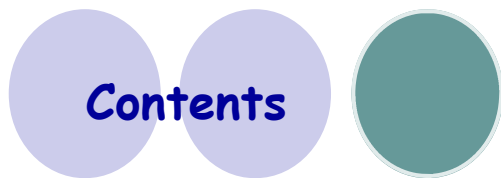


CEPOL - European Police College

# Annual Report 2008





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# Foreword

Ulf Göransson, Director

I am pleased to present the European Police College (CEPOL) Annual Report 2008, the third annual report since CEPOL began operating as an agency of the European Union in 2006.

In 2008 CEPOL organised 87 courses and seminars. The number of activities was slightly more than in 2007. The number of participants was 2,078 – an increase of 156 compared with 2007. The average attendance in a CEPOL activity was 22 participants.

In 2008 CEPOL continued to formalise cooperation with key institutions. A Cooperation agreement with Interpol was signed in December 2008. The main purpose of the agreement is to strengthen the training activities for senior police officers, in particular through cooperation in the organisation of courses, seminars and conferences.

CEPOL continues work on furthering agreements with Frontex and Eurojust. Agreements will be signed in 2009.

The implementation of CEPOL Electronic Network (e-Net) was concluded. A new website was launched in March. The new e-Net provides the network with new features, such as an e-Library and a Learning Management System which will facilitate the preparation and reporting of courses and seminars as well as developing a research database.

The Governing Board agreed to an Action Plan on e-Learning including proposals of e-learning modules. The Governing Board also adopted a proposal of a network of *National Research and Science Correspondents* and *National e-Net Managers*.

CEPOL's new Mission and Vision were adopted; "*Contributing to European Police Cooperation through Learning*" and CEPOL's vision is: "*CEPOL is acknowledged by allied agencies and authorities in the policing and academic world to be the primary source of learning and development in the field of education and Training for better cooperation and policing in Europe*".

A new system for Evaluating CEPOL activities was developed. A Post-course Evaluation system was introduced.

The CEPOL/Agis Exchange Programme came to a successful conclusion with the publication of *'Exchanging Places: Sharing Police Knowledge and Practice in the*

European Union'. The programme was highly appreciated, both by the participants and tutors. The publication is available to purchase at the EU Bookshop.

**Nevenka Tomovic, Slovenia**

## **Chair of the Governing Board January - June 2008**

Slovenia was the first 'new' Member State to hold the CEPOL Presidency. Slovenia worked closely with the previous German and Portuguese Presidencies of 2007 to ensure a smooth continuation of activities.

For CEPOL, the first half of the year is devoted to adopting the work programme and draft budget for the next year, as well as to reporting the results of the previous year.

The documents adopted during our Presidency include in particular: the vision for CEPOL and its mission; the training strategy detailing how training is understood, experienced and carried out in CEPOL; the vision for the area of e-learning; and also the CEPOL policy of action in the area of relations with non-member countries and external institutions, including the private sector. We started the probation period for the thorough evaluation process of CEPOL activities.

Slovenia supported and followed the work of the CEPOL/AGIS Exchange Programme, the Euromed Police II project and especially the electronic network project, which was successfully implemented by the end of our Presidency.

Slovenia initiated several discussions about the functioning of the CEPOL network and the Secretariat. Some administrative decisions were adopted with the aim to improve the administration and management processes and eliminate the initial difficulties experienced by CEPOL as a European agency.

Considering the long-term efforts of the European Union to provide peace, stability and prosperity in the Western Balkans and the fact that the region as a whole was one of the priorities for the Slovenian Presidency, Slovenia organised a conference on police cooperation with the Western Balkan countries. T

he conference was devoted to making contacts and establishing relations between CEPOL and the Western Balkan countries. The conference focused on possibilities for cooperation in the field of police education and training, especially in the fight against organised crime and of including police officers from these countries in CEPOL training events.

Negotiations were held with the Russian Federation on continued cooperation



# Foreword

and the protocol of intent was signed, opening the door for further negotiations. Slovenia took the initiative for the free movement of knowledge as the 'fifth freedom'. Slovenia hopes this will be further promoted by future presidencies and will become a reality.

**Emile Perez, France**

**Chair of the Governing Board, July – December 2008**

Since the European Council agreed that a European Police College (CEPOL) should be established at a meeting in Tampere in October 1999, CEPOL is, thanks to its network of police institutions in the Member States, the cornerstone of police training in the European Union.

Although CEPOL is a small EU Agency (established in 2005) it is a large network and as such, cannot be considered a small organisation. Building on what was achieved previously and during the French Presidency, CEPOL's activities were kept at a high level in terms of both quantity and quality.

Under the French Presidency, police training was one of the top priorities for the French Minister of Interior who was also strongly involved in two CEPOL activities. The main goals were to gain efficiency through the rationalization of the budget and management of CEPOL, to put forward a reform of the structure of CEPOL to more efficiently associate the police of the Member States and to reinforce CEPOL's image. In summary: *"less bureaucracy - more training activities"*.

In order to gain efficiency, the increase of budget initially scheduled between 2009 and 2010, was not adopted, despite an increase in activities. The Presidency tackled some management issues, and in particular, encouraged the recruitment of qualified staff to fulfil the needs of the Secretariat. The French Presidency also strongly encouraged the Secretariat to concentrate its core efforts in its role as support of the network. Unfortunately, it was not possible to create a new position of deputy director at CEPOL Secretariat.

The other goals were to ensure the CEPOL Governing Board dealt with relevant strategic issues and to allow dedicated experts from Member States to carry out the work in the Working Groups. CEPOL's image as an effective training network involving all institutes responsible for police training in Member States was enhanced. The French Presidency asked for meetings at the JLS and CATS levels to showcase what CEPOL is doing, despite the issues of bureaucracy.

A Cooperation Agreement with Interpol was signed during the French presidency. The main purpose of the agreement is to enhance the cooperation between the Interpol general Secretariat and CEPOL in strengthening the training activities for senior police officers, in particular through cooperation in the



## Annual Report 2008

organisation of courses, seminars and conferences and in the development and implementation of common curricula and course material.

Two major conferences were organised in Paris under the aegis of CEPOL and chaired by the French Minister of Interior, Mme Michèle Alliot-Marie. The first one was the CEPOL Annual Conference: "Crime, Police and Justice in the 21st Century" which attracted participants from 40 countries, including America and Russia. The second one was the meeting of the General Directors of the Police, Customs and Security Services from the MEDA regions and the European Union Member States, organised under the Euromed Police II project developed by CEPOL.



# Foreword

## TRAINING AND LEARNING

### Courses and Seminars

The courses and seminars delivered in 2008 covered fifty 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 87 activities were held during 2008. Thirteen activities were postponed until 2009 and three were cancelled.

Twenty-six out of 27 Member States organised a CEPOL activity. Turkey as a Candidate Country and Switzerland, Norway and Iceland as Associated countries hosted one activity each. CEPOL Secretariat organised nine activities in support of the network.

Two new activities took place: a seminar for National Contact Points and two training courses for the newly created National e-Net Managers.

### Activities

	2003	2004	2005	2006	2007	2008
Number of scheduled activities	-	-	-	68	99	103
Number of implemented activities	40	47	56	62	85	87
Number of activities postponed until the following year	3	2	0	2	11	13
Number of cancelled activities	2	0	9	6	3	3

### Participants

The number of participants attending a CEPOL activity was 2,078, out of a potential number of seats of approximately 2,800. Average attendance was 22 participants. Of the available places, 73% were used.





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	2003	2004	2005	2006	2007	2008
Number of participants	871	1,038	1,087	1,368	1,922	2,078

In 70% of the activities, the number of participants was more than two-thirds of the estimated number.

## Participating Member States

On average, over 50% of the Member States were represented in a CEPOL activity; an average of 14 Member States per activity (compared to 15 in 2007).

