

**Outcomes of Proceedings of the
6th CEPOL Management Board Meeting
21-22 May 2019, Bucharest, Romania
Chair: Dr Kimmo Himberg**

ITEM 1. Welcome by the Chair

Presenter : Dr Kimmo HIMBERG, MB Chair

Took the Floor : -

The **Chair** welcomed the delegates and guests to the 6th Management Board meeting, introduced the new MB voting and alternate members and announced that the meeting will be recorded.

ITEM 2. Welcome by the Presidency

Presenter : Mr Cătălin NECULA, Secretary of State

Took the Floor : -

In his welcoming speech, **Mr Cătălin Necula**, Secretary of State at the Romanian Ministry of Interior, responsible for the relation with the Parliament and International Relations underlined that in line with its motto of “*Cohesion – a common European value*”, the Romanian Presidency wishes to express the will and the imperious need for unity and cooperation among the EU Member States. He underlined the importance of the 6th Management Board meeting, offering a unique opportunity to discuss various strategic perspectives regarding the future of the Agency.

He expressed his special thanks to CEPOL for its constant support in promoting the initiative of the Romanian Presidency, *Novel Actionable Information - Learn to find, learn to use digital data*. In this regard a dedicated training activity will take place in Bucharest under CEPOL’s coordination and hosted by the Romanian Presidency, aiming at the dissemination of knowledge, best practices and uniform application of the e-Evidence standards at EU level.

ITEM 3. Adoption of the Agenda

Presenter : Chair

Took the Floor : Belgium

The **Chair** reported about two proxy votes from Croatia and Sweden, given to the MB Chair. Regarding the voting procedure he told that 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. **Belgium** requested to include the topic of *Local transportation* under AOB.

Finally, the **Chair** invited Voting Members to vote on the draft Agenda.

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

Conclusion: The MB has adopted the draft Agenda

ITEM 4. Announcements by the European Commission

Presenter	: Mr Laurent MUSCHEL, European Commission
Took the Floor	: -

Mr MUSCHEL provided an update on the ongoing work since the 5th MB meeting of November 2019 in the area of security.

From the legislative point of view the Commission has adopted the updated regulation on the precursors of explosives, and an important directive laying down rules to facilitate the use of financial and other information for the prevention, detection, investigation or prosecution of certain criminal offences. The directive facilitates the cooperation between law enforcement authorities and Financial Intelligence Units (FIUs), allowing law enforcement authorities to have access to bank registers. The next step in this regard is the interoperability of bank registers, which would make it possible that an investigator can check suspects' bank accounts within the different EU MS.

There is another, not yet adopted proposal on the regulation on preventing the dissemination of terrorist content online. This regulation would oblige hosting service providers to remove terrorist content or disable access to it within one hour from receipt of the removal order. Related financial penalties could go up to 4% of the hosting service provider's global turnover of the last business year. Currently, the regulation is still being negotiated between Council and Parliament and discussions will resume once the Parliament has been reconvened with the aim to find agreement by the end of the year.

Regarding border protection, considerable progress has been made during the RO Presidency, including the finalisation of the Frontex regulation setting up standing corps of ten thousand border guards by 2027. Besides, the interoperability package has also been approved, allowing border guards and other law enforcement officers to get access to relevant information in a fast manner. The main challenge now is to make sure that the data is used in an appropriate manner, hence, raising awareness regarding the availability of this kind of information is crucial. These areas will have considerable training implications for CEPOL, as well.

Conclusion: The MB took note of the announcements.

ITEM 5. Orientation Debate

ITEM 5.1 Revision of CEPOL's business model

Presenter	: Executive Director; Mr Pasi Kemppainen; Mr Antti Talvitie; Mr Brian Conway; Mr Kalvi Almosen; Ms Dorel Kaosaar
Took the Floor	: the Netherlands

The **Executive Director** welcomed all participants and summarised the main reasons for proposing a new business model for CEPOL, including the high administrative workload, high underspending of committed resources, delays in financial reporting, and the lack of flexibility in reaction to emerging training needs. Besides, he referred to the evaluation of the two CKC pilots, indicating the limited capacity and readiness of Framework Partners to implement CEPOL activities, as well, as the need for further development.

Following the Executive Director's introduction **Mr Pasi Kemppainen** explained the Chairmanship's proposal for a slightly modified debating method. The idea was to split the delegates into 3 groups, to be moderated by the representatives of 3 volunteering countries (Finland, Ireland and Estonia).

During the debate the following two questions have been discussed:

- **Question 1:** *How can potential advantages transform CEPOL into a more flexible training provider with high quality activity portfolio?*
- **Question 2:** *How to ensure that the potential disadvantages will not be realised?*

Following the group discussions, **Mr Antti Talvitie** (Finland) summarised the discussion results of Group 1 (Finland, Austria, Belgium, Bulgaria, Cyprus, European Commission, Latvia, Slovakia, Spain) - noting that the group did not tackle the two questions separately. According to the group, close cooperation is necessary between the partners to improve quality, consistency and

sustainability of activities, while the process of selecting experts in the new model needs to be clear and transparent, in order to ensure the quality of trainers. More focus should be given to blended learning and Virtual Reality in trainings, while the number and thematic division of activities need to be discussed, as well. CEPOL must also keep up with the latest developments to be able to train the new generation of law enforcement officers. Furthermore, the outsourcing needs to be done in an organised manner, ensuring that it solves and not generates problems. Last, but not least, the group highlighted the need for a visual outline of the new model, to support the work that is being done and to facilitate continuous communication with stakeholders.

