

# **THE CEPOL ANNUAL WORK PROGRAMME FOR 2006**

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Enclosed with this document:

Annex 1- Description of individual courses and seminars for 2006

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. It shall also adopt additional programmes and initiatives, where appropriate to address identified needs. The Governing Board's decisions shall be adopted unanimously and then 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.

### **1. INTRODUCTION**

This paper contains CEPOL's Annual Work Programme of continuing education for 2006 and aims to reflect the priorities specified within the Council Decision and also other priorities, which have emerged over recent years

The 2006 Programme offers training activities on various topics, making use of a blended set of training activities and educational instruments.

The activities will be organised in the 25 Member States and the two Candidate Countries in co-operation with the CEPOL Secretariat in Bramshill, UK.

The courses and seminars envisaged for 2006 reflect the political demands as well as demands from the police service.

The programme is in line with the priorities indicated by Member States, and includes demands from the European Union political levels, including the Hague Programme, and training needs identified by the EU Task Force of Chiefs of Police and Europol.

The programme itself contains courses, seminars, conferences, distance learning modules, and exchange programmes. An electronic network (European Police Learning Net) continues to be developed which will allow for communications between trainers and experts, will eventually provide a platform for delivery of some courses and will provide research data to inform future course delivery.

Emphasis will be put on the different ways of delivering educational programmes by developing common standards and harmonised training programmes for cross border police co-operation and joint investigation teams.

Participants will be expected to prepare themselves by consulting relevant documents and results of research and scientific projects. The EPLN Knowledge database and the E-Doc research database provide a support mechanism for preparation, whilst the Discussion Network provides an opportunity to exchange experiences, expertise and opinions at the conclusion of courses. This will be supported, through facilitation, by the teachers. The Study Network will provide an e-learning facility which will carry a number of courses which are developed through the common curriculum approach.

In 2003, the Governing Board adopted quality standards for all programmes and the 2005 courses have been developed in line with these standards. Previous workshops enabled the new Member States to train their own national course designers and facilitators to the current CEPOL standards. In 2005 four mainstream courses are being developed to the new CEPOL Curriculum Template and an additional four will be developed in this way during 2006

## **2. LEGAL FRAMEWORK**

CEPOL was established by the Council Decision of 22<sup>nd</sup> December 2000. According to Article 1 of the Council Decision, CEPOL shall be set up as a network, bringing together the national training institutes for senior police officers in the Member States.

In accordance with Article 3 of the Council Decision of 22<sup>nd</sup> December 2000, establishing a European Police College Network, the Governing Board must decide on the annual continuing education programme (i.e. teaching content, type, number and length of training measures to be implemented). It shall adopt additional programmes and initiatives, where appropriate.

## **3. OBJECTIVES AND TASKS**

### **a) 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 light of the objectives set out in the annual working programmes and with due regards for available resources

### **b) 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 to train the senior police officers of 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 dimension of those problems.

Article 6.2: CEPOL's objectives shall be as follows:

- a) To increase knowledge of 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 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.

#### **4. ACTIONS WHICH MAY BE TAKEN BY CEPOL**

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

- 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 regards to cross-border co-operation between police forces in Europe, and help to 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 of 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 the 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.

## **5. GENERAL STRATEGY AND PRIORITIES FOR 2006**

The Governing Board is confident that CEPOL has the capability to deliver a greater range and volume of continuing education than that listed in its annual programme. It is also aware of the pressures on European Union budgets.

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.

In the programme for 2006, the Annual Programme Committee have duly taken into consideration the priorities for the creation of an Area of Freedom, Security and Justice approved in the Council's Presidency Conclusions of 5<sup>th</sup> November 2004 (Conclusion 3), adopting the Hague Programme, (particularly in relation to counter terrorism, police co-operation and the Management of Crisis); by 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); the request from the Chiefs of Police Task Force, for additional courses for Joint Investigation Teams and the priorities identified in the COSPOL Programme, and the Council decision, contained in ENFOPOL 15 – "to strengthen the knowledge of international instruments in the field of co-operation on combating crime and contributing to the preparation of harmonised training programmes for police officers with regards to cross border co-operation between police forces in Europe".

