

**Outcomes of Proceedings of the
7th online meeting of CEPOL Management Board
23 November 2021, 10:00 – 17:00 CET
Chairperson: Mr. José LEITÃO**

ITEM 1. Welcome by the Chair

Presenter : Mr. José LEITÃO, Chair of CEPOL Management Board

Took the Floor : -

Mr. José LEITÃO, Chair of CEPOL Management Board welcomed the participants to the 7th online Management Board meeting.

ITEM 2. Welcome address by Mr Aleš HOJS, Minister of the Interior, Slovenia

Presenter : Mr Aleš HOJS, Minister of the Interior, Slovenia

Took the Floor : -

Mr Aleš HOJS, Minister of the Slovene Ministry of Interior welcomed the participants on behalf of the Slovenian EU Presidency. The Minister expressed his support to CEPOL's mission, vision and values and underlined the importance of law enforcement training and cooperation between the EU Member States and institutions within this scope to successfully tackle security threats. Minister HOJS concluded his intervention by thanking the other members of the current Trio Presidency (Germany and Portugal), for their support and cooperation during the past 18 months, and wished every success to the incoming Trio Presidency (France, Czech Republic, and Sweden).

ITEM 3. Adoption of the Agenda

Presenter : Mr. José LEITÃO, Chair of CEPOL Management Board

Took the Floor : -

The **Chair** reported about two proxy votes from Luxemburg and Sweden, given to the MB Chair. Including the proxy votes all 27 Members are represented, i.e. the total number of eligible votes is 27.

Before voting on the draft Agenda, the **Chair** invited Voting Members for comments, including possible additional items for AOB. No comments were made, hence, the **Chair** invited Voting Members to vote on the draft Agenda.

Voting results: In favour: 27 members; Against: 0; Abstained: 0

Conclusion: The MB adopted the draft Agenda

ITEM 4. Announcements

ITEM 4.1 Announcement by the European Commission

Presenter : Mr. Laurent MUSCHEL, European Commission

Took the Floor : -

Mr. Laurent MUSCHEL first informed the MB about the ongoing tripartite negotiations on Europol's revised mandate: the new mandate might be finalised and adopted already under the Slovenian Presidency or in the beginning of the French Presidency.

Mr. MUSCHEL reported good progress also regarding the Critical Entity Regulation (CER), where the Parliament has already given its opinion, while the first reading of the Council is foreseen soon. In contrast to these two initiatives, the negotiations regarding the access to electronic evidences in criminal investigations are progressing less smoothly.

Mr. MUSCHEL also announced that on the 8th of December the Commission will present a big legislative package, containing a Schengen package and a police cooperation package. The Schengen one will include the revision of the Schengen Border Code, promoting a more coordinated approach in border control and travel restrictions during the pandemic crisis, while introducing stricter conditions for Member States to introduce internal border and migration controls. The police cooperation package will include 3 elements: one Directive on information exchange, formalising the Swedish Framework Decision and making SIENA the default communication channel; one on the revision of the PRÜM decisions, introducing two new categories (facial images and police records); and one recommendation on operational police cooperation. For the latter, in case of appetite, COM will go ahead with legislation.

Conclusion: The MB took note

ITEM 4.2 Strategic statement of the Executive Director

Presenter : *Dr.h.c. Detlef SCHRÖDER, Executive Director*

Took the Floor : *Commission*

The **Executive Director** welcomed all participants and expressed his sorrow that due to the current situation with the COVID-19, the Bled meeting of the Management Board still had to be transformed into an online meeting.

In his presentation, he underlined that CEPOL proved to be agile and achieved many important goals, despite the pandemic. Even if some activities had to be postponed or cancelled, a wide range of training activities have been converted into online courses with the help of the LEEed platform, and its enhanced online portfolio. The new features of LEEed, including its multitenancy platform opportunities will be available for MSs, as well as other agencies and institutions, soon.

The **Executive Director** regretted to inform the MB that less than 50% of the Framework Partners applied for any Grants, making it very difficult to CEPOL to cover some of the key training priority areas.

Concerning CEPOL's four capacity building projects, the **Executive Director** was pleased to report, that all project partners are committed to their project activities despite the pandemic situation, hence, the cooperation with CEPOL's project partners seems really promising.