Mr Brian Conway (Ireland) moderator of Group 2 (Ireland, Czech Republic, Germany, Greece, Italy, Lithuania, Romania, Slovenia, Sweden) told that regarding the first question the group highlighted the importance of transparency e.g. in selecting the member of consortia, as well as via the reduction of the number of programmes and providing different levels of training in keeping with the EU Policy Cycle and EMPACT. Besides, the vision of CEPOL and the added value for the MS should be a basis for future development and discussions. Concerning the second question the group believed that the new model needs to be discussed on CNU level, and there should be continuous cooperation between MS, external service providers and CEPOL during its planning and implementation. Furthermore, during its development phase the model could use some examples and best practices from other EU Agencies. In the new model emphasis should also be put on technology-based learning, ensuring the engagement of Member States' capacities.

According to **Mr Kalvi Almosen** moderator of Group 3 (Estonia, Croatia, France, Hungary, Luxemburg, Malta, Netherlands, Poland, Portugal), it has been agreed within the group, that opportunities for long term planning has its advantages, but flexibility and responsiveness, as well as a motivating system for relevant experts are also crucial in law enforcement training.

Ms Dorel Kaosaar (Estonia) added, that regarding the first question the group underlined the possibility to react quickly, e.g. via webinar or online training, while specialised topics should also be offered for specific target groups. Furthermore, OTNA should be used as a tool for all new CKC areas, where the real/final beneficiaries are asked for the input. Besides, the new call for cooperation/partnership should be launched with clearer roles for partners and CEPOL representatives in organising a training activity. Concerning the second question the group emphasised the importance of a sentence in the Planning principles for SPD 2021, stating that *"partners from Member States, operating in new CKC's, together with the Agency will design and develop content of training activities, while the Agency will take the responsibility of delivering top quality training services"*. Besides, partners/MS still should have the possibility to give their opinion on the External Service Provider's offer (if needed). Also, possibility should be given to exclude the external provider, when LE training facilities are needed to be used, and the internal rules require restricted booking procedures. Furthermore, a motivating system would be needed to motivate stakeholders to become a partner in a CKC and to provide experts. Last, but not least, it will be necessary for CEPOL and Partners to possess with adequate resources in order to fulfil new tasks arising from the new business model.

The **Chair** informed that this new debating method was an experiment in trying to find new ways to maintain discussions on strategic issues, and he highlighted some points emerging from the group reports including: principles and values; maintaining CEPOL's vision, transparency, quality, visibility; the importance of the consortium approach, further improvement of the CKC model, more effective FP network and means of their motivation; identification of priorities being able to implement trainings rapidly, after new challenges emerge; modern technologies, including blended learning and virtual environments. He also underlined that based on the provided opinions it seems, that outsourcing can be an acceptable solution, provided that the role of the MS is kept central and the ownership of trainings is kept with the MS.

The **Executive Director** expressed his gratefulness for the discussions and participants' encouragement. He drew the conclusion that members support the change and acknowledge, that that there was a strong need to see, what should be done in a different way and in a different arrangement of cooperation. He took note of the questions and remarks made, and agreed that

strong transparency is needed throughout the whole process of change, supported by good visualisation and communication of the procedure. The conclusions of the current and future discussions will be part of the SPD 2020 and draft SPD 2021 documents, to be prepared for the next MB meeting in November.

The **Netherlands** reminded that the new model will also require a totally new way of working within the CKCs. If CKCs can focus solely on the content, then different experts will be needed with more educational than organisational background, besides, a different focus should be put on leadership. From the viewpoint of the Netherlands, sufficient time should be devoted to develop a management of change procedure.

ITEM 6. Agency Progress report

ITEM 6.1 Agency progress report – to end of March 2019

Presenter	: Executive Director
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Took the Floor	: -
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The **Executive Director** gave an overview on the core business of CEPOL, with special emphasis on residential training activities, EJMP, CKCs, webinars, online learning modules, as well as the record number of nominations within the CEPOL Exchange Programme. Regarding eNET he informed that after deleting inactive users in line with the GDPR, there are still more than 20000 users using eNET actively. The Virtual Simulation Platform is already in place and used successfully, with positive feedback from the training participants. Regarding the Research and Science Conference he told that until May 2019 CEPOL was not in the position to clarify the necessary preconditions, namely a suitable venue for the conference, hence, the event needed to be postponed to next year, when funds will hopefully allow its organisation.

Concerning the ongoing two projects he told that they are progressing according to the plans and the 4 new projects planned from 2020 are still in the negotiation phase. In case of launching all of these projects, CEPOL may cover all EU neighbourhood countries (North-Africa, Middle-East, Western-Balkan and Eastern Partnership countries).

Regarding CEPOL's ISO certification he mentioned that based on the positive results of the surveillance audit implemented in January 2019, CEPOL maintained its certification and obtained an extended scope of certification to new operational processes under E-learning services.

Finally, he informed that from the 1.2 Million EUR support of the European Commission CEPOL has built up 5 dedicated projects for the necessary ICT infrastructure investment areas, all of them are running according to schedule.

Conclusion: The MB took note of the report.