Approximately 20% of the activities were represented by two-thirds or more of the Member States. Reasons for non-participation included: lack of financial and human resources; topic not a priority; insufficient English language skills; or no expertise in the topic.

The country representation in CEPOL activities is expected to rise in 2009 due to the adoption by the Governing Board of awarding ten free air tickets each Member State per year for participation in CEPOL activities.

## Experts and Trainers

A total of 746 experts and trainers contributed to CEPOL activities during 2008 with an average of nine experts/trainers on each activity.

525 experts/trainers were from the Member States, 29 experts/trainers were from non-EU countries and 193 were from EU bodies/agencies and other organisations.

On average, more than half of the trainers came from different Member States and EU organs. This contributes to a broader European approach to CEPOL activities by bringing expertise from different countries and EU organisations.

## Evaluation Report

In 2008 CEPOL evaluated its training activities on eight major categories:

- Organisation
- Learning and content
- Experts and trainers



# Training and Learning

- Course objectives
- Transfer of learning
- Networking
- Target group
- General satisfaction

Data was collected from participants and trainers via self-testified questionnaires completed at the end of the activity. Observations and recommendations by the Course Managers were also taken into account in the analyses of the activities.

The general satisfaction of CEPOL courses and seminars was 5.30 from a scale of 1 to 6, a high of 88% satisfaction.

The overall results from a scale of 1-6 (6 is the highest) were:

- |                        |      |
|------------------------|------|
| • Organisation         | 5.55 |
| • Networking           | 5.31 |
| • General Satisfaction | 5.30 |
| • Experts/Trainers     | 5.30 |
| • Objectives           | 5.23 |
| • Learning & Content   | 5.20 |
| • Transfer of Learning | 5.17 |
| • Target Group         | 5.15 |

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 level 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 generally described as being professional, competent and knowledgeable.

For the first time since its inception, CEPOL can report on how its training is being used and applied in the workplace. In 2008, CEPOL carried out post-course

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evaluation, 3-6 months after the activity. The response was a positive 42%.

The information gathered shows that 78% of CEPOL attendees felt able to apply the training in their organisation; learning is being shared with line managers, staff and predominantly with colleagues in their organisation. Approximately 40% of the officers are networking with other organisations across Europe.

The following illustrates the results from the post-course evaluation:

	<i>Agree</i>	<i>Impartial</i>	<i>Disagree</i>
Course aims achieved	80.68%	17.64%	1.69%
Able to apply learning outcome	77.78%	21.05%	1.17%
Professional network maintained and developed	39.18%	40.94%	19.58%
Perceived relevance of the training activity	81.03%	17.24%	1.72%

91.82% continued learning after the activity as follows:

61.64%	by re-reading course material(s)
48.63%	by researching the topic(s) further to broaden knowledge
78.08%	by discussions with others on the subject
19.18%	in other ways

96.47% shared knowledge and experiences gained from the activity as follows:

70.12%	with line manager(s)
86.59%	with colleagues
64.02%	with staff
32.32	with others



## COMMON CURRICULA

In 2008 the focus was put on the development of the Curriculum Descriptors for three new topics as decided by the Governing Board, and on the beginning of the work on the Trainer's Manuals/Guides and learner's Guides. Administrative problems led to a delay in the signing of the contracts and in the progress of the work on the Trainer's Manuals/Guides and Learner's Guides, a situation which improved towards the second half of the year.

### Development

Contracts were signed by five countries for the services of Educational Experts and by six countries for the services of Module Advisers.

Three "new" Common Curricula were developed (Civilian Crisis Management, Drug Trafficking and Management of Diversity). Moreover, the revision of the Common Curriculum on Counter Terrorism was finalised.

It was decided by the Governing Board upon recommendation by the Annual Programme Committee not to develop any new Common Curricula until 2010 in order to first finalise the Guides and to initiate national implementation.

### Common Curricula Seminars

The following courses/seminars were dedicated to the Common Curricula and utilised to update them: At the end of the year 2007 the state of progress on the work of the Common Curricula was as follows:

# Annual Report 2008

Course Reference	Topic	Common Countries Involved	Curricula (organiser in bold) Reference
8/2008	Fighting against Drugs in the EU	CC07/B	<b>Greece</b> , Czech Republic, Slovakia
11/2008	Counter Terrorism	CC05/A	<b>United Kingdom</b> , Italy, Spain
16/2008	Trafficking of Human Beings and Illegal Immigration	CC06/C	<b>Lithuania</b> , Belgium, Bulgaria
17/2008	Trafficking of Human Beings and Illegal Immigration	CC06/C	<b>Belgium</b> , Bulgaria, Lithuania
24/2008	Money Laundering	CC06/B	<b>Portugal</b> , Italy, Denmark
37/2008	Domestic Violence - International Aspects and Experience	CC06/A	<b>Malta</b> , Portugal, Slovenia
33a/2008	Civil Aspects of Crisis Management	CC07/A	<b>Austria</b> , Germany, France, Hungary
33b/2008	European Mission Study Visit	CC07/A	<b>Hungary</b> , Denmark
41/2008	Police Cooperation and Europol	CC05/C	<b>Austria</b> , Greece, Hungary
42/2008	Police Cooperation and Europol	CC05/C	<b>Netherlands</b> , Greece, Hungary
54/2008	Human Rights and Police Ethics - Training Harmonisation	CC05/D	<b>Germany</b> , France, Slovakia



# Common Curricula

The following Common Curriculum activities were postponed until 2009:

Course Reference	Topic	Common Curricula Reference	Countries Involved ( <i>organiser in bold</i> )
12/2008	Counter Terrorism	CC05/A	<b>United Kingdom</b> , Italy, Spain
40/2008	Knowledge of European Police Systems	CC05/B	<b>France</b> , Germany, Italy
91/2008	Trafficking of Human Beings and Illegal Immigration	CC06/C	<b>Sweden</b> , Cyprus, France, Norway

The following Common Curriculum activity was cancelled:

Course Reference	Topic	Common Curricula Reference	Countries Involved ( <i>organiser in bold</i> )
48/2008	Management of Diversity	CC07/C	<b>Italy</b> , Austria, France

## Translations of Common Curricula

Eight Curriculum Descriptors developed in 2005, 2006 and 2007 were translated into the EU languages the Member States requested.

At the end of the year 2008 the status of progress on the work of the Common Curricula was as follows:

# Annual Report 2008

Common Curriculum	Curriculum Descriptor	Trainer's Manual / Guide	Learner's Guide	Educational Expert	Module Advisor	
Counter Terrorism	Draft finalised and validated			Signing Delayed	Allocated Contract signed	-
European Police Cooperation	Draft finalised and validated			Withdrawn -> Nomination procedure	Allocated Contract signed	-
Europol	Draft finalised and validated	In process	In process	Allocated Contract signed	Allocated Contract signed	-
Police Ethics & Prevention of Corruption	Draft finalised and validated	Draft finalised and validated	In process	Allocated Contract signed	Allocated Contract signed	-
Domestic Violence	Draft finalised and validated	Draft finalised and validated	Draft finalised	Allocated Contract signed	Allocated Contract signed	-
Money Laundering	Draft finalised and validated	In process	In process	Allocated Contract signed	Allocated Contract signed	-
Trafficking in Human Beings	Draft finalised and validated			Withdrawn -> Nomination procedure	Withdrawn -> Nomination procedure to be initiated in 2009	-
Civilian Crisis Management	Draft finalised and validated	In process	In process	Allocated contract signed	Nomination procedure	-
Drug Trafficking	Draft finalised and validated	To be initiated	To be initiated	Allocated contract signed	Allocated - signing in process	-
Management of Diversity	Draft finalised and validated	-	-	Withdrawn -> Nomination procedure in 2009	Nomination procedure	-



# Research and Science

## 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.

### 2008 CEPOL European Police Research and Science Conference

The 2008 CEPOL European Police Research and Science Conference was hosted in Austria by the “Sicherheitsakademie” in November 2008. The event focussed on “Comparative Policing Research from a European Perspective” with a focus on Organised Crime. More than 80 senior police officers, police trainers and police scientists attended.

