

**DECISION 10/2011/GB**  
**OF THE GOVERNING BOARD OF THE EUROPEAN POLICE COLLEGE**  
**ADOPTING THE ANNUAL REPORT 2010**

**Adopted by the Governing Board**  
**on 10 March 2011**

THE GOVERNING BOARD,

Having regard to Council Decision 2005/681/JHA of 20 September 2005 establishing the European Police College (CEPOL) (1), and in particular Article 10(9)(e) thereof;

HAS ADOPTED the Annual Report 2010 as detailed in the Annex.

Done in Budapest, 10 March 2011

For the Governing Board

*József Boda*  
Chair of the Governing Board

---

(<sup>1</sup>) OJ L 256, 1.10.2005, p. 63.

Annex to Decision 10/2011/GB



## **CEPOL - European Police College**

### **Annual Report 2010**

<b>FOREWORD .....</b>	<b>6</b>
<i>Ferenc Banfi, Director .....</i>	<i>6</i>
<i>Francisco del Barrio Romero, Spain.....</i>	<i>8</i>
<i>Jean-Marie van Branteghem, Belgium.....</i>	<i>10</i>
<b>TRAINING AND LEARNING ACTIVITIES .....</b>	<b>12</b>
<i>Courses/Seminars and Conferences.....</i>	<i>12</i>
<i>Common Curricula Implementation Workshops.....</i>	<i>13</i>
<i>Participants.....</i>	<i>13</i>
<i>Participating Member States.....</i>	<i>13</i>
<i>Experts and Trainers .....</i>	<i>14</i>
<i>Evaluation Results.....</i>	<i>14</i>
<i>e-Learning Module Development .....</i>	<i>15</i>
<b>COMMON CURRICULA.....</b>	<b>16</b>
<b>RESEARCH AND SCIENCE.....</b>	<b>17</b>
<b>EXTERNAL RELATIONS .....</b>	<b>19</b>
<b>ELECTRONIC NETWORK AND COMMUNICATIONS .....</b>	<b>21</b>
<i>Website, Discussion Forum and Chat.....</i>	<i>21</i>
<i>e-Library .....</i>	<i>21</i>
<i>Document Management System (DMS).....</i>	<i>21</i>
<i>Learning Management System (LMS).....</i>	<i>22</i>
<i>Course Managers' Tool (CMT).....</i>	<i>22</i>
<i>Communications.....</i>	<i>23</i>
<b>CEPOL PROJECTS.....</b>	<b>25</b>
<i>ISEC/CEPOL Exchange Programme .....</i>	<i>25</i>
<i>Euromed Police II project.....</i>	<i>25</i>
<b>ADMINISTRATION .....</b>	<b>27</b>
<i>Budget.....</i>	<i>27</i>
<i>Accounting and Asset Management.....</i>	<i>27</i>
<i>Audit.....</i>	<i>28</i>

<i>Recruitment and Staffing</i> .....	28
<i>Procurement</i> .....	29
<i>Staff Committee</i> .....	30
<b>CEPOL GOVERNANCE</b> .....	<b>31</b>
<i>Governing Board</i> .....	31
<i>Presidential Activities</i> .....	31
<i>Strategy Committee</i> .....	32
<i>External Relations Working Group</i> .....	32
<i>Budget and Administration Committee</i> .....	33
<i>Annual Programme Committee</i> .....	34
<i>Training and Research Committee</i> .....	34
<i>Common Curricula Working Group</i> .....	35
<i>Research and Science Working Group</i> .....	36
<i>Sub-group European Police Education Systems and Bologna (SEPEB)</i> .....	36
<i>Working Group on Learning</i> .....	37
<b>NETWORK GROUPS</b> .....	<b>39</b>
<i>National Contact Points</i> .....	39
<i>National Common Curricula Coordinators</i> .....	39
<i>National e-Net Managers</i> .....	39
<i>Research and Science Correspondents</i> .....	40
<b>Annex I: delivered courses, seminars and conferences</b> .....	<b>41</b>
<b>Annex 2: Cancelled Activities</b> .....	<b>52</b>
<b>Annex 3: Participation 2006-2010 (by country)</b> .....	<b>53</b>
<b>Annex 4: Trainer Contribution 2007-2010 (by country)</b> .....	<b>54</b>
<b>Annex 5: Governing Board Decisions</b> .....	<b>55</b>
<b>Annex 6: Governance and Network Meetings</b> .....	<b>59</b>

## FOREWORD

*Dr Ferenc Bánfi, Director*  
**European Police College CEPOL**

This is the first year that I have the honour and delight of presenting the Annual Report of the European Police College. This year spent in the Director's office in Bramshill has been really challenging, and has brought several exciting moments in the life of the CEPOL, as well in that of the Director.

My first sentence has to be a word of acknowledgment to all members of the CEPOL network, its National Contact Points, Course Organizers and Trainers. Their professionalism and qualitative work were acknowledged by the high level of participants' satisfaction.

I would also like to extend my gratitude to the Governing Board, the Spanish and Belgian Presidencies, the Council of the European Union and the European Commission for their excellent cooperation and support, which resulted in tangible progress in the areas of governance, leadership and change management. One of the most important steps in this period was the mutually agreed and approved Multi Annual Plan, which systematic implementation is a key to regain the political confidence of the European Parliament.

I must express my respect and gratitude to the staff of the Secretariat, who were able to adjust and make fundamental changes in their own capacity, and to improve the quality of their services under severe time pressure, and with huge workload on their shoulders. Rendering CEPOL's administration legal, operational and regular has been mainly the result of the efforts of the colleagues around me.

Our partners such as FRONTEX, FRA, EUROJUST, EUROPOL and all other EU Agencies, with whom we coordinated our efforts, demonstrated a positive attitude and solidarity at the bilateral and multilateral level of interaction. The actions taken jointly, the elaboration of a Report on Interagency Cooperation and related Scorecard opened a new chapter in our relations. These efforts have been welcomed by the COSI. New initiatives such as Joint Awareness Road Shows with EUROPOL or the joint implementation of the European Police Exchange Programme will provide additional value to cross border law enforcement cooperation.

The Lisbon Treaty, the Stockholm Programme, the Internal Security Strategy and the chain of additional changes in the European Union have created new security architecture; these in turn have resulted in new opportunities and increased expectations from the European Law Enforcement Training and Education system. I am confident enough to say that the College stepped up to the mark, responding to these challenges through the elaboration of a Strategy, the introduction of a Balanced Scorecard System, the intensification of stakeholder relations, by deepening cooperation with other JHA agencies, and by the introduction of new training modules such as the Policing in Europe or Cyber Crime courses.

The European Police College has arrived to a crossroad; the five years evaluation and the agreed recommendations of the Governing Board indicate the commitment of the member States to the further development of the College. I believe that 2012 will bring new impetus and will secure a bright future for CEPOL. My optimism is not wishful thinking, but it is based on the significant added value that CEPOL has produced, during ten years of operations serving the European Law Enforcement community, through the good will and professionalism of all stakeholders.



Presidencia Española de la Unión Europea

***Francisco del Barrio Romero, Spain***  
**Chair of the Governing Board, January - June 2010**

Spain began the Presidency period with the entry into force of the Lisbon Treaty and the approval of the Stockholm Programme. Both of them, along with the Internal Security Strategy – a Spanish initiative approved under this Presidency by the European Council –, gave a new political momentum in the field of Security and Justice setting up a demanding and challenging framework. This was also an excellent starting point for discussions to reach the consolidation and development of CEPOL.

We would like to stress that the Spanish Presidency has had to face noteworthy vicissitudes in the Agency, especially the change of Director and circumstances related to the former one which have been carried out and managed to round off the issue with clearness and responsibility.

The Spanish Presidency has shared with all of you the desire to advance towards a better CEPOL. In this regard, we have promoted a series of initiatives at the beginning of the Presidency, aiming, all of them, at strengthening the police cooperation instruments and forging a European common police culture. In this context, CEPOL has reached the following objectives during the Spanish Presidency:

- The Exchange Programme for police officers (and training staff) inspired by Erasmus was approved by the Council and will allow changing experiences and best practices and will contribute to forge a European police culture.
- The establishment of the European Police Exchange Programme Project Group (EPEPPG) and Working Group (EPEPWG); both groups started their activities on the development, implementation and evaluation of the Exchange Programme inspired by Erasmus.



- ❑ An agreement on commonly developing a CEPOL strategy. This has been finalised during the Belgian Presidency, resulting in a clearly articulated strategy where the structure and governance of the Agency will be reconciled to guarantee the accomplishment of the objectives.
- ❑ A Multi Annual Action Plan 2011-2014 has been approved and has been implemented to improve the functioning of CEPOL.
- ❑ A Multi Annual Staff Policy Plan 2011-2013 has been agreed to be put into effect.
- ❑ The formation of an Audit Panel to provide governance oversight on the efforts of the new management team to improve the administration and operation of the agency. In particular to provide assurance to the Governing Board of any measures taken by CEPOL to bring the finances into full alignment with the CEPOL and European Commission Financial Regulations as well as with the principles of sound financial management.
- ❑ Although initiated, a pilot project concerning CEPOL Permanent Representation was not supported for implementation.
- ❑ In order to improve College governance a pilot project has been approved to reduce the number of Governing Board meeting during 2011.
- ❑ All the necessary steps have been taken to implement the Framework Partnerships and Grant Agreements in the realm of CEPOL. Thirty applications for Framework Partnership were received.
- ❑ A third exchange period was granted by the Commission and implemented mid 2010.

We can conclude that we have scored some points in several areas and that we have managed to maintain the continuity of CEPOL through change.



***Jean-Marie van Branteghem, Belgium***  
**Chair of Governing Board July-December 2010**

Generally speaking, all actions undertaken by the Belgian Presidency were mainly pragmatic ones, as they were supposed to have a direct impact on CEPOL core business, both on long and on short terms. They were mainly focused on four axes: firstly on CEPOL mission and vision, secondly on the rationalisation of the Agency and budgetary processes, thirdly on the promotion of the e-Net and all its functionalities and fourthly on the follow-up of specific projects such as the 5 year evaluation or the European Police Exchange Programme.

Practically those priorities have been translated into concrete actions and / or decisions:

1. The development and adoption of CEPOL Strategy, as well as of the Balanced Score Card, a strategic performance management tool that will allow professional and transparent leadership and management for both CEPOL Governing Board and controlling authorities (e.g.: the Council of the European Union, Commission, Parliament).  
The renewal of the external relations policy paper was included in the strategic framework.  
The Cooperation Agreements Iceland, Norway and Switzerland were renewed in order to enable these countries to organise CEPOL activities. Furthermore Cooperation Agreements with Croatia and Turkey were concluded.
2. The development and the adoption of the budgetary rationalisation processes and the follow-up of the Director's action plan/staff policy plan as well as the reports from the IAS and the Court of Auditors.  
Decisions taken in this context were:
  - ❑ The enforcement of cut off dates for reimbursements;
  - ❑ The establishment of so called reserve activities aiming at optimising the offer of courses and budget consumption;
  - ❑ The reduction of budget lines;
  - ❑ Non Postponement of activities from one calendar year into the next one.
  - ❑ A written procedure for budget transfers;
  - ❑ The establishment of an internal audit panel;
  - ❑ The realisation of organisers for the 2011 Programme of Courses, Seminars and Conferences applying the system of Grant Agreements.