### **A. Seminars and Courses 2006**

- **Civilian Aspects of Crisis Management Course:** 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 civilian aspects of crisis management, and this subject has been included in the Hague Programme

- **Strategic Planning for the EU Police Mission Course:** Following on from the course on civilian aspects of crisis management, there are identified needs in planning and conducting European Police Missions, supported by a request form the Police Unit in Brussels and its inclusion in the Hague Programme.
  
- **Joint Investigation Teams:** The Council of the European Union Framework Decision on Joint Investigation Teams (13<sup>th</sup> June 2002), and the Council Act establishing, in accordance with Article 34 of the Treaty on European Union, the Convention on Mutual Assistance in Criminal Matters between Member States of the European Union, sets the background for these programmes. The need for training in this area was recently re-emphasised by the Hague Programme and the Chiefs of Police Task Force as a priority.
  
- **Crime Intelligence and Risk assessment:** The plan for the management of the external borders of the Member States of the EU, adopted by the JHA Council on the 13 June 2002, notes that the Common Integrated Risk Analysis is a vital component to the EU border security. Risk analyses form a basis for joint operations at the EU external borders. The final report on the Austrian/Swedish project "Core Curriculum for Border Guards Training" calls for profile analysis and risk analysis to partly form a basis for operational training for all three categories of border guard officials. It is therefore decided to make the issue a training objective for CEPOL
  
- **Knowledge of European Police Systems, Europol (including European union and Third Pillar):** This priority is drawn form Article 6:2(a) of the Council Decision on the creation of CEPOL.



- **Anti-terrorism (1) Seminar regarding the Madrid Incident, (2) Strategi Course on Counter Terrorism, (3) An Experts Course on Anti Terrorism:** The events of September 11<sup>th</sup> 2001 and March 11<sup>th</sup> 2004, together with other more recent events and subsequent activities by Member States, have made this an urgent and continuing need. This area was re-emphasised in the Council's Presidency Conclusions of 5<sup>th</sup> November 2004 (Conclusion 3) adopting the Hague Programme, and by the ECPTF COSPOL Priorities.
- **Trafficking of Human Beings & Illegal Immigration;** These International and cross border crimes continue to be a high priority for Member States and are linked to organised crime. These are also a priority within the Hague Programme
- **Nature & Environmental Crime:** Consideration of Joint Investigation criteria, information exchange and European Environmental Law. The priority relates to Articles 6:2(b), 7(d) and 7(g) of the Council Decision.
- **Community Policing Course / Community Policing Seminar (EFQM):** All European countries are concerned with the implementation of Community Policing, as a result it was selected as a main topic during the meeting of the general directors of the police from the European countries, organised in Paris in September 2000 and has been included as a main training topic for CEPOL. Interest in utilising EFQM as a tool for excellence in this field has generated much interest in Europe, so the seminar in this specific area has been included for 2006
- **Disaster of a Large Scale:** These incidents can be as a result of terrorist activity or as a result of 'natural occurrences' and the need for effective management of these incidents is important.
- **Public Order & Crowd Management Course / Public Order & Crowd Management (Security during Major Events):** Due to incidents that occur at major sporting events a course on Public order remains a priority.

This course is aimed at officers who are commanding concrete, large scale, events. As Environmental protection is often one of the issues at the heart of disturbances, a course on nature & environmental crimes and their detection has also been included.

- **International Aspects & experiences of Domestic Violence Seminar:** Domestic violence is an increasing global problem; thus exchanges of knowledge and experiences in this field are of utmost importance in the work to prevent and reduce serious crimes in home.

- **High Ranking Senior Police Officers (TOPSPOC):** 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. There is also a training course for senior officers included to address the issues of Development of Leadership and Management of Change. In 2006, in addition there will be an Alumni seminar to further strengthen the available network for senior officers
- **Human Rights, Ethics & Prevention of Corruption Conference:** Respect for democratic safeguards (Article 6:2c) continues to be high priority as there are more human rights challenges to police policy and actions are being brought. Likewise the requirement on the police to have an ethical approach to the execution of their duties is equally important.
- **Strategic Course on Organised Crime:** Organised Crime often involves a combination of criminal subject areas, which are linked together. This course addresses Article 6:1 of CEPOL's aims.
- **Economic & Financial Crime:** There is a requirement to harmonise procedures, at European level, to improve investigation techniques and tactical awareness needed to counter this crime. The course will assist Europol, and other organisations, to achieve this harmonised approach.
- **Information and Language Seminars:** This training is included as an ongoing need to fulfil the action detailed in Article 7(j) to enable senior police officers of the Member States to acquire relevant language skills while developing greater knowledge of the instruments of European co-operation.
- **CEPOL Contact Persons & National administrators of CEPOL Activities:** The CEPOL Secretariat came into operation in August 2002. The experiences since then have shown a serious need to harmonise the administrative procedures and to strengthen the development of training. In order to improve the communication

and make the procedures more effective, the Governing Board decided to establish a training course for administrative and financial staff in the Member States.