### Survey on European Police Education Systems (SEPE II)

A Project Group for the development of a concept for consolidating, updating and publishing SEPE (PGDCSEPE) was established. The Project Group presented its report with two options for validating and updating the first survey – which was finalised in 2006 – to the Training and Research Committee in November 2008. A decision by the Governing Board for the continuation of the project is expected next year.

### CEPOL Network of National Research and Science Correspondents

With the launch of CEPOL’s new electronic network (e-Net), the CEPOL-eDoc database was fully transferred to the CEPOL e-Library. A network of national Research and Science Correspondents was established (Governing Board decision 28/2008/GB) and Member States and Associated Countries were invited to nominate Research and Science Correspondents towards the end of the year.

### Summary of the Report on the Project “European Approach to Police Science”

A summary of the report on the project “European Approach to Police Science” – which was finalised by a project group in 2007 – was translated into a further 20 European languages. The report is available in 21 languages on CEPOL’s website.

### Planning Activities for the CEPOL Book “European Approach to Police Science”

CEPOL intends to publish the final report of the “Project Group on a European Approach to Police Science”, together with contributions from the CEPOL European Police Research and Science Conference 2007. The publications will be available mid-2009. All contributions to the publication were collected and the first editorial work done during 2008. The European Publications Office in Luxembourg was contacted and advertised the publication on the Publishers Forum to attract a publisher.

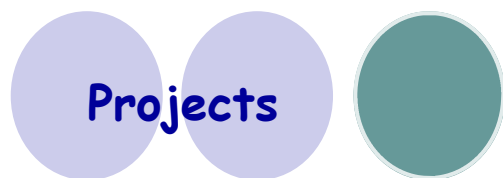




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### Police Science and Research Bulletin

In a new step to disseminate good practice and research findings, CEPOL developed the legal, organisational and editorial basis for a “European Police Science and Research Bulletin”. The aim of the bulletin is to promote a European approach to police science and facilitate communication and exchange between police officers, students, teachers, trainers, and researchers at police colleges as well as police scientists working in universities, research institutes or governmental agencies. An editorial team was established in 2008 and guidelines for the implementation of this new project and for the submission of contributions developed. The first issue of the Bulletin shall be published during 2009.



## PROJECTS

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

### CEPOL/Agis Exchange Programme

The CEPOL/Agis Exchange Programme from December 2006 until November 2008 was run in accordance with the CEPOL's Purpose, Objectives and Tasks (Council Decision 2005/681/JHA of 20 September 2005) and is a consequence of the adoption of the 'Hague Programme' (section 2.3 Police Cooperation).

Financial support for the programme for 2007 and 2008 was provided by the European Commission, Directorate-General Justice, Freedom and Security in the framework of the Agis Programme.

The aim of the CEPOL/AGIS Exchange Programme was to help improve cross-border police cooperation and the understanding of different police cultures across Europe, as well as to provide individuals with an opportunity to get to know colleagues and working methods in other countries.

The first exchange year, 2007, was completed with a Final Conference, held in Budapest on 21 -23 January 2008. The exchangees and tutors had the opportunity to meet and report on their experiences. Concurrently the second exchange year (2008) was launched on 22-24 January with an Initial Conference.

After the completion of the first year, recommendations for implementation of the 2008 exchanges were given by different stakeholders including the 2007 participants, National Exchange Coordinators, members of the project Reference Group and members of the External Evaluation Group. In that way the lessons learnt from the pilot year were taken on board while implementing the 2008 exchanges. The Reference Group consisting of members from: Hungary (Chair), Netherlands, Spain and Sweden continued to support the project team and ensure that the programme meets the needs of the Member States.

In 2008, the Exchange Programme grew in the number of the participating countries, participants and priority topics. 21 countries took part in the 2008 Exchange Programme. Italy and Cyprus were new to the programme. The total number of exchangees was 56 and the total number of tutors was 55 with 25 of them having a double status.

Two exchange periods were implemented in 2008. The first exchange period started in March and lasted until the end of May 2008. The second exchange period started in August and lasted until the end of October 2008. The priority

topics for senior police officers were *Drug Trafficking, Counter Terrorism and Money Laundering* and the priority topics for trainers were *Learning Environment and Management and Leadership*.

The 2008 Exchange Programme was finalised with a Final Conference held in Vilnius on 4-5 December 2008. The participants reported about their experiences and expressed a high degree of satisfaction with the outcomes of the programme. A book on exchange experiences was published for reporting and highlighting the achievements during the two year implementation of the project.

## Euromed Police II Project

Launched in spring 2007, the Euromed Police II Project has a budget of €5 million over a three-year period. Approximately €1.4 million was spent during 2008.

The objectives of the project are:

- The setting up of a Euro-Mediterranean network in the field of police;
- The development and reinforcement of the cooperation with MEDA countries in the field of police, thanks to a deeper dialogue, to legal convergence and to the setting up and consolidation of networks.

## Activities in 2008

Date	Title	Place	Target Group
14-15 January	Preparatory Meeting for Specialised Seminar on Combating Drug Trafficking (Cocaine Smuggling)	Amman, Jordan	-
21-25 January	General Seminar on Combating Drug Trafficking	Larnaca, Cyprus	Senior Police Officers from MEDA countries
11-15 February	Specialised Seminar on Combating and Preventing Terrorism (CBRN)	Paris, France	Senior Police Officers from MEDA countries
16-21 March	Specialised Seminar on Combating Drug Trafficking (Cocaine Smuggling)	Amman, Jordan	Senior Police Officers from MEDA countries
22-23 April	Preparatory Meeting for the Specialised Seminar on the Fight against Trafficking in Human Beings	Budapest, Hungary	-

# Projects

Date	Title	Place	Target Group
21-25 April	Study Visit: Drug Trafficking	Bulgaria	Senior Police Officers from Jordan and Palestinian Authority
5-6 May	Preparatory Meeting for the Seminar for Special Intervention Units of MEDA countries (Aircraft Hijacking)	Paris, France	Chiefs and/or their Deputies of the Special Intervention Units in MEDA countries
20-21 May	Preparatory Meeting for Seminar on the Fight against Cybercrime and Child Pornography	Amman, Jordan	-
9-13 June	Study Visit: Drug Trafficking	Cyprus	Senior Police Officers from Jordan
9-13 June	Study Visit: Financial Crime	Malta	Senior Police Officers from Jordan
22-23 June	Preparatory Meeting for the General Seminar on Fight against Financial Crime	Bramshill, United Kingdom	-
30 June – 4 July	Specialised Seminar on Fight against Trafficking in Human Beings (Investigation and Techniques)	Budapest, Hungary	Senior Police Officers from MEDA countries
12-17 July	Specialised Seminar on the Fight against Cybercrime and Child Pornography	Amman, Jordan	Senior Police Officers from MEDA countries
22-23 July	Preparatory Meeting for the Specialised Seminar on the Fight against Financial Crime (Money Laundering / Counterfeiting)	Szczytno, Poland	-
24-25 September	Preparatory Meeting for the General Seminar on Combating Trafficking in Human Beings	Tel Aviv, Israel	-
13-17 October	First Technical Training Session for the Heads of Intervention Units (Aircraft Hijacking)	Paris, France	Senior Police Officers from MEDA countries

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Date	Title	Place	Target Group
19-24 November	Specialised Seminar in the Fight against Financial Crime (Money Laundering / Counterfeiting)	Szczytno, Poland	Senior Police Officers from MEDA countries
3 December	First Meeting of Security Attaches/Liaison Officers	Paris, France	Security Attaches/Liaison Officers
4 December	First Meeting of Director Generals of Security Services of MEDA Countries	Paris, France	-
15-16 December	Preparatory Meeting for the Specialised Seminar on the Fight against Terrorism (Terrorism and Internet)	Rome, Italy	-

# Information & Communication

## INFORMATION AND COMMUNICATION

### Electronic Network

March 2008 saw the launch of CEPOL's new electronic network (e-Net) with the website (public and restricted), discussion forum and live chat facility going live. In August 2008 the e-Library (read-only) went live and although the Document Management System and Learning Management System were fully developed, they were not ready to publicly launch during 2008. With the newly created National e-Net Managers (Governing Board Decision 29/2008/GB), the communications team organised two National e-Net Managers' Training courses in December 2008 with the assistance of the e-Net Project Group members.