3. The systematic use of E-net's different functionalities as, for example, the dissemination of preparatory documents through the Document Management System.
4. The follow-up of specific projects e.g.
  - ❑ Five year evaluation as mentioned in article 21 of the Council decision establishing CEPOL<sup>2</sup>, including the Five year report;
  - ❑ The introduction of EPEP : project methodology
  - ❑ Further elaboration on the preparation of the Exchange Programme inspired by Erasmus.

Additionally, Belgium sought contact with key players in the European arena, such as LEWP, CATS, COSI aiming at restoring CEPOL's image.

Finally Belgium followed the path opened by Spain in reinforcing the trust and cooperation between the Agency, the Secretariat and the Presidency.

---

<sup>2</sup> [Council Decision 2005/681/JHA of 20 September 2005](#)

## TRAINING AND LEARNING ACTIVITIES

### *Courses/Seminars and Conferences*

The 80 courses and seminars (including two and four step activities) and 11 conferences (including one joint Road-show) delivered in 2010. Twenty-seven activities were postponed within 2010, but no activities were postponed to the following year. Eight activities (mainly postponements from 2009) were cancelled in 2010.

	1 <sup>st</sup> Semester	2 <sup>nd</sup> Semester	Total
	2010	2010	2010
Scheduled	40	59	99
Implemented	34	57	91
Postponed to 2011	0	0	0
Moved to other semester	11	3	14
Moved within semester	3	10	13
Cancelled	1	7	8

**Table 1: Overview of the implementation of activities per semester (2010)**

	2006	2007	2008	2009	2010
Scheduled activities	68	99	103	101	99
Implemented activities	62	85	87	88	91
Postponed activities to following year	2	11	13	13	0
Cancelled activities	6	3	3	0	8

**Table 2: Overview of the implementation of activities per annum (2006-2010)**

Apart from Luxembourg, all Member States organised one or more CEPOL activities; the CEPOL Secretariat organised seven activities in support of the network.

### ***Common Curricula Implementation Workshops***

In line with Decision 50/2011/GB , the CEPOL Secretariat in cooperation with Austria, Germany, Lithuania, and Sweden organised five Common Curricula Implementation Workshops on the Common Curricula which had been adopted by the CEPOL Governing Board: Europol, Police Ethics and Prevention of Corruption; Domestic Violence, Money Laundering, Trafficking in Human Beings and Drug Trafficking.

Member States and Associated countries were invited to send a total of max. 15 participants to each workshop (one to two per country); received were 50 registrations, eight of which were cancelled (five of those impromptu); 54 non-registration responses were sent.

The workshops were extremely positive and participants underlined the importance of continuation of these activities. The challenges concerning implementation were discussed and useful recommendations given by the participants will feed in to the further improvement of the Common Curricula.

### ***Participants***

The number of participants attending the 91 CEPOL activities was 2.198 out of a potential number of 2,869 seats. Of the available places, 77% were used.

	2006	2007	2008	2009	2010
Number of Participants	1,368	1,922	2,078	1,995	2,198

**Table 3: Participants in CEPOL courses, seminars and conferences 2006-2010**

497 participants attended the 11 conferences and 1701 participants were trained at the 80 courses and seminars resulting into an average attendance of 45 at conferences and 21 at courses and seminars.

### ***Participating Member States***

On average, 56% (2009: 50%) of the Member States were represented at a CEPOL course/seminar; an average of 14 (2009: 13) Member States per course/seminar.

76% (69 out of 91 activities) had less than 2/3 of the Member States represented. The main reasons for non-participation included: lack of financial resources; topic not a priority; no person available within the target group.

The Member States representation in CEPOL activities did not increased substantially in 2010.

### ***Experts and Trainers***

A total of 791 experts (2009: 832) and trainers contributed to CEPOL activities during 2010 with an average of 9 experts/trainers on each activity, compared to 2009 with 10 experts/trainers on each activity.

622 (2009: 635) experts/trainers came from EU Member States, 35 (2009: 25) experts/trainers were from non-EU countries and 134 (2009: 149) were from EU bodies/agencies and other organisations.

On average, more than half of the trainers came from different EU 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 Results***

Data was collected from participants via self-testified questionnaires and feedback forms from trainers completed at the end of the activity, as well as from participants via self-testified questionnaires 3-6 months after the activity. Observations and recommendations by the Course Managers were also taken into account in the analyses of the activities.

The overall results from the evaluation carried out at the end of the activity are listed below. The percentages shown represent the average ratings given in each category from *Strongly Agree* and *Agree*, on a 6-point scale of *Strongly Agree* to *Strongly Disagree*.

	2009	2010
<b>Organisation</b>	93%	95%
<b>Learning &amp; Content</b>	88%	88%
<b>Experts/Trainers</b>	88%	90%
<b>Objectives Met</b>	85%	87%
<b>Transfer of Learning</b>	87%	88%
<b>Networking</b>	88%	89%
<b>Target Group *</b>	83%	93%
<b>General Satisfaction</b>	93%	95%

**Table 4: Satisfaction with the activity in terms of 'agree' and 'strongly agree' 2009-2010**

*\* Feedback provided by trainers*

The Post-course Evaluation results for 2010, with feedback from participants and their line managers 3-6 months after the activity will be available once the process has been completed in mid April 2011.

## *e-Learning Module Development*

### *Content and learning approaches*

Both the approach to online learning and the content descriptions of the online learning modules Prüm Treaty, Europol and Police English Language have been adopted by the Governing Board (15-18/2010/GB).

Experts for project groups have been appointed for the modules Schengen, Cybercrime and Gender Based Violence; the latter with a Train the Trainer component.

Content descriptions for Schengen and Gender Based Violence have been completed and have been sent to National Contact Points for validation.

Preparations for the project group for the Cybercrime online learning module have been finalised in 2010 for content development in early 2011.

### *Production*

The preparation for the procurement of the production of online learning modules started in February 2010, resulting in a contract for graphic design and visuals and in one for multimedia asset production. The production of visuals and multimedia has started, with an expected delivery in spring 2011. The procurement for the authoring programme with interaction templates based on the adopted Online Approach to e-Learning (15/2010/GB) has not been successful in 2010. Revising of the tender specifications for this procurement has started in 2010 for a launch in 2011.

Parallel procurements resulted in a contract signed for the translation of Europol video-based cases. Cooperation with the Publications Office has been set up for the production and selection of video and photographic assets to be used in the online learning modules.

## COMMON CURRICULA

This year, two Common Curricula, including Trainers and Study Guides, were finalised and adopted by the Governing Board:

- Money Laundering
- Drug Trafficking

In response to the Commission's demur against the contracts with institutions providing services of Educational Experts/Module Advisers, a new Governing Board decision<sup>3</sup> created the possibility to finalise the other four Common Curricula in 2011 under grant agreements. For two of those a Trainers' Guide/Manual and Study Guide will need to be developed:

- Counter Terrorism
- Managing Diversity

Two more will be finalised by means of updating:

- European Police Cooperation
- Civilian Crisis Management

### *Updating*

It was highlighted that the Common Curriculum on Europol requires updating due to the fact that Europol became an EU Agency. As this could not be done in 2010 in the context of the mentioned contract difficulties, it will be high on the agenda for 2011.

### *Implementation*

Support for implementation was given by means of five Common Curricula Implementation Workshops on the following Common Curricula topics: Europol, Police Ethics and Prevention of Corruption, Domestic Violence, Trafficking in Human Beings, Drug Trafficking.

Translation orders were processed, in accordance with the Work Programme 2010, for the adopted Common Curricula in accordance with the requests by the Member States, which will be continued as an essential element of the implementation phase.

### *External cooperation*

As planned, cooperation with relevant EU agencies has been reinforced and an increased interest for CEPOL's Common Curricula development activities and products was also registered from the side of third parties, either in order to gain access to individual Common Curriculum, e.g. OSCE and ILGA, or to obtain advice on how to

---

<sup>3</sup> Governing Board Decision 50/2010/GB



approach the development of a Common Curriculum, e.g. Interpol for their Common Curriculum on Bioterrorism Prevention.

## RESEARCH AND SCIENCE

CEPOL is committed to the goal of disseminating good practice and research findings throughout police organisations across Europe. The main objective is to raise common standards in policing supported by science and research-led strategies. To achieve this aim, CEPOL implemented or facilitated the following research and science activities.

The following objectives, planned in the Work Programme 2010 or occurring during the year 2010, were achieved and resulted in a successful activity or delivery as product:

### ***2010 CEPOL European Police Research and Science Conference***

The 2010 CEPOL European Police Research and Science Conference took place in October. Organised by Sweden, it was held in Oslo, hosted by the Norwegian Police University College and supported by Germany and the Research and Science Working Group. The programme focussed on contributions to the theme “Practical Research and Research Practice – Police Science into a new decade”. 60 senior police officers, police trainers and police scientists were able to attend the conference.

### ***CEPOL Research Symposia***

Following the first CEPOL Research Symposium “Policing major public events”, a comparative research consortium on initiative of Sweden was formed and applied successfully for EU-funding. The GODIAC-project started in 2010 to conduct empirical studies on ‘dialogue-policing’ in regard to political manifestations across Europe. The European Police College is associated partner in the research project, providing the facilities of the eNet for internal coordination. The research symposium on the topic of “Policing major public events” was concluded with the second event in September in Portugal, when police commanders and training experts discussed with scientific experts what kind of practical conclusions should be drawn from the outcomes of recent research.

A new symposium-cycle started in October in Ireland on “Policing Diversity – the global neighbourhood”, where police researchers came together to exchange perspectives and results of recent and ongoing projects.

### ***Police Science and Research Bulletin***

Three further issues of the “European Police Science and Research Bulletin” were published and prepared in 2010 and are available on CEPOL’s website. The aim of the

bulletin is to promote a European approach to police science, 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.

### ***Map of European police-research institutions***

In a joint effort of the Research and Science Correspondents, the Research and Science Working Group, Austria and the Secretariat, CEPOL has offered a map on its public-website, providing links and information to colleges, academies, universities and research establishments, who are involved on police-research related projects on a regular level. The map will serve to highlight the European infrastructure for producing knowledge relating to police science and could be useful in establishing new links and cooperation in this area.

