economic and
financial organized crime.

Contents: International organized fraud:
 Fraud against the financial interests of the EU
Organized smuggling of goods subject to special consumptatio taxes
(tobacco and alcohol)
Fraud against VAT

Fraud against financial and credit institutions, insurance companies
and public utility concession companies.

Corruption and crimes committed by civil servants:
corruption
influence peddling
deliberate damaging administration in a public or co-operative
sector company
civil servant economic sharing in a business

Money laundering deriving from the commission of the above mentioned
crimes

Duration: 1 course of 4 days with 30 participants

Lead Country: Portugal, France and Italy

Supporting Country: Germany

Methods of Delivery: Lectures, seminars, workshops.
Motivation: Council of Europe Conventions and OECD Convention on corruption "Council Decision, Article 6.1". It shall support and develop a European approach to the main problems facing member States in the fight against crime, crime prevention, and the maintenance of law and order and public security, in particular the cross-border dimensions of those problems. Article 6.2 (b) "to strengthen Knowledge of international instruments, in particular those which already exist at European Union level in the field of co-operation on combating crime". Article 7 (c) "provide specialist training for police officers playing a key role in combating cross-border crime, with a particular focus on organised crime".
Reference: CEPOL/2003/22

Subject: Cross Border Crime: Drugs Crime

Type of activity: International Course on Training

Target group: 30 Senior Police Officers from the Member States responsible for Police Drugs Traffic Squads

Objectives:
- To promote a global analysis about organized crime linked to Drugs Traffic, structuring a multidimensional profile of the phenomena;
- To make an approach to the management of Police Drug Traffic Squads, looking for a horizon of good practices in a dimension of continuous co-operation among Member States;
- To design a common plan of co-operation that sets up the mainstays for European Police Investigation strategies and techniques, like joint investigation teams or undercover operations.

Contents:
- Different models of organization and management of specialized Drugs Traffic Investigation;
- Conceptualisation of organized crime as a multidimensional global activity;
- Analysis of the geographical European space where Drugs Traffic occurs: routes, different kind of drugs, flows and criminal organizations;
- A financial approach to organized crime: police strategies;
- Joint investigation framework among Member States: strategies (for example fight against financial connections of criminal groups, etc) and tactics (controlled deliveries, undercover police officers, electronic and digital surveillance).

Duration: Four days

Lead country: Spain

Supporting Country: UK and Italy

Methods of delivery: Lectures, group work and case studies

Motivation: 1997 Amsterdam Treaty (in force since May 1999) refers, on Title VI, to one of the main objectives of the European Union: the establishment of a European space of freedom, security, and justice. According to article 6.1 of the Council Decision, “it shall support and develop a European approach to the main problems facing Member States in the fight against crime, crime prevention, and the maintenance of law and order and public security, in particular the cross-border dimensions of those problems”.

Article 6.2 (b) stresses, “to strengthen knowledge of international instruments, in particular those which already exist at European Union level in the field of co-operation on combating crime”.

Finally, article 7 (c) refers to “provide specialist training for police officers
playing a key role in combating cross-border crime, with a particular focus on organized crime”.

Organized crime and its most important demonstration, drugs traffic, constitute the immediate menaces of the European space of security. Member States’ Law Enforcement Bodies are in charge of implementing these policies related to the protection of the afore-mentioned space and of facing that threat. The training of these bodies is one of the most important mainstays for their efficiency. Therefore, the relationship between the European security space and the training of Law Enforcement Bodies is direct and unequivocal.
Reference: CEPOL/2003/23

Subject: Leadership and Management

Type of activity: International Course

Target group: Senior police officers, project leaders on matters of staff development and organisational development

Objectives: Presenting innovative concepts on leadership, staff development and organisational development

Contents: Causes for the development process in the police service
Organisational development against the background of the circumstances faced in the 21st century
Customer needs in the police service
Innovative forms of personnel development
Management approaches focussed on output and outcome
Chances and challenges of working with financial management schemes including code numbers
Quality management
Moving towards a learning organisation
Change management

Duration: 3 working days

Lead Country: Germany

Supporting Countries: The Netherlands

Methods of delivery: Lectures, Discussion and Workshops

Motivation: There are attempts in almost all industrialized countries to carefully examine state bodies/authorities and the ways they are performing the duties they have been entrusted with. Customer needs, output management, modern management, business economy instruments, accountability, and quality management, these are just a few of those elements that are reflected in CEPOL member countries, too. Individual reform approaches may vary, their goals, however, are basically the same: creating a police service which performs the duties effectively and efficiently and taking into account the changing circumstances faced in the 21st century. It makes therefore sense to share the know-how and experience that have been made with those various instruments that have been applied. A possibly resulting network would contribute towards reducing the teaching costs involved into the modernisation process of public administration.