### Website

Many improvements in content, usability and design were made to the website during the year. For the year 2008, the website statistics (2008) were:

	April 2008	December 2008
Hits*	43,568	66,627
Unique Visitors**	2,417	4,483
Registered Users (restricted website)	389	644

\* Hits = Any webpage visited by any user

\*\* Unique Visitors = a single computer (IP Address) that visited at least one e-Net page

There have been a total of 484,646 hits March-December 2008 and 440 posts within 70 different discussion forums since e-Net was launched on 24 March 2008. The top 10 Member State Origins (where hits came from during 2008) were: Spain, Germany, Austria, France, Romania, Italy, United Kingdom, Belgium, Czech Republic and Slovakia.

### Newsletters

In 2008, CEPOL continued to distribute the bi-monthly newsletter via email to keep members of the network informed of key issues and activities. Five newsletters were issued during the year.

### News Releases

CEPOL prepared and propagated 46 news releases (an increase of 24 on the previous year) which were published on CEPOL's website.

### Tenders

During 2008, the Communications team organised two tenders:

- *Branded Stationery Tender* for stationery at the Secretariat;
- *Corporate Gift Tender* to provide Member States with a range of products to help consolidate CEPOL's image and promote the college for use when they organise CEPOL activities.

### Heads of Agencies Communication and Information Network

The Communications team continued to partake in the Heads of Agencies Communication and Information Network to increase cooperation with other agencies and the European Commission on communication matters.



## Administration

### ADMINISTRATION

#### Budget

CEPOL's budget for 2008 was €8.7 million, an increase of €1.261 million compared to 2007 making it possible to develop the Common Curricula work as well as the e-Learning projects. New officers in the field of Budget and Finance were recruited.

#### Accounting

A new accounting system - ABAC (Accrual Based Accounting) - was introduced in July 2008, facilitating the budget agreements with the organising colleges. Staff members were trained and the new accounting system has helped to consolidate CEPOL's overall financial management and working procedures.

#### Audit

During 2008, CEPOL underwent two audits; an external audit carried out by the European Court of Auditors and an internal follow-up audit carried out by the Internal Audit Services (IAS) of the European Commission. Following the audits observations, several actions were taken in order to develop new workflow and to fulfil the obligations of the Financial Regulation.

#### Staff Policy Plan

Two new posts were proposed in the draft Staff Policy Plan for 2009-2011, an officer working with Internal Control Standards and one working with Quality Control.

#### Agreements with Organisers

The rules and guidelines for the organisation and reimbursement of courses and seminars were revised, as well as new rules for the reimbursement of meetings. Based on these regulations, agreements between 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 2008, staff numbers at CEPOL Secretariat increased from 28 to 30, including seven officers working for the Agis Programme and Euromed Police II project and Seconded National Experts. Six Interim staff members were working for CEPOL, mainly within Budget and Finance and ABAC. Seven recruitments procedures were launched during 2008, all of which are expected to take up duties in 2009. Two staff members left CEPOL Secretariat during 2008: one Seconded National Expert and the Head of Administration.

During 2008, the Governing Board adopted the Multi Annual Staff Policy Plan 2009-2011 which outlines the staff policies and workforce management directives (Governing Board decision 9/2008/GB).



## GOVERNANCE OF THE CEPOL NETWORK

CEPOL has existed as a network since 2001 and was established as an EU Agency by Council Decision 2005/681/JHA of 20 September 2006. 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, logistical and budgetary support to the groups.

All Member States as well as three Associated countries and three Candidate Countries (Croatia, FYROM and Turkey) have established a CEPOL National Contact Point. Many have also established 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 2008 Slovenia and France 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 as observers.

In 2008, the Governing Board met four times and adopted 37 decisions (Annex 1). Two Presidency Handover Meetings were held (Annex 7).

### 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.



## Governance of the CEPOL Network

includes developing future concepts and coordinating cross-committee matters, particularly in regard to matters of the Work Programme and 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 2008 a representative from Slovenia and France respectively). The Deputy Chair is the former Governing Board Chair (in 2008 Germany and Portugal respectively).

Other members in 2008 included the incoming Chair of the Governing Board (France and Czech Republic 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 during 2008 and discussed, among other items, future cooperation with Russia, Europol, Interpol and Frontex. The Committee also discussed whether to include the function of Deputy Director in the Establishment Plan and a communication from the Commission titled "European Agencies - The Way Forward".

Following the initial discussions on how to strengthen the CEPOL network that took place in Luxembourg 2007 more detailed discussions took place on the Governance of CEPOL and the network.

### **External Relations Working Group**

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

The group met three times in 2008 (Annex 7) and highlights from the year include the adoption by the Governing Board of a policy paper indicating the way CEPOL deals with its External Relations; a Governing Board decision to extend the reimbursement of ten flight tickets per year to course participants from Candidate Countries; a seminar organised in Turkey in October for the Police Authorities of Candidate; and a first Western Balkans Conference was organised by Slovenia in March 2008.

A visit was organised on in April to Moscow where a Protocol of Intent was signed. This protocol is conceived as a first step towards a Cooperation Agreement.

A Cooperation Agreement with the ICPO-Interpol was signed and the text of a Cooperation Agreement with Frontex adopted during the 14<sup>th</sup> Governing Board meeting in December 2008. Negotiations for a Cooperation Agreement with the Turkish National Police Institute were opened and cooperation remained high with Europol who actively supports more than 20 CEPOL training activities. Negotiations with a view to finalising a Memorandum of Understanding with ENFSI were also started.

OLAF supported CEPOL in various training activities including financial crime (in particular the protection of the euro through the Pericles Programme) and the Joint Investigation Teams.

A meeting with the Executive Academic Board of the Defence College was organised at Bramshill in February 2008 with a resolution to organise a joint training activity in 2009 on the ESDP decision-making procedures.

In July, a meeting took place in Budapest to determine a training activity to be organised for the ENP countries. The result was the proposal to have one such training activity organised in 2009 by Italy supported by Hungary, Poland and the AEPC.

## **Budget and Administration Committee**

The Budget and Administration Committee supports the Governing Board with proposals and recommendations on financial and administrative matters, including advice on budget proposals and implementation, advice 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 2008 Slovenia and France respectively). Other members include representatives from the Member States holding the former Presidency (in 2008 Portugal and Slovenia respectively) and incoming Presidency (in 2008 France and Czech Republic respectively) and a further nine representatives. In 2008, the nine representatives were: France, Greece, Hungary, Lithuania, Luxembourg (Deputy Chair), Portugal, Romania, Sweden and the United Kingdom.



# Governance of the CEPOL Network

The Budget and Administration Committee met four times and discussed the Staff Policy Plan 2009-2011; the Estimate of Revenues and Expenditure 2009; Implementing Rules to the Financial Regulation; Implementing Rules to the Staff Regulations and Pre-estimation 2010. The committee also examined follow-up actions on audits, travel reimbursement for participants of CEPOL activities and amendments to CEPOL's Financial Regulation.

## Annual Programme Committee

The Annual Programme Committee (APC) was composed of representatives of the following nine Member States: Austria, Cyprus, Czech Republic, Estonia, Finland, The Netherlands, Poland, Slovenia and Spain. The Netherlands held the Chairmanship and Estonia the vice-Chairmanship.