- **Drugs Strategy Course:** This training is included to promote global analysis of organised crime linked to drug trafficking, linked to involvement of Europol & EMCDDA. It also addresses areas identified in the Hague Programme and the EPCTF COSPOL paper.

In addition to the above courses a number of other areas of business have been identified by the member states as being of importance and as such courses and seminars have been included to address these areas

- **Child Abuse / Pornography on the Internet**
- **Crime Prevention Seminar**
- **Combating Organised Vehicle Crime Seminar**
- **High Tech & Cyber Crime**
- **Organised & Migratory Crime Seminar**
- **Q13 Quality & Common Standards Course**
- **Train the Trainers Conference**
- **Forensic Science Seminar**
- **Trafficking in Stolen art work**

## **B. Co-operation with Europol**

There is an obvious need for interaction between Europol and CEPOL, and the need to ensure a co-ordination between both organisations Work Programmes. Europol has offered its support to CEPOL mainly through assistance in preparatory work and by giving presentations and participating in training events. For 2006 CEPOL has continued to link courses to the Europol Priorities in the following areas:

- Knowledge of European Police Systems
- Trafficking in Human Beings & Illegal Immigration
- Drug Strategy
- High-Tec and Cyber Crime

- Develop Leadership/Management of Change
- Joint Investigation Teams
- Intelligence Led Policing
- Economic & Financial Crime
- Multi-Subject Strategic Course
- Crime Intelligence and Risk Assessment

**C. 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.

During 2005-2006, the MEDA project, regarding the Mediterranean area, and funded by the Commission, will continue to be implemented.

## **6. HARMONISATION WORK**

The CEPOL Governing Board has already discussed and agreed the implementation of common educational quality standards, a vision on learning, and use of learning technologies. The work will continue and focus will be put on the Harmonisation and Joint Investigations for the 2006 programme.

### **A. Distance Learning**

The paper Q13, which sets standards for harmonisation, has been made available through the Electronic Network. Development of a Europol Module was approved at Governing Board level during 2004 with a view to informing all senior police officers about the specific role and added value of Europol in the field of combating organised crime. Q13 seminars will continue to be run during 2006 to further enhance this process

### **B. Training the trainers**

An important way to strengthen the harmonisation work is training the trainers. One step to realise this idea is to dedicate specific seminars to teachers and trainers and to use a work-module called 'facilitating learning' with the participation of educational experts and police managers, focussing on the way teachers and trainers should co-operate on harmonising and on cascading knowledge and information. These seminars have been included in the 2006 programme of work

### **C. Exchanges of senior police officers**

To strengthen the knowledge about police cooperation and police structures a system for organising Exchanges and secondments of senior police officers is being created. An exchange program for 2005/6 has been discussed at the Governing Board and is included in the Hague Programme

#### D. Electronic Network

A fourth step of harmonisation work is based on the Council Decision to develop an electronic network to support CEPOL'S performance.

It is important to underline that the EPLN will be a system to facilitate and support the training sessions and learning processes of senior ranking police officers. It will never be an exclusive training method replacing all residential sessions.

The EPLN project will achieve a breakthrough by delivering a working network with three knowledge services:

- To create a platform for e-learning modules
- To share and publish explicit knowledge stored in knowledge base
- To offer availability for experts to exchange expertise and experiences in closed discussion platforms

#### E. Research and Science

The goal of disseminating good practice and research finding throughout police organisations across Europe is to work towards common standards of policing based upon science and research led strategies and tactics.

A second objective is linked to CEPOL's educational concept. The most effective learning and training environment is based upon two pillars, which are the content, i.e. police science and validated good practices, and the educational form.

It means that all scientific knowledge of the police profession should be available for designing training sessions and making it possible to 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.

Finally, innovation is to be expected from a process of establishing a database.

An international research institute, the Max Planck Institute for Foreign and International Criminal Law, is assisting CEPOL with scientific help and co-operation in creating a database for police relevant research projects which can be used by Police Colleges, external research institutions and experts.