### ***Promoting CEPOL's work and R&S products***

CEPOL was invited to present the work of the European Police College and its network in two dedicated sessions of the International Stockholm Criminology Symposium in June. In September a paper was presented to the European Society of Criminology Conference in Liege, Belgium. A representative of CEPOL was also invited as a panellist to an expert conference on drug-supply reduction, organised by the European Monitoring Centre for Drugs and Drug Addiction in October in Brussels.

### ***Research and Science Resources***

With the support of a Seconded National Expert, the Secretariat was able to publish on the LMS a topical resource-list with links to material publically available on the Internet, for the benefit of Course Managers to identify suitable material and/or expertise.

### ***Open, inconclusive and failed 2010 R&S projects***

Some items of the Work Programme 2010 could not be concluded as planned:

- the work on the European Police Science Handbook/Encyclopedia are continuing
- the update-survey on Police Research and Science has been postponed into 2011 for administrative reasons
- the cooperation with the European Security Research and Innovation Forum came to now end, because ESRIIF ceased to exist in 2010

## EXTERNAL RELATIONS

During 2010, CEPOL continued to formalise cooperation with key partners, according to the priorities defined in the Stockholm programme and the CEPOL work programme.

Cooperation agreements with the Turkish National Police Institute and with the Croatian police College were signed in December 2010, the purpose of which is to formalise cooperation with candidate countries. The agreements underline the importance of law enforcement training in the framework of the overall European approach to security and in the context of EU enlargement.

Negotiations with former Yugoslavian Republic of Macedonia were initiated and will be continued in 2011.

Cooperation agreements with the National police colleges from the Associated countries (Iceland, Norway and Switzerland) were revised to allow these colleges / institutes to organise CEPOL activities. While the Agreements with Norway and Iceland were finalized, it is expected that the revised Agreement with Switzerland shall be finalized within the first semester 2011.

Five training activities were carried out in the field of external relations during the year, according to the annual work programme 2010:

- A seminar "Police Cooperation - Western Balkans" was organised by Bulgaria in May 2010 (43/2010);
- A conference with North America was organised by CEPOL France in June 2010(42/2010);
- A seminar for Police Authorities of Candidate countries took place in Poland in July 2010(44/2010);
- A conference with Russia was organised by CEPOL Czech Republic in November 2010 (41/2010);
- A conference with the Neighbouring countries was organised by CEPOL Italy in December 2010 (40/2010).

Many of the external partners contributed to CEPOL training activities during the year (Association of European Police Colleges (AEPC), European Crime Prevention Network (EUCPN), Eurojust, Europol, Frontex, OLAF (European Anti-Fraud Office), Interpol, SIRENE, European Security & Defence College (ESDC), Secretariat of the Council of the EU-Civilian Planning and Conduct Capability (CPCC), European Judicial Network (EJN), European Network of Forensic Science Institutes (ENFSI) etcetera).

It was agreed to develop cooperation with the Fundamental Rights Agency, while possibility to establish formal cooperation with the Police Cooperation Convention for Southeast Europe (PCC SEE) are being explored.

Further steps were taken with two Western Balkans countries: Montenegro, which recently became a Candidate country, and Albania. Cooperation with Georgia is also being developed.

A Cooperation Agreement with the Russian Federation is also currently under negotiation.

In terms of Inter Agency Coordination, much progress has been done in establishing closer contacts with other EU Agencies, notably those in the Justice and Home Affairs cluster and in particular with Frontex and Eurojust, in addition to the ongoing and developing cooperation with Europol. With the latter Agency, cooperation is developing both in terms of joint training activities, and in terms of joint Visibility events such as the Europol/CEPOL Roadshow. The aim of these joint gatherings is to raise awareness among senior law enforcement officials of the Member States as to the role, mandate and tasks of both Agencies. A first event was successfully conducted in Sofia (Bulgaria) at the end of 2010.

CEPOL participated in the EU Agencies Exhibition which took place at the European Parliament from the 31/01/2011 to the 3/02/2011. This was an occasion to promote CEPOL's role among Members of the European Parliament, as well as a fruitful opportunity to network with colleagues from other EU Agencies with a view to establish working contacts and future opportunities for collaboration.

A Joint Final Report and Scorecard on Interagency Cooperation were elaborated and submitted to the COSI for approval.

Finally, contacts were also initiated with the newly established European External Action Service, with a view to offer CEPOL's range of products and services to this new branch of the EU Administration which is tasked, inter alia, to coordinate the EU's projection into Civilian Crisis Management Operations.

## **ELECTRONIC NETWORK AND COMMUNICATIONS**

During 2010, the remaining systems of CEPOL's electronic network (e-Net) went live: Workspace (Document Management System) and e-Library (previously read only). CEPOL Secretariat continued to provide helpdesk support to the National e-Net Managers and registered users.

### ***Website, Discussion Forum and Chat***

Improvements in content and usability were made to the website (both public and restricted) during the year. The Spanish and Belgian Presidencies vowed to continue using the website and all its underlying services during their six month terms, via the "Presidency" section of the website where information can be posted both for internal and external publics. A section called "About e-Net" was launched offering detailed information to website users about e-Net's services.

The website statistics for January-December 2010 include:

- 102,608 unique visitors (an increase of over 25,000 on previous year)
- 1,467,593 hits (an increase of over 500,000 on previous year)
- 6,226 registered users (an increase of over 4,500 on previous year)

### ***e-Library***

CEPOL's e-Library was launched in 2008 in read-only format. During 2010, the different stakeholders worked together to complement the technical functionalities with the establishment of an adequate structure and workflow. The National Research and Science Correspondents and National e-Net Managers were involved in the development process and were trained in how to fulfil their roles and use the systems during their respective annual meetings. As a result the e-Library structure concerning 'communities', 'collections' and 'workflows', was set-up and new submissions made on a regular basis.

### ***Document Management System (DMS)***

2010 saw the "adoption" of CEPOL's Document Management System (DMS) by its Governance. The Governing Board followed by CEPOL's Committees and Working Groups are using the DMS more and more with some groups only using this means for document distribution. The secretaries of CEPOL's governance bodies have all been provided with a simple "step by step" manual illustrating the most common functions and procedures of the DMS. During the 2nd National e-Net Managers meeting further slightly more complex functions such as "Subscribe" and "Bulk Download" were presented to the NeMs present with an updated user manual. The number of email exchanges prior and subsequent to CEPOL Meetings is rapidly decreasing.

### ***Learning Management System (LMS)***

The online support to CEPOL activities by Learning Management System (LMS), as part of CEPOL's e-Net, has been introduced in September 2009. In 2010 the template used to implement this LMS support to courses, seminars and conferences has been updated twice. The last update was based on a need assessment. It supports the four stages of course preparation, pre-course activities, course implementation and post-course.

In continuing the development of the e-learning culture within CEPOL simultaneous activities have been carried out: two LMS trainings for Course Managers and professionalisation during the Annual National e-Net Managers (NeMs) Meeting. Continuous support to the community of practice of LMS key role players have been provided through the online Open Platform for Course Managers. Additional new e-learning activities resulted in implemented LMS support to the Exchange Programme, extended scope of online support to working groups, committees and projects and communities of practice. In offering improved available resources to participants, trainers and managers of course the Police Knowledge Bases has been implemented on the LMS. It is accessible for all e-Net registered users, and amongst others, contains user engageable content of the learning modules. It is in these Police Knowledge Bases where the preparation for the new activity of support to Quality Training Standards - Q13, mentioned in the 2010 Work Programme (30/2009/GB) has started, with an expected release in 2011.

In the period of August-December 2010 an online learning programme has been developed and implemented in support of the Bulgarian Schengen Training. The relatively high number of users accessing this learning programme without significant loss of performance confirmed the stability of the LMS and its support to formal and informal learning activities.

In order not to test and develop on the operational server, procurement for a test and development server was launched and successfully completed.

### ***Course Managers' Tool (CMT)***

The tool consists of three main parts: the *Tool*, a *Timeline & Checklist* and the different *Forms and Templates* and is accessible on the restricted website. The Course Managers' Tool formed the basis for two Secretariat courses 'Managing and Organising CEPOL Activities and Meetings' during the year 2010 and since the launch of the CMT in 2009 a total of 72 course managers, course administrators and National Contact Points have been trained how to apply the CMT in order to assist them with the organisation of CEPOL courses and seminars. Additional online CMT support is provided in the Open Platform for Course Managers on the Learning Management System (LMS).

Governing Board decision 30/2006/GB, regulating the administrative and financial rules for courses, seminars and conferences, forms the legal basis of the CMT. Following

certain requirements, application of sound financial management and in preparation of the application of Grant Agreements for 2011, processes of amending this decision have started in 2010. Once the amendments to 30/2006/GB are approved in 2011, the CMT with its templates will be generally updated and training provided to course/seminar organisers.

### ***Communications***

As far as communications is concerned, 2010 presented many challenges as the agency was heavily under the media spotlight in light of one Director leaving, a new Director starting and the fact that the European Parliament refused to discharge CEPOL's 2008 accounts. The Communications Officer responded to many media enquiries and in excess of 70 media cuttings were recorded during the year, mainly relating to the non-discharge. However, there was some positive coverage as well, not least an entire page feature about CEPOL's new Director in the Sunday Express (a UK national newspaper) in August 2010.

In March, the Communications Team moved from reporting to the Head of Programmes to the Director's Staff. The team continued to support the network, Secretariat staff and Director with all communications tasks. This included writing and developing templates for official letters; publishing 81 news releases on the website (an increase on the previous year); the launch of a new monthly newsletter 'Inside CEPOL Secretariat' which was written, designed, published and distributed to key stakeholders for the first time in April, finalising and distributing the CEPOL brochure 'Contributing to European Police Cooperation through Learning'; assisting with the writing and publishing of the Euromed Police II project brochure; developing the copy and images for the CEPOL Strategy publication (delivery early 2011); and preparing and translating a number of information sheets.

In addition, the team's expertise was utilised in preparing key corporate documents, such as the Work Programme, Secretariat Activity Reports and Implementation Report on the Multi-annual Plan.

A number of tenders were organised, including for corporate gifts, Presidency silver coins and certificate folders to help raise the profile of CEPOL and assist Member States in branding and promoting CEPOL activities.

Work on the website steadily continued with the number of registered e-Net users rising from 1,647 at the beginning of 2010 to 6,226 at the end of 2010.

The Communications team continued to partake in the Heads of Agencies Information Network and Web Mangers' Network to increase cooperation with other agencies. Among the output during 2010 was CEPOL's contribution to the joint EU Agency Exhibition taking place at the European Parliament in early 2011. In addition, the

Communications Officer attended the annual Europol PR Seminar to increase cooperation with other JHA agencies and police communications professionals.