Summarising the results of the recent ISO, IAS and Court of Auditors' audits, the **Executive Director** told the Assembly that no critical or substantial remarks have been made, besides, the Agency received several positive remarks from the auditors on its agility and good progress despite the pandemic situation.

As far as the Agency's internal aspects are concerned, the **Executive Director** informed the MB that due to the low correction coefficient rate, combined with a low grading structure the Agency cannot attract suitable candidates from other regions than Central and Eastern Europe. In this regard he repeatedly underlined the urgent need for higher grades, especially in the area of Procurement, HR and IT.

In the field of external cooperation he announced that CEPOL initiated a cooperation between 5 EU Agencies, aiming at finding synergies – mainly in the field of administrative matters - with the neighbouring agencies in Slovenia, Austria and Slovakia, besides, a good cooperation is maintained with the European Institute of Innovation & Technology (EIT), the other EU Agency located in Budapest.

The **Commission** underlined the need for CEPOL to move online as much as possible, given the persisting virus in our societies. In this context, the Commission expressed the EC's regret for the cancellation altogether of the Research Conference planned for December 2021 and the expectation that the event will be held in Spring 2022, so that the preparatory work made so far can be used then.

Conclusion: The MB took note

ITEM 5. Management Board Matters

Item 5.1 Election of the new Deputy Chair of the Management Board

Presenter : *Mr. Laurent MUSCHEL, European Commission*

Took the Floor : *Mr. Philippe DURAND, Mr. Jan PECHACEK, MB Chair, Executive Director*

In line with Article 2 of the rules of procedures of the Management Board, the **MB Chair** invited Mr. Laurent MUSCHEL to chair this agenda item.

Mr. Laurent MUSCHEL explained that following the incoming Trio Presidency's nomination, **Mr. Philippe DURAND** (France) is the candidate for the incoming Chairperson of the Management Board, and **Mr. Jan PECHACEK** (Czech Republic) is the candidate for the incoming Deputy Chairperson of the Management Board. **Mr. Laurent MUSCHEL** reminded the Assembly that this election requires a 2/3

majority of votes in favour of the candidates and invited the voting members to vote first on the incoming Chairperson, and then for the incoming Deputy Chairperson.

Both Mr. Philippe DURAND and Mr. Jan PECHACEK were elected unanimously. The **Commission**, the **MB Chair** and the **Executive Director** congratulated the incoming Chair and Deputy Chair for their election and wished success to the new TRIO Presidency period for France, Czech Republic and Sweden. **Mr. Philippe DURAND** and **Mr. Jan PECHACEK** thanked the MB members for the strong trust expressed by the voting members.

Voting results regarding the new incoming MB Chair:

In favour: 27 members; **Against:** 0; **Abstained:** 0

Voting results regarding the new incoming MB Deputy Chair:

In favour: 27 members; **Against:** 0; **Abstained:** 0

Conclusion: Effective from 1 January 2022 the new MB Chair and Deputy Chair were elected.

Item 5.2 Update on the selection procedure of new Executive Director

Presenter : Ms. Sirpa VIRTA, Chair of Selection Committee for ED selection

Took the Floor : France, Belgium, MB Chair

Ms. Sirpa VIRTA, Chair of Selection Committee for ED selection summarised the selection procedure.

22 CVs were received by the deadline of 6 October, out of which 9 were found not eligible during the screening, while 1 was subject to confirmation by the SC, which found it eligible. During the shortlisting meeting of 26 October, 6 candidates were shortlisted. On 29 October a letter was sent out to the non-successful candidates. One candidate requested a review and one expressed dissatisfaction regarding the decision, hence, the SC reviewed the files of both candidates and sent its reply to them. Out of the 6 shortlisted candidates, 1 withdrew its application. The remaining 5 candidates have been scheduled to be tested online by an assessment centre (organised by CEPOL and an external consultant) between 22 and 24 November. The test results will be communicated to CEPOL by 30 November and then transferred to the SC. The SC will carry out the final shortlisting interviews with the 5 candidates in Budapest, on 2nd of December 2021. At least 3 candidates will be shortlisted; their CVs will be sent to the MB Chair for them to be interviewed by the extraordinary MB meeting scheduled on 16th December.

