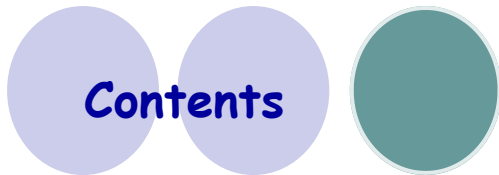


CEPOL - European Police College

Annual Report 2007





Contents

FOREWORD	4
<i>Ulf Göransson, Director</i>	4
<i>Klaus Neidhardt, Chair of the Governing Board January - June 2007</i>	6
<i>Carla Falua, Chair of the Governing Board July -December 2007</i>	7
TRAINING AND LEARNING	9
<i>Courses and Seminars</i>	9
<i>Evaluation Report</i>	11
COMMON CURRICULA.....	12
Development.....	12
Common Curricula Seminars.....	12
Translations of Common Curricula	14
RESEARCH AND SCIENCE.....	16
PGEAPS.....	16
2007 CEPOL European Police Research and Science Conference.....	16
Survey on European Police Education Systems.....	16
CEPOL-eDoc and Network of National Correspondents.....	16
The Use of Police Science and Research within Police	
Training/Education	17
PROJECTS.....	18
<i>CEPOL/Agis Exchange Programme</i>	19
<i>MEDA I</i>	19
<i>Euromed Police II Project</i>	19
INFORMATION AND COMMUNICATION.....	20
<i>Electronic Platform</i>	20
<i>Newsletters and News Releases</i>	20
<i>Index of Glossaries</i>	20
ADMINISTRATION	21
<i>Budget</i>	21
<i>Accounting</i>	21
<i>Audits</i>	21
<i>Internal Control Standards</i>	21
<i>Agreements with Organisers</i>	22
<i>Recruitment and Staffing</i>	22
<i>Tenders and Contracts</i>	22



Annual Report 2007

GOVERNANCE OF THE CEPOL NETWORK.....	23
<i>Governing Board</i>	23
<i>Strategy Committee</i>	24
External Relations Working Group.....	24
<i>Budget and Administration Committee</i>	25
Project Group 'Administration of Travel Reimbursement for Participants of CEPOL Activities'	26
<i>Annual Programme Committee</i>	26
ACTA.....	27
<i>Training and Research Committee</i>	27
Electronic Network Working Group.....	28
E-learning Sub-group and Project Group on e-Learning.....	28
Electronic Platform Sub-group	29
Working Group on Learning.....	29
Sub-group I.....	29
Sub-group II.....	30
Sub-group III.....	30
Research and Science Working Group.....	30
Common Curricula Coordination Working Group	31
Common Curricula Sub-groups	31
Annex 1	32
<i>Governing Board Decisions</i>	32
Annex 2	35
<i>Courses and Seminars Delivered</i>	35
Annex 3.....	48
<i>Postponed Activities</i>	48
<i>Cancelled Activities</i>	49
Annex 4.....	50
<i>Course Participation by Country 2006 and 2007</i>	50
Annex 5.....	51
<i>Trainers Contributions by Country</i>	51
Annex 6.....	52
<i>CEPOL Meetings of Governing Board, Committees, Working Groups and Project Groups</i>	52
Annex 7	55
<i>Analysis and Assessment of Authorising Officer's Annual Activity Report for the Financial Year 2007</i>	51



Foreword

Ulf Göransson, Director

I am pleased to present the European Police College (CEPOL) Annual Report 2007, the second Annual Report since CEPOL began operating as an agency of the European Union (EU) on 1 January 2006. Since 2006, CEPOL has faced a number of different challenges.

In 2007, CEPOL organised 85 courses and seminars – an increase of 23 activities compared to 2006. More than 1900 senior police officers attended a CEPOL activity – a significant increase of almost 600 participants compared to 2006. Of the available seats, 72% were used. The average attendance per activity was 23 participants.

More than 700 experts, lecturers and trainers contributed to CEPOL activities. A vast majority of the experts, lecturers and trainers are senior police officers who, together with the participants, form a competent and experienced network for future police cooperation.

The general satisfaction with the CEPOL courses and seminars was high. The global average was 4.3 out of five. Trainers and relevance were rated highest, at 4.4.

During the establishment of the new agency, CEPOL faced a number of challenges. These were mainly due to the fact that the implementation of the ordinary programme for 2006 and 2007 ran at the same time as new financial rules and regulations were implemented, recruitment of staff carried out and new administrative and financial systems put in place.

The demand on CEPOL with regard to the implementation of the EU Financial and Staff Regulations was high. Much progress was made in this area, but there are still further changes and improvements to be made until CEPOL is operating seamlessly in all areas.

With the limited number of staff at the Secretariat - 15 in December 2005, 18 in December 2006 and 28 in December 2007 – including eight staff members for the CEPOL/Agis Exchange Programme and the Euromed Police II project - it has been a challenging time for CEPOL.



Annual Report 2007

CEPOL is not a police college in the physical sense and operates as a network with the activities – courses, seminars, conferences and meetings - implemented in and by Member States, mainly by the national senior police training colleges.

Without the hard work of the CEPOL Secretariat staff and the support and involvement of Member States, the transfer from 'old' to 'new' CEPOL would not have been possible. Member States have been committed in developing, organising and implementing the majority of all CEPOL activities by using their own staff resources without any costs to CEPOL. CEPOL Secretariat has provided the network with administrative, budgetary and logistical support.

In 2007 the network increased to 27 Member States when Bulgaria and Romania joined the EU, bringing with it an increase in administration and organisation to ensure all members were represented in key groups. The cooperation with Iceland, Norway and Switzerland who host and support CEPOL activities – brings the number of countries where CEPOL activities take place to 30.

The agency began formalising cooperation with key institutions. A Cooperation Agreement with Europol was signed in October 2007 and CEPOL continues to work on furthering agreements with Eurojust, Frontex, Interpol and OLAF.

In 2007, CEPOL initiated cooperation with countries outside the EU. A first meeting with Russia took place in Münster in June 2007 with the aim to sign a future cooperation agreement.

The CEPOL/Agis Exchange Programme completed the first and second exchange periods. Feedback from senior police officers and training staff taking part in the exchanges has been positive.

The Euromed Police II project began in July 2007 and its first activities were organised between October and December 2007.

Other key achievements include the activities regarding Research and Science and the development of the Common Curricula, which will help harmonise the training on key topics throughout the Member States.



Foreword

A contract to develop a new electronic platform was signed in order to bring the existing different web-based systems under one roof. A new website was launched with updated design, layout and functionalities. By the second half of 2008, the new electronic platform will be fully developed.

A new evaluation system was developed to be implemented in 2008, in order to follow the requested Kirkpatrick evaluation model.

For CEPOL Secretariat staff, 2007 has been a challenging year. A lot of work, engagement and commitment has gone into supporting the CEPOL network, the police cooperation and police training throughout Europe.

For all this I am grateful and I look forward to building on the results achieved in 2007 in the years to come.

Klaus Neidhardt, Germany

Chair of the Governing Board January - June 2007

Under the German Presidency CEPOL became more accustomed to its role as a European Union agency and the recruitment of new staff members at the Secretariat helped the network function more efficiently. Two additional tasks, the CEPOL/Agis Exchange Programme and the Euromed Police II project, were taken onboard.

Priorities of the Council, the Chiefs of Police Task Force, Europol and other relevant institutions were taken into consideration. As a result, sixteen seminars will be offered in 2008 to enhance knowledge of institutions built to support police cooperation. A first meeting with Russia took place at the German Police University in Münster in June 2007.

Three new Common Curricula topics were highlighted for development: Civilian Crisis Management; Drug Trafficking; and Management of Diversity. Module Advisors and Educational Experts were proposed to assist the network to implement the Common Curricula.

The CEPOL/Agis Exchange Programme, a framework programme financed by European Commission, got underway with the first Annual Initial Conference taking place in Cyprus on 21-23 March 2007. Seventy-five exchangees and tutors from 20 countries met for the first time to discuss logistics, content and the specific details of their exchanges. The programme aims to help improve cross-border police cooperation and understanding of different police cultures across Europe. Open to Senior Police Officers and Police Tutors in Europe, it also aims to provide individuals with an opportunity to meet colleagues and get to know working methods in other countries.

The Bologna Process was followed closely by the Training and Research Committee in order to harmonise police training and education in Europe.

A permanent Research and Science Working Group was established to enlarge knowledge of European police-related research. The temporary Project Group on European Approach to Police Science concluded their work in April 2007.

The 2007 CEPOL European Police Research and Science Conference took place in September 2007 at the German Police University in Münster. The main objective of the conference was to open and widen the debate about a European Approach to Police Science, as well as find ways to develop a common strategy for the future. Seventy-seven participants from 23 countries attended the conference.