## CEPOL PROJECTS

### *ISEC/CEPOL Exchange Programme*

The 17 months ISEC/CEPOL Exchange Programme 2009-2010, co-financed by CEPOL and the European Commission, had a total budget of €567,451.36, of which €502,748.00 is contributed by the Commission. The programme was extended by implementing a third exchange period with a budget of €284,962.40 and an amendment to the grant agreement signed on 15 July 2010.

Three Seconded National Experts managed and facilitated the programme.

The Reference Group was involved in the expansion of the list of topics introducing the Stockholm Programme priorities and in the simplified administrative procedures.

CEPOL Secretariat received 89 application forms from 19 countries, resulting in 82 participants taking part in the exchange.

Principle of direct mutual learning has been implemented organising one-to-one exchanges, which proved to be a successful approach.

The exchanges for the third period took place from September to mid-November 2010, with a 13 day exchange period. All flights and hotels, including breakfast and dinner, were booked by the CEPOL Secretariat in order to avoid delays in receiving claims and making payments and to alleviate the administrative work involved.

CEPOL's Learning Management System (LMS) on e-Net has been used extensively as a forum for participants to meet each other online, provide access to necessary documents, templates and so on. Lime-survey was used to supply feedback.

The ISEC project officially ended on 24 November 2010. During the whole project (2009-2010), 134 police officers and training staff exchanged knowledge and best practice. The implementation of the CEPOL/ISEC Exchange Programme consumed 90.21% (€511,872.33) of the overall project budget.

### *Euromed Police II project*

The aim of the CEPOL Euromed Police II project (often also called MEDA II programme) aimed at strengthening 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).

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 cyber crime.

The EU Commission entrusted CEPOL with the implementation of the Euromed Police II project, through a contract signed on 11 June 2007. The project, entirely funded by the EU Commission up to 5 million euro, had three year duration (July 2007-June 2010).

In 2010 five out of the total of fifteen five days courses were implemented: Fight against synthetic drugs (Amsterdam, The Netherlands), Fight against trafficking in Human Beings/Illegal Immigration (Lyon, France), Fight against drug trafficking along the Mediterranean Sea (Athens, Greece) and Fight against financial crime (Valetta, Malta).

In the same calendar year two out of the three technical seminars for heads and/or the deputy heads of the special intervention units were delivered: Fight against terrorist attacks in tubular structures (Paris, France) and Fight against sea-borne terrorism (Kiel, Germany).

During the project five study visits to EU countries were organised.

Once per calendar year a meeting of the general directors from Police/Security/Customs services from Meda and EU countries was organised. The last meeting (2010) took place in Paris, France.

On 13 July 2010 the Regional closure conference took place in Brussels (Belgium). This conference gathered representatives from the EU and Meda countries who directly participated to the activities of the project, either as organising or supporting countries. The aim was to finalise the Euromed Police II project activities and to make a first evaluation, which was globally a quite positive one.

Altogether, 462 delegates from Meda countries participated to the project activities; including the experts from the Meda countries the total figure increases to nearly 500 police officers or members of the police administration.

## ADMINISTRATION

### *Budget*

CEPOL's budget for 2010 was implemented with success. A planned carry forward exercise was implemented in Q4 leading to the following budgetary results:

- 99.56% of Commitment Appropriations have been committed;
- 46% of Payment Appropriations have consumed, however the final figures of consumption of Title 3 will be known only at the end of 2011. This is due to the character of multianuality of CEPOL's activities

At the end of 2010 in order to implement the Exchange Programme as stated by the Stockholm Programme, and according to the Work Programme 2010, CEPOL analysed all the budget lines from Title 3. All funds unused have been decommitted, and subsequently transferred to the Exchange Programme budget line 3240. The result of this exercise has been to free 486.693,51 € for the Exchange Programme.

A regular reporting of the ABAC situation has been implemented so that the Operational unit can follow the transactions

### *Accounting and Asset Management*

The Accounting Officer resigned in July 2010 and an interim solution was put in place. The Accounting team was reinforced in November 2010 when a new Accounting Officer took up his duties. With the assistance of expert consultants the anomalies in the financial statements deriving from previous years was successfully finalized. As a result of these efforts, the European Parliament voted yes to close the accounts for 2008. The challenge remains to close the accounts for 2009.

With the new accounting team in place efforts to raise the awareness of the financial regulation with the sound financial management in focus has been initiated. The objectives are to create improved quality of the financial information that needs to be provided to the accounting team for its fulfillment of correct and reliable financial accounts. As a result internal controls will be improved thus minimizing the risk of errors in the accounts, the work flow will be developed and fine tuned and the financial procedures and work system will be revised, documented and validated by the Accounting Officer.

The new asset management system was operational during the year and a physical inventory took place in August 2010. The treasury management was well kept in view of the currency exchange rates exposures and risk as well as the need for local currency for

the daily operations of the Agency. As a consequence with approval of the Director, the new Accounting Officer changed the rights to execute payments to include the Accounting Officer and the interim Accounting Support Assistance.

### ***Audit***

During 2010, CEPOL underwent five main audits; three 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 audit observations, several actions were taken in order to improve and develop the administration of CEPOL to better fulfil the obligations of the Financial Regulation.

In 2010 CEPOL invested significant effort to improve the level of cooperation between the Secretariat and the main audit bodies.

Particular attention was given to the progression and implementation of the recommendations of the IAS and the Court of Auditors.

The fifth audit was carried out by the Commission and it was targeted specifically at the MEDA project.

### ***Recruitment and Staffing***

The prime asset of the Agency is its highly qualified staff. The Agency has been successful in attracting high-quality applicants for the profiles published in 2009 and 2010.

In this respect, the Agency finds itself successfully competing with the other EU Institutions and Agencies to attract suitably qualified staff, in particular the Agency has recruited finance, accounting and HR experts with EU experience.

2010 saw significant changes and developments in the staffing of CEPOL. The Agency focused on progressively filling out its Establishment Plan in the course of the year. Ten new recruitment procedures drew to a close in 2010.

There were also departures from the organisation; the former Director, Accounting and Budget and Finance Officers all exited the service of the agency following resignation and the former Senior Secretary retired.

In February 2010, the new Director was appointed.

The Corporate Services Department welcomed two new colleagues; the Human Resources Officer and the ICT Assistant. The Learning, Science, Research & Development Department recruited an e-Learning Officer and the Directorate appointed the External Relations Officer, the Quality Management Officer and the Senior Secretary,

in addition the recruitment procedure for a Management Support Assistant was successfully concluded.

By providing Seconded National experts, the Secretariat received temporarily support from the Czech Republic, Germany, Hungary, Latvia, the Netherlands and Sweden.

## ***Procurement***

### ***Procurement Manual***

By Director's decision, the procurement manual entered into force on 1 July 2010 and it establishes the internal rules concerning the launching, monitoring and conclusion of the most frequently used public procurement procedures within CEPOL. Additionally it provides information on contract amendments and contains various templates, verification routing slips and checklists.

### ***Framework Partnership Agreements and Grant Agreements***

As per 1 January 2011 all courses, seminars and conferences are organised under the system of Framework Partnership and Grant Agreements.

On 19 May 2010 a call for Framework Partnerships was sent to all CEPOL EU National Contact Points, resulting in the participation of 26 out of the 27 Member States. Due to different administrative organisations in the Member States a total of 29 Framework Partnerships were established under CEPOL Framework Partnership 2011-2014 Programme.

Two calls for Grant Agreements related to the organisation of courses, seminars and conferences under the 2011 Work Programme were disseminated, resulting in 79 Grant Agreements.

***Procurement procedures***

Forty-five procurement procedures were carried-out (initiated/launched/concluded).

Status	Type of procedure		
	Negotiated, (Art. 126 and 129 of the IR)	Specific Contract following Framework Contract	Open
Concluded	29	9	3
Ongoing <sup>[1]</sup>	0	0	2
In Preparation	2	0	0
Total number of tenders in 2010			45

**Table 5: Overview of procurement procedures divided into status and type of procedure (2010)**

***Staff Committee***

The CEPOL Staff Committee had its first full year of activity in 2010. The year saw the staff committee partaking in CEPOL recruitment panels for the first time as well as acting as an advisor to CEPOL's management regarding the content of Directors decisions and CEPOL Implementing Rules. The CEPOL Staff Committee enjoys a good working relationship with Management.

---

<sup>[1]</sup> Launched procedures which are either in the stage of receipt of tenders or in the stage of tender evaluation.

## **CEPOL GOVERNANCE**

The European Police College having been established as a EU agency, also functions as a network, linking national training institutes whose tasks include the training of senior police officers of the Member States. There is a broad variety of functional roles and responsibilities for those working within the network.

The main body of CEPOL is the Governing Board which is responsible for driving CEPOL's strategy and making organisational decisions. The CEPOL Secretariat is headed by a Director who reports to the Governing Board. The Director runs the Secretariat which provides administrative, logistical and budgetary support to the activities carried out within the network. In order to support its work, the Governing Board established four committees to support its effort. Committees can be supported by specialised working groups or project groups. In addition, the Member States, three associated countries (Iceland, Norway and Switzerland) and three candidate countries (Croatia, former Yugoslav Republic of Macedonia and Turkey) all established a 'CEPOL National Contact Point' with 'units' of varying sizes and staff numbers. These units are responsible for implementing and supporting CEPOL's activities.

### ***Governing Board***

The CEPOL Governing Board is formed by representatives from each EU Member State, usually the Directors of the national police training institutions or representatives of respective ministries, with one voting member per country. The Chair of the Governing Board is a representative of the Member State holding the Presidency of the Council of the European Union (for 2010 Spain and Belgium respectively).

Representatives from the European Commission, the Council of the European Union, Europol, CEPOL-associated countries as well as the Association of European Police Colleges (AEPC) attend the Governing Board meetings as permanent observers.

In 2010, the Governing Board met four times (Madrid, Barcelona, Ghent, Ottignies) and adopted 51 decisions.

Written procedures were conducted in regard to the Procedure Annual Activity Report 2009, Agreement with Turkey, Memorandum of Understanding with the NPIA and to budget transfers.

### ***Presidential Activities***

Apart from preparing and chairing meetings as required under the Governance Structure, two meetings for handing of the Presidency of the CEPOL Governing Board were organised in 2010: in June Spain to Belgium and in December Belgium to Hungary.

The CEPOL Director and the Presidents of the CEPOL Governing Board had met with representatives of the European Commission to discuss the further development of the European Police College as a EU agency. The Director also gave account to the Budget Control Committee of the European Parliament in May and December, in regard to the budgetary discharge for the year 2008.

### ***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.

The Strategy Committee is chaired by a representative from the Member State holding the Presidency of the Council of the European Union (in 2010 a representative from Spain and Belgium respectively). The Deputy Chair is the former Governing Board Chair (in 2010 Sweden and Spain respectively).