Answering **France**, the **Chair** informed the Assembly that due to the uncertainties caused by the pandemic, depending on the evolving situation, the venue of the Extraordinary MB meeting will be either Budapest or another country, in order to ensure an onsite meeting opportunity. If none of these options are possible, then the extraordinary meeting will be held online.

Replying to the request of **France** and **Belgium** regarding the disclosure of the nationalities of the 5 shortlisted candidates already at the current stage of the selection process, the **Chair** told the MB that he personally does not see the necessity of disclosing such information, and requested the Executive Director to consult CEPOL's HR and Legal team.

Conclusion: The MB took note

Item 5.3 Presentation of the European Commission on CEPOL's 5-year evaluation report and the way forward in preparing related MB observations

Presenter : Mr. Laurent MUSCHEL, European Commission

Took the Floor : Executive Director

Mr. Laurent MUSCHEL, European Commission summarised the state of play of the 5-year evaluation of CEPOL. The evaluation process is based on a study completed by an external consultant (already published in July) and on the Evaluation Report prepared by the European Commission, summarising the main findings of the study and providing some recommendations for possible consideration. The report is currently circulated within the Commission for inter-service consultation, and foreseen to be adopted in January 2022; the MB will be given a month to comment before its adoption.

Mr. MUSCHEL underlined that at this stage he is not in the position to share the report; however, he gave a flavour of it. According to the draft report the Agency has done well against all the assessed criteria (effectiveness, efficiency, coherence, relevance, EU added value). Nevertheless, fields for possible improvements have also been identified, that could be addressed already in the current circumstances and budget situation. The report points out the need for the Agency to focus more on the security union/EMPACT priorities, and CEPOL's coordinating role should be enhanced. All in all, CEPOL could even become an EU hub of LE training. Furthermore, CEPOL needs to extend its outreach through expanding its online training offer even further, and it should focus more on LE senior management training. Besides, it is important to reinforce CEPOL's corporate culture and identity. As far as the Management Board is concerned, the MB could be more interactive, and agile, as well as more gender balanced, and the MB should dedicate more time and energy to strategic discussions.

Mr. MUSCHEL also noted that the necessary increase in human and budgetary resources will not happen without the call of the MS. In this regard, there are good examples of staff increase at Europol, Frontex or EMCDDA, but these resulted from the support of the MSs via the Council. Hence, it is advisable to the MB to take the current opportunity of submitting its observations to the 5-year evaluation report, and ask for Parliament's and Council's support via clear and tangible comments.

Replying to the Commission's presentation, the **Executive Director** noted that the Agency is working very effectively, however, with its currently available resources it is not really feasible to increase its outreach. The Parliament is aware of this and supported the increase of CEPOL's resources, however, the support from the side of the MSs via Council is still missing.

Conclusion: The MB took note

Item 5.4 Panel for the preparation of the opinion of the MB on CEPOL's 5-year evaluation - 28/2021/MB

Presenter : Dr.h.c. Detlef SCHRÖDER, Executive Director

Took the Floor : Belgium, Executive Director

Answering **Belgium** the **Executive Director** noted that there were no sufficient nominations that would allow the allocation of alternate panel members backing up the panel experts, even though the call has been extended. The **Chair** invited MB members to vote on draft decision **28/2021/MB**

Voting results: In favour: 24 members; Against: 0; Abstained: 3 (Belgium, Germany, Commission)

Conclusion: The MB adopted 28/2021/MB

ITEM 6. Agency Progress report

Presenter : Dr.h.c. Detlef SCHRÖDER, Executive Director

Took the Floor : -

The **Executive Director** presented the Agency's Progress report summarising CEPOL's progress made from January to September 2021, with special emphasis on residential training activities, CKCs, webinars, online learning modules, as well as participations in exchanges.

Conclusion: The MB took note

ITEM 7. Planning and budgeting

ITEM 7.1 Update on CNU workshops

Presenter : Mr. Carsten Twelmeier, Head of CNU Germany

Took the Floor : Ireland, Executive Director

Mr. Carsten Twelmeier, Head of CNU Germany updated the MB on the outcomes of the workshop discussions on "How to organise training activities during and right after the pandemic?" held during the 10th CNU meeting (12-13 October, Budapest, 2021). In his presentation he summarised the specific impacts of travel restrictions, as well as the CNUs' safety related considerations and methodological recommendations, with special emphasis on hybrid training and blended learning.