ITEM 7. Planning and budgeting

ITEM 7.1 State of play with CKCs

Presenter	: Executive Director
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Took the Floor	: the Netherlands; Portugal; Austria
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The **Executive Director** invited the representatives of the two CKC pilot consortia to give their kind reflections on the report.

According to **the Netherlands** both the recommendations of the report, and the outcomes of the group discussions of the orientation debate should be taken on board. It is already a step forward, if a considerable part of the administrative burden is taken away, however, this change should be the part of a whole concept, supported by a change management plan. Still, the continuation of the CKC as a consortium leader has to be reconsidered, due to the lack of available expert capacities in the Netherlands.

Portugal underlined that the CKC pilot concept was an unknown path for everybody, hence the recommendations of the evaluation report provide a useful feedback. Unfortunately, the CKC pilot on CSDP Missions had unavoidable financial difficulties from the beginning, due to Portugal's

national legislation. Still, the project managed to bring the different groups together in finding new, innovative solutions which were reflected in the quality of the training. Regarding the future, Portugal was wondering if this CKC will be continued next year, since in the EU-STNA it was ranked as the last EU priority for the MS, and CEPOL's resources are limited, as well. Besides, due to the unforeseen implications of the new model, Portugal is uncertain about applying for CKC leadership from next year on.

The **Executive Director** expressed his gratitude and deep thanks for all parties being engaged in these two pilot projects, and agreed that the CKCs took a lot of additional efforts to manage. He stressed, that the results of this work give CEPOL the opportunity to have a deeper understanding on how the different mechanisms of cooperation can be implemented. Answering Portugal he told that the provided service in the field of CSDP missions is really good and valuable, still, it should be noted that the MS in the EU-STNA rated it as the lowest priority, and at the European level there is a Civilian CSDP Compact to be built up, including a Civilian Training Group.

Austria agreed, that the recommendations of the report should be used as part of the guidelines when the new business model is built up. For the future it should be seen, how the CKC concept will continue, and how it will fit to the 2020 portfolio and beyond.

Conclusion: The MB took note

ITEM 7.2 Portfolio planning for 2020

Presenter : Ms Agnieszka Biegaj, Head of Training and Research Unit

Took the Floor : Executive Director; Commission

The **Head of Training and Research Unit** presented the concept and process behind the portfolio planning and the distributed room document. She underlined that this is the first occasion in the history of CEPOL when the results of the EU-STNA prioritisation were available, hence, the related special priorities have been taken upfront, while the rest of the activities is based on the voting of MS. She also noted that the two areas of the current CKC pilots (CT and CSDP missions), as well as the Cybercrime activities implemented by CEPOL were not subject to voting.

The **Executive Director** added that 2 items may need to be changed compared to the information provided in the meeting document, namely the European Joint Masters Programme and the 2 presidency activities. Based on the remarks of the IAS draft report a proper procurement needs to be launched for the EJMP first, hence the EJMP will be discontinued in 2020, while regarding the presidency activities CEPOL still needs to clarify if there is a need for a suitable procedure behind these type of grants, given to the actual presidencies.

The **Commission** congratulated to the change of approach regarding the prioritisation procedure.

Conclusion: The MB took note

ITEM 7.3 Update on the new CEPOL Building

Presenter : Executive Director

Took the Floor : Chair; Commission

The **Executive Director** informed that since the relocation of CEPOL to Budapest, its premises have become limited in terms of space for the day-to-day operation of the Agency. The Hungarian Government is very constructive in exploring new options for providing sufficient office solutions. CEPOL has contracted a professional company to identify viable options for the best potential new premises. As a result, 10 potential locations or buildings have been identified in the central area of Budapest. The shortlisting of these options are already in progress, and before further steps the European Commission will also be consulted.

Answering the Chair he also told that if the building to be chosen is already existing, the timeline for removal can be foreseen by 2021, but if the building is still to be built, then it might take 4-5 years until the removal can become a reality. Among the mentioned 10 options there are also plots of land, currently available on the market, including options proposed by the Hungarian Government close to the National University of Public Service (NUPS).

The **Commission** expressed its support to ensure that CEPOL can have a building according to the Agency's needs, and recommended to contact OIB, the Office for Infrastructure and Logistics –

Brussels, to consult the administrative and financial aspects. Besides, the Commission will support the Agency in liaising with the Hungarian authorities.

In his reply the **Executive Director** recommended a tripartite meeting between the Commission, the Hungarian authorities and CEPOL, once a new location is identified.

Conclusion: The MB took note

ITEM 7.4 Possible impacts of BREXIT

<i>Presenter</i>	: <i>Executive Director</i>
<i>Took the Floor</i>	: <i>Commission</i>

The **Executive Director** informed that regarding BREXIT the Agency is following the instructions of the Commission. Since the United Kingdom is not part of CEPOL's legislation, the impact of BREXIT on CEPOL is limited, but still, there are some areas where measures need to be taken, e.g. in the field of eNET (British accounts) and human resources (2 British colleagues are employed [REDACTED]¹). The **Commission** added, that following the rules, agencies cannot contact UK authorities directly, everything is centralised via Task Force 50, in Brussels, in order to ensure consistency in the position of the Commission, the Council, and the 27 Member States. Therefore, no parallel discussions can take place between agencies and the UK on future relationships, either.