Carla Falua, Portugal,

Chair of the Governing Board, July – December 2007

During the second half of 2007, Portugal continued to build on the work of the German Presidency. The Cooperation Agreement with Europol was concluded and signed on 19 October 2007. The agreement enhances the cooperation between Europol and CEPOL by strengthening the training of senior police officers. Under the agreement, a Common Curriculum "Europol" will be updated on a yearly basis. CEPOL will be responsible for the administration and learning methodology, while Europol experts will be invited in the implementation courses, i.e. training of trainers, and assisting to assist in the development and implementation of Common Curricula.



Foreword

Three key conferences that took place under the Portuguese Presidency, including the future-oriented conference 'Visions for Europe: Crime, Policing and Justice in the 21st Century' which took place in June, the Annual Programme Conference which took place in September and the Network Conference which took place in October.

The Visions for Europe conference, hosted by Portugal, attracted 90 participants from 26 countries, including Switzerland, Jordan, Angola, Brazil and Macau. The main topics included: civil justice, rights and citizenship; migration and immigration policy; challenges for public order; and new technologies.

The development contract for the new CEPOL Electronic Network was signed with JAM Sistemi, Italy. The new electronic network which will bring all the existing systems of CEPOL (CEPOL-eDoc, Electronic Platform Learning Net incorporating a Discussion, Knowledge and Study Net and the website) together under one roof and allow users access to all systems via a single sign-on facility.

The Euromed Police II project started in July 2007. Funded by the Commission at €5m, the project will run for a period of three years. The project aims to strengthen international police cooperation in the framework of Justice and Home Affairs. The global programme is one of cooperation between the European Union and the MEDA countries - Algeria, Egypt, Israel, Lebanon, Jordan, Morocco, the Palestinian Authority, Syria and Tunisia.

The fields covered by the project consist of the major forms of organised crime such as terrorism, drug trafficking, trafficking in human beings, in weapons, in nuclear, bacteriological and chemical substances, financial and cybercrime.

TRAINING AND LEARNING

Courses and Seminars

The courses and seminars delivered in 2007 covered a wide-range of topics and were in accordance with the EU Council priorities in the Council Decision 2005/681/JHA of 20 September 2005 establishing the European Police College (CEPOL).

A total of 85 courses and seminars were organised by 28 Member States and Associated countries, an increase of 23 courses compared to 2006. Eleven courses and seminars were postponed until 2008. Three were cancelled.

A number of new activities took place including the CEPOL/Agis Exchange Programme, the development of three new Common Curricula, a seminar regarding Joint Investigation Teams, two seminars regarding 'Future Criminal Trends', a Forensic Science seminar and activities related to the OCTA Report.

Participants

	2003	2004	2005	2006	2007
Number of implemented activities	40	47	56	62	85
Number of activities postponed until the following year	3	2	0	2	11
Number of cancelled activities	2	0	9	6	3

The actual number of participants attending a CEPOL activity was 1922, out of a potential of approximately 2600 (Annex 4). Average attendance was 23 participants per activity (22 in 2006). Of the available places, 72% were used.



Training and Learning

	2003	2004	2005	2006	2007
Number of participants	871	1,038	1,087	1,368	1,922

In 30% of the activities, more than two-thirds of the Member States attended. On average, 15 member states attended an activity in 2007. In approximately 20% of the activities, three or more participants attended from the same Member State, mostly coming from the hosting country.

Experts, Trainers and Lecturers

A total of 762 experts, trainers and lecturers contributed to CEPOL activities with an average of nine trainers on each activity (based on information from 84 of the 85 organised courses and seminars).

More than 50% of the experts, trainers and lecturers (425) came from the host countries, with an average of five per course from host countries.

Eight countries sent more than 25 trainers: Portugal (73), France (61), Germany (60), Italy (53), United Kingdom (40), Spain (39), the Netherlands (34) and Austria (31).

The statistics indicate that some Member States are still limited in supporting and implementing CEPOL activities. Five countries sent less than ten trainers to the 85 activities.

Other EU and international organisations also contributed with experts and trainers. Europol contributed the most, with 39 trainers. Trainers from OLAF, the Chiefs of Police Task Force, Eurojust, Interpol, European Commission and the Council of the European Union also contributed.

Evaluation Report

The general satisfaction of the CEPOL courses and seminars is high. Overall, the results were:

- *Trainers* were rated highest at 4.38
- *Course relevance* was rated second highest at 4.35
- *General satisfaction* was rated at 4.28
- *Course material* were rated at 4.25
- *Training methods* were rated at 4.20
- *New knowledge* was rated lowest at 4.10

The general satisfaction global average was: 4.28 (lowest 3.1/highest 4.9)

Overall, the activities were assessed as informative, providing new perspectives and challenging old ways of thinking on topics dealt with. Participants generally found the knowledge gained useful and applicable to their daily work.

Most noted and appreciated by participants were the high levels of organisation, good atmosphere created that facilitated interaction between participants and enhanced the learning process, and the sharing of experiences that provided insight and knowledge of the different police systems and good practice.

Experts, Trainers and Lecturers contributing to CEPOL activities were highly rated by participants and were described as being highly professional, competent and knowledgeable.



Training and Learning

COMMON CURRICULA

The Work Programme 2007 foresaw the development of new Common Curricula on specific topics. Colleges were also asked to investigate the possibilities or to continue their efforts for implementation of the new Common Curricula within their national police training systems. CEPOL supports this process by means of 'Train the Trainers' seminars.

Development

The work on three "old" Common Curriculum (Domestic Violence, Money Laundering and Trafficking in Human Beings) continued, and for each Common Curriculum a draft was finalised.

The Common Curriculum on Counter Terrorism, which was partly developed in 2005, was revised in order to ensure it reflected the European Dimension.

Three new topics were selected by the Annual Programme Committee and confirmed by the Training and Research Committee: Civilian Crisis Management, Drug Trafficking and Management of Diversity.

Experts for the Common Curricula Sub-groups were nominated and selected. In December the Chairs of the new sub-groups met.

Candidates for Module Advisors, who will be in charge of the updating and facilitating of national implementation, were nominated and approved by the Governing Board.

Educational Experts to be tasked with writing guides for students and trainers, were proposed by the member states and nominated by the Director. The Educational Experts met for the first time in December 2007 together with the newly appointed Module Advisors.

Common Curricula Seminars

The following seminars were dedicated to the Common Curricula and utilised to update them:

Annual Report 2007

Course Reference	Topic	Common Curricula Reference	Countries Involved (<i>organiser in bold</i>)
21/2007 (postponed until 2008)	Trafficking in Human Beings & Illegal Immigration	CC06/C	Sweden , Austria, Hungary, Lithuania and Spain
25a/2007	Domestic Violence - International Aspects & Experience - Step 1	CC06/A	Malta , Czech Republic, Germany, Slovenia, Portugal
25b/2007	Domestic Violence - International Aspects & Experience - Step 2	CC06/A	Slovenia , Czech Republic, Germany, Malta, Portugal
26/2007	Domestic Violence - International Aspects & Experience	CC06/A	Portugal , Czech Republic, Germany, Malta and Slovenia
35/2007	Money Laundering	CC06/B	Portugal , Belgium, Germany, Slovakia
42/2007*	Knowledge of European Police Systems	CC05/B	Germany , France and Italy
43/2007*	Knowledge of European Police Systems	CC05/B	France , Germany and Italy
44/2007	Police Cooperation & Europol	CC05/C	Austria , Netherlands and Portugal
45/2007	Police Cooperation & Europol	CC05/C	Hungary , Netherlands and Portugal
64/2007	Human Rights & Police Ethics	CC06/C	Germany , France, Slovakia and United Kingdom
65/2007	Human Rights, Ethics & Prevention of Corruption - Conference	CC05/D	France , Germany, Slovakia and United Kingdom

* The two courses were not based on the Common Curricula on European Police Cooperation



Training and Learning

Translations of Common Curricula

Three of the Curriculum descriptors developed in 2005 were translated into different languages following requests from Member States. At the end of 2007, the descriptor of the Curriculum on European Police Cooperation (CC05/B) was translated from English into ten languages: Czech, Danish, Estonian, German, Finnish, Lithuanian, Dutch, Portuguese, Slovak and Swedish.

The descriptors of the Curricula on Europol (CC05/C) and on Police Ethics and Prevention of Corruption (CC05/D) were translated into eleven languages: Czech, Danish, Estonian, French, German, Finnish, Lithuanian, Dutch, Portuguese, Slovak and Swedish.

Proofreading and translation of the descriptors of the three new Common Curricula: Domestic Violence, Money Laundering and Trafficking in Human Beings was initiated in December 2007.