Other members in 2010 included the incoming Chair of the Governing Board (Hungary and Poland 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 2010 (in February, May, September and November and discussed, among other items: the Governance and Structure of CEPOL; CEPOL's strategic goals and objectives; the development of a Balanced Score Card, Key Performance Indicators, the procedure of the Five Year Evaluation of CEPOL, the Work Programme 2011, Grant Agreements with colleges/institutes implementing CEPOL activities and matters of External Relations.

### ***External Relations Working Group***

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

During the year the group met three times and highlights of the work include the adoption by the governing board of seven decisions relating to External Relations, including:

- Authorising the director to conclude a cooperation agreement with Turkish national police institute (9/2010/GB)



- The cooperation agreement between the Icelandic national police college, the Norwegian police university college, the Swiss police institute and European Police College and repealing decision 15/2006/GB (30/2010 GB).
- Authorising the director to conclude a cooperation agreement with the Croatian police college (31/2010/GB).
- The cooperation agreement between the Icelandic national police college, the Norwegian police university college, the Swiss police institute (38/2010).
- Travel reimbursement for CEPOL activity 40/2010 cooperation with European neighbouring countries (39/2010/GB)
- Approving the appointment of new chair and deputy-chair of the external relations working group (40/2010/GB)
- Approving the appointment of a new member of the external relations working group and amending decision 10/2007/GB of the governing board of the European Police College (46/2010/GB).

Proposals were brought forward by the working group to the Strategy Committee with regard to the implementation of the Stockholm Programme.

The working group also dealt with a number of requests from third countries expressing an interest in cooperating with CEPOL, including: Albania, China, Kazakhstan, Montenegro, Russian Federation, Fundamental rights agency(FRA), Police cooperation convention for Southeast Europe (PCC SEE).

The external relations policy was adjusted to be consistent with the new priorities for CEPOL in terms of strategy (Stockholm programme, Lisbon Treaty, CEPOL Strategy adopted by the Governing Board (Decision 43/2010/GB) on the 30th September 2010, methodology defined by the Belgian Presidency. Therefore, the policy paper, adopted in 2008, was amended to integrate the necessary changes; the working party in charge of the review was tasked to further elaborate on the included table related to the calculation of costs for the different categories of countries. To achieve its tasks, the working party was supported by the financial experts from the CEPOL Secretariat.

### ***Budget and Administration Committee***

The Budget and Administration Committee supports the CEPOL Governing Board by making proposals and recommendations on financial and administrative matters. During 2010, the members of the committee included representatives from 12 Member States: Spain (Chair January-June), Belgium (Chair July-December), Hungary (Incoming Chair 2011) Slovenia (Deputy), Cyprus, Czech Republic, France, Lithuania, Luxembourg, Netherlands, Poland and Portugal.

During the year, three meetings of the Budget and Administration Committee were held in January, April and November 2010. Discussions focused on, among other items,

the Discharge procedure for the Financial Year 2008, the draft action plan following the Internal Audit Service follow-up audit on “Implementation of Internal Control Standards”, the carry-over procedure of appropriations from 2008 to 2009, Framework Partnership and Grant Agreements, the CEPOL Multi-Annual Action Plan, Work Programme and budget 2011 and the role of the committee in relation to the other governance bodies was reviewed as well as the working procedures.

In addition, the detail and reporting of financial and administrative matters to the Committee was reviewed and improved, increasing the analytical content of the information provided and the quality of the supporting data.

### ***Annual Programme Committee***

The Annual Programme Committee (APC) was composed of representatives from nine Member States: Belgium, Bulgaria, Estonia (Chair), Finland, Ireland, Italy, Latvia, Malta (Deputy Chair) and Spain.

Commencing in 2009 the committee’s approach shifted towards more transparency, increased involvement of stakeholders, prioritising, balancing and de-prioritising and broadening the scope to activities other than courses and seminars. This included concentrating on e-Learning, Exchange Programme, common curricula, and so on. This approach continued in 2010.

In May 2010, CEPOL Governing Board tasked the APC to fulfil the function of evaluation committee for applications for grant agreements under CEPOL’s framework partnership 2011-2014 and to report its findings to CEPOL Director (20/2010/ GB). Following the first call for grant agreements 83 eligible applications were evaluated and after the second call 36 eligible ones.

Amongst others, the committee advised the Training and Research Committee on topics for e-Learning modules to be developed in 2011, it submitted its positive opinion on the extension of the Exchange Programme, and so on.

In September 2009, the Governing Board disbanded the working group Analysis of CEPOL Training Activities (23/2009/ GB), assigning its tasks to the Annual Programme Committee. Supported with expertise from Estonia, a model with indicators was developed to assess individual courses on demand, implementation etc. The data for the model was supplied by the Secretariat. It was used to assess potential courses, seminars and conferences for the 2011 Work Programme.

### ***Training and Research Committee***

The Training and Research Committee makes proposals and recommendations to the Governing Board on the development of CEPOL’s learning, training and research

strategy. In 2010, the Training and Research Committee consisted of the following members: Germany (Chair), United Kingdom (Deputy Chair), Austria, Denmark, Greece, Hungary, Romania, Slovakia, and Sweden.

The Committee held three meetings where it discussed the consequences of the Stockholm Programme for CEPOL activities, proposed to extend the Exchange Programme to “police experts and training staff”, and contributed to the CEPOL Work Programme 2011.

To the Governing Board it presented the following issues for adoption:

- *General*: amendment of Decision 10/2007/GB concerning the nomination procedure working group experts; the appointment of new WGL, RSWG and CCWG members; the establishment of an Exchange Programme Working Group (EPEPWG);
- *E-Learning*: three finalised e-Learning Modules on the Prüm Treaty, English Language and Europol as well as an e-Learning Approach document;
- *Research and Science*: the Final SEPEB Report; the Research and Science Bulletin; amendment of Decision 31/2009/ GB for clarification of the access options for non-police officers (“Academic Users”) to the open parts of the e-Library and specific LMS-activities; amendment of the RSWG remit;
- *Common Curricula*: the establishment of a new Common Curricula Working Group; the finalised Common Curricula on Drug Trafficking and on Money Laundering (the latter with the subtitle “Train the Trainers Guide”); a new approach concerning the development of a Common Curricula Package and the appointment of CC Advisers (replacing the Educational Experts and Module Advisers).

### ***Common Curricula Working Group***

For the coordination and furthering of the project in accordance to the needs of its present stage a new Common Curricula Working Group (CCWG) was created in order to replace the former Common Curricula Coordination Working Group (CCCWG). The Working Group consists of six experts from the Member States and reports to the Training and Research Committee.

Similar to the CCCWG, the Working Group will coordinate the finalisation and support implementation of the ten CEPOL Common Curricula<sup>4</sup>.

---

<sup>4</sup> Counter Terrorism, Europol ,Police Ethics and Prevention of Corruption, Drug Trafficking, Money Laundering, Domestic Violence, European Police Cooperation, Trafficking in Human Beings, Civilian Crisis Management and Management of Diversity

In its first meeting in December 2010 the Working Group developed an Action Plan including issues like marketing the CC, quality assurance and management, and impact evaluation.

### ***Research and Science Working Group***

The Research and Science Working Group is formed by ten nominated experts from the Member States and is assigned to the Training and Research Committee. The group deals with the relations between police experience, scientific studies and research findings in order to contribute towards better police training and better policing.

In 2010 the turn for the initial members, came to an end. While some members were re-nominated for an extended term, a call for new members was sent out and appointments were made for the next turn at the end of the year.

The group met three times in 2010, where the discussions focused on the Work Programmes 2011 and 2012 and the strategic perspectives of research and science for European police training and education. Five areas were identified where more detailed work would have to be invested:

- The contribution of R&S to the area of tertiary education (improvement of work programme and course design)
- Improvement of “inhouse-services” for CEPOL courses
- Outreach to other European security research networks (ESRIF, UNICRI, ENFSI)
- Continued and enhanced networking with European research community related with police science
- Enhanced public relations and marketing of CEPOL R&S products.

The group was involved in the preparations and delivery of the CEPOL Annual Research and Science Conference, the two CEPOL Research Symposia and the Annual Meeting of the Research and Science Correspondents.

The RSWG being in charge of publication of the “Police Science and Research Bulletin” has established a rotating editorial team, which hold three editorial sessions, adjacent with the regular RSWG meetings.

The publication of the police research institute web-map on CEPOL’s website has been initiated and overseen by the Working Group.

Other projects the RSWG has been working on in 2010, but not concluded yet, were: the European Police Science Handbook, the CEPOL Research Award, the update of the European Police Research Survey and the European Police Researcher Database.

### ***Sub-group European Police Education Systems and Bologna (SEPEB)***

The SEPEB Sub-group, reporting the Research and Science Working Group, was tasked to conduct an online survey on the situation of education and training programmes in the field of police and policing in national police training institutes in the Member States and in relevant cooperation partners, which are open to non-national police officers. The aim of the survey has been to form an improved basis for bringing together

national police training institutes and relevant cooperation partners in the Member States, by developing possibilities for the participation in police training in other countries. With the support of the Secretariat, the sub-group could complete the period of data collection in March and the group met for the data analysis session in May in Bramshill. Drafts of the respective national parts of the final report were forwarded to the NCPs and the final draft accepted by the Governing Board in December for publication.

### ***Working Group on Learning***

During 2010, the Working Group on Learning (WGL) met three times. One new Member was appointed, five members were re-appointed for a second mandate. A new Chair and Deputy-Chair were elected. The main focus of the group was led by CEPOL's Work Programme 2010.

According to the Training and Research Committee Action Plan, the Working Group on Learning took on board all the topics they were tasked with (Learning Strategy, Q13, Train the trainers, Bologna, Evaluation, development of e-learning and LMS).

The Working group contributed to the CEPOL Strategy. As regard to its own strategy, the WGL initiated a new approach "*Preferred Futuring*" which is a method of strategic, long range planning.

Q13 second volume was achieved and the idea is to create a wiki allowing this essential tool to be enriched and updated on a permanent basis.

The CEPOL Train the Trainers course (80-2010/81/2010) was further assessed by the WGL. The group came to a conclusion that it should be a flagship course for CEPOL, with a conscious didactic approach and a vocational approach focusing on police and law enforcement authorities, and aiming at creating common knowledge. The activity is based on the competency profile for trainers. The WGL examines the possibility to have this course academically accredited.

In line with the Work programme 2010, the developments within the Bologna and Bruges Copenhagen process were followed. The working group contributed to the seminar on the Bologna process (76/2010). A continuation of the exploration on possibilities to award CEPOL activities with ECVETS and/or ECT's took place.

The WGL assessed the Post Course Evaluation Questionnaire (PCEQ) for Line Managers whose results are used to mainly measure the transfer of knowledge to the work environment. It came to the conclusion that the PCEQ fits for purpose.