Conclusion: The MB took note

ITEM 7.5 Planning principles for SPD 2021

<i>Presenter</i>	: <i>Executive Director</i>
<i>Took the Floor</i>	: <i>Commission; the Netherlands</i>

The **Executive Director** informed that the financial and human resources to be allocated to CEPOL for 2020 and 2021 are not known yet. Compared to other years additional factors are also increasing uncertainty, namely the European parliamentary elections, the new European Commission to be composed in the 2nd half of 2019, as well as the new multi-annual financial framework (MFF) for the period 2021-2027. This MFF will be significantly impacted by the consequences of the Brexit. Still, the development of the SPD 2021 will be continued during 2019 and its draft will be presented to the MB during the 7th meeting (November 2019). Nevertheless, it should be noted that later in 2019, as well as in 2020, the planning for 2021 will have to be revised. Currently, the total estimated budget for 2021 amounts to EUR17.2 million.

The **Commission** told that the draft annual budget of 2020 will be adopted by the Commission on the 5th of June, while regarding the MFF 2021-27 the discussions are still ongoing, hence, national ministries can still lobby for higher financial support for CEPOL. Besides, the 5 year evaluation of the Agency by July 2021 gives an additional opportunity to raise a flag in case additional budget is necessary.

The **Executive Director** underlined that in the last years always the Council was the level, where initiatives towards more CEPOL budget have been stopped. Hence, he requested the Member States to convince their national authorities to support CEPOL during their Council level negotiations.

The **Netherlands** expressed its full support to mobilise their national influencers in this regard.

Conclusion: The MB took note

ITEM 7.6 CEPOL Liaison Office to be established in Brussels (Draft MB Decision: 09/2019/MB)

<i>Presenter</i>	: <i>Executive Director</i>
<i>Took the Floor</i>	: <i>Commission, Germany, Italy, France</i>

The **Executive Director** explained that via the tabled draft decision CEPOL is seeking to establish a Liaison Office in Brussels with the aim to facilitate the dialogue and exchange of information with the EU institutions and other JHA Agencies (Easo, Eu-lisa, Europol, Frontex) that are already present

¹ The part in brackets has been removed from the public version due to personal data protection reasons.

in Brussels. The Liaison Office would strengthen the Agency's visibility and role in the context of internal security related European Agendas. He also informed that last year the Agency had 106 missions to Brussels for a total value of €91.750, while the basic monthly salary of the planned 1 contract agent in grade FG IV would amount to a total annual basic salary in the range of EUR 41,544.24 (for grade 13) to EUR 60,174.36 (for grade 16). The annual rental cost of the Liaison Office is estimated to be in the range of EUR 10.000 to EUR 15.000 per annum. The envisaged timeframe for the start of the operation of the Liaison Office is October 2019, for a 2 year pilot period. Then, it will be up to the Management Board to decide on the future of the Office.

According to the **Commission** the employment of one staff member in Brussels is not convincing, since CEPOL is a small agency with lack of staff at the HQ, besides, an FG IV contract agent cannot replace an Executive Director level representation. It would be more preferable to focus on HQ staff and training needs. **Germany** was concerned that pilot projects have the tendency to result long standing structures, besides, the costs of the Office might be similar to the mentioned mission cost, in case the additional allowances of the staff member are also added. **Italy** and **France** shared the opinion of Germany and the Commission.

The **Executive Director** told that the liaison officer is not aimed to replace the level of the Executive Director. Still, there are numerous regular meetings on a desk officer level, where the presence of CEPOL would be necessary. Regarding the financial calculation he told that CEPOL will report on the expenses and results, and the pilot status of the initiative is ensured by 2 year contracts (renewable).

The **Chair** invited the MB members to vote on draft decision **09/2019/MB** on a *CEPOL Liaison Office to be established in Brussels*.

Voting results: In favour: 21 members; **Against:** 1 (IT); **Abstained:** 5 (BE, DE, FR, NL, COM)

Conclusion: The MB has adopted draft decision 09/2019/MB

ITEM 8. Core Business

ITEM 8.1 ISO Certification and coordination mechanisms for EQF – update and the way ahead

<i>Presenter</i>	: Ms Agnieszka Biegaj, Head of Training and Research Unit; Mr Gerhard Haberler, expert group member
<i>Took the Floor</i>	: -

The **Head of Training and Research Unit** gave an update on the ISO Certification and coordination mechanisms for EQF. She told that the first certification was awarded to CEPOL in February 2017 referring to the Management of the Law Enforcement Residential Activities and Exchange Programme. Two years later, in February 2019, following a successful audit, the scope of the certificate was extended to e-Learning services, now mentioning: 'Management of the Law Enforcement Residential Activities, Exchange Programme and Online Courses, Modules and Webinars. The certificate is valid for 3 years (expiring February 2020). The preparation for renewal of ISO 9001:2015 certificate will be launched by the end of 2019.

Based on the success of this management certification, CEPOL is seeking to acquire an ISO 29993 standard related to learning services outside formal education. In the testing phase 4 courses have been selected to be tested against this ISO 29993 standard. (Open Source Intelligence (OSINT) and IT solutions; Drug crime and markets; Child trafficking; Document fraud). The related certification audit takes place on 28-29 May 2019.

Concerning EQF she reminded that the Executive Director tasked an Expert Group with analysing the Agency's possibilities to move towards the compatibility of its training products with the EQF. In this regard she invited Mr Haberler, member of the Expert Group, to summarise the findings of the Group's report.

