



Explore Exchange Experience

CEPOL European Police Exchange Programme 2011





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Foreword



As the security challenges facing the police forces evolve, so does their capacity to fight them. And, at CEPOL — the European Police College — our approach to learning evolves too, as we strive to champion the development of a European Training Scheme (ETS) for all those involved in the practice of law enforcement and the protection of public order.

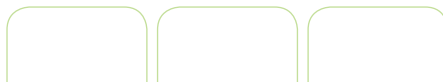
Our learning approach also champions the development of a European police culture and, over the course of our 10-year history, we have found that the best way to support this is through not only teaching but also practising international law enforcement cooperation.

While our taught seminars, courses and conferences combine an element of practical learning, our Exchange Programme offers an ‘on the ground’ immersion into the law enforcement practices of another EU Member State, affording police officers an opportunity to see best practices in action, some of which can then be reapplied. The Exchange Programme also enables police officers to develop and strengthen their own professional networks and I am convinced that this combination of learning and networking truly strengthens the process of police cooperation.

As CEPOL looks forward to its next 10 years, I am in no doubt that the Exchange Programme will continue to play a central role in CEPOL’s activities. The Stockholm Programme calls for a law enforcement exchange programme, inspired by Erasmus and CEPOL is well placed to continue delivering exchange programmes that can be used to support the implementation of ETS training.

Security threats will not stop at borders. Our capacity to fight such threats can only be enhanced if our training and learning does not stop at borders either. That is why CEPOL supports European police exchange programmes as just one way of delivering qualitative thinking and qualitative learning.

Dr Ferenc Bánfi
CEPOL Director



Introduction



Established in 2006, the Exchange Programme has become one of the most successful pillars of CEPOL's activity programme and in 2011 alone, over 300 police officers participated in an exchange.

The success of the programme could not be guaranteed without the participation of the Member States and the high numbers of participants is testament to the interest and perceived value of the programme.

The areas of interest covered by the participants are wide-ranging: from community policing to counterterrorism, from forensics to financial crime and from dog handling to drug trafficking. In so many of these cases, the threat crosses borders and that is why cooperation between police forces is all the more important and why the Exchange Programme is so important as an enabler of this cooperation.

This publication is a record of the 2011 Exchange Programme. It combines information and statistics about the programme itself with personal accounts of some of the police officers that took part in exchanges. Common across many accounts is the reference to professional contacts and networks that were established during the exchange, with many participants saying that the strength of these contacts could not have been achieved without face-to-face meeting and learning. These long-lasting relationships are the added value of the programme, bringing about the development of a European police culture.

As we evaluate the success of this year's programme — and I am happy to see such positive evaluations from participants, we will also look forward to the coming year of exchanges, where we hope to see even more police officers benefit from this unique learning experience.

Detlef Schröder

CEPOL Deputy Director and Project Manager of Exchange Programme 2011

About CEPOL



CEPOL is a European Union (EU) agency, tasked with organising training for senior police officers of the Member States of the EU. It is located in Bramshill, in the United Kingdom.

CEPOL's mission is to contribute to European police cooperation through learning to the benefit of European citizens. To achieve this, CEPOL encourages cross-border cooperation in the fight against crime by bringing together senior police officers from police forces in Europe to participate in specialist training activities.

Each year, CEPOL organises between 60–100 courses, seminars and conferences on topics of particular interest to senior police officers across Europe and, in 2010 alone, over 2 000 people took part in a CEPOL activity. Operating as a network, CEPOL's activities are implemented in and by Member States, mostly by national police training colleges.

CEPOL pays particular attention to those subjects which have a European dimension, such as drug trafficking, trafficking in human beings and money laundering. On these issues, CEPOL works with Member States and its partner Justice and Home Affairs (JHA) agencies, such as Europol and Frontex, to develop common curricula that Member States can use within their national training programmes. CEPOL also encourages sharing of best practice and the development of professional networks through its electronic network (e-Net).

As the nature of European law enforcement training evolves, CEPOL will be at the forefront of the delivery of an EU police training policy through a European Training Scheme, characterised by qualitative thinking and qualitative learning.

For more information about CEPOL, visit our website: <http://www.cepol.europa.eu>.

About the CEPOL Exchange Programme

The CEPOL Exchange Programme is a multilateral exchange of senior police officers, experts and police trainers from Member States of the European Union. The programme aims to promote mutual trust between training staff and senior police officers, resulting in the support and development of a European dimension to police cooperation and training. It provides the participants with the opportunity to create a network of colleagues and familiarise themselves with the working methods of other EU countries.

The programme was set up in accordance with the 2004 Hague Programme, followed by the Stockholm Programme adopted by the Member States in 2009. The Hague and Stockholm Programmes aim at strengthening freedom, security and justice and emphasise the importance of developing systematic exchange programmes for police cooperation and training by the European Commission in close cooperation with CEPOL.

Background

In 2006 CEPOL created a multilateral European Exchange Programme in order to promote mutual trust and to improve the quality of the police cooperation. Financial support for the 2007 and 2008 exchanges was provided by the European Commission's Directorate-General for Justice, Freedom and Security in the framework of the AGIS Programme.

During the first two years of the programme, 22 EU Member States participated in exchanges. Following this, an exchange programme funded by the European Commission in the framework of Prevention of and Fight against Crime (ISEC) Programme, ran from 2009 to November 2010. During this period, there were three exchange periods: autumn 2009, spring 2010 and autumn 2010.

Exchange Programme objectives:

The objectives of the Exchange Programme are to:

- promote mobility and allow the exchange of police officials, in the framework of practical training programmes;
- establish a common and shared practical knowledge in different police fields;
- disseminate and share, at the EU level, police good practices;
- contribute to the creation of the European police identity;
- encourage mutual learning and networking in the frame of a common European police cooperation.

Programme structure

The exchange is multilateral, and each sending country also functions as a hosting country. Each country can send as many participants as they indicate, as long as corresponding partner matches are found in other participant countries.

The exchange period includes selection, preparation period, one exchange period and cascading activities.

Each exchangee goes to one country and is also expected to be the host of the colleague from the country he/she visited. Each exchange is organised around one specific 'topic'. One of the most important features is the cascading of newly gained knowledge after the exchange periods.