Answering **Ireland**, the **Executive Director** expressed his appreciation regarding the positive feedback on the online learning modules and underlined that the used licences of the modules will be gradually reviewed by CEPOL, and in case of further interests CEPOL will accommodate the shown needs. Regarding the availability of key experts he highlighted that CEPOL is supporting all EMPACT priorities in its portfolio. This is a good opportunity to bring in key experts on the EMPACT topics and, since these experts cannot physically visit all countries, the online webinar tools can make these experts available for all participants.

Conclusion: The MB took note

ITEM 7.2 CEPOL Single Programming Document 2022 - **22/2021/MB**

Presenter : *Executive Director*

Took the Floor : *Commission*

The **Executive Director** informed that according to CEPOL's mandate, the MB shall, by 30 November adopt SPD 2022. The tabled document takes into account the opinion of some partner agencies, the Commission and the Parliament to the extent it was possible due to the short notice of some of the comments received. Since the final CEPOL budget is not yet approved and many training activities have not been applied for, the current decision will need to be amended in early December, via written procedure. The amended version will include those activities that the Agency can take on board, including the related additional human resources (SNEs and interim staff).

The **Commission** noted that not all the Commission comments had been taken into account in the revised document and that it would abstain from voting regarding the SPD 2022 and draft SPD 2023.

The **Chair** invited Voting Members to vote on Draft MB Decision **22/2021/MB**.

Voting results: In favour: 25 members; **Against:** 0; **Abstained:** 2 (Belgium, Commission)

Conclusion: The MB adopted 22/2021/MB

ITEM 7.3 Status of Grants 2022

Presenter : *Dr.h.c. Detlef SCHRÖDER, Executive Director*

Took the Floor : *Austria, Belgium, Finland, Chair, Executive Director*

The **Executive Director** announced to the MB that only 50 grant applications had been received in response to the Call for Grants 2022, indicating a significantly lower engagement than in the last years. In the present cycle only 52 % of the Framework Partners have submitted at least one application. 18 activities had not received any single application, including 8 EMPACT activities in the areas enjoying strong political priority such as criminal finances, environmental crime, migrant smuggling and trafficking in human beings.

In order to cover the most important priority areas, CEPOL will table an amended SPD 2022 via written procedure right after the final results of the grants 2022 process requesting the Management Board to authorise the recruitment of two or three SNEs for the implementation of the remaining training activities of high relevance. The **Chair** noted that this is not only a COVID19 related problem, MS should convince their leaders to support CEPOL also by applying for Grants. The EG made recommendations in this regard, the new Chairmanship will need to focus on this.

Austria recommended to launch a survey to find out the main reasons for not applying. According to **Belgium** the main reason is that the available budget is decreasing, hence, Belgium is paying 5-10k EUR more per activity from their own budget. The average support per participant per day was set 6-7 years ago, prices (incl. accommodation and restaurants) have increased considerably, since then. Furthermore, due to the cancellation of Framework Partners' meetings it is not known which activities are planned to be covered by other MSs, and it is too much work to prepare an application to be rejected at the end due to a competition.

Supporting **Belgium**, **Finland** added, that the total budget for Grants is large, generating difficulties if much money is unspent at the end. This should be analysed in more depth.

The **Executive Director** noted that several FPs applied only for the framework partnership, but then never applied to implement grant activities. Even now when the contract requires to apply at least for the organisation of one course, half of the FPs have not applied. CEPOL would be pleased to cover the priorities merely via CKCs, but this requires additional human resources.

Conclusion: The MB took note

ITEM 7.4 CEPOL Draft Single Programming Document 2023 - 23/2021/MB

Presenter : Dr.h.c. Detlef SCHRÖDER, Executive Director

Took the Floor : Belgium, Czech Republic, France, Commission, Executive Director

The **Executive Director** informed the MB that in the draft SPD 2023 the Agency is seeking for additional resources for the delivery of relevant further volume of cybercrime related services, as well as for relevant further services proposed on Artificial Intelligence (AI) and big data analysis. Answering **Belgium** he told the Assembly that the requested upgrade of 3 essential posts (Procurement Officer, HR Officer and ICT Officer) from AST 5 to AD 8, is due to the wide range of tasks and responsibilities belonging to these administrative functions.