## **7. SUMMARY**

It is evident that diverse police systems currently exist in Europe in which different approaches to the classical, formal and cultural elements have evolved or been chosen. Following enlargement of the EU on 1<sup>st</sup> May 2004, this issue is even more important.

The police systems of Europe have diverse legal and cultural contexts. This has consequences for existing provisions relating to vocational police training, both structurally and culturally.

An Annual Programme based on these assumptions has been presented, showing a more balanced mix of training sessions and other relevant initiatives in order to be more effective in achieving the CEPOL aims.

The areas for attention in the Annual Programme for 2006 will be:

- Learning and training sessions for senior police officers based on common standards.
- Bringing together senior police officers, experts in particular fields and learning experts. The purpose would be sufficiently exploring the professional problem in order to design new training, which will address the Europe-wide issues in the most effective way.



- Developing common curricula about European Police Co-operation, police systems and structure, European regulation and law, to be forwarded to the National Police Colleges and Training Departments.
- Helping to disseminate research findings and good practice in European Police Science and to jointly develop police science.
- Providing National Police Colleges or Training Departments with common curricula, material and teachers to training programmes for senior police officers in the Member States.
- Bringing training designers together across Europe to develop a European Core Curriculum in order to develop effective training for cascading activities.
- Increasing the use of the EPLN and distance learning. This should include commissioning a group to run a language learning forum for professional language skills, as language issues are so clearly a common barrier to accessing appropriate learning and to working effectively across Europe. The Forum should offer language courses on a distance learning basis to large numbers of senior police officers.
- Helping Member States to improve the quality standards associated with the training they offer. Such activities should include events and services that promote the use of modern and efficient adult learning methodologies.
- Developing understanding across Europe by creating networks and supporting exchanges of senior officers between Member States.

In 2004 the CEPOL Secretariat was established at a permanent site in Bramshill, UK. One of the permanent tasks for the Secretariat is to make sure that the priorities which have been identified by the Council Decision creating CEPOL (22 December 2000) are given full consideration.

The new secretariat has significant importance for the implementation of the CEPOL activities. Although the Secretariat does not supersede National Training Institutions, it will support the colleges in order to prepare and follow up training activities.

The implementation of all training activities, with the exception of a few flagship courses, will remain with the National Training Institutes functioning as a network.

*A. Preparation phase*

The tasks placed on Member States will remain. It will be up to them to face the two main difficulties, which are to identify the right target groups and to send participants to the activities.

The secretariat will assist the organising countries by conducting preparatory meetings for the organisers. The organisers will meet a few weeks before the training sessions in a determined venue (possibly Bramshill) to exchange experience and receive information from the secretariat on how to implement the "course package", which was approved by the Governing Board.

In future, in addition to common standards, the secretariat will assist the colleges in the work of developing and implementing curricula and programmes, in order to give a European content to the courses and seminars.

Implementation of the programmes is a responsibility of the Member States, except the administration courses organised by CEPOL's secretariat. The flow of information is vital and there should be a permanent contact between the organising countries and the CEPOL Secretariat to make sure that all is functioning according to plan and guidelines.

*B. Information and Communication*

- Website:

The website is linked to the CEPOL communications policy and must be made attractive with accurate, updated information and

Member States have an individual responsibility for this. Further attention is needed in this area and, although the Secretariat will assist, the effort must be collective.

- EPLN

The Police Academy of the Netherlands has developed an Electronic Network. The Electronic tool has three components, namely; a *discussion* network, a *study* network (modules to be created) and a *knowledge* network to support police operations.

Member States have to develop the use of the Electronic Network to ensure the best way to use it in training implementation.

In relation to the development of articles 6 and 7 of the Council decision a few topics have not been fully progressed, mainly because of lack of resources, e.g. "distance-learning", "train the trainers" and "exchange and secondment of police officers". This situation is improving but Member States should take responsibility, in close cooperation with the Secretariat, to make sure that these priorities, which have been identified by the Council Decision creating CEPOL (22 December 2000), are given full consideration.

*C Follow-up and Evaluation phase*

In the follow-up of courses, it is the ambition of the Governing Board to see networks of trainers being developed and an effective evaluation system implemented. The 2006 programme provides a platform for this work to be taken forward so that training of trainers and quality evaluation becomes the norm.