How is the programme organised in the Member States?

In each country, a person is appointed as a National Exchange Coordinator (NEC). This person makes sure administrative support is provided and acts as the communication link between exchangees, tutors and the Project Team at CEPOL. NECs also act as the contact point at home while exchangees are abroad.

NECs spread information about the programme to police units and academies. They are responsible for the collection of nominations and making sure the selection criteria are met. The selection itself is at the discretion of each country in accordance with local selection criteria.

Use of Learning Management System

Learning Management System (LMS) is the Internet tool created to assist all the exchangees/hosts (Tutors) in communication with each other and the Exchange Programme project team. Participants can ask questions related to the programme through this platform and, in this way, questions and answers, which might be common for more exchangees, are made available to all exchangees. Participants are asked to complete the feedback and follow-up reports on LMS electronically.



Programmes and topics (participating countries)

General Exchange Programme

1. Community policing and prevention of radicalisation — Belgium, Czech Republic, Germany, Estonia, Italy, Latvia, Lithuania, Romania and Sweden
2. Financial crime — Belgium, Bulgaria, Czech Republic, Estonia, Lithuania, Netherlands, Romania and Sweden
3. Managing major events — Bulgaria, Czech Republic, Germany, Spain, Cyprus, Lithuania and Poland
4. International information exchange — Belgium, Bulgaria, Czech Republic, Spain, France, Italy, Lithuania, Poland, Romania, Slovenia and Sweden
5. Forensic — Bulgaria, Czech Republic, Estonia, Latvia, Lithuania, Poland, Romania, Slovenia and Sweden
6. Crime prevention — Bulgaria, Czech Republic, France, Lithuania, Poland and Romania
7. Drug trafficking — Bulgaria, Czech Republic, Estonia, Latvia, Hungary and Romania
8. Counterterrorism — Bulgaria, Spain, Malta, Poland and Romania
9. Trafficking in human beings — Estonia, Hungary, Malta and Sweden
10. Human rights — Czech Republic, Italy, Lithuania and Sweden
11. Organised crime — Belgium, Bulgaria, Czech Republic, Denmark, Germany, France, Italy, Hungary, Netherlands, Poland, Portugal, Romania and Sweden
12. Police training and education systems — Czech Republic, Germany, Spain, Estonia, France, Italy, Hungary, Lithuania, Poland, Portugal, Romania, Slovenia and Sweden
13. Civilian crisis management — no participating countries
14. Distant learning — no participating countries
15. Learning environment — France, Italy, Latvia and Poland
16. Specially requested topics — Czech Republic, Estonia, Latvia, Lithuania, Hungary, Poland, Portugal, Romania and Slovenia

Exchange Programme for Commanders

Bulgaria, Czech Republic, Germany, Estonia, Italy, Cyprus, Hungary, Latvia, Malta, Poland, Portugal, Romania, Slovenia and Finland

Cybercrime Exchange Programme

Bulgaria, Cyprus, Latvia and Lithuania

Study visits

1. Europol — Austria, Belgium, Bulgaria, Czech Republic, Denmark, Germany, Estonia, Ireland, Spain, France, Italy, Cyprus, Latvia, Lithuania, Hungary, Malta, Netherlands, Poland, Portugal, Slovakia, Slovenia, Finland, Sweden and United Kingdom
2. OLAF — Bulgaria, Czech Republic, Denmark, Germany, Greece, France, Italy, Cyprus, Latvia, Lithuania, Malta, Netherlands, Romania

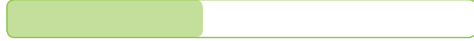
Evaluation

1. Overall Exchange Programme evaluation

Excellent — 55.42 %



Good — 43.37 %



Average — 1.20 %



2. I exchanged knowledge, experience and best practices with my counterparts

Strongly agree — 74.70 %



Agree — 19.28 %



Slightly agree — 6.02 %



3. I developed my professional network in the relevant topics

Strongly agree — 53.01 %



Agree — 38.55 %



Slightly agree — 7.23 %



Slightly disagree — 1.20 %



4. The Exchange Programme was an opportunity for my improvement on (More than one answer possible)

Personal level — 80.72 %



Organisational level — 79.52 %



European level — 49.40 %



Outcomes and reflections from exchange visit participants



Belgium

Participant	Jean Pierre Devos
Hosting country	United Kingdom
Tutor	Rupert Dore
Preferred topic	Community policing and prevention of radicalisation

As part of my exchange, I attended the East Midlands Regional Prevent Conference at Leicestershire Police HQ, as well as visiting the Counter Terrorism Unit of Birmingham Police and APCO London.

The conference made very clear that to tackle radicalisation support at the highest political level, i.e. government, is needed, which is the case in the UK where a new strategic plan was adopted by the UK government in June 2011. The conference also underscored that an effective approach only works with the involvement of all possible partners, such as education and health services. I received some practical tips and ideas on how to get these departments involved in my home country.

I had the opportunity to visit the Counter Terrorism Unit of Birmingham Police, which is often referred to as a 'best practice' in the UK. My visit included an interview with the unit head that explained the philosophy behind this unit. What sounded very strange is that the police officers that work in the street on this matter are wearing their uniform. The reason for this is the belief that building relations with different communities is based on trust, which means you must be 'open and fair'. The head of the unit decided therefore that the police officers have to wear the police uniform and also make very clear that they are working on counterterrorism issues. The 'starting period' was difficult, but now after two years nobody looks surprised when a uniformed police officer enters the mosque.

Colleagues from Birmingham took me to the Central Mosque of Birmingham (one of the biggest outside London), where we had a very interesting talk with the vice-chairman and the secretary of the mosque. They both stated that there is now a very positive working relationship between their community and the police force. During this discussion some practical tips were mentioned that could be useful for our local police forces.

At a visit to the ACPO office in London, programme managers from ACPO projects spent an hour presenting and discussing their projects. These included a project that aims for early intervention with individuals who are at risk of recruitment by extremists and a project that runs as a discussion exercise for multi-agency partners to

help them identify early intervention opportunities to safeguard individuals who may be vulnerable to any form of extremism. This exercise, based on 'real life' cases, is very high level and interesting.