The working group provided advice and views to the Training and Research Committee about the following issues: Train the trainers, post course evaluation questionnaire for

line managers, glossaries, learning strategies, exchange programme, a template for an inventory of police and education data per country, for CEPOL website, on-line learning: e-learning modules on Police English, on the Prüm Treaty and on Europol.

Not completed but initiated are the following tasks mentioned in the Work programme 2010: a survey on the implementation of endorsed learning issues and a survey on the application of the Learning Management System (LMS) in learning activities.

## NETWORK GROUPS

### *National Contact Points*

One National Contact Point (NCP) meeting took place in 2010. The fourth meeting of the NCP took place on 14-15 October 2010 in Bramshill during the Belgian Presidency. It was the fourth official meeting (the first was held in December 2008) of the NCP during which, a debate took place on the role of the Group.

As a major outcome of the meeting, it was proposed the NCP “meeting” to become a “standing conference” providing flexibility to respond to the needs of the CEPOL network.

The Standing Conference could meet to coincide with the component parts to involve the CEPOL network as a whole.

As a consequence, it was proposed to take up in a revised version the proposal of the Swedish Presidency from October 2009 for a definition of the role of the National Contact Points’ representatives. The group finally agreed on the following definition:

The national contact points are the interface for all CEPOL network tasks. The national contact point representatives are members of the NCP standing conference; they liaise with all other relevant CEPOL actors, part of national contact points.

### *National Common Curricula Coordinators*

The Belgian Presidency supported and chaired the 2<sup>nd</sup> annual National Common Curricula Coordinators meeting, which was organised by Austria and attended by delegates from 25 Member States as well as one associated country (Norway).

After presentations were given, the National Common Curricula Coordinators, in four working groups, developed a Recommendations Paper for the Common Curricula Working Group including the following topics: definition of “Common Curricula implementation”; awareness raising; implementation of Common Curricula in Member States who apply the Bologna Process; and evaluation of the impact of the Common Curricula within national training programmes. This document was the basis for the Action Plan the Common Curricula Working Group started developing during their first meeting.

### *National e-Net Managers*

In October 2010, the Secretariat hosted the 2<sup>nd</sup> annual National e-Net Managers’ meeting. Attended by 17 Member States, the meeting allowed for fruitful discussions related to the various systems and tools on e-Net. Outcomes showed that the participants found the meeting useful for consolidating their knowledge of e-Net, as well as illustrating the potential of the various systems for future developments. Concrete suggestions for future improvements were given regarding e-Net's

registration process, streamlining DMS procedures and tailoring for the needs of what have been defined “Third Party” users. A further outcome is the need to review the platforms infrastructure so as to render it less prone to performance issues.

### ***Research and Science Correspondents***

The network of National Research and Science Correspondent (RSC) has been established to create an active link between police-related research projects and scientific expertise on the national level and the various CEPOL activities in delivering high level training and education for senior police officers across Europe. In 2010 the RSCs have been very helpful in identifying research projects to be presented in the research symposia and the CEPOL conference, as well as compiling the European web-map of police research institutes. The RSC's met in June 2010 at the Swedish National Police Academy to discuss their role, in particular the further growth of the national scientific collections in the e-Library. Main topic was the development of ‘National Implementation plans’ and the exchange of good practice.

While almost all countries have established their RSC, only a few personal changes were noticed.



### Annex I: delivered courses, seminars and conferences

Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Community Policing</i>	Community Policing	4	IRELAND	20-Sep	24-Sep	14	47%	44%
	Community Policing	4	LATVIA	24-May	28-May	30	100%	67%
2 Training activities implemented		8				44	73%	56%
Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Counter Terrorism, Terrorism &amp; Extremism</i>	Counter Terrorism Awareness (14/2009)	4	GREECE	04-Oct	07-Oct	27	90%	52%
	Counter Terrorism Strategic Course (13/2009)	12	UK	11-Jan	22-Jan	14	47%	48%
	Forensic Science relating to Counter Terrorism (17/2009)	4	FRANCE (GN)	22-Mar	26-Mar	25	83%	59%
	Airport Security	4	SPAIN	26-Oct	29-Oct	24	80%	125%
	Transnational Terrorism	3	PORTUGAL	26-Oct	28-Oct	16	40%	55%
5 Training activities implemented		27				106	68%	68%

Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Economic, Financial and Environmental Crime</i>	Economic and Financial Crime - Investigating Corruption	4	SLOVAKIA	13-Apr	16-Apr	28	93%	59%
	Fraud against EU, European Institutions and EURO Counterfeiting	4	ITALY	19-Oct	22-Oct	19	63%	44%
	Fraud and Confiscation of Assets	4	LATVIA	04-Oct	08-Oct	22	73%	56%
	Money Laundering	4	PORTUGAL (PJ)	25-May	28-May	19	63%	52%
	Nature and Environmental Crime	4	MALTA	14-Sep	17-Sep	21	70%	41%
5 Training activities implemented						109	73%	50%
Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Illegal Immigration &amp; Border Management</i>	Illegal Immigration	4	FRANCE (DFPN)	19-Oct	22-Oct	23	77%	56%
1 Training activity implemented						23	77%	56%

Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Illicit Trafficking of Goods</i>	Dismantling of Synthetic Drug Laboratories (42/2009)	4	POLAND	30-Aug	02-Sep	17	57%	33%
	Fighting against Drugs	4	CZECH REP	12-Oct	15-Oct	23	77%	52%
	Firearms Trafficking	4	UK	24-Aug	27-Aug	20	67%	44%
	Trafficking in Stolen Artwork	4	ITALY	15-Jun	18-Jun	26	87%	87%
4 Training activities implemented						86	72%	54%
Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Organised Crime - Regional</i>	Southeast Europe Organised Crime Organisations - OCTA related	4	ROMANIA	08-Nov	11-Nov	17	57%	41%
	Southwest Europe Organised Crime Organisations - OCTA related	4	PORTUGAL (PJ)	21-Sep	24-Sep	16	53%	33%
	Northeast Europe Organised Crime Organisations - OCTA related	4	SWEDEN	19-Oct	22-Oct	22	73%	41%
3 Training activities implemented						55	61%	38%

Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Public Order</i>	Public Order and Crowd Management	4	SPAIN	30-Nov	03-Dec	26	87%	59%
	Public Order - Security During Summits	4	UK	09-Nov	12-Nov	26	87%	90%
2 Training activities implemented						52	87%	75%
Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Prevention of Crime</i>	Crime Control and Traffic Safety: International Comparison	4	PORTUGAL (GNR)	26-Oct	29-Oct	15	50%	33%
	Crime Prevention (51/2009)	4	SWEDEN	07-Sep	10-Sep	18	60%	41%
	Crisis Management & Emergency Planning - School Shootings	4	FINLAND	07-Jun	10-Jun	31	103%	95%
	Road Safety	4	GERMANY	23-Mar	25-Mar	24	80%	67%
	Witness Protection	4	UK	20-Jul	23-Jul	26	87%	56%
	Tackling Illegal Motor Racing	3	PORTUGAL (GNR)	28-Jun	30-Jun	18	60%	48%
6 Training activities implemented						132	73%	57%

Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Police Cooperation within EU</i>	JHA - ESDP	4	BELGIUM	26-Apr	29-Apr	16	53%	41%
	Cooperation with the European Security and Defence College	4	HUNGARY	18-Oct	20-Oct	34	113%	48%
	Joint Investigation Teams	3	FRANCE (ENSP)	11-Oct	15-Oct	35	88%	63%
	Police Cooperation and Europol	4	HUNGARY	31-May	04-Jun	22	73%	48%
	Police Cooperation and Schengen	4	SLOVAKIA	21-Sep	24-Sep	25	83%	52%
	Police Cooperation and the Prüm Treaty	4	LITHUANIA	28-Sep	01-Oct	25	83%	56%
	Training for SIRENE Officers (Basic)	5	FRANCE (ENSP)	26-Apr	30-Apr	37	93%	105%
	Training for SIRENE Officers (Advanced)	5	FRANCE (ENSP)	06-Dec	10-Dec	28	70%	81%
	Training for SIRENE Officer (Basic)	5	AUSTRIA	08-Nov	12-Nov	35	88%	110%
	Evaluation Seminar regarding SIRENE activities	2	FRANCE (ENSP)	22-Nov	23-Nov	14	93%	45%
1 Conference and 9 Training activities implemented					271	84%	65%	

Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Police Cooperation with Third Countries</i>	Police Cooperation with European Neighbouring Countries	3	ITALY	01-Dec	03-Dec	44	110%	52%
	Police Cooperation with Russia	3	CZECH REP	15-Nov	18-Nov	30	75%	44%
	Police Cooperation with North America	3	FRANCE (DFPN)	21-Jun	24-Jun	61	153%	55%
	Police Cooperation with Western Balkans	3	BULGARIA	18-May	20-May	27	68%	50%
	Police Authorities of the Candidate Countries	5	POLAND	05-Jul	09-Jul	15	50%	0%
5 Conferences implemented						177	91%	40%
Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Police Systems and Instruments within EU</i>	European Police & Judicial Systems - Study Tour	5	BELGIUM	08-Mar	12-Mar	24	80%	52%
	European Police & Judicial Systems - Study Tour	5	NETHERLANDS	04-Oct	08-Oct	24	80%	59%
	Knowledge of European Police Systems	4	GERMANY	22-Nov	26-Nov	19	63%	37%
3 Training activities implemented						67	74%	49%

Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Strategic Management and Leadership</i>	"SPOPCOP" - Senior Police Officer Planning and Command Course for Crisis Management	20	FRANCE (GN)	20-Sep	08-Oct	22	110%	107%
	"TOPSPOC" Module 1 - Top Senior Police Officers	4	FRANCE (ENSP)	01-Mar	05-Mar	29	97%	74%
	"TOPSPOC" Module 2 - Top Senior Police Officers	4	ESTONIA	31-May	04-Jun	25	83%	59%
	"TOPSPOC" Module 3 - Top Senior Police Officers	4	AUSTRIA	20-Sep	24-Sep	25	83%	63%
	"TOPSPOC" Module 4 - Top Senior Police Officers	4	PORTUGAL (PJ)	22-Nov	26-Nov	24	80%	63%
	Crime Intelligence Risk Assessment & Intelligence-led Policing	4	POLAND	20-Jun	23-Jun	20	67%	37%
	Disaster of Large Scale - EU Guidelines	4	GERMANY	15-Nov	19-Nov	21	70%	59%
	Future Crime - Global threats to Interior Security - Presidency Seminar	3	SPAIN	24-Mar	26-Mar	48	48%	78%
	Leadership: Gift or Learning Process - Presidency Seminar	3	BELGIUM	30-Jun	02-Jul	49	49%	56%
	Management of Diversity (47/2009)	4	AUSTRIA	15-Nov	19-Nov	22	73%	52%
	OCTA & ECIM - Strategic Planning in the Fight Against Organised Crime	4	FINLAND	27-Sep	30-Sep	24	80%	120%
	Quality Management System(s)	4	CZECH REP	15-Jun	18-Jun	17	57%	44%