Replying to the **Czech Republic** and **France**, the **Executive Director** answered that the draft SPD 2023 is necessary to be adopted at this stage, but only as a draft document, hence, during the course of the next year there will be sufficient time to incorporate additional strategic objectives. As far as the uploading deadline is concerned, he added that according to the rules of procedures of the MB, meeting documents should be distributed to voting members via CNUs two weeks before the meeting takes place. (Update: following the request of **France**, CEPOL consulted the Trio Presidency and agreed to re-introduce a second upload deadline for all, not time-critical documents four weeks in advance of the MB meeting. Furthermore, agenda items classified as "C" points will be neither presented nor discussed in the MB.)

Mr. MUSCHEL noted that the **Commission** will deliver its detailed opinion on the draft SPD in due time, for the moment he would only underline that the new role of CEPOL on EMPACT is missing from the current draft and that DG HR will need to be consulted regarding the reclassification of posts.

In his reply the **Executive Director** told the Assembly that CEPOL will add the missing EMPACT role and incorporate it if missing during the continuous development of the draft SPD, and the Agency will contact DG HR regarding the planned upgrade of posts, as well.

The **Chair** invited Voting Members to vote on Draft MB Decision 23/2021/MB.

Voting results: In favour: 23 members; **Against:** 0; **Abstained:** 4 (Belgium, Czech Republic, France, Commission)

Conclusion: The MB adopted 23/2021/MB

ITEM 7.5 Update on the Higher Education Workshop

Presenter : Mrs. Mailis PUKONEN, Head of Operations

Took the Floor : The Netherlands

In her update, **Mrs. Mailis PUKONEN, Head of Operations** reported that CEPOL consulted two EU agencies (Frontex and EIT) to learn from their experiences, and then summarised the planned further steps, including a short survey serving as a basis for a workshop to be held at the end of the year with academic experts. The workshop will focus on CEPOL's future role in higher education for law enforcement, including form, topic and cooperation model, resulting in a recommendations paper. As a final step, an Expert Group will be established in order to develop the most suitable options based on the workshop results and an additional, more complex survey.

The Netherlands recommended to revisit the example of Frontex by the Expert Group. Even if it would be an expensive option, CEPOL might get extra resources for the implementation.

Conclusion: The MB took note

ITEM 7.6 Update on the new CEPOL Building

Presenter : Dr.h.c. Detlef SCHRÖDER, Executive Director

Took the Floor : -

The **Executive Director** regretted to inform the MB that no progress has been made since the last MB meeting regarding the new CEPOL building.

Conclusion: The MB took note

ITEM 8. Core Business

ITEM 8.1 Update on the works of CEPOL's Expert Groups and CKCs

Presenter : Mrs. Mailis PUKONEN, Head of Operations, Dr.h.c. Detlef SCHRÖDER, Executive Director

Took the Floor : Mr. José LEITÃO, Co-Chair; Mr. Gerhard HABERLER, Co-Chair; the Netherlands

The **Head of Operations** gave an update regarding the current progress with CKC CT and the new CKC on Law Enforcement Cooperation, Information Exchange and Interoperability (CKC INT).

Since the last MB meeting two CKC CT meetings have been held, one in June and one in October. During these meetings the 2022 training portfolio and the draft curricula have been discussed and finalised. The final drafts will be approved in a final (sixth) online meeting of 2 December.

In the framework of CKC INT five meetings have been held so far. During these meetings the outcomes of the OTNA findings have been reviewed and then the work continued with discussions on curricula design methods, followed by portfolio drafting and curricula development. The fifth meeting on 28 October was dedicated to a final discussion and approval of the curricula.