Based on the Group's recommendations **Mr Gerhard Haberler** emphasised the importance of the identification of learning outcomes regarding law enforcement qualifications related to international cooperation and missions, that can be provided, assessed and validated by CEPOL, and CEPOL partners. The Group recommends to set up a mechanism aiming at the adoption and implementation of a comprehensive, consistent, and robust CEPOL Training Quality Assurance System, supporting

the whole training portfolio. Moreover, the Group recommends to define a teaching, a learning, and assessment strategy, to set up the core principles for the design, delivery and assessment of learning in CEPOL training courses in line with the European principles of education and training, as laid down in the Bologna and Copenhagen process. Besides, the Group recommends to take steps towards the levelling of CEPOL training products with the EQF levels. Furthermore, continuous liaison should be ensured with the Project Group on International Qualifications, the EQF Advisory Group for the EQF, and the CEPOL partners. As a conclusion he highlighted, that the development and implementation of these recommendations require the support of appropriate human and financial resources.

Conclusion: The MB took note

ITEM 8.2 Update on EU-STNA and OTNA

<i>Presenter</i>	: Ms Agnieszka Biegaj, Head of Training and Research Unit
<i>Took the Floor</i>	: Finland; Belgium; Executive Director

After the presentation of the new video of CEPOL on EU-STNA, the **Head of Training and Research Unit** informed that the EU-STNA process was completed in 2018, and the related report has been presented to the Council of the EU (COSI) on 23 November 2018 and to the European Parliament (LIBE) on 25 February 2019. The evaluation of the EU-STNA is foreseen to take place in 2020, in order to adjust the methodology before the next cycle will be initiated for covering the period of 2022-2025.

Concerning the operational training needs analysis (OTNA) she informed that besides CSDP missions and Counterterrorism, this year Cyber-attacks on information systems has also been added to be analysed based on the new OTNA methodology. Unfortunately, the response rates to CEPOL's related surveys were relatively low, 42%, 43% and 60% respectively.

Regarding "micro" TNA she informed that in cooperation with the Romanian Presidency, CEPOL ran a TNA on e-evidence for first responders. The identified train the trainer training will be organised in June as a Romanian Presidency activity. In cooperation with eu-LISA and Frontex, CEPOL analysed training needs on the Entry-Exit System, while under the coordination of the European Commission, CEPOL finalised the TNA on cross-border cooperation to counter migrant smuggling.

Finland recommended to make the surveys less time consuming and more user friendly, in order to increase the response rates, while **Belgium** suggested to take into consideration the opinion of course participants via the relevant surveys, since they are experts of their specific fields. Besides, the high/low number of submitted applications to activities could also be an additional source of information.

According to the **Executive Director** surveying the opinion of course participants is a good idea. Regarding the number of applications he reminded that there are different nomination attitudes among the MS in keeping or not keeping the 1 nominee per country rule. Hence, the number of applications would not necessarily indicate the interests correctly. Still, as a result of a comprehensive approach this could be used as an indicator in the future, once national interests for the different courses are thoroughly measured by the MS.

Conclusion: The MB took note

ITEM 8.3 Review of EJMP, CEPOL European Law Enforcement studies (Draft MB Decision: 14/2019/MB)

<i>Presenter</i>	: Executive Director
<i>Took the Floor</i>	: Commission

Referring to the draft findings of the IAS - already distributed to the members of the Management Board - the **Executive Director** informed that even if it is a draft report, the mentioned findings should be taken seriously. According to the critical findings of the draft report, the European Joint Master Program related procedure was irregular, the related payments were illegal, and the potential conflict of interest has not been taken into account. For the selection of the Spanish university the Agency has not applied any eligibility and award criteria, and any procedure against conflicts of interests, which is not in line with the Financial Regulations. Besides, the draft report also mentions

that the mandatory financial reports of the Framework Partners were submitted too late in more than 40 % of the cases, and there were gaps in the evaluations, as well.

The Executive Director reminded, that by analogy to the EJMP, similar risks are foreseen for CKCs, since there were no sufficient procedures behind the setting up of the CKCs, and they have never applied awarding criteria. He also noted, that any critical finding of the IAS may have an impact on the discharge procedure.

Regarding the way ahead the Executive Director told that CEPOL will showcase to the auditors that CEPOL fully understands its responsibilities and will find the way to ratify the mistakes from the past. Consequently, he recommends to the Management Board to postpone the discussion on the tabled draft MB Decision on the new EJMP. A revised proposal for the EJMP will be sent to the MB once all the legal and administrative questions are clarified, besides, a detailed action plan will also be provided on the steps to be taken to find a reassuring solution.

The **Commission** agreed with the Executive Director, that this critical finding needs to be taken seriously. The Commission is ready to support CEPOL to find the right answer to the issues raised by IAS, as soon, as possible.

The **Chair** underlined that since the IAS comments are relating the procedures and not the Master Programme itself, once the administrative issues are solved the programme can hopefully be continued. Accepting the Executive Director's proposal he announced that the current draft decision will not be voted at this stage.

Conclusion: The MB postponed its voting on draft decision 14/2019/MB until IAS findings are fully solved

ITEM 8.4 CEPOL Digital Learning Services

<i>Presenter</i>	: Mr Roeland Woldhuis, Head of Corporate Services Department
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<i>Took the Floor</i>	: -
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The **Head of Corporate Services Department** informed about the main areas of the 1.2 million euro ICT development covering the *Server and Firewall Infrastructure*; the *CEPOL Cybercrime Academy (CCA)* including a *Virtual Simulation Platform*; the *Agency's Digitalisation Strategy*; and the *E-Net system & Law Enforcement Education (LEED) platform*.