	Undercover Operations	4	UK	14-Jun	18-Jun	30	100%	63%
	Civil Crisis Management	3	PORTUGAL	14-Dec	16-Dec	27	68%	55%
	Roadshow	2	Secretariat & Europol	15-Dec	16-Dec	88	88%	5%
2 Conferences, 1 Joint Roadshow and 9 Training activities implemented						471	77%	62%
<b>Category</b>	<b>Title of Activity</b>	<b>Duration (days)</b>	<b>Organising country / Institution</b>	<b>Start Date</b>	<b>End Date</b>	<b>Actual No. of participants</b>	<b>% of Attendance</b>	<b>% of MS Attendance</b>
<i>Violation of Human Rights</i>	Child Abuse in Cyberspace (21/2009)	4	DENMARK	12-Apr	16-Apr	24	80%	59%
	Crime Victims	4	ITALY	23-Mar	26-Mar	24	80%	52%
	Cybercrime & High-tech	4	GREECE	17-May	21-May	20	67%	70%
	Domestic Violence - International Aspects & Experiences	4	CYPRUS	08-Nov	11-Nov	20	67%	56%
	Human Rights and Police Ethics	4	SWEDEN	27-Sep	30-Sep	24	80%	48%
	Trafficking in Human Beings	3	LITHUANIA	05-May	07-May	37	93%	75%
	Police training in human rights: Theory and practice	2	AUSTRIA FR - AGENCY	08-Nov	09-Nov	47	157%	95%
1 Conference and 6 Training activities implemented						196	89%	65%



Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Language Development</i>	English for Members of CEPOL's Organs	4	IRELAND	22-Mar	26-Mar	14	70%	37%
	Language Development (English)	20	UK	12-Apr	30-Apr	22	73%	56%
	Language Development (English)	20	UK	04-Oct	22-Oct	31	103%	59%
	Language Development (English)	20	IRELAND	12-Jul	30-Jul	28	140%	56%
	Language Development (French)	20	FRANCE (INFPN)	04-Oct	22-Oct	15	75%	33%
	Language Development (German)	20	AUSTRIA and GERMANY	12-Apr	30-Apr	18	90%	55%
	Language Development (Spanish)	20	SPAIN	28-Jun	16-Jul	10	50%	26%
7 Training activities						138	86%	46%
Category	Title of Activity	Duration (days)	Organising country / Institution	Start Date	End Date	Actual No. of participants	% of Attendance	% of MS Attendance
<i>Learning &amp; Training</i>	European Police Education Systems: Bologna-Copenhagen Processes	4	GERMANY	02-Nov	05-Nov	19	48%	52%
	The Use of Police Science and Research within Police Training and Education - Policing Diversity: the global neighbourhood (71/2009)	3	IRELAND	11-Oct	13-Oct	11	55%	33%

	Research Symposium - Policing Major Public Events (Extended)	3	PORTUGAL (PSP)	13-Sep	16-Sep	24	80%	48%
	Police Research and Science	3	SWEDEN (NORWAY)	26-Oct	28-Oct	54	68%	74%
	Train the Trainers - Step 1	4	CYPRUS	07-Jun	10-Jun	18	60%	70%
	Train the Trainers - Step 2	4	SLOVENIA	04-Oct	08-Oct	15	50%	48%
	Train the Trainer for SIRENE Officers	5	SLOVENIA	12-Apr	16-Apr	27	90%	81%
	LMS Training for Course Managers	2	Secretariat	03-May	05-May	17	142%	44%
	LMS Training for Course Managers	2	Secretariat	28-Sep	30-Sep	11	92%	33%
	Managing and Organising CEPOL Activities	4	Secretariat	30-May	04-Jun	16	80%	55%
	Managing and Organising CEPOL Activities	4	Secretariat	22-Nov	26-Nov	18	90%	48%
	1 Conference and 9 Training activities implemented					230	78%	53%
<b>Category</b>	<b>Title of Activity</b>	<b>Duration (days)</b>	<b>Organising country / Institution</b>	<b>Start Date</b>	<b>End Date</b>	<b>Actual No. of participants</b>	<b>% of Attendance</b>	<b>% of MS Attendance</b>
<i>Common Curricula Implementation</i>	CC06A Domestic Violence I	2	Secretariat	03-Nov	05-Nov	6	60%	19%
	CC06C Trafficking in Human beings	2	Secretariat	15-Nov	17-Nov	9	90%	26%

	CC07B Drug Trafficking	3	Secretariat	22-Nov	24-Nov	7	70%	35%
	CC05C Europol	3	Secretariat	29-Nov	01-Dec	8	80%	40%
	CC06D Police Ethics and Prevention of Corruption	3	Secretariat	01-Dec	03-Dec	11	110%	37%
5 Training activities implemented						41	82%	31%

**Annex 2: Cancelled Activities**

Number	Title	Organiser
06/2010	Forensic Science relating to Counter Terrorism	HUNGARY
31/2010	International Police Cooperation - Step 1 (88a/2009)	SPAIN
32/2010	International Police Cooperation - Step 2 (88b/2009)	FRANCE (ENSP)
37/2010	Public Private Partnership (72/2009)	GERMANY
53/2010	Changes in EU Society: Consequences in HRM (56/2009)	GERMANY
68/2010	English for English Language Trainers	DENMARK
83/2010	Q13 Quality & Harmonised Training Standards - Advanced (78/2009)	SECRETARIAT
84/2010	Q13 Quality & Harmonised Training Standards	SECRETARIAT

**Annex 3: Participation 2006-2010 (by country)**

Country	Participants					+ / - Participants on 2009
	2006	2007	2008	2009	2010	
Austria	45	42	48	51	42	-9
Belgium	54	63	60	93	97	4
Bulgaria*	30	80	90	70	164**	94
Cyprus	32	61	40	36	52	16
Czech Republic	72	82	109	85	69	-16
Denmark	34	42	70	84	68	-16
Estonia	37	46	29	34	65	31
Finland	26	39	57	53	59	6
France	81	130	144	156	161	5
Germany	72	101	113	117	119	2
Greece	39	42	18	30	21	-9
Hungary	53	62	78	85	89	4
Ireland	27	34	45	33	43	10
Italy	62	105	143	98	119	21
Latvia	62	75	81	25	47	22
Lithuania	70	106	147	59	75	16
Luxemburg	13	9	2	11	11	0
Malta	5	17	21	26	23	-3
Netherlands	36	55	49	70	79	9
Poland	73	85	70	35	59	24
Portugal	39	82	71	60	52	-8
Romania*	53	70	64	49	81	32
Slovakia	41	50	94	39	39	0
Slovenia	34	53	36	48	47	-1
Spain	67	90	100	143	147	4
Sweden	40	43	43	99	82	-17
United Kingdom	72	101	105	116	92	-24
Iceland	4	17	8	8	10	2
Norway	17	19	21	14	21	7
Switzerland	19	24	19	14	19	5
Croatia	0	11	7	12	7	-5
Former Yugoslav Republic of Macedonia	0	12	11	6	4	-2
Turkey	2	17	22	42	22	-20
Europol	3	10	7	6	10	4
Interpol	0	4	7	7	5	-2

\*Not yet Member States in 2006

\*\*Includes participants at the joint Europol/CEPOL Road-show in Bulgaria

**Annex 4: Trainer Contribution 2007-2010 (by country)**

Organising Country	2007	2008	2009	2010
Austria	31	42	48	25
Belgium	24	20	25	26
Bulgaria	35*	9	33	21
Cyprus	2	11	18	8
Czech Republic	14	11	4	13
Denmark	2	7	2	5
Estonia	12	2	8	6
Finland	15	9	29	14
France	61	29	55	66
Germany	60	54	61	47
Greece	13	21	5	15
Hungary	23	10	16	12
Ireland	21	16	28	29
Italy	53	30	35	35
Latvia	3	8	8	7
Lithuania	11	9	27	14
Luxemburg	1	0	2	0
Malta	9	4	5	13
Netherlands	34*	34	30	21
Poland	24	16	18	19
Portugal	73	30	34	47
Romania	10	7	13	10
Slovakia	6	15	20	15
Slovenia	12	6	6	10
Spain	39	35	36	41
Sweden	14	19	26	32
United Kingdom	38	71	66	71
Iceland	3	0	1	0
Norway	2	6	3	8
Switzerland	5	12	2	1
Croatia	0	0	0	0
Former Yugoslav Republic of Macedonia	0	0	0	0
Turkey	0	4	0	0
Others	7	3	19	26
Eurojust	6	14	5	9
Europol	39	37	30	31
Frontex	4	6	6	4
Interpol	7	8	9	8
Other Organisations*	61	128*	57	82

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

## **Annex 5: Governing Board Decisions**

- 1/2010/GB *ADOPTING THE MEETING CALENDAR FOR THE SECOND HALF OF 2010*
- 2/2010/GB *APPROVING THE APPOINTMENT OF EIGHT MEMBERS AND CHANGING THE REMIT OF THE RESEARCH AND SCIENCE WORKING GROUP AND AMENDING DECISION 10/2007/GB*
- 3/2010/GB *ADOPTING THE FINALISED COMMON CURRICULUM – DRUG TRAFFICKING*
- 4/2010/GB *AMENDING THE REMIT OF THE SUB-group “Survey on European Police Education and Bologna” AND AMENDING THE DECISION 10/2007/GB*
- 5/2010/GB *Establishing the PROJECT GROUP “EUROPEAN POLICE EXCHANGE PROGRAMME” and amending decision 10/2007/GB*
- 6/2010/GB *Establishing the WORKING GROUP “EUROPEAN POLICE EXCHANGE PROGRAMME” and amending decision 10/2007/GB AND AMENDING DECISION 10/2007/GB*
- 7/2010/GB *AMENDING DECISION 8/2006/GB CONCERNING ITS RULES OF PROCEDURE OF THE GOVERNING BOARD AND AMENDING DECISION 8/2006/GB*
- 8/2010/GB *MANDATING THE DIRECTOR TO SIGN THE MEMORANDUM OF UNDERSTANDING BETWEEN NATIONAL POLICE IMPROVEMENT AGENCY (NPIA) AND EUROPEAN POLICE COLLEGE (CEPOL)*
- 9/2010/GB *COOPERATION AGREEMENT WITH TURKISH NATIONAL POLICE INSTITUTE*
- 10/2010/GB *ADOPTING THE ANNUAL REPORT 2009*
- 11/2010/GB *DISBANDING THE COMMON CURRICULA SUB-GROUPS AND AMENDING DECISION 10/2007/GB*
- 12/2010/GB *RENAMING THE COMMON CURRICULA COORDINATION WORKING GROUP INTO COMMON CURRICULA WORKING GROUP AND CHANGING ITS REMITS AND AMENDING DECISION 10/2007/GB*