Annual Report 2007

At the end of the year 2007 the state of progress on the work of the Common Curricula was as follows:

Common Curriculum	Curriculum Descriptor	CEPOL Course(s)	Translation	Educational Expert	Module Advisor
Counter Terrorism (CC05/A)	Draft finalised	–	–	Allocated	Allocated
European Police Cooperation (CC05/B)	Draft finalised	42/2007 43/2007	CS, DK, EE, G, FI, LT, NL, P, SK, SE	Allocated	TBD
Europol (CC05/C)	Draft finalised and validated	44/2007 45/2007	CS, DK, EE, F, FI, G, LT, NL, , SK, SE	Allocated	Allocated
Police Ethics & Prevention of Corruption (CC05/D)	Draft finalised and validated	64/2007 65/2007	CS, DK, EE, F, FI, G, LT, NL, P, SK, SE	Allocated	Allocated
Domestic Violence (CC06/A)	Draft finalised and validated	25a/2007 25b/2007 26/2007	English version proofread	Allocated	Allocated
Money Laundering (CC06/B)	Draft finalised and validated		English version proofread	Allocated	Allocated
Trafficking in Human Beings (CC06/C)	Draft finalised and validated	21/2007	English version proofread	Allocated	Allocated
Drug Trafficking (CC07/B)	Initiated	–	–	–	–
Management of Diversity (CC07/C)	Initiated	–	–	–	–



Training and Learning

RESEARCH AND SCIENCE

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

Project Group on a European Approach to Police Science (PGEAPS)

In 2005, a project group on a European Approach to Police Science was established. The aim of the group was to obtain a common understanding of Police Science and Research. Six experts with different backgrounds and competencies (law, social anthropology, psychology, political science, sociology and criminology) were appointed. In May 2007, the report “Perspectives of Police Science in Europe” was presented and adopted by the Governing Board. The Working Group on Learning was invited to write a comment to a chapter “Police Science, Police Education and Police Training”.

2007 CEPOL European Police Research and Science Conference

The 2007 CEPOL European Police Research and Science conference was hosted by the German Police University (Deutsche Hochschule der Polizei) in Münster, on 12-14 September 2007. The event focussed on issues regarding a European approach to police science. More than 80 senior police officers, police trainers and police scientists attended.

Survey on European Police Education Systems (SEPE)

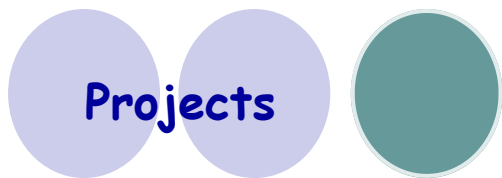
The survey report was finalised in 2006. In order to assess the possibilities to validate and update the collected information, the Research and Science Working Group proposed to establish a Project Group to propose methods on how to revise the SEPE document.

CEPOL-eDoc and Network of National Correspondents

In 2007, content of the CEPOL-eDoc database continued to grow. More countries were able to establish a constant input of content on a regular basis. The CEPOL Secretariat started to support course organisers and managers to point out valuable research material available in CEPOL’s knowledge databases.

The Use of Police Science and Research within Police Training/Education

The seminar 'Use of European Police Science and Research in Police Training and Education' was held in Nicosia, Cyprus on 17-19 October 2007. The aim of the seminar was to recognise current developments and future challenges in applying police science and research within police training and to develop recommendations on how to promote the use of science and research in CEPOL activities. Twenty-five participants from 14 countries attended the seminar.



PROJECTS

CEPOL carried out two main projects in 2007: the CEPOL/Agis Exchange Programme (running December 2006 – December 2008) and the Euromed Police II project (running 2007-2010).

CEPOL/Agis Exchange Programme

In accordance with The Hague Programme, a two-year multilateral CEPOL/Agis Exchange Programme for the exchange of senior police officers and training staff was initiated in 2007. The aim of the programme is to promote 'mutual trust' between training staff and senior police officers, resulting in the support and development of a European dimension of police cooperation and training.

In 2007, 51 exchangees and 49 tutors from 20 countries participated in the Exchange Programme: Belgium, Bulgaria, Czech Republic, Estonia, Finland, France, Germany, Greece, Hungary, Latvia, Lithuania, Malta, the Netherlands, Poland, Portugal, Romania, Slovenia, Spain, Sweden and United Kingdom. Senior police officers could choose from three topics: Trafficking in Human Beings, Child Abuse on the Internet or Diversity and Radicalisation. The topic for Training Staff was Learning Environment.

An Initial Conference was organised in March 2007 in Cyprus in order to provide an opportunity for Exchangees and Tutors to meet and plan the exchange periods. Applicants were "matched" according to the topics, language skills and preferred countries.

Each Exchangee visited two countries. The average length of the exchange periods was 12 days for senior police officers (between 10-21 days) and 26 days for Training Staff (between one and three months). Evaluation of the feedback forms showed that one of the major obstacle was that Tutors had to organise the exchange activities on top of their ordinary workloads.

The Project Team at the CEPOL Secretariat, tasked with the coordination and administration of the Exchange Programme in close cooperation with the National Exchange Coordinators, was supported by the Reference Group consisting of members from: Hungary (Chair), Netherlands, Spain and Sweden.

MEDA I

The final report about the MEDA I programme was accepted by the European Commission in 2007 and the MEDA I programme closed.

Euromed Police II Project

The CEPOL Euromed Police II project (referred to as MEDA II) aims to strengthen international police cooperation in the framework of the Justice and Home Affairs side of the global MEDA programme which is a programme of cooperation between the European Union (EU) and the MEDA countries (Algeria, Egypt, Israel, Lebanon, Jordan, Morocco, the Palestinian Authority, Syria and Tunisia).

Running for three years, the programme started in July 2007. The budget for the three-years is €5 million. Twenty-one seminars (each with 25 participants), 150 study visits and four seminars/meetings for general directors of police and security services will be organised. English, French and Arabic are the working languages of the project. Seventeen Member States have expressed willingness to host and/or organise courses and seminars and send experts and trainers to the activities.

A first preparatory meeting with the CEPOL National Contact Points was organised on 17-18 September 2007 in Brussels, Belgium. The meeting was followed by a preparatory meeting with the Contact Points of the MEDA countries on 22-23 October 2007 in Paris. The first Euromed Police II seminar was organised 19-23 November 2007 in Lognes, France on the fight against terrorism.



Information and Communication

INFORMATION AND COMMUNICATION

New Website

A new website with improved functionalities, layout, design and content was launched in September 2007. In addition, the domain name was changed to www.cepola.europa.eu in order to bring CEPOL in line with other EU Agencies.

Electronic Platform

A contract was signed for the development of the new CEPOL electronic network in September 2007 with JAM Sistemi, Italy. The aim of the new electronic network is to bring all CEPOL's existing systems under one roof (CEPOL-eDoc, EPLN and the website) and allow users access to the different areas via a single-sign on.

Newsletters and News Releases

In 2007, CEPOL began distributing a bi-monthly newsletter via email to keep members of the network informed of key issues and activities. CEPOL also prepared and propagated 21 news releases which were published on the website and distributed via email.

Index of Glossaries

Efforts to provide an overview of glossaries with specific police vocabulary in different languages continued, including a collection of glossaries of police terminology within member states, access to Europol glossaries and a general glossary of CEPOL terms.

ADMINISTRATION

The key elements of the administrative work within CEPOL in 2007 are listed below.

Budget

CEPOL's budget for 2007 was €7.439 million, an increase of €2 million compared to 2006. The 40% increase in activities, the two new projects and the new recruitment to CEPOL Secretariat reflects the increase.

Accounting

A new accounting system, Accrual Based Accounting (ABAC), introduced by the European Commission for use within all EU Agencies, was originally planned to be in operation on 15 October 2007. The introduction was postponed until May/June 2008. It is envisaged that the new system will consolidate CEPOL's overall financial management and working procedures, as well as accounting procedures.

Audits

During 2007, CEPOL underwent two audits: an external audit carried out by the European Court of Auditors and an internal audit carried out by the Internal Audit Services (IAS) of the European Commission. Additionally the European Commission Directorate General for Justice, Liberty and Security (DG JLS) will audit the Agis Programme of 2003 regarding the establishment and development of CEPOL's Electronic Network (carried out by the Police Academy of the Netherlands). Following the audits, important reforms were introduced, the time plan for implementing financial reforms was amended and an updated action plan presented to the Governing Board.

Internal Control Standards

In November 2007, the Governing Board adopted a proposal on the 24 Internal Control Standards to be applied to CEPOL. Two new posts were proposed in the draft Staff Policy Plan 2009 – 2011. The posts will allow work on Internal Control Standards and Quality Control.



Administration

Agreements with Organisers

The rules and guidelines for the organisation and reimbursement of courses and seminars were revised, as well as new rules for reimbursement of meetings. Based on these regulations, agreements between the organisers of activities/meetings and CEPOL Secretariat will be concluded. New instruments for the reporting phase were made available for organisers.

Recruitment and Staffing

During 2007, staff numbers at CEPOL Secretariat increased from 18 to 28. The numbers include twelve Temporary Agents, ten Contract Agents, four Interim staff members and two Seconded National Experts. Seventeen recruitments started or were completed during 2007. Twelve new officers and project staff were recruited, four of which were already working as Seconded National Experts at CEPOL Secretariat. Three staff members left CEPOL Secretariat during 2007: two Seconded National Experts and the Project Secretary recruited to the MEDA II team. During 2007, the Governing Board adopted the Multi Annual Staff Policy Plan 2008-2010 which outlines the staff policies and workforce management directives, including the resources required for training of staff.