At ACPO, I also met with the National Community Tension Team, responsible for identifying relevant community issues that may have a national impact and implementing measures to reduce that impact; and the Counterterrorism Internet Referral Unit (CTIRU), a new unit (launched in February 2010), tasked with identifying and removing unlawful material from the Internet.

My programme also included visits to the Departments of Education and Health. At the Department of Education, we discussed a new 'Prevention Extremism Unit' which works with teachers and schools to identify early indicators of radicalisation. The talk was very much about 'safeguarding,' as it was with the Department of Health, where I was given an overview of the obstacles that had to be overcome when this topic was introduced to doctors.

I would like to thank Karen, who was my point of contact and arranged an excellent programme, which exceeded my expectations. I received a lot of 'practical tips and recommendations,' all of which will be very useful.



Jean Pierre Devos





Bulgaria

Participant	Jordan Daloukov
Hosting country	Sweden
Tutor	Marcus Andrae
Preferred topic	Forensic (Forensic photography)

During the exchange visit, focus was given to the structure of the Swedish National Laboratory of Forensic Science (SKL), methods and equipment used for forensic photography and video analysis, best practices accepted in image comparisons and examination. I visited the laboratory divisions of Fingerprinting, Chemistry, Ballistics, Marks and Technical Analysis, Video Forensic group, Questioned Documents, etc.

During my visit to Göteborg I visited the local police forensic laboratory where I was introduced to the sections dealing with imaging technology, ballistics, trace analysis, etc.

I had the opportunity to work closely together with my experienced tutor Marcus Andrae, photographing real exhibits, finger and footprints, body fluids, attending real crime scenes related to sexual violation and photographing unprocessed finger marks left at the scene using alternative light sources and barrier filters.

During my visit to SKL, I introduced my Swedish colleagues to the Bulgarian approach to training crime scene photographers and delivered a set of illustrated training courses in English. I also demonstrated a UV absorbance/reflectance photography method for fingerprints left on 'difficult' surfaces with a high level of underlying pattern details.

The significant difference of the equipment and technological level between the Bulgarian RIFSC laboratory and SKL in the fields of forensic photography and video analysis requires adaptation of the best practices and methods used in SKL to the restricted financial and technical resources of the RIFSC laboratory. Therefore together with my host and tutor we have adapted several important methods which can and will be easily implemented in the everyday routine photography work with the existing equipment.

These include the following:

- storing and processing of digital fingerprint images in RAW format and further clarity and edge enhancement via application of non-linear filtering;

- a method for electrostatic lifting and photographing of dust footprints left on a paper background;
- shooting and creation of panoramic presentation of crime scene pictures with sketches, callouts, dynamic links, etc.;
- photography of luminescent latent fingerprints.

In the field of video analysis I was introduced to the Swedish approach for image comparisons using likelihood ratio, analysis tools in data recovery from video files, software for analysis of compressed images, identification of digital images manipulation, etc.

From this knowledge and experience we were able to formulate several examination techniques that can be performed with the available equipment in RIFSC and will be implemented in the video analysis:

- identifying the source photo or video camera, based on the images or videos it produces;
- extraction of information that indicates the quality and nature of the camera/software used in saving the file;
- data recovery of images and video files.

During my visit I was deeply impressed by the level of SKL facilities, the layout optimisation, operational organisation, technical equipment, variety of forensic methods used and most important — the enthusiasm of the forensic experts and technicians that was clearly visible and tangible in all my contacts.

From my viewpoint the exchange visit was a complete success! It has contributed to the development and implementation of new methods in forensic photography and video analysis in Bulgaria, a re-evaluation of our present practice in the light of the Swedish SKL best practice and numerous tiny professional bits and tricks, typical for such a multidisciplinary discipline such as forensic science.



Jordan Daloukov





Cyprus

Participant	Marios Lemoniatis
Hosting country	Lithuania
Tutor	Antanas Vilcinskas
Preferred topic	Cybercrime

For my Exchange Programme, I visited several institutions in Lithuania. These were: the Ministry of Interior, the Police Department, Vilnius County Police Headquarters, the Lithuanian Police Forensic Science Centre, the State Border Guard Service under the Ministry of the Interior and the State Forensic Medicine Service under the Ministry of Justice.

Overall, the programme was very well organised and the colleagues were very helpful and friendly. Everyone was working very hard in order for the programme to be the best it could be.

I was mostly interested in the computer forensic departments and I got the chance to observe and exchange practical knowledge and discuss good practices in that field. The knowledge I gathered will help me personally in my daily work but will help my whole department in creating and updating good practice manuals.

In short, I thought this was a wonderful and productive experience.



Marios Lemoniatis



Czech Republic

Participant	Vladimir Lank
Hosting country	Bulgaria
Tutor	Mariyan Vasilkov
Preferred topic	Drug trafficking

For my Exchange Programme, I visited the drug department of the Directorate for combating organised crime in Sofia, Bulgaria.

The programme was very beneficial to make new contacts with colleagues working on the same issues, as this will be very useful for future cooperation. I also gained new information about the police system in Bulgaria, as well as new information about the system of law, criminal threats and opportunities for police cooperation.

While it is difficult to be specific about the best practices exchanged during the visit — it's hard to 'exchange' because we don't share the same legal system, police code or penal code — I can say that in seeing how a police department works in another country, I was able to see the successes and the problems and discuss these and other issues with colleagues. All this will be very useful for further cooperation. Overall, the Exchange Programme was a really good chance for me to get in contact with numerous colleagues from another country, working on the same topic. Without meeting the colleagues face-to-face, there isn't really another opportunity for me to make lasting contacts based not only on working level. One month later, I was still in daily contact with my counterpart, so this contact is now based also on our friendship and trust. And I think that this is only way to exchange police information and start cooperation on specific cases — a way based on friendship and trust.





Estonia

Participant	Erkki Aivola
Hosting country	Hungary
Tutor	Balazs Varga
Preferred topic	Dog handlers (special topic)

I visited the School for Police Dog Handlers in Dunakeszi, Hungary for two weeks at the beginning of July.