The **Executive Director** and **Mr. José LEITÃO**, co-chairs of the Expert Group on the Enhancement of Cooperation between CEPOL and the Member States summarised the achievements of the EG. The EG met four times online and once onsite. The EG was concentrating on four key issues (Commitment; Engagement; Communication; and Relevance) resulting in a Recommendations Paper, presented to the MB as a Room Document. The recommendations will be finalised during the fifth online meeting of the EG. Supported by **the Netherlands**, the **Executive Director** announced that the work of the EG will be continued next year. EG members will be contacted regarding their availabilities for such a continuation.

The **Executive Director** and **Mr. Gerhard HABERLER**, co-chairs of the Expert Group on Fundamental Rights told the MB that the EG had four online meetings, so far. During their last meeting of 17 November the EG discussed the results of the work of the three sub-groups. As a final step, a recommendation paper will be elaborated.

Conclusion: The MB took note

ITEM 8.2 Update on EU-STNA and OTNA

Presenter : Mrs. Mailis PUKONEN, Head of Operations

Took the Floor : Belgium

In her presentation **Mrs. Mailis PUKONEN, Head of Operations** gave an update on the EU Strategic Training Needs Assessment (EU-STNA) and on the training needs analyses conducted by CEPOL on the operational level. The new EU-STNA cycle was launched in 2020 and will be completed this year. After the already implemented desk research, expert group discussions, prioritisations, and consultations with training providers the report is already at its drafting stage, expected to be published in December 2021.

Concerning the Operational Training Needs Analysis (OTNA) she informed the MB, that in September, CEPOL launched OTNAs in the thematic areas of *Counterterrorism; Digital skills of law enforcement; Environmental crime; and Fundamental rights and data protection*; to contribute to CEPOL 2023 training portfolio. Reports will be available in Q2 of 2022.

Answering **Belgium** on the reason why their nominated OTNA experts have not been contacted yet the **Head of Operations** promised a reply after checking this with the responsible team.

Conclusion: The MB took note

ITEM 8.3 CEPOL's 2022 chairmanship of the JHA Agencies' Network

Presenter : Dr.h.c. Detlef SCHRÖDER, Executive Director

Took the Floor : -

The **Executive Director** announced that next year CEPOL will be responsible for holding the chairmanship of the Justice and Home Affairs Agencies' Network. The JHA agencies are holding the chairmanship on a rotating basis, and this will be the second time when CEPOL is in turn.

Conclusion: The MB took note

ITEM 9. Regulatory matters

ITEM 9.1 Update on Implementing Rules

Presenter : Mr. Roeland WOLDHUIS, Head of Corporate Services Department

Took the Floor : -

Mr Roeland Woldhuis, Head of Corporate Services Department reported on a draft decision of the European Commission regarding *Working time and Hybrid working* planned to be adopted by the Commission in January 2022. The regulated areas of the decision will include: blended ways of working, working hours, connection/disconnection bandwidth, non-pre-fixed core time, and teleworking location. Following its adoption Agencies will need to decide on its adoption by analogy or opting out while waiting for model decision for the Agencies or requesting agency specific deviations.

Conclusion: The MB took note

ITEM 9.2 New legal requirements (e.g. Cybersecurity regulation, EMAS) and their resource implications

Presenter : Mr. Roeland WOLDHUIS, Head of Corporate Services Department

Took the Floor : Commission, Executive Director

The Head of CSD overviewed two new draft regulations that will be binding for EU Agencies, namely the *Regulation on the Information Security in the EU institutions, bodies and Agencies*, and the *Cybersecurity Regulation for the EU Institutions, bodies and agencies*. He underlined, that these regulations will pose extraordinary challenges and significant resource implications for CEPOL.

The **Commission** observed that this kind of point is precisely falling in the category to be discussed at technical level, in an EG on staff and budget.

Conclusion: The MB took note

ITEM 9.3 Voting on draft MB Decisions

Presenter : Dr.h.c. Detlef SCHRÖDER, Executive Director

Took the Floor : Belgium, Austria

9.3.1 20/2021/MB on replacing Decision 34-2014-GB on sensitive functions

9.3.2 21/2021/MB on replacing Decision 01-2006-GB on OLAF investigations

9.3.3 24/2021/MB on the meeting calendar for 2022 - 1st half of the year

9.3.4 25/2021/MB on Draft WA with Switzerland

Following the recommendation of the **Executive Director**, the **Chair** invited the MB members to vote on the four draft decisions in a package. **Belgium** requested to take into consideration that the next CNU meeting is planned during the Easter school holiday of Belgium. **Austria** noted that the autumn CNU meeting is scheduled to be started on Monday, which might require travelling in the weekend. The Chair proposed to withdraw 24/2021/MB from voting in order to re-examine it and reintroduce it via written procedure.