Tenders and Contracts

During 2007, two contracts were signed for the CEPOL Electronic Network.

CEPOL New Electronic Network (001/ICT/2006)

An Open Tender, published in the Official Journal of the European Union, was launched in October 2006 to develop and host a new CEPOL Electronic Network. The contract was awarded to Jam Sistemi, Italy, for contractual amount of €363,000 payable over a four-year period. The contract went into force on 21 September 2007.

CEPOL Web Services (001/ICT/2007)

A Negotiated Tender Procedure was launched on 30 May 2007 to provide development work on CEPOL's interim website and for web-hosting. The contract was awarded to Sure Communication Ltd, UK, for contractual amount of £4800 - a one-off contract for immediate development of website functionalities and web-hosting for up to 12 months. The contract went into force on 28 August 2007.

Governance of the CEPOL Network .

CEPOL has existed as a network since 2001 and was established as an EU Agency by a Council Decision 2005/681/JHA of 20 September 2005. It began operating as an agency on 1 January 2006.

The success of CEPOL lies in the fact that it operates as a network. The Governing Board is the organ of CEPOL to decide on the organisational structure of CEPOL. The Governing Board had previously established four committees to support its work. Each committee is supported by a number of specialised working groups, project groups and sub-groups. CEPOL Secretariat provides administrative, educational, logistical and budgetary support to the groups.

All Member States as well as the three Associated countries and three Candidate countries (Croatia, FYROM and Turkey) have established a Contact Point. Many of them have also established national CEPOL 'units' of varying sizes.

These units are responsible for implementing and supporting CEPOL's activities. Mostly these units are based at, or linked to, the national senior police training colleges.

Governing Board

The CEPOL Governing Board is made up of representatives from the EU Member States, usually the directors of the national police training colleges or institutes with one voting member per country.

The Chair of the Governing Board is a representative of the member state holding the Presidency of the European Union – for 2007 Germany and Portugal respectively. Representatives from the Commission, the Council, Europol, Iceland, Norway, Switzerland as well as the Association of European Police Colleges (AEPC), North Baltic Police Academy (NBPA) and Mittel-Europäische Polizeiakademie (MEPA) attend the Governing Board meetings as observers.

In 2007, the Governing Board had four meetings and adopted 39 decisions (Annex 1). Two CEPOL Presidency Handover meetings were held (Annex 7).



Governance of the CEPOL Network

Strategy Committee

The Strategy Committee provides the Governing Board with support, policy advice and information necessary for the development and monitoring of strategies to ensure the delivery of the objectives laid down in the Council Decision. This includes developing future concepts and coordinating cross-committee matters, particularly in regard to matters of the Work Programme and the Annual Report.

The Strategy Committee is chaired by a representative from the member state holding the Presidency of the Council of the European Union (in 2007 a representative from Germany and Portugal respectively). The Deputy Chair is the former Governing Board Chair (in 2007 Finland and Germany respectively).

Other members in 2007 included the incoming Chair of the Governing Board (Portugal and Slovenia respectively), the Chair and Deputy Chair of the Annual Programme Committee, the Chair and Deputy Chair of the Training and Research Committee, the Deputy Chair of the Budget and Administration Committee and the Chair of the External Relations Working Group.

The Strategy Committee met four times (Annex 6) during 2007 and discussed future cooperation agreements with key EU-agencies and the continuation work regarding the Bologna report. The committee also discussed the possibility of reducing the number of Governing Board meetings based on a proposal put forward by Finland was to hold one board meeting per Presidency with a joint “themed” conference held in June or July.

A five-year 'vision' for CEPOL, as well as recommendations for strengthening the network, were prepared following the CEPOL Networking Conference, which took place in Mondorf-les-Bains, Luxembourg on 10-12 October 2007.

External Relations Working Group

The External Relations Working Group is assigned to the Strategy Committee and is carrying out the External Relations policy. It advises the Presidency and the Director on matters arising from external requirements for cooperation.

The group held three meetings (Annex 6) and during the year, developed a policy paper on External Relations, concluded the Cooperation Agreement with Europol and initiated future agreements with Russia and Interpol. The group also

established preliminary contacts with the European Security Defence College (ESDC) and explored the possibility for European Neighbourhood Policy partner countries to participate in different programmes.

Eurojust and Frontex have been identified as major partners for CEPOL. The Governing Board tasked the Director to start negotiations for future cooperation agreements. A meeting will be organised with OLAF regarding future cooperation.

Budget and Administration Committee

The Budget and Administration Committee supports the Governing Board with proposals and recommendations on financial and administrative matters, including advise on budget proposals and implementation, advise on remarks of the European Court of Auditors, preparing the Governing Board's analysis and assessment of the Authorising Officer's Annual Activity Report and preparing the Governing Board's opinion on the final accounts. The committee also advises on administrative matters, such as personnel administration, facility and IT management.

The Committee is chaired by a representative from the member state holding the Presidency of the Council of the European Union (in 2007 Germany and Portugal respectively). Other members include representatives from the Member States holding the former Presidency (in 2007 Finland and Germany respectively) and incoming Presidency (in 2007 Portugal and Slovenia respectively) and a further nine representatives. In 2007, the nine representatives were from: Germany, Slovenia, Luxembourg (Deputy Chair), Denmark, Greece, Hungary, Romania, Slovakia, Sweden and United Kingdom.

The Budget and Administration Committee met four times (Annex 6) and discussed the Staff Policy Plan 2008 – 2010; the Estimate of Revenues and Expenditure 2008; Implementing Rules to the Staff Regulation; Reimbursement for Meetings of Governing Board, Committees and Working Groups; the Pre-estimation 2009; and Internal Control Standards. The committee also examined the agreements for the organisation of meetings; and the agreements for the organisation of courses and seminars.



Governance of the CEPOL Network

Project Group 'Administration of Travel Reimbursement for Participants of CEPOL Activities'

The group was established in 2007 with the objective to develop administrative solutions for the possible reimbursement of travel expenditure and to outline the financial impact.

The group met once (Annex 6). Several options for partial reimbursement of travel expenses were examined but were considered unsuitable due to the fact that organisers, sending organisations or CEPOL Secretariat would face substantial additional administrative work. The project group therefore proposed the CEPOL Secretariat provide free tickets for up to ten participants per member state upon request. The proposal was approved by the Governing Board.

Annual Programme Committee

The Annual Programme Committee makes proposals and recommendations to the Governing Board about the Work Programme and the Annual Report. The committee also establishes the yearly activity calendar of courses and seminars, discuss the evaluation of CEPOL's activities and supports the implementation of CEPOL activities.

The members of the Annual Programme Committee in 2007 were representatives from nine Member States, including: France (Chair), Netherlands (Interim Deputy Chair), Portugal (Deputy Chair apart from duration of Presidency), Austria, Cyprus, Czech Republic, Lithuania, Poland and Slovenia.

The Annual Programme Committee met four times (Annex 6) and their work during 2007 was mainly dedicated to updating the 2007 and 2008 Annual Programmes and Activity Calendar as well as drafting the 2009 programme and new priorities. The committee developed a new policy regarding the establishment of the annual programme.

The first Annual Programme Conference was held on 5-6 September 2007 in Brussels, Belgium in order to discuss and plan the 2009 Programme.

The committee also improved the courses and seminars objectives process, taking into account all stakeholder priorities.

Working Group Analysis of CEPOL's Training Activities (ACTA)

The Working Group Analysis of CEPOL's Training Activities (ACTA) is assigned to the Annual Programme Committee. ACTA supports the committee in the preparation of the Work Programme, makes proposals and gives recommendations about how to increase attendance at CEPOL activities based on evaluation reports from Member States.

The Working Group met four times (Annex 6) and drafted a report on the findings and recommendations for future organisation of CEPOL activities.

Training and Research Committee

The Training and Research Committee makes proposals and recommendations to the Governing Board on the development of CEPOL's training, learning and research strategy. The members of the Training and Research Committee were: Spain (Chair), Italy (Deputy Chair), Belgium, Bulgaria, Estonia, Finland, Ireland, Latvia and Malta.

The Training and Research Committee held four meetings (Annex 6). The number of working groups assigned to the committee increased during 2007, from two to four: the Electronic Network Working Group and the Working Group on Learning were previously established. The Research and Science Working Group and the Common Curricula Coordination Working Group were established in 2007.

The committee presented the final report of the project group on a European Approach to Police Science and the final Survey on European Police Education and Training (SEPE) report to the Governing Board.

The committee tasked the Research and Science Working Group to make a survey on Police Science journals and magazines and to discuss the publication of a Handbook on European Policing. The committee paid particular attention to the Bologna Process and the Bruges-Copenhagen Process and the Governing Board decided to follow the Bologna Process in order to identify developments that can be beneficial to CEPOL. The creation of a Bologna platform to facilitate the exchange of good practices was discussed.