I found that there are a few differences between Estonian and Hungarian police canine job management. For example, Hungary has a different approach to selection of dogs for police service: dogs are generally purchased at the age of 10–12 months, not as puppies and tested to find out whether they are suitable for police work. Also, the future dog handler and service dog's primary training is set up differently: the primary training lasts six months consecutively. This method surely has its advantages. Most of the Hungarian police dogs have only one profession and so this creates an opportunity to focus on one subject and do it well. I was impressed by the dogs' drug searching precision and ability to find hidden drugs in high location dead drops. I learnt how to train a dog to perform these tasks and how to read a dog in these situations.

Besides exchanging everyday practical work and training experience, I had a chance to discuss police canine management and its role in domestic and European Union security. I talked with the director of the school and other Hungarian colleagues about how different regions of one state can cooperate in the police canine field. The Hungarian side also told me about KYNOPOL — a new EU network, which hopefully will be established to coordinate police service dogs' work and training standards within EU. Hungary volunteered to perform the functions of a permanent secretariat for KYNOPOL, which would organise the activities of the network, and give administrative support to the network. Some progress in this field was made during the Hungarian EU Presidency in 2011.



Erkki Aivola

The CEPOL Exchange Programme 2011 met my expectations and I consider it as a successful programme. My stay in Hungary was filled with activities that offered me assurance of my experience as a dog handler and also gave me some new information. I gained many new friends and had memorable conversations with my Hungarian colleagues. I received a very warm welcome, for which I'm very thankful.



Finland

Participant	Pekka Melleri
Hosting country	Belgium
Tutor	Jean Pierre Devos and Frederic Salm
Preferred topic	Community policing and prevention of radicalisation

As deputy chief of a police department I am interested in various aspects of police work. For this programme, one of my preferences was community policing from the point of view of terrorism and radicalisation.

Generally I was very interested to compare the organisation of the local police in Belgium and in Finland and of course the resources. In particular, I was interested to learn how police training is organised in Belgium; how the different law enforcement authorities cooperate was also one of the goals and to build up a network of colleagues from other countries.

My observations from my visits and presentations include the following:

Where police training is concerned, the structure of the country and the fact that the training is given in two national languages is evident in a number of police colleges. Belgium gives training at 13 different institutions when only one is enough in Finland. Every province in Belgium has its own police college and I had the pleasure to visit the Institut Provincial de Formation du Hainaut, Academie de Police, which is of a high standard.

For 20 years, my police department has had to deal with a large number of asylum seekers. I visited the airport in Brussels and had a very professional presentation on how the airport works from the police point of view. While there, I checked about 30 false Finnish passports. Some of the passports were of such poor quality that any Finn could have seen that they were false. Some of the documents were, however, of very high quality.

Regarding local police, the main surprise for me was that the municipalities and cities have the main responsibility for the financing of the police. In Finland we only have one national police and all finance is the responsibility of the government. The high number of the police departments (196) was also a surprise. In my own country we have 24.

We had a lot of discussions about the planning of police activities. I got an impression that the four-year plan which is made for the police functions is at high level and a very useful guide when the police are using their resources.

Also, as a Finn, it was strange to see that the mayor has the main responsibility for the internal security.

In conclusion, the exchange period in Brussels was a very useful time. I established a living network and I am convinced that the network I built during my time in Belgium will benefit us in many ways in future. Also, as I took part in visits and presentations, I was often prompted to think about how I could apply some of what I was seeing to Finland. Now, I have many ideas I have to test.

And, last but not least: when visiting different authorities and police departments you find out that in many ways your own organisation is functioning very well and you can be proud of it.



Pekka Melleri and Jean Pierre Devos





France

Participant	Frederic Danel
Hosting country	Italy
Tutor	Daniela Caputo
Preferred topic	Learning environment

As part of my programme, I visited many services of the Italian department of the penitentiary administration: jails, schools and police academies. I attended a presentation by the Italian CEPOL unit and I visited the Italian interagency College of Advanced Studies for Law Enforcement Officials. I was impressed by this superior school which provides training to senior police managers of five different corps. It seems that this school is unique in Europe. I was also interested in the very open-minded courses provided by the Italian superior institute of penitentiary studies (ISSP) and the focusing on etiquette and human rights.

During the exchange, I observed that our training organisations, French national police and Italian penitentiary police, are very similar. The teaching methods used are similar and based on the same knowledge, skills and behaviours.

The ISSP and the national training institute of the French police (INFPN) are both involved in training design, teaching, research and diffusion of best-practices. The main goal is to make the training more active and based on professional skills. Also, both organisations are looking for new e-learning strategies.

The main topic was the learning environment and the subject of e-learning was raised in each training organisation visited. In Italy, as in France, face-to-face is the main method used in training. However, interest in e-learning is growing, not only as online learning, but as a web-based training process integrated in blended learning strategies. This exchange confirmed to me that the most powerful training tool is social interaction and it is easier to get this after an exchange phase. So, the first exchange in Italy looked like a kick-off and team-building phase.

As a result, it seems to me that the whole exchange period is not the end of a process but the beginning of another. I hope so.

I really appreciated the mutual (peer-to-peer) design of our hosting plan and the relations with colleagues created by the exchange. I will try to do my best to share knowledge and best practices during the second part of the exchange in France.

Finally, this exchange in Italy improved my language skills in English and Italian. To conclude, I am very grateful to my counterpart for the different meetings organised with colleagues of other Italian police forces.



Frederic Danel





Germany

Participant	Andre Konze
Hosting country	Romania
Tutor	Iulian Razvan Enache
Preferred topic	Police training and educational systems

My visit to Romania began in the police academy in Campina, located about an hour's drive from the capital Bucharest.

There are two police academies in Romania where police agents are trained. One is in Campina, the other in Cluj-Napoca. Both operate under the same standards and curricula. The police academy in Bucharest trains so-called police officers. The school in Bucharest has sole responsibility for this task.

The two police academies in Campina and Cluj-Napoca conduct a joint training event once a year. This year the event took place in Cluj-Napoca. I had the good fortune that this event was exactly during the time when I was in Romania. I could thus get to know both schools.

I was able to experience the educational system of the Romanian police intensively (police agents only). The training lasts two years. At the police academy in Campina there are about 650 cadets per year. The training has theoretical and practical elements. All areas are conducted at the police academy. The equipment of the school may be described as exemplary. The facilities are large enough for nearly 1 400 students. Classrooms but also training opportunities for all areas of police activity are present. Examples include: shooting, crime scene recording, recording accidents, sport, traffic theory, etc.