The 2008 approach can be characterised as a shift towards more transparency, increased involvement of stakeholders, prioritising in balance with de-prioritising and broadening the scope to other activities than courses and seminars e.g. to e-Learning, exchange programme, common curricula, etc. Recommendations written down in the ACTA-report were used as points of reference.

The 2009 Programme of Courses and Seminars was finalised on 31 October 2008, meeting the objective to have it ready for distribution and publication before the end of the calendar year.

The composition of the Programme was in principle based on the 2008 Work Programme, taking into account the input from the Member States, mainly obtained through outcomes of returned questionnaires, the input from external stakeholders and evaluation results. For the latter mainly the level of attendance and general satisfaction was used.

The Annual Programme Committee advised the Project Group on e-Learning on topics for e-Learning modules to be developed in 2009. The committee dealt with the ACTA Report, trying to bridge different opinions, aiming at a workable solution. A proposal was forwarded to the Chair of the CEPOL Governing Board in the second half of 2008. During 2008, the Annual Programme Committee advised the Governing Board on topics for the Exchange Programme 2009. A first draft of the 2010 Programme of Courses and Seminars was established. The committee advised the Governing Board on topics for e-Learning modules to be developed in 2010.

## ACTA

The Working Group Analysis of CEPOL's Training Activities (ACTA) is assigned to the Annual Programme Committee. During 2008, ACTA was composed of representatives from six Member States: Germany, Italy, Poland, Portugal, Slovakia and Sweden. Sweden held the Chair but stepped down in January 2008.

ACTA met twice during 2008 (Annex 7) and presented its report to the CEPOL Governing Board in February 2008. A number of proposals and recommendations were made on the following areas studied by the Group:

- Training needs analysis
- Target group
- Course attendance
- Course descriptors
- Flexibility in number of participants
- Cancellation of courses
- Common registration templates
- European dimension
- Preparatory work
- Evaluation procedure 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 in 2008 were: Italy (Chair), Germany (Deputy Chair), Belgium, Bulgaria, Denmark, Ireland, Latvia, Slovakia and Malta.

The Training and Research Committee held four meetings (Annex 7) during the year. The number of working groups remained the same as in the previous year. A new Project Group was established: "Development of a Concept for Consolidating, Updating and Publishing SEPE" (DGECSEPE), which was tasked with developing a proposal for the continuation of SEPE. The Project Group on e-Learning was disbanded.

The Committee tasked the Working Group on Learning with reviewing the document on Certification of Trainers and Course Designers and with continuing working on a report about the Bruges-Copenhagen Process; it entrusted the Common Curricula Coordination Working Group with the development of a proposal for a Network of National Common Curricula Coordinators and a revision of the Common Curricula Policy Paper; and it assigned to the Research and Science Working Group to have the summarised PGEAPS translated in EU languages and published on CEPOL's website.



## Governance of the CEPOL Network

The Committee mandated the Working Group on Learning and the Research and Science Working Group in a joint effort to elaborate further the recommendations on the “Use of Research and Science in CEPOL’s Training and Education Activities” further.

The Committee presented several documents to the Governing Board for adoption: a Vision on e-Learning; an Action Plan on e-Learning; a proposal for the Administration and Workflow of e-Net; Learning Strategies in the context of CEPOL’s vision; and a proposal for a Network of National Research and Science Correspondents.

The following documents were presented to the Governing Board for information: a Joint Status Report on the implementation of the e-Net by the Secretariat e-Net Project Group and the Monitoring Group, as well as an information paper for a Research and Science Bulletin

The Committee paid particular attention to the new Evaluation Templates and it contributed to the preparation and organisation of the Conference on the European Dimension held in Lyon. The latter resulted in a Final Report, published on CEPOL’s restricted website, as well as in a series of recommendations which will be presented to the Governing Board next year.

The annual CEPOL Police Research and Science Conference was held in Vienna in November 2008 and focused on “Comparative Research from a European Perspective” with a focus on organised crime.

### **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 three times (Annex 7) and focused on the monitoring of the development and roll-out of e-Net’s various phases, creating and reviewing e-Net policy papers, coordinating e-Net training needs and analysing how best to promote e-Net to key audiences. Ongoing activities also included reviewing CEPOL’s knowledge management processes. One sub-group was assigned to the Electronic Network Working Group: the Electronic Platform Sub-group.

The Electronic Platform Sub-group did not meet in 2008 as e-Net matters were followed by the Electronic Network Working Group and the e-Net Project Group at CEPOL Secretariat.

## Project Group on e-Learning

Assigned to the Training and Research Committee, the Project Group on e-Learning was composed of one representative from the following Working Groups: the Common Curricula Coordination Working Group, the Electronic Network Working Group (Chair) and the Working Group on Learning. The Project Group on e-Learning was permanently supported by an invited expert from Hungary.

The Project Group on e-Learning met three times during 2008 (Annex 7) and in accordance with the assignment (Governing Board Decision 35/2007/GB), the group developed and submitted to the Training and Research Committee:

- A draft e-Learning policy paper
- A draft action plan, laying out priority areas and a working plan for the development of e-Learning modules

As both papers were adopted by the Governing Board, the Project Group on e-Learning was disbanded at the end of 2008.

## Working Group on Learning

The Working Group on Learning is composed of 11 experts. In May 2008 an expert from Spain was appointed, replacing the expert from Poland who stepped down in 2007. During the course of the year, four members originating the Czech Republic, Cyprus, Finland and Sweden left the Working Group. At the end of 2008 the working group was composed of experts from the following seven countries: Estonia, Germany, Italy, the Netherlands, Portugal, Slovenia and Spain. A call for nominating new experts was made at the end of the 2008.

During 2008, the Working Group on Learning met four times and Sub-group 1: Quality Assurance System, Evaluation Assessment and Post-course Learning Reinforcement met twice (Annex 7).

The Training and Research Committee and CEPOL Secretariat were advised on the application of the evaluation model, the evaluation templates and on the user guide for evaluation.

Three documents of the Training and Research Committee action plan were finalised: Learning Strategies in the context of CEPOL's Vision, the Bruges-Copenhagen Process and the follow-up report on Certification of trainers and course developers. The content for Q13 volume II was defined. The curriculum for the Train-the-Trainer course has been adjusted. The approach on how to determine (key) performance indicators has been developed.

The Working Group on Learning provided trainers to the Train-the-Trainer



# Governance of the CEPOL Network

## Research and Science Working Group

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 four times (Annex 7) and the main discussions concentrated on the Work Programme for 2008, 2009 and 2010. The group worked on the preparation of research publications, e.g. a book “European Approach to Police Science” and a new “Police Science and Research Bulletin”. The group was involved in the CEPOL Annual Research and Science Conference held in November 2008 and launched a small Project Group to take care of consolidating, updating and publishing the “Survey on European Police Education”.

## 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, and when their work is complete, they are replaced by the Module Advisers who are responsible for the updating and the support for national implementation of the Common Curricula.

The Common Curricula Coordination Working Group met twice (Annex 7). The first meeting was attended by the Chairs of the three Sub-groups which were active developing the Common Curricula on Civilian Crisis Management, Drug Trafficking and Management of Diversity. This meeting focused on coordination of their work. The discussion on the need for National Common Curricula Coordinators was initiated.

As the development on the three Curricula was finalised in the first half of the year, the second meeting involved those Module Advisers who had been appointed in the meantime, and some of the appointed Educational Experts. The development of the Trainer’s and Study Guides were discussed, a concept for the function of the National Common Curricula Coordinators was written and the revision of the Policy Paper initiated. An issue which received thorough attention was national implementation.