Governance of the CEPOL Network

Several documents were presented to the Governing Board, including Recommendations for Guidelines and Rules for Course Managers, Trainers and Lecturers; a revised two-step Train the Trainers course; a revised Quality in 13 questions (Q13) document; Certification of Trainers and Course Designers; Post-Course Learning Reinforcement; and Peer Review.

A new e-Learning Project Group was set up to discuss how to proceed with regard to the production of e-learning modules.

A preparatory meeting was held to discuss the implementation of a European Dimension conference.

Electronic Network Working Group

The Electronic Network Working Group plans, coordinates and evaluates CEPOL's electronic network and develops technical advice regarding the sharing of police and scientific information and knowledge management within the network.

The Electronic Network Working Group met four times (Annex 6) and focused on the development of a draft e-learning policy paper, the evaluation of the tender documents for the new CEPOL electronic network, the review of the knowledge management process and the monitoring steps needed for the implementation of the new system.

Two sub-groups are assigned to the Electronic Network Working Group: the E-learning Sub-group and the Electronic Platform Sub-group.

e-Learning Sub-group and Project Group on e-Learning

In 2007 a Project Group on e-Learning was established. The remit of the group is to develop a policy document and action plans about future e-learning modules. The new group will replace the e-Learning Sub-group.

The E-learning Sub-group met twice (Annex 6) during 2007 drafted a strategy paper outlining the development of a comprehensive knowledge system to combine 'Instructor Led Training' and 'e-Learning' in a blended learning concept.

Electronic Platform Sub-group

The main objectives of the Electronic Platform Sub-group are to support the start of the new electronic platform, assess the implementation of new functionalities, propose solutions for the migration of data as well as monitor the implementation of the new electronic network. Since September 2007, the group started the monitoring of the new e-platform.

The group met once (Annex 6) to assess the Open Tender offers for the new Electronic Platform. The group submitted a final report in April 2007.

Working Group on Learning

The Working Group on Learning is assigned to the Training and Research Committee. The aim of the group is to improve the educational environment and the didactic methods used within the CEPOL network and advise about effective learning, learning methods and quality assurance, including evaluation.

The group met five times (Annex 6) and key outcomes included: a proposal to the Governing Board for a Quality Assurance System; a vision and policy on Evaluation and Assessment; a Train the Trainers concept for strengthening harmonisation; a recommendation for Peer Review; and a proposal for the Certification of Trainers and Course Designers.

Work is still work in progress regarding the description of the Bruges-Copenhagen process, a similar process to the Bologna Process, aimed at Vocational Education and the redesigning of the seminar regarding Q13 Seminar (Quality in 13 Questions) in accordance with the revised Q13 document.

Three sub-groups are assigned to the Working Group on Learning:

Sub-group I: Quality Assurance System, Evaluation Assessment and Post-course Learning Reinforcement

The objectives of Sub-group I include identifying possibilities to improve the educational system; ensuring the quality of developing and delivering learning opportunities; and ensuring adequate systems in order to monitor quality. Sub-group I met once to draft a new version of the Q13 document.



Governance of the CEPOL Network

Sub-group II: Train the Trainers, Certification, Language Courses and Competency Profile for Trainers

The objectives of Sub-group II include making proposals for the improvement and harmonisation of the teaching standards within CEPOL. Sub-group II met once to draft a revised course curriculum programme combined with the Netherlands and Portugal.

Sub-group III: Exchange Programme, Implementation of the Bologna Declaration

The objectives of Sub-group III include identifying topics for the exchange programme for trainers and training staff and elaborating on the Bruges-Copenhagen Process and the outcomes of the Governing Board decision regarding the report on the Bologna Process.

Research and Science Working Group

The Research and Science Working Group became a working group in 2007. The group is assigned to the Training and Research Committee. The group deals with the relations between police experience and research findings in order to contribute towards better police training and better policing.

The group met three times (Annex 6) and the main discussions concentrated on the work programme for 2008 and 2009. The group also launched a small survey project on journals carrying police science content in the Member States.

The group supported course 'The use of Police Science and Research within Police Training & Education' organised in October 2007 for training staff, course developers and course managers. The group was also involved in the CEPOL Annual Research and Science Conference held in September; the Project Group on a European Approach to Police Science report and the Survey on European Police Education (SEPE).

Common Curricula Coordination Working Group

The Common Curricula Coordination Working Group is assigned to the Training and Research Committee. The group coordinates the development and implementation of the Common Curricula. The Chairs of the different Common Curricula Sub-groups are members of the Working Group.

The Common Curricula Coordination Working Group met three times (Annex 6) and the main focus of the group was to update the Common Curricula policy and present a status report.

Educational Experts, for the finalisation of the Trainers' Guides and Students' Guides, and Module Advisors, for updating and for facilitating national implementation, were appointed. The group also worked on the preparation of courses dedicated to the Common Curricula.

Three new Common Curricula topics were chosen to be developed in 2007: Civilian Crisis Management, Drug Trafficking and Management of Diversity.

Common Curricula Sub-groups

The ten Common Curricula Sub-groups assigned to the Common Curricula Coordination Working Group are:

- Counter Terrorism
- European Police Cooperation
- Europol
- Police Ethics & Prevention of Corruption
- Domestic Violence
- Money Laundering
- Trafficking in Human Beings
- Civilian Crisis Management
- Drug Trafficking
- Management of Diversity



Annex 1: Governing Board Decisions

1/2007/GB	Authorising the Director to Conclude a Cooperation Agreement with Europol
2/2007/GB (Repealed by Decision 10/2007/GB)	Assigning Membership of Committees to Bulgaria and Romania (Amending Decision 19/2006/GB)
3/2007/GB (Repealed by Decision 10/2007/GB)	Establishing a Project Group "Revision of Decision 19/2006/GB" (Repealing Decision 19/2006/GB)
4/2007/GB	Working with the Bologna Process
5/2007/GB	Multi Annual Staff Policy Plan 2008-2010
6/2007/GB	Estimate of Revenues and Expenditures for the Financial Year 2008
7/2007/GB	Implementing Rules to the Staff Regulations
8/2007/GB	Rules Governing the Organisation of Meetings and the Reimbursement of Expenditure for Attending and Organising Meetings of the Governing Board, Ad Hoc Working Groups and Sub-groups and Hand-over Meetings
9/2007/GB	Annual Report 2006
10/2007/GB	Establishing Committees, Working Groups, Project Groups, Sub-groups and Laying Down Rules Governing the Creation of Committees and Groups
11/2007/GB	Laying Down Rules for the Functioning of Committees, Working Groups, Project Groups and Sub-groups
12/2007/GB	Amending Decision 29/2006/GB Laying Down the Common Curricula Policy
13/2007/GB	Establishing Three Common Curricula Sub-groups (Amending Decision 10/2007/GB)

Annex 1: Governing Board Decisions

14/2007/GB	Amending the Procedure for Cancelling CEPOL Activities (Amending Decision 30/2006/GB)
15/2007/GB	Approving the Meeting Calendar for the Second Half 2007
16/2007/GB	Establishing a Project Group "Administration of Travel Reimbursement for Participants of CEPOL Activities" (Amending Decision 10/2007/GB)
17/2007/GB	Establishing the Analysis and Assessment of the Authorising Officer's Annual Activity Report 2006
18/2007/GB	Delivering an Opinion on the Final Accounts of the European Police College for 2006
19/2007/GB	Appointing an Interim Accounting Officer
20/2007/GB	Modifying the Establishment Plan 2007
21/2007/GB	Approving the Determination of Chair and Members of the Project Group "Administration of Travel Reimbursement for Participants of CEPOL Activities" (Amending Decision 10/2007/GB)
22/2007/GB	Amending the Rules for the Reimbursement of Expenditure for Organising Meetings of Committees (Amending Decision 8/2007/GB)
23/2007/GB	Laying Down Detailed Rules for Determination, Election and Succession of Chairs and Deputy Chairs of Committees, Working Groups, Project Groups and Sub-groups (Amending Decision 10/2007/GB)
24/2007/GB	Amending the Rules for Amending Meeting Calendars (Amending Decision 8/2007/GB)
25/2007/GB	Approving the Meeting Calendar for the First Half 2008
26/2007/GB	Adopting the Work Programme 2008
27/2007/GB	Concerning the Working Group "Analysis of CEPOL's Training Activities" (Amending Decision 10/2007/GB)
28/2007/GB	Amending the Rules for the Reimbursement of Attending Meetings of Committees (Amending Decision 8/2007/GB)



Annex 1: Governing Board Decisions

29/2007/GB	Concerning CEPOL's Approach on Peer Review
30/2007/GB	Concerning CEPOL's Approach on Post-course Learning Reinforcement
31/2007/GB	Establishing the Revised O13
32/2007/GB	Approving the Determination of a Deputy Chair of the Research and Science Working Group (Amending Decision 10/2007/GB)
33/2007/GB	Concerning the Determination of Chairs and Members of Common Curriculum Sub-group "Civilian Crisis Management", Common Curriculum Sub-group "Drug Trafficking"; and Common Curriculum Sub-group "Management of Diversity" (Amending Decision 10/2007/GB)
34a/2007/GB	Appointing Module Advisors for the Common Curriculum "Counter Terrorism", the Common Curriculum "Europol", the Common Curriculum "Police Ethics and Prevention of Corruption", the Common Curriculum "Domestic Violence", the Common Curriculum "Money Laundering", and the Common Curriculum "Trafficking in Human Beings"
34b/2007/GB	Concerning the Supply of the Services of Module Advisors (Amending Decision 29/2006/GB)
35/2007/GB	Establishing the Project Group "E-learning" (Amending Decision 10/2007/GB)
36/2007/GB	Adopting Internal Control Standards
37/2007/GB	Amending the Financial Rules for Courses and Seminars
38/2007/GB	Adopting the Budget for the Financial Year 2008

Annex 2: Courses and Seminars Delivered

Courses and Seminars Delivered in 2007

The courses and seminars delivered in 2007 covered a wide-range of topics. The following table highlights the specific courses relating to the specific objectives outlined in the articles of the Council Decision establishing the European Police College (each activity is mentioned once in the table, but often an activity spans more than one key objective).