The **Chair** invited MB members to vote only on 20/2021/MB, 21/2021/MB and 25/2021/MB in a package.

Voting results: In favour: 27 members; **Against:** 0; **Abstained:** 0

Conclusion: The MB adopted 20/2021/MB, 21/2021/MB and 25/2021/MB, while 24/2021/MB has been withdrawn from voting.

ITEM 10. Reporting

ITEM 10.1 CEPOL's initiative on establishing an Expert Group on Corporate Matters

Presenter : Dr.h.c. Detlef SCHRÖDER, Executive Director

Took the Floor : Spain, France, Czech Republic, Sweden, Belgium, Hungary, Commission, Executive Director

The **Executive Director** expressed his regret that CEPOL's call for establishing an Expert Group on Corporate Matters has been unsuccessful after various attempts and requests. As a solution he recommended a new method for appointing experts to this EG, in which the incoming Trio Presidency (France, Czech Republic and Sweden) and the following Trio Presidency (Spain, Belgium, Hungary,) are invited to nominate experts. In this way an automated rotation would also be ensured regarding the work of the EG.

Mr. MUSCHEL emphasized the importance of the engagement and more committed attitude of the Management Board and the Member States and proposed to vote on the new concept. He also remarked that it is of utmost importance for CEPOL that the Agency can demonstrate its unique role and ability to meet professional and administrative challenges with an agile support of its MB, especially in the light of the ongoing evaluation.

Spain supported the concept but regretted, that they could not find any suitable candidate after multiple attempts. **France, Czech Republic, Sweden, Belgium, and Hungary** agreed with the proposed principle and will nominate experts.

The **Executive Director** added that if the MB approves the principle then CEPOL will adjust the call accordingly. As far as the composition of the Expert Group is concerned, no new voting will be needed on the nominated experts, since expert groups are to be established by the decision of the Executive Director.

The **Chair** invited MB members to vote on the new principle proposed by the Executive Director.

Voting results: In favour: 27 members; Against: 0; Abstained: 0

Conclusion: The MB approved the amendment of the call with the proposed new mechanism.

ITEM 10.2 Future of the Audit Panel - 26/2021/MB on Updating the Mandate of the Internal Audit Panel

Presenter : Dr.h.c. Detlef SCHRÖDER, Executive Director

Took the Floor : -

The **Executive Director** informed the MB that following the resignation of one member, the IAP has only two members. Since the regularity of IAP audits has been reduced from periodical to ad-hoc based, it is proposed that the terms of reference of the IAP are amended to provide that the IAP shall be composed of two members, instead of three as originally stipulated.

The **Chair** invited MB members to vote only on **26/2021/MB**.

Voting results: In favour: 27 members; Against: 0; Abstained: 0

Conclusion: The MB adopted 26/2021/MB

ITEM 11. AOB

ITEM 11.1 Announcing new voting members and a honourable good-bye to a leaving member

Presenter : Mr. José LEITÃO, Chair of CEPOL Management Board

Took the Floor : Dr. Kimmo HIMBERG

The **Chair** welcomed the new voting members (Bulgaria, France, Lithuania), the new alternate members (Bulgaria, France, Lithuania, Malta, the Netherlands), and he announced that **Dr. Kimmo HIMBERG** will leave CEPOL community soon. In his farewell speech **Dr. HIMBERG** thanked the trust and cooperation of the Management Board during his voting membership and chairmanship period.

The **Chair** and the **Executive Director** thanked the work and commitment of **Dr. HIMBERG** and congratulated him on his wonderful career.

Conclusion: The MB welcomed its new members and thanked the committed work of Dr. HIMBERG

ITEM 12. French Presidency Priorities

Presenter : Mr. Philippe DURAND, Voting Member for France

Took the Floor : -

France noted that regarding the priorities of the incoming French Presidency the political validation is still in progress, nevertheless, in the field of home affairs emphasis will be put on migration issues, the revolution of Schengen, and different topics related to the security of the information systems.