The *Server and Firewall Infrastructure* investments include the refreshment of client PCs (60), Laptops (50), and screens (190). Their migration to new equipment is foreseen within the next 3-6 months. This infrastructure is sized to support CCA in case of merging to one location.

In relation to the CCA 80 PCs, a network, a server and a security platform will be established, while by the new LEED platform a modern, thematically approached end-user centric environment will be provided with new digital features and communication capabilities.

Conclusion: The MB took note on the update

ITEM 9. Regulatory matters

ITEM 9.1 Annual Appraisal of the Executive Director

The Annual Appraisal of the Executive Director has been held in a separated, closed session between the Appraisal Panel and the Executive Director. The outcomes of the appraisal will be reported by the Panel exclusively to the MB Chair.

ITEM 9.2 Update on Implementing Rules

<i>Presenter</i>	: Mr Roeland Woldhuis, Head of Corporate Services Department
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<i>Took the Floor</i>	: -
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The **Head of Corporate Services Department** provided a short introduction to the draft decisions. He also informed that there are 2 Commission Decisions in different stages of preparations: one of them is a model decision on *Contract agents 3a*, while the other will be a decision on Administrative enquiries and disciplinary procedures.

The **Chair** invited the MB members to vote on draft decision **06/2019/MB** on types of post and post titles in CEPOL.

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

Conclusion: The MB has adopted the draft decision 06/2019/MB

The **Chair** invited the MB members to vote on draft decision **11/2019/MB** on middle management.

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

Conclusion: The MB has adopted the draft decision 11/2019/MB

The **Chair** invited the MB members to vote on draft decision **12/2019/MB** on application by analogy of European Commission rules on telework.

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

Conclusion: The MB has adopted the draft decision 12/2019/MB

ITEM 9.3 Voting on draft MB Decisions

Presenter	: Executive Director; Head of Corporate Services Department
Took the Floor	: the Netherlands; Commission; Austria; Italy; Belgium; Croatia; Poland; Slovakia; Germany; Finland

9.3.1 04/2019/MB on appointing a Selection Panel for Working Groups

The **Executive Director** explained that the call for nominations for the new members of the Selection Panel was not successful, since only one country (Germany) volunteered for membership. He kindly asked the Management Board to nominate the lacking 4 additional members of the Panel via the current Oral Proceeding.

Since only one additional country (the Netherlands) volunteered, the **Commission** proposed to revise the related decision, and discuss it in the next Management Board meeting.

The **Executive Director** noted that in the last years there was no initiative for setting up a Working Group, which is a complicated administrative process. Instead, by establishing Expert Groups similar results can be achieved in a considerably shorter time. The related, old decision could even be repealed, if the MB agrees.

The **Chair** proposed to return the draft document for further preparation to CEPOL, and include it in the agenda of the next Management Board meeting.

Conclusion: The MB will discuss this item during the next Management Board meeting

9.3.2 07/2019/MB On the meeting calendar for 2019 – 2nd half

The **Executive Director** gave a short introduction to the meeting calendar for the second half of the year, and proposed the cancellation of the Framework Partners' meeting, due to the limited outcomes of previous meetings, and also because of the foreseen changes in CEPOL's business model.

Austria supported the cancellation of the FP meeting and recommended to organise it online, facilitated by an online communication of the outgoing/incoming presidency to enhance cooperation regarding the Grants for 2020.

Italy (supported by **Belgium, Croatia, Poland, the Netherlands, and Slovakia**) agreed with **Austria** on the online meeting and recommended to use the remaining resources for organising a CNU meeting purely devoted to a detailed discussion on the new business model. **Austria** suggested to extend the duration of the October CNU meeting. **Germany** requested to schedule the meeting between 30 September and 2 October, since 3 October is a National Holiday in Germany.

According to **Finland**, it is important to have a face-to-face meeting, since this is the only opportunity for the Framework Partners to meet during the course of the year.

Summarising the outcomes of the discussion the **Chair** concluded, that the Framework Partners' meeting will be organised only online, while the CNU meeting will be extended by one day (30 September - 2 October), where the extra day will be devoted to CNU level discussions on the new business model. With this adjustment the draft decision can be launched via Written Procedure.

Conclusion: The draft decision will be adjusted and voted on via Written Procedure

9.3.3 10/2019/MB On the delegation to make non-substantial amendments to the annual work programme of the Agency

The **Head of Corporate Services Department** introduced the draft MB decision.

The **Chair** invited the MB members to vote on the draft decision.

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

Conclusion: The MB has adopted decision 10/2019/MB

9.3.4 13/2019/MB On adopting CEPOL Financial Regulation

In his presentation the **Head of Corporate Services Department** summarised the content of the draft decision, with special emphasis on the budgetary principles, as well as the establishment, structure and implementation of the budget.

The **Chair** invited the MB members to vote on the draft decision.

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

Conclusion: The MB has adopted 13/2019/MB

ITEM 10. Reporting

ITEM 10.1 Consolidated Annual Activity Report 2018 and its assessment by the MB (Draft MB Decision: 08/2019/MB)

<i>Presenter</i>	: <i>Executive Director</i>
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<i>Took the Floor</i>	: <i>Executive Director</i>
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The **Executive Director** gave a short introduction into CEPOL's Consolidated Annual Activity Report 2018. He highlighted that also in 2018 the Agency has over delivered against the performance indicators. He reminded that the report, together with its assessment, shall be sent to the Court of Auditors, to the Commission, to the European Parliament and the Council by the end of June 2019.