Note: The term 'Effective Attendance' in the table below refers to the percentage of actual number of seats filled, from the estimated number of participants programmed for the activity.

Article 1.2: CEPOL shall function as a network

Annual Programme Conference, 4-5 September 2007, Belgium

45 participants from 22 countries
5 experts (countries not available)
Effective attendance 75%

CEPOL Networking Conference, 10-12 October 2007, Luxembourg

55 participants from 23 countries
4 experts from 4 countries
Effective attendance 79%

Article 5: Fight against crime, crime prevention and maintenance of law and order and public security

3a/2007 Crime Prevention Seminar Step 1, Portugal, 29-31 May 2007

26 participants from 15 countries
14 experts from 7 countries
Effective Attendance: 65%

3b/2007 Crime Prevention Seminar Step 2, Poland, 2-4 October 2007

16 participants from 12 countries
9 experts from 13 countries
Effective Attendance: 53%

25a/2007 Domestic Violence: International Aspects and Experience Step 1, Malta, 17-19 April 2007

25 participants from 19 countries
9 experts from 6 countries
Effective Attendance: 83%



Annex 2: Courses and Seminars Delivered

25b/2007 Domestic Violence: International Aspects and Experience Step 2, Slovenia, 6-8 November 2007

30 participants from 17 countries

4 experts from 2 countries

Effective Attendance: 100%

26/2007 Domestic Violence: International Aspects and Experience, Portugal, 16-19 October 2007

21 participants from 15 countries

5 experts from 5 countries

Effective Attendance: 70%

36/2007 Community Policing Seminar, Portugal, 6-8 November 2007

25 participants from 17 countries

6 experts from 5 countries

Effective Attendance: 63%

37a/2007 Community Policing Step 1, Latvia, 9-11 May 2007

27 participants from 19 countries

7 experts from 5 countries

Effective Attendance: 90%

38/2007 Public Order and Crowd Management, Belgium, 3-6 June 2007

26 participants from 19 countries

12 experts from 3 countries

Effective Attendance: 87%

40/2007 Public Order and Crowd Management: Security During Summits, Germany, 20-23 November 2007

23 participants from 17 countries

12 experts from 4 countries

Effective Attendance: 77%

41/2007 Disaster on a Large Scale, Bulgaria, 17- 19 April 2007

35 participants from 14 countries

8 experts from 3 countries

Effective Attendance: 88%

Annex 2: Courses and Seminars Delivered

Article 6.1 Knowledge of the national police systems and structures of police within the members states

42/2007 Knowledge of European Police Systems, Germany, 3-6 July 2007

19 participants from 16 countries

8 experts from 6 countries

Effective Attendance: 63%

43/2007 Knowledge of European Police Systems, France, 23-26 October 2007

13 participants from 11 countries

12 experts from 9 countries

Effective Attendance: 43%

48/2007 European Police and Judicial Systems Study Tour, Netherlands, 23-27 April 2007

21 participants from 17 countries

8 experts from 6 countries

Effective Attendance: 70%

49/2007 European Police and Judicial Systems Study Tour, Belgium, 1-5 October 2007

20 participants from 14 countries

17 experts from 13 countries

Effective Attendance: 67%

50/2007 Information Seminars, Instruments and Systems of European Police Cooperation (English), Ireland, 18 June-6 July 2007

20 participants from 16 countries

13 experts from 1 country

Effective Attendance: 100%

51/2007 Information Seminars, Instruments and Systems of European Police Cooperation (English), United Kingdom, 4-22 June 2007

15 participants from 12 countries

9 experts from 2 countries

Effective Attendance: 75%

52/2007 Information Seminars, Instruments and Systems of European Police Cooperation (English), United Kingdom, 6-24 August 2007

19 participants from 13 countries

11 experts from 2 countries

Effective Attendance: 95%



Annex 2: Courses and Seminars Delivered in 2007

53/2007 Information Seminars, Instruments and Systems of European Police Cooperation (French), France, 16 April – 4 May 2007
17 participants from 15 countries
10 experts from 1 country
Effective Attendance: 85%

54/2007 Information Seminars, Instruments and Systems of European Police Cooperation (German), Germany & Austria, 17 September – 6 October 2007
20 participants from 13 countries
30 experts from 6 countries
Effective Attendance: 100%

55/2007 Information Seminars, Instruments and Systems of European Police Cooperation (Spanish), Spain, 18 June – 6 July 2007
10 participants from 7 countries
19 experts from 1 country
Effective Attendance: 50%

Article 6.2b: Knowledge of international police cooperation and cooperation within the European Union

44/2007 Police Cooperation and Europol, Hungary, 21-25 May 2007
20 participants from 17 countries
5 experts from 4 countries
Effective Attendance: 67%

45/2007 Police Cooperation and Europol, Austria, 13-16 November 2007
25 participants from 18 countries
3 experts from 2 countries
Effective Attendance: 83%

47/2007 Police Cooperation and Schengen (SIRENE), Hungary, 25-29 June 2007
23 participants from 15 countries
14 experts from 9 countries
Effective Attendance:



Annex 2: Courses and Seminars Delivered in 2007

Article 6.3: To provide appropriate training with regard to respect for democratic safeguards, with particular reference to the rights of defence

4a/2007 Future Crime Trends Step 1, Finland and Sweden, 28-30 May 2007

18 participants from 15 countries

15 experts from 7 countries

Effective Attendance: 60%

4b/2007 Future Crime Trends Step 2, Iceland, 1-3 October 2007

20 participants from 13 countries

6 experts from 4 countries

Effective Attendance: 67%

64/2007 Human Rights & Police Ethics Training Harmonisation, Germany, 2-5 October 2007

19 participants from 15 countries

4 experts from 3 countries

Effective Attendance: 63%

65/2007 Human Rights & Police Ethics Training Harmonisation, France, 7-9 February 2007

36 participants from 23 countries

4 experts from 1 country

Effective Attendance: 90%

Article 7a: Provide training sessions, based on common standards

01/2007 Visions for Europe: Crime, Police and Justice in the 21st Century Conference, Portugal, 4-6 June 2007

74 participants from 21 countries

20 experts from 6 countries

Effective Attendance: 67%

02/2007 Crime Intelligence and Risk Assessment, Lithuania, 15-18 May 2007

16 Participants from 12 countries

6 Experts from 3 countries

Effective Attendance: 53%

05/2007 Intelligence-led Policing, Portugal, 16-19 October 2007

27 participants from 14 countries

12 experts from 4 countries

Effective Attendance: 90%



Annex 2: Courses and Seminars Delivered in 2007

27/2007 Road Crime “Together to Save Life in Europe”, France, 5-8 June 2007
26 participants from 17 countries
6 experts from 1 country
Effective Attendance: 87%

58a/2007 Leadership Development and Management of Change Step 2, United Kingdom, 11-14 December 2007
13 participants from 12 countries
3 experts from 2 countries
Effective Attendance: 43%

58b/2007 Leadership Development and Management of Change Step 1, Netherlands, 14-16 May 2007
14 participants from 13 countries
4 experts from 1 country
Effective Attendance: 47%

59/2007 Leadership Development and Management of Change, Germany, 22-25 May 2007
19 participants from 15 countries
3 experts from 3 countries
Effective Attendance: 63%

60a/2007 TOPSPOC 1 (Senior Management Course), Portugal, 27 February – 2 March 2007
27 participants from 22 countries
11 experts from 8 countries
Effective Attendance: 90%

60b/2007 TOPSPOC 2 (Senior Management Course), France, 22-25 May 2007
27 participants from 22 countries
10 experts from 8 countries
Effective Attendance: 90%

60c/2007 TOPSPOC 3 (Senior Management Course), Sweden, 11-14 September 2007
25 participants from 20 countries
7 experts from 2 countries
Effective Attendance: 83%

60d/2007 TOPSPOC 4 (Senior Management Course), Estonia, 27-30 November 2007
23 participants from 18 countries
9 experts from 2 countries
Effective Attendance: 77%