I could take lots of ideas for my own work. These suggestions relate to the example planning of training. While the North Rhine-Westphalian approach recruits for all areas of police officers and then, for example, trains them to become IT specialists, the Romanian model goes the other way. The Romanian police hire IT specialists and train them on police issues. Another suggestion is the close connection between theory and practice or training.

The idea of the Exchange Programme can only be described as excellent. In particular all efforts to merge the right partners have paid off. Also the service offered by CEPOL is excellent.



Andre Konze



Hungary

Participant	Balazs Hekeli
Hosting country	Estonia
Tutor	Vähi Ilmar
Preferred topic	Drug trafficking, Organised crime

For my Exchange Programme, I visited Estonia, where my host was Vähi Ilmar. There are four police prefectures in the country, and I visited the drug unit of the Southern Prefecture, in Tartu. I spent seven days there and then moved to the capital, Tallinn, for another four days. In Tallinn I also visited the Northern Prefecture, in particular the drug unit. I also met several times the heads of the organised crime units in both Tartu and Tallinn.

I saw many things in Estonia. I visited almost all police buildings in Tartu, and also met many police officers from all kinds of unit. They took me to real police actions as well, so I could see how Estonians do the surveillance, arrests, etc. I also visited three of Estonia's prisons, this was also a great experience.

It's hard to identify practices that could be directly changed, but I learnt a lot and saw many things that could be applied to the Hungarian police. Honestly, I was positively surprised by what I saw in Estonia, and I was impressed by the professionalism of the police force. There did not seem to be any bureaucracy — or just a little bit — instead, there were very quick and effective criminal procedures, with 'friendly' deadlines.

We (my host and I) really learned a lot from this Exchange Programme, it was a fantastic experience. Twelve days is long enough to learn many things about the police system and also the country and of course, make many friendships for the future.

I am really grateful that I could take part in this programme.



Balazs Hekeli



Italy

Participant	Daniela Caputo
Hosting country	France
Tutor	Frederic Danel
Preferred topic	Learning environment

During the exchange in Clermont-Ferrand I visited the various departments of the national training institute of the French police (INFPN), to deepen understanding of each of its missions and activities, as well as:

- The national school of the national police (ENSP), another major educational hub of the prestigious French national police, in charge of the initial training of commissioners of the police nationale (PN) and the training of senior executives of the PN.
- The headquarters of Interpol in Lyon, the centre of resources, which runs the Internet portal that allows all authorised users to access training resources and information online.
- The management interregional recruitment and training body (DIRF) appointed to the training of police agents in the south-east of France. Worthy of note is the archive, accessible to all trainers in the region, a series of ‘malettes’, that is a complete kit of training on various topics which the trainer shall apply and on the basis of which they shall run the course. Such an information system ensures uniformity of training and information management.
- The police training centre (CFP), which corresponds to our SFAP, mainly aimed at training of agents and police.
- The school of initial training of the GPX, in Lyon. It is the equivalent of our SFAP for agents.
- Visit to the local prisons: the *maison d’arret* of the district, equivalent to our *‘circondariale’*, accommodates about one hundred ordinary prisoners and more or less a twentieth of women.

As said, concerning application of new technologies for training, the French national police are at the forefront of this and I think we could take inspiration from the techniques and methods used by IFNPN to implement e-learning at the ISSP.

In detail, we could try to use the following tools:

- The Learning Management System (LMS) that allows working with actual classrooms and ‘virtual classrooms’, extremely useful in terms of saving time, especially from an economic point of view.
- Libre Office, an operating system which is completely free and extremely rich.
- In terms of internal and external communication: creating a newsletter with all the information about the structure of ISSP.
- Partnership with the ENSP in Lyon in order to provide the possibility of a study week dedicated to simply acquiring information rather than undergoing training, especially for the future course of the third commissioners at the ISSP. In all courses of French commissioners, in fact, a trip abroad is expected as an integral part of learning and training. The school in Lyon offers the same levels of accommodation and meals as the ISSP. It could be the first opportunity, since so far the trips were made only in Belgium and Spain.
- A catalogue of topics, organised by information kits, available on the intranet to all staff appointed to the regional training. Such an information system ensures uniformity of training and information management.

To conclude, I am very grateful to my tutor for the well-organised planning and for the professionalism.



Daniela Caputo and Frederic Danel



Latvia

Participant	Vita Kalote
Hosting country	Czech Republic
Tutor	Marian Paštinský
Preferred topic	Community policing and prevention of radicalisation

I took part in my Exchange Programme with a colleague from Sweden. We had a very full programme in which we saw many different aspects of policing.

One of my first visits was to the Integrated Safety Centre, in the Moravian-Silesian region. We had a presentation of all departments connected to the Integrated Rescue System in the Czech Republic. We were impressed by the modern building and technology, where trained people receive calls (112) and deal with the situations. In my opinion, there was excellent coordination between all the emergency services.

The International Relations Department presented the history of the department, cooperation with partner states and how joint patrols function. We got to see joint patrols and met people who really work on the border (not the border guards — these are Shengen-connected countries) — I was amazed how it works: Polish and Czech colleagues (policemen and border guards) are in the same office room and do work, it means they get done things straight away! We saw the plan of each month for joint patrols — where, who, why and the goal of it! I think the Czech and Polish sides have done a good job on this. All of this tour was organised by Commissioner Lieutenant Lešek Buhta.

At the riot police detachment in Frýdek Místek, we were introduced to riot police equipment — official police guns (weapons), police rib boat, police vehicles, mobile communication centre, special police inflatable tent and mobile canteen for policemen if they have to be away more than a day.

At the second half of our visit we attended special preventive action — special boat rides at the nearest dam, Žernance, with local riot police officers. As we've got to know, that outdoor police event is focused mainly on missing persons in the Regional Police Directorate of the Moravian-Silesian region, poachers and riots. Altogether in the region there are 180 riot policemen who are working on shifts but are always ready for emergency call.

We visited the high police school and secondary police school run by the Ministry of Interior in Holešov (<http://www.spschol.cz>). There was an introduction to training programmes for police officers and learners.