- 13/2010/GB *AMENDING THE EXPERT NOMINATION PROCEDURE AND AMENDING DECISION 10/2007/GB*
- 14/2010/GB *APPROVING THE APPOINTMENT OF SIX MEMBERS INCLUDING NEW CHAIR AND DEPUTY CHAIR OF THE WORKING GROUP ON LEARNING AND AMENDING DECISION 10/2007/GB*
- 15/2010/GB *ADOPTING THE CONTENT DESCRIPTION OF THE E-LEARNING MODULE EUROPOL*
- 16/2010/GB *ADOPTING THE CONTENT DESCRIPTION OF THE E-LEARNING MODULE PRÜM TREATY*
- 17/2010/GB *ADOPTING THE CONTENT DESCRIPTION OF THE E-LEARNING MODULE POLICE ENGLISH LANGUAGE*
- 18/2010/GB *ADOPTING THE CONTENT DESCRIPTION OF THE E-LEARNING MODULE LEARNING APPROACH*
- 19/2010/GB *ORGANISATION OF COMMON CURRICULUM IMPLEMENTATION WORKSHOPS BY THE SECRETARIAT AND THE MEMBER STATES IN THE CONTEXT OF CEPOL ANNUAL PROGRAMME 2010*
- 20/2010/GB *CHANGING THE REMITS OF THE ANNUAL PROGRAMME COMMITTEE AND AMENDING DECISION 10/2007/GB*
- 21/2010/GB *ADOPTING THE MULTI ANNUAL ACTION PLAN 2011-2014*
- 22/2010/GB *ADOPTING THE MULTI ANNUAL STAFF POLICY PLAN 2011-2013*
- 23/2010/GB *ADOPTING THE BUDGET FOR THE FINANCIAL YEAR 2010 AND REPEALING DECISION 38/2009/GB*
- 24/2010/GB *ESTABLISHING AN AUDIT PANEL AND AMENDING DECISION 10/2007/GB*
- 25/2010/GB *MISSION OF THE DIRECTOR AND AMENDING DECISION 33/2009/GB*
- 26/2010/GB *AUTHORISING THE DIRECTOR TO CONCLUDE CEPOL FRAMEWORK PARTNERSHIP AND GRANT AGREEMENTS*
- 27/2010/GB *AMENDING DECISION 30/2006/GB OF THE GOVERNING BOARD OF THE EUROPEAN POLICE COLLEGE LAYING DOWN*



*ADMINISTRATIVE RULES, COMMITMENTS AND GUIDELINES FOR ITS COURSES AND SEMINARS*

- 28/2010/GB AMENDING THE NUMBER OF GOVERNING BOARD MEETINGS PER YEAR AND AMENDING DECISION 8/2006/GB*
- 29/2010/GB ADOPTING THE ESTIMATE OF REVENUES AND EXPENDITURES FOR THE FINANCIAL YEAR 2011*
- 30/2010/GB COOPERATION AGREEMENTS BETWEEN THE ICELANDIC NATIONAL POLICE COLLEGE, THE NORWEGIAN POLICE UNIVERSITY COLLEGE, THE SWISS POLICE INSTITUTE AND CEPOL.*
- 31/2010/GB AUTHORISING THE DIRECTOR TO CONCLUDE A COOPERATION AGREEMENT WITH THE CROATION POLICE COLLEGE*
- 32/2010/GB ESTABLISHING THE ANALYSIS AND ASSESSMENT OF THE AUTHORISING OFFICER'S 2009 ANNUAL ACTIVITY REPORT*
- 33/2010/GB ADOPTION OF NON POSTPONEMENT OF ACTIVITIES*
- 34/2010/GB ENFORCING THE CUT OFF DATES FOR REIMBURSEMENT OF CLAIMS*
- 35/2010/GB WRITTEN PROCEDURE FOR FUTURE BUDGET TRANSFERS*
- 36/2010/GB APPOINTING THE ACCOUNTING OFFICER*
- 37/2010/GB ESTABLISHING AN INTERNAL AUDIT PANEL*
- 38/2010/GB CONCERNING THE COOPERATION AGREEMENT *Between* THE ICELANDIC NATIONAL POLICE COLLEGE, THE NORWEGIAN POLICE UNIVERSITY COLLEGE, THE SWISS POLICE INSTITUTE*
- 39/2010/GB CONCERNING TRAVEL REIMBURSEMENT FOR CEPOL ACTIVITY 40/2010 COOPERATION WITH EUROPEAN NEIGHBOURING COUNTRIES*
- 40/2010/GB APPROVING THE APPOINTMENT OF NEW CHAIR AND DEPUTY-CHAIR OF THE EXTERNAL RELATIONS WORKING GROUP*
- 41/2010/GB RENAMING THE COMMON CURRICULA COORDINATION WORKING GROUP INTO COMMON CURRICULA WORKING GROUP AND CHANGING ITS REMIT*

- 42/2010/GB ESTABLISHING A POLICY CONCERNING THE ACCESSIBILITY OF THE COMMON CURRICULA TO THIRD PARTIES
- 43/2010/GB CEPOL STRATEGY AND BALANCED SCORECARD
- 44/2010/GB ADOPTING OF THE MEETING CALENDAR FIRST HALF 2011
- 45/2010/GB AMENDING DECISION 8/2006 OF THE GOVERNING BOARD OF THE EUROPEAN POLICE COLLEGE CONCERNING ITS RULES OF PROCEDURE
- 46/2010/GB APPROVING THE APPOINTMENT OF A NEW MEMBER *of the EXTERNAL RELATIONS Working Group* AND AMENDING DECISION 10/2007/GB
- 47/2010/GB ADOPTING THE COMMON CURRICULUM ON MONEY LAUNDERING
- 48/2010/GB APPROVING THE CONTINUATION OF THE CEPOL EUROPEAN POLICE SCIENCE AND RESEARCH BULLETIN
- 49/2010/GB AMENDING GOVERNING BOARD DECISION 31/2009 CONCERNING THE ADMINISTRATION OF THE E-NET
- 50/2010/GB ADOPTING THE POLICY PAPER - COMMON CURRICULA (*Repealing DECISION 12/2009/GB*)
- 51/2010/GB APPROVING THE APPOINTMENT OF A NEW CHAIR AND TWO MEMBERS OF THE RESEARCH AND SCIENCE WORKING GROUP
- 52/2010/GB ADOPTING THE REPORT "SURVEY ON EUROPEAN POLICE EDUCATION AND BOLOGNA" AND ITS PUBLICATION; DISBANDMENT OF SUB-GROUP "SURVEY ON EUROPEAN POLICE EDUCATION AND BOLOGNA" (AMENDING DECISION 10/2007/GB)
- 53/2010/GB AMENDING DECISION 08/2007 OF GOVERNING BOARD OF EUROPEAN POLICE COLLEGE LAZYING DOWN RULES GOVERNING THE ORGANISATION OF MEETINGS AND REIMBURSEMENT OF EXPENDITURE FOR ATTENDING AND ORGANISING MEETING

## Annex 6: Governance and Network Meetings

Meeting	place	start_date	end_date
16th Training and Research Committee (TRC)	Munster, Germany	13/01/2010	14/01/2010
17th Annual Programme Committee (APC)	Lyon, France	20/01/2010	21/01/2010
17th Budget and Administration Committee (BAC)	Madrid, Spain	26/01/2010	
18th Strategy Committee (SC)	Madrid, Spain	04/02/2010	
19th Governing Board Meeting	Madrid, Spain	23/02/2010	24/02/2010
12th Research and Science Working Group (RSWG)	Oslo, Norway	04/03/2010	05/03/2010
18th Working Group on Learning (WGL)	Lisbon, Portugal	11/03/2010	12/03/2010
12th External Relations Working Group (ERWG)	Madrid, Spain	11/03/2010	12/03/2010
17th Training and Research Committee (TRC)	Vienna, Austria	08/04/2010	09/04/2010
18th Annual Programme Committee (APC)	Bramshill, United Kingdom	15/04/2010	16/04/2010
19th Strategy (SC) & 18th Budget and Administration (BAC) Committee Meeting	Bramshill, United Kingdom	05/05/2010	
20th Governing Board Meeting	Barcelona, Spain	25/05/2010	26/05/2010
3rd Survey on European Police Education and Bologna Sub-group Meeting (SEPEB)	Bramshill, United Kingdom	26/05/2010	28/05/2010
13th Research and Science Working Group (RSWG)	Vicenza, Italy	10/06/2010	11/06/2010
CEPOL Presidency Handover (Spain - Belgium)	Madrid, Spain	17/06/2010	
3rd Research and Science Correspondents Meeting	Stockholm, Sweden	17/06/2010	18/06/2010
19th Working Group on Learning (WGL)	Templemore, Ireland	17/06/2010	18/06/2010
13th External Relations Working Group (ERWG)	Budapest, Hungary	08/07/2010	09/07/2010
2nd Presidencies Meeting	Brussels, Belgium	18/08/2010	
1st Project Group Meeting for Schengen Online Learning Module	Bramshill, United Kingdom	23/08/2010	27/08/2010
20th Strategy Committee (SC)	Brussels, Belgium	03/09/2010	
1st Project Group Meeting for Gender Based Violence Online Learning Module	Bramshill, United Kingdom	06/09/2010	10/09/2010
19th Annual Programme Committee (APC)	Tallinn, Estonia	07/09/2010	09/09/2010
21st Governing Board Meeting	Ghent, Belgium	29/09/2010	30/09/2010

CEPOL - Annual Report 2010

---

Meeting	place	start_date	end_date
14th Research and Science Working Group (RSWG)	Bramshill, United Kingdom	06/10/2010	08/10/2010
4th National Contact Point Meeting	Bramshill, United Kingdom	14/10/2010	15/10/2010
2nd Annual National e-Net Managers Meeting	Bramshill, United Kingdom	26/10/2010	28/10/2010
20th Working Group on Learning (WGL)	Reading, United Kingdom	28/10/2010	29/10/2010
18th Training and Research Committee (TRC)	Bramshill, United Kingdom	09/11/2010	10/11/2010
19th Budget and Administration Committee (BAC)	Brussels, Belgium	11/11/2010	
14th External Relations Working Group (ERWG)	Lisbon, Portugal	02/11/2010	03/11/2010
21st Strategy Committee (SC)	Brussels, Belgium	25/11/2010	
1st Common Curricula Working Group (CCWG)	Bramshill, United Kingdom	06/12/2010	07/12/2010
22nd Governing Board Meeting	Namur, Belgium	08/12/2010	09/12/2010
CEPOL Presidency Handover (Belgium - Hungary)	Brussels, Belgium	14/12/2010	