Annex 2: Courses and Seminars Delivered in 2007

62/2007 Misuse of Road Traffic, Germany, 11-14 December 2007

16 participants from 12 countries

7 experts from 2 countries

Effective Attendance: 53%

75-76/2007 CEPOL Administration Course, CEPOL Secretariat, 2-5 July 2007

24 participants from 17 countries

13 experts from 4 countries

Effective Attendance: 120%

77/2007 CEPOL Administration Course, CEPOL Secretariat, 23-26 October 2007

25 participants from 19 countries

10 experts from 2 countries

Effective Attendance: 125%

Article 7b: Develop and provide training for trainers

69/2007 English Programme for English Language Trainers, CEPOL Secretariat, 20-23 November 2007

22 participants from 14 countries

3 experts from 2 countries

Effective Attendance: 73%

70/2007 European Police Education Systems, Greece, 13-15 February 2007

33 participants from 22 countries

9 experts from 8 countries

Effective Attendance: 84%

71a/2007 Train the Trainers, Netherlands, 17-19 September 2007

14 participants from 11 countries

4 experts from 4 countries

Effective Attendance: 47%

72/2007 Q13 Quality and Common Training Standards, CEPOL Secretariat, 17-19 April 2007

8 participants from 6 countries

2 experts from 2 countries

Effective Attendance: 40%

73/2007 Q13 Quality and Common Training Standards, CEPOL Secretariat, 6-9 November 2007

9 participants from 9 countries

2 experts from 2 countries

Effective Attendance: 45%



Annex 2: Courses and Seminars Delivered in 2007

74/2007 Q13 Quality and Common Training Standards, CEPOL Secretariat, 25-27 September 2007

11 participants from 10 countries
2 experts from 2 countries
Effective Attendance: 55%

84/2007 Train the Trainers, Portugal, 5-7 February 2007

27 participants from 22 countries
4 experts from 3 countries
Effective Attendance: 47%

Article 7c: Provide specialist training for police officers playing a key role in combating cross-border crime, with particular focus on organised crime

06/2007 Joint Investigation Teams, Spain, 12-15 November 2007

28 participants from 17 countries
5 experts from 4 countries
Effective Attendance: 93%

08/2007 Counter Terrorism, United Kingdom, 11-15 May 2007

13 participants from 12 countries
5 experts from 4 countries
Effective Attendance: 43%

10/2007 Counter Terrorism Expert Course, Germany, 4-7 September 2007

25 participants from 17 countries
9 experts from 5 countries
Effective Attendance: 83%

12/2007 Child Abuse on the Internet, France, 16-19 October 2007

31 participants from 19 countries
2 experts from 1 country
Effective Attendance: 103%

13/2007 Combating Cross-border Vehicle Crime, Slovenia, 27-30 March 2007

24 participants from 16 countries
4 experts from 3 countries
Effective Attendance: 80%

14/2007 Combating Organised Vehicle Crime Seminar, Poland, 19-22 June 2007

13 participants from 9 countries
12 experts from 4 countries
Effective Attendance: 43%



Annex 2: Courses and Seminars Delivered in 2007

15/2007 Drug Strategy of the European Union, Poland, 8-11 October 2007

17 participants from 14 countries

10 Experts from 5 countries

Effective Attendance: 57%

16/2007 Drug Strategy of the European Union, Czech Republic, 17-20 September 2007

18 participants from 13 countries

10 experts from 7 countries

Effective Attendance: 60%

17/2007 High-tech and Cybercrime, Italy, 19-22 June 2007

19 participants from 14 countries

10 experts from 3 countries

Effective Attendance: 63%

18/2007 High-tech and Cybercrime, Ireland, 24-27 April 2007

15 participants from 12 countries

10 experts from 3 countries

Effective Attendance: 50%

19a/2007 Nature and Environmental Crime Step 1, Slovakia, 17-19 April 2007

21 participants from 20 countries

3 experts from 3 countries

Effective Attendance: 70%

19b/2007 Nature and Environmental Crime Step 2, Italy, 20-22 November 2007

12 participants from 12 countries

11 experts from 4 countries

Effective Attendance: 40%

20/2007 Trafficking in Human Beings and Illegal Immigration, Spain, 4-7 June 2007

27 participants from 19 countries

13 experts from 5 countries

Effective Attendance: 90%

22/2007 Trafficking in Human Beings and Illegal Immigration, Lithuania, 5-9 November 2007

16 participants from 13 countries

9 experts from 5 countries

Effective Attendance: 53%



Annex 2: Courses and Seminars Delivered in 2007

23/2007 Trafficking in Stolen Artwork, Greece, 1-5 October 2007

25 participants from 19 countries

10 experts from 5 countries

Effective Attendance: 83%

24/2007 Trafficking in Stolen Artwork, Italy, 8-11 May 2007

16 participants from 12 countries

8 experts from 5 countries

Effective Attendance: 53%

30/2007 Organised Crime: Economic and Financial Crime, Italy, 9-12 October 2007

27 participants from 16 countries

15 experts from 5 countries

Effective Attendance: 68%

31/2007 Organised Crime: Economic and Financial Crime, Czech Republic, 21-24 May 2007

27 participants from 19 countries

10 experts from 5 countries

Effective Attendance: 68%

32/2007 Organised Crime: Economic and Financial Crime, Belgium, 27-29 November 2007

25 participants from 16 countries

Experts data not available

Effective Attendance: 63%

33/2007 Corruption and Financial Crime, Slovakia, 4-7 September 2007

37 participants from 21 countries

10 experts from 5 countries

Effective Attendance: 92%

34/2007 Euro Counterfeiting, Portugal, 19-22 March 2007

19 participants from 15 countries

4 experts from 1 country

Effective Attendance: 63%

35/2007 Money Laundering, Portugal, 16-19 April 2007

26 participants from 19 countries

15 experts from 6 countries

Effective Attendance: 87%

Annex 2: Courses and Seminars Delivered in 2007

80/2007 Northeast Europe Organised Crime Organisations, Finland, 5-8 November 2007

19 participants from 14 countries
13 experts from 5 countries
Effective Attendance: 63%

81/2007 Southwest Europe Organised Crime Organisations, Portugal, 7-10 May 2007

22 participants from 17 countries
15 experts from 5 countries
Effective Attendance: 73%

82/2007 Southwest Europe Organised Crime Organisations, Italy, 20-23 February 2007

21 participants from 16 countries
16 experts from 4 countries
Effective Attendance: 70%

83/2007 Atlas Hermes Seminar, France, 27-29 March 2007

38 participants from 21 countries
9 experts from 1 country
Effective Attendance: 127%

Article 7d: Disseminate Best Practice and Research Findings

29/2007 Forensic Science Seminar, Hungary, 25-27 September

25 participants from 20 countries
11 experts from 7 countries
Effective Attendance: 83%

66/2007 CEPOL Annual Police Science and Research Conference, Germany, 12-14 September

52 participants from 22 countries
11 experts from 9 countries
Effective Attendance: 65%

67/2007 The use of Police Science and Research in Police Education & Training, Cyprus, 17-19 October

24 participants from 15 countries
9 experts from 6 countries
Effective Attendance: 60%



Annex 2: Courses and Seminars Delivered in 2007

Article 7e: Develop and provide training to prepare police forces of the European Union for participation in non-military crisis management

56a/2007 Civil Aspects of Crisis Management, Austria, 29 May -15 June 2007

22 participants from 18 countries

22 experts from 8 countries

Effective Attendance: 73%

56b/2007 European Mission in Kosovo – Hungary, 19-22 November 2007

18 participants from 14 countries

5 experts from 1 country

Effective Attendance: 60%

57/2007 Strategic Planning for European Union Police Missions, France, 28 May-6 June 2007

21 participants from 16 countries

8 experts from 1 country

Effective Attendance: 105%

Article 7f: Develop and provide training for police authorities from the Candidate Countries

78/2007 Seminar for Police Authorities of Candidate Countries, Romania, 8-10 May 2007

22 participants from 3 countries

13 experts from 5 countries

Effective Attendance: 73%

79/2007 Seminar for Police Authorities of Candidate Countries, Bulgaria, 11-13 September 2007

16 participants from 3 countries

13 experts from 4 countries

Effective Attendance: 53%

Annex 2: Courses and Seminars Delivered in 2007

Article 7i: Enable the senior police officers of the Member States to acquire relevant language skills

68a/2007 Development of English Language Skills for Governing Board, Committee and Working Group Members, CEPOL Secretariat, 24-29 June 2007
7 participants from 6 countries
2 experts from 1 country
Effective Attendance: 47%

68b/2007 Development of English Language Skills for Governing Board, Committee and Working Group Members, CEPOL Secretariat, 3-7 December 2007
10 Participants from 7 countries
2 Experts from 1 country
Effective Attendance: 67%