### 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

The three Common Curricula Sub-groups active in 2008 were the Sub-group CC07A on Civilian Crisis Management, CC07B on Drug Trafficking and CC07C on Management of Diversity. These groups each met several times (Annex 7) within the first half year of 2008 and developed the Common Curricula Descriptions on their specific topics. At the end of the year, a Module Adviser for Drug Trafficking was appointed and took over, and the selection process for the other two Module Advisers was ongoing. Educational Experts were appointed for the modules on Drug Trafficking and Civilian Crisis Management; the nomination process for Management of Diversity is planned to start at the beginning of the next year.



## Annex 1: Governing Board Decisions

1/2008/GB	Laying Down CEPOL's Vision and Mission
2/2008/GB	Concerning the Carry-over of Appropriations from the Financial Year 2007 to the Financial Year 2008
3/2008/GB	Adopting the Implementing Rules to the Financial Regulation
4/2008/GB	Adopting the Estimate of Revenues and Expenditures for the Financial Year 2009
5/2008/GB	Establishing the Project Group "Development of a Concept for Consolidating, Updating and Publishing SEPE", Approving the Appointment of the Chair and Two Members of the Project Group and Amending Decision 10/2007/GB of the Governing Board of the European Police College
6/2008/GB	Approving the Appointment of Two Members of the Research and Science Working Group and Amending Decision 10/2007GB of the Governing Board of the European Police College
7/2008/GB	Approving the Appointment of Two Members of the Electronic Network Working Group and Amending Decision 10/2007GB of the Governing Board of the European Police College
8/2008/GB	Approving the Meeting Calendar for the Second Half 2008
9/2008/GB	Adopting the Multi Annual Staff Policy Plan 2009-2011
10/2008/GB	Adopting the Annual Report 2007
11/2008/GB	Disbanding the Project Group "Administration of Travel Reimbursement to Participants of CEPOL Activities" and Amending Decision 10/2007/GB of the Governing Board of the European Police College
12/2008/GB	Adopting CEPOL's External Relations Policy (Consolidated Version)
13/2008/GB	Approving the Appointment of Four Members and the Deputy Chair of the External Relations Working Group and Amending Decision 10/2007/GB of the Governing Board of the European Police College
14/2008/GB	Adopting the e-Learning Strategy
15/2008/GB	Adopting CEPOL's Learning Strategies
16/2008/GB	Approving the Appointment of the Deputy Chair and of One Member of the Electronic Network Working Group and Amending Decision 10/2007/GB of the Governing Board of the European Police College
17/2008/GB	Approving the Appointment of One Member of the Working Group on Learning and Amending Decision 10/2007/GB of the Governing Board of the European Police College
18/2008/GB	Appointing the Accounting Officer
19/2008/GB	Establishing the Analysis and Assessment of the Authorising Officer's Annual Activity Report 2007

## Annex 1: Governing Board Decisions

20/2008/GB	Appointing the Module Advisor for the Common Curriculum “European Police Cooperation - Methods and Instruments”
21/2008/GB	Delivering an Opinion on the Final Accounts 2007
22/2008/GB	Adopting the Work Programme 2009
23/2008/GB	Laying Down the Mission Guidelines
24/2008/GB	Setting-up a Staff Committee
25/2008/GB	Amending the Financial Rules for Courses and Seminars and Amending Decision 30/2006/GB of the Governing Board of the European Police College
26/2008/GB	Authoring the Director to Conclude a Cooperation Agreement with Interpol
27/2008/GB	Adopting the Action Plan e-Learning (Consolidated Version)
28/2008/GB	Establishing a Network of National Research and Science Correspondents
29/2008/GB	Concerning the Administration of e-Net
30/2008/GB	Changing the Membership to Committees and Amending Decision 10/2007/GB of the Governing Board of the European Police College
31/2008/GB	Approving the Meeting Calendar for the First Half 2009
32/2008/GB	Amending Decision 22/2006/GB of the Governing Board of the European Police College Adoption of the Financial Regulation
33/2008/GB	Amending Decision 12/2008/GB of the Governing Board of the European Police College Adopting CEPOL’s External Relations Strategy
34/2008/GB	Amending Decision 8/2007/GB of the Governing Board of the European Police College Laying Down Rules Governing the Organisation of Meetings and the Reimbursement of Expenditure for Attending and Organising Meetings
35/2008/GB	Authorising the Director to Conclude a Cooperation Agreement with Frontex
36/2008/GB	Appointing the Module Advisor for the Common Curriculum ‘Drug Trafficking’
37/2008/GB	Disbanding the “Project Group e-Learning” and Amending Decision 10/2007/GB of the Governing Board of the European Police College

## Annex 2: Courses and Seminars Delivered

CEPOL Reference	Organiser(s)	Title of Activity	No. of Training Days	No. of Participants	Dates
98/2008 (9/2007)	United Kingdom	Counter Terrorism	12	22	21 January – 1 February
90a/2008 (11a/2007)	Sweden	Strategies against Child Abuse	3	17	29-31 January
60/2008	United Kingdom	Information Seminar (English) Systems & Instruments	20	16	11-29 February
53a/2008	Portugal	TOPSPOC No.1	4	26	18-21 February
97/2008 (71b-2007)	Portugal	Train the Trainers	3	12	25-27 February
93/2008 (37b-2007)	Greece	Community Policing - Step 2	3	23	26-28 February
42/2008	Hungary	Police Cooperation & Europol	4	15	11-14 March
45/2008	Netherlands	European Police & Judicial Systems - Study Tour	5	24	10-14 March
74/2008	CEPOL Secretariat	Q13 Quality and Common Training Standards	4	15	10-14 March
6/2008	Italy	Southeast Europe Organised Crime Organisations	4	19	11-14 March
96/2008 (63-2007)	Germany	Changes in the EU Society: Human Resources Management Consequences	4	15	11-14 March
3/2008	Slovenia	Police Cooperation - Western Balkans	3	30	17-19 March
19/2008	Cyprus	Child Abuse - Strategies	4	26	18-21 March

## Annex 2: Courses and Seminars Delivered

CEPOL Reference	Organiser(s)	Title of Activity	No. of Training Days	No. of Participants	Dates
94a/2008 (39a-2007)	Austria	Public Order (Football Championship)	3	37	25-28 March
68/2008	CEPOL Secretariat	English Language Seminar for Members of CEPOL Organs	4	11	31 March - 4 April
32/2008	Bulgaria	Disaster of Large Scale	3	38	14-17 April
31/2008	Greece	Public Order & Crowd Management	4	31	14-17 April
21/2008	Ireland	Fraud and Confiscation of Assets	3	18	21-25 April
65/2008	Germany/ Austria	Information Seminars (German)	20	22	21 April - 10 May
7/2008	Slovakia	Fight against Drugs	4	29	22-25 April
51a/2008	United Kingdom	Crime Prevention (Step 1)	4	18	28 April - 2 May
50a/2008	Finland	Community Policing (Step 1)	4	31	5-9 May
16/2008	Lithuania	Trafficking in Human Beings (Common Curriculum)	4	23	6-9 May
24/2008	Portugal	Money Laundering (Common Curriculum)	4	28	6-9 May
90b/2008	Norway	Child Abuse	3	23	6-8 May
30/2008	Poland	Public Order & Crowd Management	3	34	13-16 May
18/2008	Czech Republic	Cross-border Crime (Common Curriculum)	4	27	19-23 May
34/2008	France	Strategic Planning for EU police Missions	10	22	26 May - 5 June