Conclusion: The MB took note

ITEM 13. Closing of the meeting

Presenter : Mr. José LEITÃO, Chair of CEPOL Management Board

Took the Floor : -

The **Chair** thanked the participants and presenters for their attendance and contribution and officially closed the meeting.

Lisbon, February 2022

Budapest, 15 February 2022

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Mr. José LEITÃO

Dr.h.c. Detlef SCHRÖDER

Chair of CEPOL Management Board

Executive Director of CEPOL

July 2020 – December 2021

Annex 1 – List of Meeting Participants

List of Meeting Participants

Chairperson of the Management Board:

Country	First Name	Last Name
PORTUGAL (Chair)	José	LEITÃO

Members/Alternate members designated to replace a voting member:

Country/Institution	First Name	Last Name
AUSTRIA	Norbert	LEITNER
BELGIUM	Alain	RUELLE
BULGARIA (alternate member)	Milorad	YORDANOV
CROATIA	Iva	BALGAČ
CYPRUS	Themistos	ARNAOUTIS
CZECH REPUBLIC	Jan	PECHÁČEK
ESTONIA	Kalvi	ALMOSEN
European Commission – DG HOME (alternate member)	Laurent	MUSCHEL
FINLAND	Kimmo	HIMBERG
FRANCE	Philippe	DURAND
GERMANY	Carsten	TWELMEIER
GREECE	Emmanouil	DASKALAKIS
HUNGARY	Nikolett	UJFALUSSY
IRELAND (alternate member)	Brian	CONWAY
ITALY (alternate member)	Lorena	CAPOLUPO
LATVIA	Inese	VOLOSEVICA
LITHUANIA	Arunas	PAULAUSKAS
LUXEMBOURG	- Proxy vote -	- Proxy vote -
MALTA (alternate member)	Valerie	MIFSUD
NETHERLANDS	Sandra	WIJKHUIJS
POLAND (alternate member)	Piotr	SOCHACKI
PORTUGAL	João	OLIVEIRA
ROMANIA	Ovidiu	MACOVEI
SLOVAKIA (alternate member)	Stanislav	STRAKA
SLOVENIA	Danijel	ZIBRET
SPAIN (alternate member)	Roberto	WHYTE FLORES
SWEDEN	- Proxy vote -	- Proxy vote -

Member State observers:

AUSTRIA	Gerhard	HABERLER
CYPRUS	Floris	NIKANDROU
CZECH REPUBLIC	Lenka	BARTÁKOVÁ
CZECH REPUBLIC	Zora	VALÁŠKOVÁ
ESTONIA	Dorel	KÄOSAAR
FINLAND	Pasi	KEMPPAINEN
FRANCE	Celine	GRASSEGGER
FRANCE	Marielle	SUISSA
FRANCE	Vincent	PUJOL
GERMANY	Guido	KATTERT
GERMANY	Thorsten	SCHULZ
GREECE	Marita	KYRITSI
LUXEMBOURG	Bob	LEESCH
NETHERLANDS	Ronald	BRON
PORTUGAL	Hugo	CRUZ
ROMANIA	Calin	BALAEI
SLOVENIA	Egidij	GLAVIC
SLOVENIA	Aleksander	MALI
SPAIN	Antonio Jesús	CASADO ORTEGA
SWEDEN	Ulf	SYDORF

Other observers:

Institution/function	First Name	Last Name
European Commission – DG HOME	Cristina	CALABRÓ
Chair of Selection Committee for ED Election	Sirpa	VIRTA
Chair of Internal Audit Panel	Massimo	TULINI

CEPOL HQ:

Function	First Name	Last Name
Executive Director	Detlef	SCHRÖDER
Head of Operations	Mailis	PUKONEN
Head of Corporate Services Department	Roeland	WOLDHUIS
Communications Officer	Maria	MOLINA-SIERRA
Communications Assistant	Liza	KORDATOU
Governance Assistant (Outcomes)	Gyorgy	ISPANKI
Governance Support Assistant (WebEx Host)	Cecilia	DUBOIS