The very interesting part of it was to see how the training rooms are prepared where the students can learn in real situations: bank — bank robbery, shop — shoplifting, apartment for domestic violence, customs place and passport control at the airport, hotel reception and hotel room for illegal immigrants, cafe, and restaurants. One of the oldest classrooms was with turn-able class seats surrounded by little playgrounds that showed the situation: living room, bank, café and hotel reception.

In conclusion, I was enlightened by the police system and police training system in the Czech Republic, aspects of police training, education for future policemen and officers and police activities in creating and acting on ways of community policing as well as crime prevention.

Thanks to my tutor Marian Paštinský and my Swedish colleague Mats Turdell for great hospitality, clear fulfilled programme and sense of humour!



After the boat ride with colleagues from riot police and chief of police order department



Lithuania

Participant	Rimvydas Kasperavicius
Hosting country	Czech Republic
Tutor	Valdemar Uruba
Preferred topic	Financial crime

During my stay in Ostrava, Czech Republic (1–12 August 2011) I got acquainted with the organisation of the pre-trial investigation in the field of fraud. I was also introduced to the use of legal and technical means applied during the investigation process, juridical aspects of asset seizure, cooperation between state institutions during the investigation process, information available on databases and how it can be used as well as pre-trial investigation control means.

My tutor, Valdemar Uruba, had organised a very full programme for me.

Under his professional and thoughtful guidance I was familiarised with the work of different Czech law institutions. We went to the department of criminal action of Moravian-Silesian police headquarters where I was shown and introduced to the activity of this department. We also went to the Moravian-Silesian revenue office where I was introduced to the director Stanislav Friedel. We exchanged information about the most popular fraud methods in the field of tax evasion.

My programme started with a visit to the Moravian-Silesian police headquarters, where I met with Marian Paštinský, the director, who acquainted me with the Czech police system, activity of separate departments, and their functions. I also visited a few subsidiary units under the police service (for example, the transport unit) and I learnt about the databases used by police officers when carrying out operational action and pre-trial investigation.

We also met with a prosecutor in control of pre-trial investigation. We exchanged information and ideas about the problems in the process of investigation and their solutions as well as pre-trial investigation control methods. Later I was shown how control is done through telecommunications networks, how information is recorded, and how significant information is used in pre-trial investigation.

I was also shown a pre-trial investigation case associated with VAT embezzlement with fictitious enterprises involved which inadequately increase the value of export goods and ship them to countries in Africa.

My visit included a trip to the Joint Czech–Polish Border Unit where a newly established department of information analysis and exchange was visited. There, both Polish and Czech police officers work jointly (in one room).

My programme concluded with a visit to the biggest Moravian-Silesian police headquarters training centre in Holešov. It is like a campus where students, future police officers and officers live and learn to increase their qualifications. I got acquainted with the basic training programmes for police officers and technical base on campus.

The CEPOL Exchange Programme gave me the possibility to become familiar with the daily work of Czech police officers. The information about the investigation methods used by Czech colleagues, technical equipment and databases is very useful and can be shared with my Lithuanian colleagues. It can be used to make improvements in Lithuanian officers' work.



Rimvydas Kasperavicius





Malta

Participant	George Cremona
Hosting country	Spain
Tutor	Jose Luis Penas Prieto
Preferred topic	Counterterrorism

Countering terrorism and its ancillary matters in today's world is of paramount significance. Having had the opportunity to be part of an Exchange Programme in Spain at the Guardia Civil (SIGC) was of great importance for me. Furthermore, it was very interesting to meet special units within the SIGC and participate in discussion together with them in view of their day to day duties.

During the said Exchange Programme we discussed modern techniques/methods being used by the Spanish authorities in order to prevent both domestic and international terrorism. One of the most important topics discussed was that of the sharing of information between all stakeholders in real time both domestically and internationally.

Another important issue discussed in detail was that of radicalisation of persons via the Internet. When discussing the issue of radicalisation, we covered also the monitoring of websites and the modus operandi used for analysis.

During the Exchange Programme, I have maintained and developed new contacts with other colleagues and these are now part of my professional network which is invaluable in intelligence sharing.

The experience and knowledge gained from the Exchange Programme in Spain will be shared with my colleagues and looking back I feel that this visit was very relevant to my professional needs and the requirements at my workplace.

Last and not least I would like to thank CEPOL for giving me this opportunity and also the SIGC for hosting me and doing all their best for this Exchange Programme to be a success.



George Cremona



Portugal

Participant	Joao Afonso
Hosting country	Czech Republic
Tutor	Jaroslav Vagner
Preferred topic	Police training and educational systems

During the exchange, I visited the Střední policejní škola, in Prague (Hrdlořezy), one of the six police colleges of the Czech police. I also visited other services: two dog handling departments, a mounted police unit and the river police unit of Prague. At the dog handling departments, I took part in some demonstration exercises and I came to the conclusion that the Portuguese canine police unit has the same techniques.

The Czech police training system is very different from the Portuguese one. However, the police training in the field of intervention techniques, particularly regarding tactical vehicle intervention, handcuffing techniques, tactical movement, self-defence, and shooting training, closely resembles the techniques which are developed in my country.

The police school gave me the opportunity to try a shooting gun simulation with laser shot equipment. It is a great training system that I would like to implement in the Higher Institute of Police Sciences and Internal Security, where I work in Lisbon.

The Police Academy of the Czech Republic works like any other public institution of higher education. Completing and passing the course does not confer the status of police officer. After the course at the academy (which confers a bachelor or masters degree — Bologna 3+2), the new graduate (with the degree of bachelor or masters) may simply follow their civilian life or, instead, choose a career in the police. In this case, they must complete a nine-month course in a police college. It's a unique structure, completely different from the Portuguese (and other countries of Europe).

The exchange was an enriching experience in various fields of police training and I expect that Lieutenant-Colonel Jaroslav Vagner will like the experience in Portugal also.