## Annex 2: Courses and Seminars Delivered

CEPOL Reference	Organiser(s)	Title of Activity	No. of Training Days	No. of Participants	Dates
1/2008	France	Awareness Conference - Crime, Police and Justice in the 21 <sup>st</sup> Century	3	119	26-28 May
73a/2008	Cyprus	Train the Trainers	4	15	27-31 May
52a/2008	Finland / Sweden	Future Crime Trends	4	17	2-5 June
53b/2008	Estonia	TOPSPOC No.2	4	22	2-6 June
61/2008	UK	Information Seminars	20	20	2-20 June
22/2008	Slovakia	Economic & Financial Crime	4	30	3-6 June
57/2008	Germany	Leadership Development	4	20	3-6 June
46/2008	Belgium	European Police Study Tour	5	25	9-13 June
13/2008	Italy	Atlas Hermes Seminar	3	27	10-12 June
37/2008	Malta	Domestic Violence (Common Curriculum)	4	24	10-13 June
10/2008	France / CEPOL Secretariat	Joint Investigation Teams	4	18	16-20 June
27/2008	Portugal	Firearms Trafficking	4	30	16-20 June
63/2008	Ireland	Information Seminars	20	17	16 June - 4 July
78/2008	CEPOL Secretariat	Organising CEPOL Activities and Meetings	4	20	30 June - 4 July
39/2008	Germany	European Police Systems	4	25	1-4 July
62/2008	United Kingdom	Information Seminars	20	20	4-22 August
94b/2008	Switzerland	Public Order (Football)	3	33	26-29 August
69/2008	CEPOL Secretariat	English Language Course for Working Group Members	4	8	8-12 September
66/2008	Spain	Information Seminars	20	18	8-26 September

## Annex 2: Courses and Seminars Delivered

CEPOL Reference	Organiser(s)	Title of Activity	No. of Training Days	No. of Participants	Dates
56/2008	Germany	Changes in the EU Society	4	11	9-12 September
15/2008	Portugal	High Tech and Cybercrime	4	26	9-12 September
53c/2008	Sweden	TOPSPOC No.3	4	21	15-18 September
20/2008	Poland	Child Abuse	3	31	16-18 September
33a/2008	Austria	Crisis Management	15	22	16 September – 2 October
47/2008	Portugal	High Tech and Cybercrime	5	25	21-26 September
52b/2008	Iceland (Host)	Future Crime Trends – Step 2	4	15	28 September - 1 October
54/2008	Germany	Human Rights	4	18	29 September - 2 October
59b/2008	CEPOL Secretariat	Seminar for Police Authorities of Candidate Countries	4	28	6-10 October
36/2008	Czech Republic	Witness Protection	4	23	6-10 October
64/2008	France	Information Seminars	20	13	6-24 October
99/2008	France	European Dimension Conference	3	36	6-8 October
100/2008	Denmark	Danish Child Sexual Abuse Anti-distribution Software (CSAADF)	4	26	6-9 October
38/2008	Cyprus	Road Safety Awareness	3	30	7-10 October
55/2008	Slovakia	Human Rights	3	21	7-9 October
8/2008	Greece	Fight against Drugs in EU	4	31	13-16 October
33b/2008	Hungary	European Mission Study Visit	5	11	13-16 October
14/2008	Hungary	Fight against Terrorism	4	26	13-17 October
51b/2008	Latvia	Crime Prevention – Step 2	4	19	13-17 October

## Annex 2: Courses and Seminars Delivered

CEPOL Reference	Organiser(s)	Title of Activity	No. of Training Days	No. of Participants	Dates
26/2008	Italy	Trafficking in Stolen Artwork	4	19	14-17 October
50b/2008	Sweden	Community Policing – Step 2	4	26	14-17 October
73b/2008	Slovenia	Train the Trainers	4	13	21-24 October
67/2008	Denmark	English for English Trainers	4	18	27-31 October
11/2008	United Kingdom	Counter Terrorism	4	26	27-31 October
49/2008	Lithuania	Crime Intelligence	4	22	28-31 October
9/2008	Romania	Joint Investigation Teams	4	29	10-13 November
102/2008	The Czech Republic	Seminar for National Contact Points	3	22	9-11 November
28/2008	Spain	Nature & Environment Crime	3	22	11-13 November
2/2008	France / CEPOL Secretariat	Alumni Seminar	3	27	12-14 November
41/2008	Austria	Police Cooperation & Europol	4	20	17-20 November
58/2008	The Netherlands	Leadership Development	3	19	17-20 November
17/2008	Belgium	Trafficking in Human Beings	4	21	17-21 November
35/2008	The United Kingdom	Undercover Operations	3	24	17-21 November
44/2008	Germany	Prüm Treaty and Police Cooperation	3	31	18-20 November



## Annex 2: Courses and Seminars Delivered

CEPOL Reference	Organiser(s)	Title of Activity	No. of Training Days	No. of Participants	Dates
70/2008	Austria	Police Research and Science Conference	3	63	24-26 November
25/2008	Germany	Crime Control and Traffic Safety	4	18	24-28 November
53d/2008	France	TOPSPOC No.4	4	21	2-5 December
101a/2008	CEPOL Secretariat	National e-Net Managers' Training Course	2	10	8-10 December

## Annex 3: Postponed Courses and Seminars

CEPOL Reference	Course Title	Rescheduled in 2009	Organiser(s)
4/2008	Northeast Organised Crime Organisations	12-16 January	Finland
23/2008	Fraud against EU and EU Institutions (including Euro Counterfeiting)	27-30 January	Italy
29/2008	Public Order and Crowd Management	3-6 February	Spain
91/2008	Trafficking in Human Beings	11-12 February	Sweden
71/2008	The Use of Police Science and Research within Police Training and Education	3-6 March	Research and Science Working Group/ CEPOL Secretariat
40/2008	Knowledge of EU Police Systems	10-13 March	France
59a/2008	Seminar for Police Authorities of Candidate Countries	16-20 March	Poland
43/2008	Police Cooperation and Schengen	22-24 April	
75/2008	CEPOL Q13 Seminar (Common Training Standards)	21 -25 September	CEPOL Secretariat
12/2008	Counter Terrorism	9-12 November	United Kingdom
79/2008	Administrating and Organising CEPOL Activities and Meetings	9-13 November	CEPOL Secretariat
46/2008	Police Cooperation and Schengen	-	-
95/2008	Police Cooperation and Schengen	-	-

## Annex 4: Cancelled Activities

CEPOL Reference	Course Title
5/2008	Southwest Organised Crime Organisations
48/2008	Management of Diversity
92/2008	Undercover Operations

## Annex 5: Course Participation by Country

Country	Participants 2006	Participants 2007	Participants 2008	+ / - Participants
Austria	45	42	48	+6
Belgium	54	63	60	-3
Bulgaria*	30	90	90	+10
Cyprus	32	61	40	+19
Czech Republic	72	82	109	+27
Denmark	34	42	70	+28
Estonia	37	46	29	-17
Finland	26	39	57	+18
France	81	130	144	+14
Germany	72	101	113	+12
Greece	39	42	18	-24
Hungary	53	62	78	+16
Ireland	27	34	45	+11
Italy	62	105	143	+38
Latvia	62	75	81	+6
Lithuania	70	106	147	+41
Luxemburg	13	9	2	-7
Malta	5	17	21	+4
Netherlands	36	55	49	-6
Poland	73	85	70	-15
Portugal	39	82	71	-11
Romania*	53	70	64	-6
Slovakia	41	50	94	+44
Slovenia	34	53	36	-17
Spain	67	90	100	+10
Sweden	40	43	43	-
United Kingdom	72	101	105	+4
Iceland	4	17	8	-9
Norway	17	19	21	+2
Switzerland	19	24	19	-5
Croatia	0	11	7	-4
FYROM**	0	12	11	-1
Turkey	2	17	22	+5
Europol	3	10	7	-3
Interpol	0	4	7	+3

## Annex 6: Trainer Contribution by Country

Country / Organisation	2007	2008
Austria	31	42
Belgium	24	20
Bulgaria	35*	9
Cyprus	2	11
Czech Republic	14	11
Denmark	2	7
Estonia	12	2
Finland	15	9
France	61	29
Germany	60	54
Greece	13	21
Hungary	23	10
Ireland	21	16
Italy	53	30
Latvia	3	8
Lithuania	11	9
Luxemburg	1	0
Malta	9	4
Netherlands	34*	34
Poland	24	16
Portugal	73	30
Romania	10	7
Slovakia	6	15
Slovenia	12	6
Spain	39	35
Sweden	14	19
United Kingdom	38	71
Iceland	3	0
Norway	2	6
Switzerland	5	12
Croatia	0	0
FYROM	0	0
Turkey	0	4
Others	7	3
Eurojust	6	14
Europol	39	37
Frontex	4	6
Interpol	7	8
Other Organisations	61	128 *