The **Chair** invited the Management Board to comment on the report. No comments have been made, hence the Chair asked MB members to vote on the draft decision.

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

Conclusion: The MB has adopted 08/2019/MB

ITEM 10.2 Provisional Annual Accounts 2018 and the opinion of external auditors (ECA)

<i>Presenter</i>	: <i>Ms Dana Radu, DG BUDGET</i>
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<i>Took the Floor</i>	: <i>Executive Director</i>
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In her presentation **Ms Dana Radu**, DG BUDGET, overviewed the process and status of the 2018 Annual accounts and summarised the financial statements and budget implementation for 2018. The assets increased mainly due to liaison accounts (+959k), but this was partially compensated by a decrease in non-current assets due to depreciation (-202k). The liabilities increased mainly due to the increase in accrued charges (+165k), but it was partially compensated by a decrease in payables to the Commission (-92k).

Regarding budgetary expenditures she told that 98% of the C1 budget has been committed, out of which 78% has been paid, which is a very good result. The next step will be the issuing and submission of the final annual accounts to the discharge authorities, to the European Parliament, to the Court and to the Council by the statutory deadline of 1 July 2019, and ultimately the accounts will be published, as will the Court's final report by the 15th of November 2019.

The **Executive Director** thanked EU BUDGET for the smooth cooperation. Regarding the implementation of last year he added, that regardless of the very late transfer of the 1.2 M EUR support of the Commission, the budget has been committed, which is also included in the 98% commitment rate mentioned before.

Conclusion: The MB took note

ITEM 10.3 Update on CNU workshops

Presenter : Mr Calin Balaei, Chair of the CNU meeting, Romanian Presidency

Took the Floor : -

Mr Calin Balaei, Chair of the CNU meeting summarised the two workshops held during the 6th CNU meeting (9-10 April, Budapest, 2019). *Workshop 1* explored how to enhance and support the indispensable partnership between CEPOL and its CNUs with a view towards enhancing the effectiveness and efficiency of CEPOL's international cooperation portfolio. *Workshop 2* discussed the current ongoing initiatives for safeguarding the quality of CEPOL activities and their alignment with international and European standards. In Workshop 2 the discussion focused both on the developments towards ISO standard 29993:2017 and the opportunities for aligning CEPOL qualifications with the EQF.

Conclusion: The MB took note of the update

ITEM 11. AOB

ITEM 11.1 CEPOL Cybercrime Academy (CCA)

Presenter : Executive Director

Took the Floor : -

The **Executive Director** announced that CEPOL is opening very soon its CEPOL Cybercrime Academy in Budapest and thanked the Commission and the Hungarian authorities for their considerable support both for the establishment of the Academy and also for the related opening ceremony to be held on Thursday, 13 June. Among numerous prestigious guests a Commissioner and the Hungarian Minister of Interior are also expected.

Conclusion: The MB took note

ITEM 11.2 Local transportation

Presenter : Belgium

Took the Floor : Greece; Germany; Executive Director

Belgium explained that the costs of local transportation for CEPOL meetings and courses generate an additional financial burden for MS when attending a meeting at the Agency, or organizing a training, since the participants have to pay for the transportation themselves. In order to attend network meetings, Member States are already dedicating human resources and time for CEPOL, and their delegates are working also for the benefit of the Agency. Hence, Belgium would appreciate if this rule could be revised.

According to the **Executive Director** the organisers of the activities can decide if the local transport should be provided or not. The local transport opportunities to get into the centre of Budapest have also been analysed by the Agency and multiple options have been found from range of 1 EUR to 30 EUR, however, CEPOL's calculation has also shown that financing local transportation by taxi would amount to more than 100k EUR, besides, no other agency provide taxi transfer for their participants. Hence, it has been decided that expenses spent for taxies could be used for operational activities instead. Still, in case of late arrivals and early departure, the taxi transfer is still covered by CEPOL. For CEPOL staff similar rules apply.

Greece shared the opinion of Belgium, because contrary to other agencies where the liaison officers are part of the structure, at CEPOL the CNUs are the liaison officers. Greece also underlined, that taxi provision for the participants is not a matter of money, because they got reimbursed for their taxi expenses at home, but a matter of esteem towards the participants. Quality should not only be in the classroom, but also in the services.

Germany strongly supported Belgium and Greece, since Member States are investing into CEPOL related activities on a weekly basis. Local transportation is crucial, hence, if budget needs to be reduced, it would be better to skip a lunch or a dinner.

Replying Greece, the **Executive Director** reminded that the network meetings of Europol are organised in a similar way, but taxi is not provided by Europol, either. Answering Germany he underlined that providing food is also a quality standard, hence the skipping of meals could not be a good alternative. It is not foreseen that CEPOL can go back to the earlier provided service, but understanding the disappointments he will try to find a compromised solution.

Conclusion: The MB took note

ITEM 12. Finnish Presidency Priorities

Presenter : Ms Lotta Parjanen, incoming Presidency

Took the Floor : Commission

Ms Lotta Parjanen gave a short introduction to the priorities of the incoming Presidency. The priority areas of the Finnish Presidency will be: a Union for jobs, growth and competitiveness, a Union that empowers and protects all its citizens and promotes sustainable development, a Union of Freedom, Security and Justice, and a Union which is a strong global actor.