Joao Alfonso



Poland

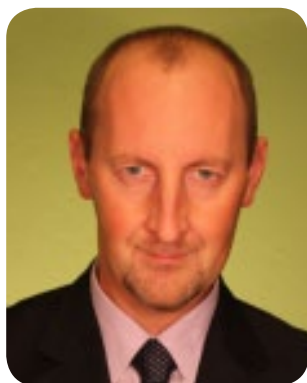
Participant	Przemyslaw Wrzosek and Rafal Kwasinski
Hosting country	Portugal
Tutor	Marco Branco and Pedro Souza
Preferred topic	Investigative interviewing

The exchange period we spent in Portugal was very fruitful and interesting. We had the opportunity to visit many police institutions and talk to the colleagues about police interviews. Meeting experienced police investigators with years of practice in interviewing people was truly important for me. During my visit, we had meetings with many people, including the following:

- Ms dr Carla Falua, Director of Academy of the Judicial Police in Loures, Portugal.
- Ms dr Mariana Rajmundo, Vice Director of Academy of the Judicial Police, who talked about the structure and organisational aspects of Policia Judiciaria in Portugal and also about the personnel system, recruitment and education in Policia Judiciaria.
- Ms Carla Moura Leao, Dr Cristina Soeiro, Pedro Manuel Santos e Souza, Marco Branco from Policia Judiciaria and its academy; during the meeting Ms Leao presented information about investigative interviewing training and the content of the course. Especially interesting were conversations about the plans of the project of new investigative interviewing course implementation. Our Portuguese colleagues were very interested in behavioural analysis and discourse analysis.
- Mr Victor Alexandre, Director of Policia Judiciaria Department in Lisbon (the Policia Judiciaria (PJ) is the equivalent of Central Bureau of Investigation (CBS) in Poland).

The big difference is that the PJ is within the Ministry of Justice structure and CBS is within the Ministry of Internal Affairs. The range of tasks is quite similar but the system of work and internal structure differs from ours. We discussed organised crime-related issues and the general situation in Portugal, including how organised crime is growing and changing direction.

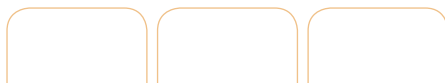
- Ms Alexandra Andre — Sex Crimes Unit coordinator and Ms Ana Guilherne — police officer and investigator from that unit. We talked about the main tasks of the unit in fighting this crime, as well as interviewing techniques for victims and witnesses (especially children).
- Visit to Mértola, Alentejo region, meeting with District Judge Ms Maria Fonseca and District Prosecutor Mr Pedro Figueiredo, where we talked about the legal system, code of proceedings regulation and judicial proceedings in Portugal.
- Meeting in Unidade Nacional Contra-Terrorismo (UNCT) in Lisbon and (Counterterrorism Department of Policia Judiciaria), where we had conversations with coordinators of the Threat Intelligence Unit and the External Cooperation Unit. We talked about the different kinds of terrorism threats in Portugal (ETA, RIRA, SEGI Taldes Y, Resistência Galega).
- Meeting in the Finance Intelligence Unit of Policia Judiciaria in Lisbon. It was a very good opportunity to exchange information in the field of economic and finance crimes, tax frauds, money laundering and terrorism financing.
- Visit to National Academy of Guarda Nacional Republicana (GNR) in Queluz, for a presentation about the GNR, its structure and responsibilities, description of personnel and training system. We saw the classrooms and simulation room for interview training, visits to all main sections of the academy.



Przemyslaw Wrzosek



Rafal Kwasinski





Romania

Participant	Iulian Razvan Enache
Hosting country	Germany
Tutor	Andre Konze
Preferred topic	Police training and educational systems

I was truly impressed on the first morning of my exchange when I first saw LAFP Selm-Bork, Germany. I had always thought that the institution where I worked was large scale — it accommodates up to 1 400 students, but Selm-Bork LAFP is far larger. The material is enviable for any educational institution of the police in Europe.

I had a very busy programme with Colonel Andre Konze and his colleagues, who showed me both the institution and many educational activities: road traffic, shooting sessions, physical training and self-defence and police tactics. I was very impressed with everything: from the classrooms and sports gyms with modern equipment to the polygon drawing shooting simulators

As my visit coincided with festivities marking the anniversary of 60 years of LAFP Selm-Bork, I was able to see a demonstration of the strength and the professionalism of police officers and school students. I also witnessed the demonstration of teaching school students on many subject areas: driving with special tactical police, firefighting, mode of action in the demonstrations and counter-demonstrations, all culminating in the special action force troops.

My programme also included a visit to the city of Hamm, where I saw a professional police patrol of the city. On the last day of my visit I visited the training base of troops for Land NRW special police.

Some of the best practices of the institution LAFP Selm-Bork that I saw included the development of school educational resources, new methods of teaching (team teaching), presentation of the school staff to a new system of admission to the school (including sample interview), enrichment aids used in the education curriculum (English language course for police), improving the teaching of activities (the use of tomfa), inclusion in the curriculum of new curricular areas for firefighting and first aid and introduction of a new standard of teaching formats.

This Exchange Programme organised by CEPOL provides a good harmonisation of police practices and that could be followed by all economic and financial bodies of the European Union. All organisational activities carried out by CEPOL staff to implement the Exchange Programme were at the highest level and I will not hesitate to convince as many colleagues as possible to participate in this programme.

Thank you very much CEPOL for the opportunity that you have given to me. At the end of my brief reminder I would like to thank those who spent the two weeks in Selm-Bork LAFP with me: Colonel Andre Konze, Captain Hans Joachim Maassen, Lieutenant Andre Eggeman, Captain Anja Wagner and other police officers who were with me.



Iulian Razvan Enache





Slovenia

Participant	Matjaz Mravlja
Hosting country	Lithuania
Tutor	Jurgita Zachariene
Preferred topic	Police training and educational systems

During August 2011 I participated in the CEPOL Exchange Programme in Lithuania. My tutor was Mrs Jurgita Zachariene, Senior Inspector, Law and Personnel Division, Financial Crime Investigation Service, Vilnius.

Throughout my visit I met people in the organisations who were all very positive. I could see from their approach to work that they enjoy the work that they do. People who are happy in their jobs are also successful.



Klaipeda police school



Border unit

My field of work is police education. Mrs Jurgita Zachariene and colleagues showed me the Lithuanian police education system process. The system has a very good orientation (theoretical and practical approach). In conversations with teachers from school I got a new dimension of practical approaches (e.g. selection process, tactical practical education) which, from my point of view is very good.