\* Includes experts from eight organisations in Kosovo during the European Mission Study Visit (Ref. 33b/2008)

## Annex 7: Governance and Network Meetings

Meeting	Location	Dates
Presidency Handover (Slovenia to France)	Piran, Slovenia	16 - 17 June
Presidency Handover (France to Czech Republic)	Paris, France	17-18 December
11th Governing Board	Ljubljana, Slovenia	19-20 February
12th Governing Board	Bled, Slovenia	20-21 May
13th Governing Board	Paris, France	25-26 September
14th Governing Board	Cannes Mandelieu, France	11-12 December
Strategy Committee	Ljubljana, Slovenia	31 January
Strategy Committee	Bramshill, United Kingdom	24 April
Strategy Committee	Lognes, France	12 September
Strategy Committee	Lognes, France	21 November
External Relations Working Group	Zagreb, Croatia	11 February
External Relations Working Group	Budapest, Hungary	10-11 July
External Relations Working Group	Brussels, Belgium	3-4 November
9th Budget & Administration Committee	Ljubljana, Slovenia	17-18 January
10th Budget & Administration Committee	Bramshill, United Kingdom	15 April
11th Budget & Administration Committee	Lognes, France	4 September
12th Budget & Administration Committee	Lognes, France	13 November
9 <sup>th</sup> Annual Programme Committee	Bramshill, United Kingdom	4-5 February
10 <sup>th</sup> Annual Programme Committee	Lisbon, Portugal	6-7 May
11 <sup>th</sup> Annual Programme Committee	Bramshill, United Kingdom	8-9 September
12 <sup>th</sup> Annual Programme Committee	Vienna, Austria	28 -29 October

## Annex 7: Governance and Network Meetings

Meeting	Location	Dates
Working Group 'Analysis of CEPOL's Training Activities (ACTA)	Bramshill, United Kingdom	23-24 January
Working Group 'Analysis of CEPOL's Training Activities (ACTA) <i>Informal Meeting with APC Chair</i>	Bramshill, United Kingdom	8-9 April
8th Training & Research Committee	Rome, Italy	14-15 January
9th Training & Research Committee	Malta	21-22 April
10th Training & Research Committee	Templemore, Ireland	14-15 July
11th Training & Research Committee	Copenhagen, Denmark	6-7 November
11 <sup>th</sup> Electronic Network Working Group	Budapest, Hungary	26-27 February
12 <sup>th</sup> Electronic Network Working Group	Prague, Czech Republic	11-12 June
13 <sup>th</sup> Electronic Network Working Group	Budapest, Hungary	17-18 September
1 <sup>st</sup> Project Group on e-Learning	Bramshill, United Kingdom	17-18 April
2 <sup>nd</sup> Project Group on e-Learning	Bramshill, United Kingdom	5-6 June
3 <sup>rd</sup> Project Group on e-Learning (Debrief Meeting)	Vienna, Austria	7-8 October
10 <sup>th</sup> Working Group on Learning	Bramshill, United Kingdom	4-5 March
11 <sup>th</sup> Working Group on Learning	Helsinki, Finland	18-19 June
12 <sup>th</sup> Working Group on Learning	Florence, Italy	9-10 October
13 <sup>th</sup> Working Group on Learning	Schiphol Airport, The Netherlands	26-27 November
Working Group on Learning Sub-group 1	Prague, Czech Republic	23-24 April
Working Group on Learning Sub-group 1	Schiphol Airport, The Netherlands	25 November
Working Group on Learning Sub-group II	Stockholm, Sweden	23-24 January

## Annex 7: Governance and Network Meetings

Meeting	Location	Dates
4 <sup>th</sup> Research & Science Working Group	Bramshill, United Kingdom	6-7 March
5 <sup>th</sup> Research & Science Working Group	Loures, Portugal	5-6 June
6 <sup>th</sup> Research & Science Working Group	Rome, Italy	16-17 September
7 <sup>th</sup> Research & Science Working Group	Vienna, Austria	27-28 November
1 <sup>st</sup> Project Group Survey on European Police Education (SEPE)	Estoril, Portugal	3-4 June
2 <sup>nd</sup> Project Group Survey on European Police Education (SEPE)	Estoril, Portugal	25-26 September
8 <sup>th</sup> Common Curricula Coordination Working Group	Bramshill, United Kingdom	9-10 April
9 <sup>th</sup> Common Curricula Coordination Working Group	Estoril, Portugal	23-24 October
1 <sup>st</sup> Common Curricula Sub-group Civilian Crisis Management	Paris, France	28 January – 1 February
2 <sup>nd</sup> Common Curricula Sub-group Civilian Crisis Management	Paris, France	1-4 April
3 <sup>rd</sup> Common Curricula Sub-group Civilian Crisis Management	Paris, France	30 June – 3 July
1 <sup>st</sup> Common Curricula Sub-group Drug Trafficking	Athens, Greece	12-13 February
2 <sup>nd</sup> Common Curricula Sub-group Drug Trafficking	Bramshill, United Kingdom	14-17 April
3 <sup>rd</sup> Common Curricula Sub-group Drug Trafficking	Bramshill, United Kingdom	9-13 June
1 <sup>st</sup> Common Curricula Sub-group Management of Diversity	Rome, Italy	17-18 March
2 <sup>nd</sup> Common Curricula Sub-group Management of Diversity	Budapest, Hungary	28-30 April
3 <sup>rd</sup> Common Curricula Sub-group Management of Diversity	Milan, Italy	26-29 May
4 <sup>th</sup> Common Curricula Sub-group Management of Diversity	Nettuno, Italy	18-21 August



## Annex 8: Analysis and Assessment

### ANALYSIS AND ASSESSMENT OF THE AUTHORISING OFFICER'S ANNUAL ACTIVITY REPORT FOR THE FINANCIAL YEAR 2008

The Governing Board of CEPOL has received the Authorising Officer's Annual Activity Report for the financial year 2008 and is, on the basis of the information provided, of the opinion that the CEPOL's Work Programme 2008 has been implemented in a satisfactory manner and the resources provided have been spent in an appropriate way.

The report contains well-structured information about CEPOL's strategy and policies, objectives and results, use of resources, internal control standards and financial risk assessment, and risk assessment pertaining to implementing the Work Programme.

In addition, the report describes remaining conditions and problems pertaining to the transformation into an EU Agency.

However, the Governing Board has taken note of:

- the discrepancies reported between the closing balance of SAGE and the opening balance of ABAC;
- the preliminary observations by the Court of Auditors; and
- the cost for the AGIS-project 2002/2003, carried out by LSOP, Netherlands, on behalf of CEPOL, is still outstanding.

These deficiencies are a concern of the Governing Board, although there are mitigating circumstances and some promising preconditions in place for the future:

The Head of Administration and the Accounting Officer are in place, the ABAC system has been implemented and the expressed will by the Director to report "a clean desk" to the Governing Board at its 18th meeting in December 2009.

Solna, 26 September 2009

For the Governing Board  
Ebba Sverne Arvill  
Chair of the Governing Board

This document is composed of:

- Decision 8/2009/GB of the Governing Board of the European Police College adopting the Annual Report 2008 adopted by the Governing Board on 26 May 2009;
- Decision 19/2009/GB of the Governing Board of the European Police College establishing the analysis and assessment of the Authorising Officer's Annual Activity Report 2008 adopted by the Governing Board in a written procedure on 26 September 2009;

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