Annex 3: Postponed Activities

Postponed Activities

Reference Number	Course Title	Rescheduled	Organiser(s)
39a/2007 (94a/2008)	Public Order & Crowd Management (Football Championship)	25-28 March 2008	Austria and Switzerland
39b/2007 (94b/2008)	Public Order & Crowd Management (Football Championship)	26-29 August 2008	Austria and Switzerland
46/2007 (95/2008)	Police Cooperation in Europe and Schengen	10-14 November 2008	Luxembourg
11a/2007 (90a/2008)	Strategies against Child Abuse - Step 1	29-31 January 2008	Sweden
11b/2007 (90b/2008)	Strategies against Child Abuse - Step 2	6-8 May 2008	Norway
63/2007 (96/2007)	Changes in the EU Society: Consequences in Human Resource Management	11-14 March 2007	Germany
37b/2007 (93/2008)	Community Policing – Step 2	26-28 February 2008	Greece
99/2007	European Dimension	6-8 October 2008	France
21/2007 (91/2008)	Trafficking in Human Beings	To be confirmed	Sweden
09/2007 (98/2008)	Counter Terrorism Strategic Course	21 January – 1 February 2008	United Kingdom
71b/2007 (97/2008)	Train the Trainers - Step 2	25-27 February 2008	Portugal

Annex 3: Cancelled Activities

Cancelled Activities

Reference Number	Course Title
07/2007	Joint Investigation Teams
28/2007	Undercover Operations
61b/2007	Alumni Seminar for TOPSPOC Participants

Annex 4: Course Participation by Country 2006 & 2007

Country	Participants 2006	Participants 2007	+ / - Participants
Austria	45	42	-3
Belgium	54	63	+9
Bulgaria*	30	90	+60
Cyprus	32	61	+29
Czech Republic	72	82	+10
Denmark	34	42	+8
Estonia	37	46	+9
Finland	26	39	+13
France	81	130	+49
Germany	72	101	+29
Greece	39	42	+3
Hungary	53	62	+9
Ireland	27	34	+7
Italy	62	105	+43
Latvia	62	75	+13
Lithuania	70	106	+36
Luxemburg	13	9	-4
Malta	5	17	+12
Netherlands	36	55	+19
Poland	73	85	+12
Portugal	39	82	+43
Romania*	53	70	+17
Slovakia	41	50	+9
Slovenia	34	53	+19
Spain	67	90	+23
Sweden	40	43	+3
United Kingdom	72	101	+29
Iceland	4	17	+13
Norway	17	19	+2
Switzerland	19	24	+5
Croatia	0	11	+11
FYROM**	0	12	+12
Turkey	2	17	+15
Europol	3	10	+7
Interpol	0	4	+4

* Not yet Member States in 2006

** Former Yugoslav Republic of Macedonia

*** List includes Member States, Associated countries plus some organisations

Annex 5: Trainer Contribution by Country

Country / Organisation	Number of Trainers	Delivered in Own Country	Delivered Abroad
Austria	31	21	10
Belgium	24	13	11
Bulgaria*	21	14	7
Cyprus	2	1	1
Czech Republic	14	8	6
Denmark	2	1	1
Estonia	12	8	4
Finland	15	8	7
France	61	46	15
Germany	60	42	18
Greece	13	6	7
Hungary	23	14	9
Ireland	21	21	0
Italy	53	42	11
Latvia	3	2	1
Lithuania	11	9	2
Luxemburg	1	1	0
Malta	9	4	5
Netherlands	33	7	26
Poland	24	19	5
Portugal	73	56	17
Romania*	10	8	2
Slovakia	6	5	1
Slovenia	12	5	7
Spain	39	33	6
Sweden	14	7	7
United Kingdom	38	20	18
Iceland	3	2	1
Norway	2	0	2
Switzerland	5	0	5
Croatia	0	0	0
FYROM**	0	0	0
Turkey	0	0	0
Others	7	0	7
Eurojust	6	-	-
Europol	39	-	-
Frontex	4	-	-
Interpol	7	-	-
Other Organisations	61	-	-

Annex 6: 2007 Meetings of Governing Board, Committees, Working Groups and Project Groups

Presidency Handover (Germany to Portugal)	13-14 June	Münster, Germany
Presidency Handover (Portugal to Slovenia)	12-13 December	Loures, Portugal
7th Governing Board	7-8 March	Münster, Germany
8th Governing Board	22-23 May	Berlin, Germany
9th Governing Board	26-27 September	Lisbon, Portugal
10th Governing Board	27-28 November	Loures, Portugal
5th Strategy Committee	21 February	Münster, Germany
6th Strategy Committee	4 May	Bramshill, UK
7th Strategy Committee	14 September	Loures, Portugal
8th Strategy Committee	14 November	Loures, Portugal
External Relations Working Group	23 January	Paris, France
External Relations Working Group	16-17 July	Istanbul, Turkey
External Relations Working Group	1-2 October	Valetta, Malta
5th Budget and Administration Committee	7 February	Münster, Germany
6th Budget and Administration Committee	3 May	Bramshill, UK
7th Budget and Administration Committee	13 September	Loures, Portugal
8th Budget and Administration Committee	13 November	Loures, Portugal
Project Group 'Administration of Travel Reimbursement for Participants of CEPOL Activities'	28-29 November	Loures/Lisbon, Portugal

Annex 6: 2007 Meetings of Governing Board, Committees, Working Groups and Project Groups

5th Annual Programme Committee	29 January	Nicosia, Cyprus
6th Annual Programme Committee	16-17 April	Ljubljana, Slovenia
7th Annual Programme Committee	6-7 September	Brussels, Belgium
8th Annual Programme Committee	29-30 October	Lognes, France
Working Group 'Analysis of CEPOL's Training Activities (ACTA)	24 January	Paris, France
Working Group 'Analysis of CEPOL's Training Activities (ACTA)	3 April	Bratislava, Slovakia
Working Group 'Analysis of CEPOL's Training Activities (ACTA)	25 June	Brussels, Belgium
Working Group 'Analysis of CEPOL's Training Activities (ACTA)	19 September	Bramshill, UK
4th Training and Research Committee	1-2 February	Madrid, Spain
5th Training and Research Committee	19-20 April	Riga, Latvia
6th Training and Research Committee	18-19 July	Bramshill, UK
7th Training and Research Committee	8-9 October	Tallinn, Estonia
Electronic Network Working Group	17 January	Rome, Italy
Electronic Network Working Group	26-27 April	Athens, Greece
Electronic Network Working Group	11-12 June	Bramshill, UK
Electronic Network Working Group	12-13 December	Bramshill, UK
E-learning Sub-group	27 April	Athens, Greece
E-learning Sub-group	31 May	Vienna, Austria
Electronic Platform Sub-group	13 June	Bramshill, UK

Annex 6: 2007 Meetings of Governing Board, Committees, Working Groups and Project Groups

Working Group on Learning	10-12 January	Ljubljana, Slovenia
Working Group on Learning	29-30 March	Nicosia, Cyprus
Working Group on Learning	20-22 June	Bramshill, UK
Working Group on Learning	22-23 November	Amsterdam, Netherlands
Sub-group I	30 July-1 August	Loures, Portugal
Sub-group II	3-5 May	Amsterdam, Netherlands
Research and Science Working Group	18-20 June	Bramshill, UK
Research and Science Working Group	10-11 September	Münster, Germany
Research and Science Working Group	17-18 December	Traiskirchen, Austria
Common Curricula Coordination Working Group	13-14 March	Bramshill, UK
Common Curricula Coordination Working Group	25 June	Bramshill, UK
Common Curricula Coordination Working Group	11-13 December	Bramshill, UK



Annex 7: Analysis and Assessment

ANALYSIS AND ASSESSMENT OF THE AUTHORISING OFFICER'S ANNUAL ACTIVITY REPORT FOR THE FINANCIAL YEAR 2007

The Governing Board of CEPOL has received the Authorising Officer's Annual Activity Report for the financial year 2007 and is, on the basis of the information provided, of the opinion that the CEPOL's Work Programme has been implemented in a satisfactory manner.

The Governing Board believes that CEPOL plays an important role in disseminating knowledge and learning, and contributing to the European police cooperation. In this instance, the Secretariat plays an important and valuable role as well.

Being aware of the recurring underspend of the budget, high vacancy rate, overall identified weaknesses in the financial management, lack of precise information regarding identified risks, actions taken and implemented remedies, the Governing Board takes note of the Authorising Officer's Annual Activity Report. For the time being, the Governing Board will abstain from commenting whether the resources provided have been spent in an appropriate way and will await the report of the European Court of Auditors for further discussion.

Ljubljana, 14 June 2008

For the Governing Board
Nevenka Tomovic
Chair of the Governing board

This document is composed of:

- Decision 10/2008/GB of the Governing Board of the European Police College adopting the Annual Report 2007 adopted by the Governing Board on 20 May 2008
- Decision 19/2008/GB of the Governing Board of the European Police College establishing the analysis and assessment of the Authorising Officer's Annual Activity Report 2007 adopted by the Governing Board in a written procedure on 14 June 2008

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