In the field of Home Affairs priority will be given to the management of migration, responding to changing threats in the field of internal security, improving border security, securing the EU-funding in the area of Home Affairs (MFF), and the adjustment on United Kingdom's withdrawal from EU (Brexit).

Regarding Internal Security, emphasis will be put on working together towards a stronger internal security, including the smooth interoperability between the EU information systems, Countering and preventing violent extremism, Assessing and adjusting EU measures to the evolving threat of terrorism, Continuing the implementation of the EU Policy Cycle, Enhancing the instruments for the fight against cross-border crime, as well as Strengthening the link between internal and external security in different EU actions and strategies.

The **Commission** asked if there is any specific training planned in the area of *hybrid threats*, since it will also be on the agenda of the Informal meeting of Justice and Home Affairs Ministers in July.

In his reply the **Chair** told that Finland is in a difficult situation, because the national parliamentary elections took place only a month before, and the negotiations to establish a new government are still underway with an expected deadline of end May. Hopefully, the new government will take a rapid decision on the activities concerning the Finnish Presidency.

Conclusion: The MB took note

ITEM 13. Closing of the meeting

Presenter : Chair

Took the Floor : -

The **MB Chair** thanked the Romanian Presidency team, the participants, presenters and CEPOL for their work and officially closed the meeting.

Tampere, 15 August 2019

Budapest, 28 August 2019

<Signature on file>

<Signature on file>

Dr Kimmo HIMBERG
Chair of CEPOL Management Board

Dr.h.c. Detlef Schroeder
Executive Director of CEPOL

Annex 1 – List of Meeting Participants

Annex 1. List of Meeting Participants

Chairperson of the Management Board:

Country	First Name	Last Name
FINLAND	<i>Kimmo</i>	<i>HIMBERG</i>

Members/Alternate members (with voting right):

Country	First Name	Last Name
AUSTRIA	Norbert	LEITNER
BELGIUM	Alain	RUELLE
BULGARIA (alternate member)	Simo	MIHOV
CROATIA (proxy given to MB Chair)	- proxy -	- proxy -
CYPRUS	Themistos	ARNAOUTIS
CZECH REPUBLIC (alternate member)	Veronika	RUNDOVÁ
ESTONIA	Kalvi	ALMOSEN
European Commission – DG HOME (alternate member)	Laurent	MUSCHEL
FINLAND (alternate member)	Lotta	PARJANEN
FRANCE (alternate member)	Emmanuel	GRAVIER
GERMANY	Carsten	TWELMEIER
GREECE	Fotios	NTZIMANIS
HUNGARY (alternate member)	Andras	GAAL
IRELAND	Patrick	MURRAY
ITALY	Giuseppe	BOTTILLO
LATVIA	Gatis	SVIKA
LITHUANIA	Rimantas	BOBINAS
LUXEMBOURG	Marc	WELTER
MALTA	Angelo	GAFA
NETHERLANDS	Sandra	WIJKHUIJS
POLAND (alternate member)	Piotr	SOCHACKI
PORTUGAL	Paulo	PELICANO
ROMANIA	Ovidiu	MACOVEI
SLOVAKIA (alternate member)	Stanislav	STRAKA
SLOVENIA	Danijel	ZIBRET
SPAIN (alternate member)	Jose Alberto	RAMIREZ VAZQUEZ
SWEDEN (proxy given to MB Chair)	- proxy -	- proxy -

Member State observers:

AUSTRIA	Gerhard	HABERLER
BELGIUM	Bart	D'HOOGHE
CROATIA	Valerija	BENCERIĆ
CYPRUS	Floris	NIKANDROU
ESTONIA	Dorel	KAOSAAR
FINLAND	Pasi	KEMPPAINEN
FINLAND	Antti	TALVITIE
FINLAND	Anni	KINNUNEN
FRANCE	Cindy	BOURGOIS
GERMANY	Guido	KATTERT
GREECE	Dimitrios	KRIERIS
IRELAND	Brian	CONWAY
ITALY	Massimo	TULINI
LATVIA	Ieva	KLAVINA
LITHUANIA	Martynas	AUSTYS
NETHERLANDS	Ronald	BRON
POLAND	Anna	GRUNT
POLAND	Paulina	MACCZAK
PORTUGAL	Rui	PEREIRA
ROMANIA	Calin	BALAEI
SLOVAKIA	Ingrid	WEISSOVA
SLOVENIA	Egidij	GLAVIC
SWEDEN	Ulf	SYDORF

Other observers:

Institution	First Name	Last Name
CEPOL MB Deputy Chair	Danijela	PETKOVIC
Audit Panel - Chair	Katarzyna	KLIMCZAK-SYCH
European Commission - DG HOME	Giulia	CAMOZZINI
European Commission - DG BUDGET	Dana	RADU

CEPOL HQ:

Function	First Name	Last Name
Executive Director (ED)	Detlef	SCHRÖDER
Head of Corporate Services Department	Roeland	WOLDHUIS
Head of Operations Department	Mailis	PUKONEN
Head of Training and Research Unit	Agnieszka	BIEGAJ
Governance Assistant (Outcomes)	Gyorgy	ISPANKI
Governance Support Assistant	Cecilia	DUBOIS