Overall, my experience with the Exchange Programme was very positive and I am very glad that I participated in it. It was important for me to meet new colleagues and to see different approaches in the police education system. In my opinion each teacher from police schools in Europe should participate in that kind of exchange. An exchange of 12 days is of appropriate length.



Spain

Participant	Agustin Rodriguez
Hosting country	Latvia
Tutor	Edvins Krastins
Preferred topic	Managing major events

I must say that my Exchange Programme exceeded my expectations.

I had the opportunity to exchange knowledge and experiences with members of the Latvian, Czech, Estonian and Italian penitentiary police forces all at the same time, which gave us the opportunity to learn more about other police forces. Matching police force members from different countries really improved the quality of the exchange. And it was a good way to improve our English language skills! I would like to congratulate the members of the CEPOL office in Riga. They organised a perfect programme. We all had time to visit official and cultural places and have fun too.

During our stay we met the head of the state police, the chief of the central administrative department, the chief of the bureau of cooperation and development, the deputy chief of Riga regional police department, the deputy director of the state police college, the chief of Kurzeme region, the chief of the short-term detention facility, the chief of Riga prison, among others.

We shared our time and experience with the cadre of teachers in the state police college, with whom we discussed the different recruitment procedures, structures, police education, studies, durations, specialisations, methods and material.

We were able to observe how they train in self-defence and how new police members learn how to shoot.

We spent a day with ALFA unit, which is an anti-riot unit, where we were able to try out the unit's different material and equipment.

We also enjoyed a full day with OMEGA unit, which is the elite unit in Latvia. We were able to visit some of their training sites and also try some of their equipment too and practice rappelling.

We also visited the state police forensic department, Riga expert crime scene unit, chemistry unit, DNA unit, firearms, traces and fingerprint investigation unit, odorology unit, forensic IT and voice analysis unit, book-keeping and audit unit and questioned documents unit.

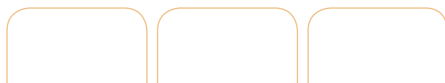
The Exchange Programme also included a visit to Riga prison.

I realised that face-to-face is the main method used in training; however, the interest in e-learning is growing.

The Exchange Programme designed by CEPOL and in which this officer has participated is the best way to learn about any police force. It lets you view the field structure and idiosyncrasies while enabling interaction, opening a direct channel of communication with members of other institutions.



Agustin Rodriguez





Sweden

Participant	Johnny Rydin
Hosting country	Slovenia
Tutor	Robert Pracek
Preferred topic	Forensic (crime scene examination)

As a forensic (Police Officer), my profession is examining crime scenes. Therefore I wanted to compare how we work at crime scenes in Sweden and the equipment we use with the ways of working of my foreign colleagues, with the purpose of bringing that experience home with me. My goal was also to establish relations for future professional cooperation. A personal interest of mine is the difference in laws and regulations between countries.

Without doubt, my time in Slovenia was very valuable and this exchange programme has exceeded my expectations. During my first week we spent a few days at the Criminal Technician Unit in Ljubljana and Maribor, where we discussed fingerprints, shoeprints, DNA and looked at special equipped vehicles.



We also visited the University of Maribor (Faculty of Criminal Justice and Security) located in Ljubljana.

During a visit to the police training centre in Gotenica we looked at cooperation training between the police and military. I was able to see a practice exercise involving the release of a suspected hazardous item. Specially trained police (bomb technicians) and the military dismantled the suspected object.

During week two, we visited the National Forensic Laboratory. I had two interesting and to me very useful days where I was shown their facilities and we had discussions about how they work. A total of 68 people work in the laboratory, across five sections: Biological, Physical, Documents and Chemical Examination Sections and the Dactyloscopy Section. I got to visit all of them.

We also visited the IT-Forensic unit in Ljubljana, where 14 people work on various examinations involving IT, such as computers and mobile phones. Their workload was about 2 000 cases/year.

As part of my programme, I was also able to visit Croatia. On my official visit to Zagreb, I was welcomed by Mr Damir Barlovic, the head of the Crime Technics Department.

Mr Barlovic explained how the Croatian police is organised, in particular the forensics.



Johnny Rydin



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Mariana Klisarska Veleva

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About the CEPOL Exchange Programme team

CEPOL Exchange Programmes are run by four seconded national experts:

Eliska Rozdolska (Czech Republic) joined CEPOL in July 2010. She provides administrative support for the implementation of the General Exchange Programmes. Eliska is the dedicated expert for the pairing of all participants and follow-up negotiations. She is also responsible for writing reports, collecting and collating data. It's worth mentioning that she was CEPOL representative in Europol Study Visit II.

Zsanett Kertész (Hungary) joined CEPOL in March 2011. She provides administrative support for the implementation of the General Exchange Programmes through her outstanding merits as an expert and is involved in all activities for the successful running of the programmes. She is also responsible for drafting formal letters, invitations and reports. Zsanett represented CEPOL in Europol Study Visit I.

Boryana Dimitrova (Bulgaria) joined CEPOL in April 2011 as an expert to support the Tech Exchange Programmes. She moderates the platform on the LMS and takes care of the promotion and evaluation of the programmes. Boryana is also involved in the implementation of the Cybercrime Exchange Programme, Exchange Programme for Commanders and Europol Study Visit III.

Jürgen Fehler (Germany) joined CEPOL in August 2011. His main responsibilities are to coordinate the workflow of the Exchange Programme Team and provide support for the financial implementation of the programmes. Jürgen also takes care of the filing system of the Exchange Programme and the preparation of the final reports. He represented CEPOL in the OLAF Study Visit.



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- ▶ CEPOL brings together senior police officers across Europe
- ▶ It has been in operation as a network since 2001
- ▶ It became an agency of the European Union on 1 January 2006
- ▶ It organises some 60-100 courses, seminars and conferences a year
- ▶ Activities are mainly implemented at the national senior police training colleges in the Member States
- ▶ More than 700 experts, lecturers and trainers contribute to CEPOL activities each year
- ▶ CEPOL carried out specialised projects including an exchange programme and Euromed Police II project
- ▶ it creates common curricula relevant to all Member States
- ▶ It operates a state-of-the-art electronic network to aid communication and learning
- ▶ It cooperates with a wide range of partners, including other law enforcement agencies, non-EU countries, research institutes

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