

**Outcomes of Proceedings of the
2nd online meeting of CEPOL Management Board
29 April 2020, 14:00 CEST
Chairperson: Dr. Kimmo Himberg**

ITEM 1. Welcome by the Chair

Presenter : Dr. Kimmo HIMBERG, MB Chair
Took the Floor : Portugal, Germany, Greece

The Chair welcomed the participants to the 2nd online Management Board meeting and greeted the new Voting Members attending the meeting **Mr. José Carlos BASTOS LEITÃO**, new voting member for **Portugal**, **Mr. Uwe MARQUARDT**, new voting member for **Germany** and **Mr. Avraam AIVAZIDIS**, new voting member for **Greece** greeted the Assembly and expressed their pleasure in being present at the meeting.

ITEM 2. Adoption of the Agenda

Presenter : Chair
Took the Floor : -

After summarising the voting procedure, the **Chair** invited Voting Members to comment on the draft Agenda. Since no additional request has been made, the **Chair** invited Voting Members to vote on the draft Agenda.

During the meeting all but one (Sweden) voting members were present or represented by their alternates, and no proxy vote has been submitted, hence, the total number of eligible votes was 26.

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Sweden, as not represented for voting)

Conclusion: The MB has adopted the draft Agenda

ITEM 3. Adoption of the Draft Outcomes of Proceedings

Presenter : Chair
Took the Floor : Portugal

Portugal recommended a rectification in the second paragraph of Item 2.

Voting results: In favour: 26 members; **Against:** 0; **Abstained:** 1 (Sweden, as not represented for voting)

Conclusion: The MB adopted the Outcomes with the recommended rectification.

ITEM 4. Update on the current situation on CEPOL by Executive Director

Presenter : Dr.h.c. Detlef SCHROEDER, Executive Director
Took the Floor : Finland, Germany

The **Executive Director** welcomed all participants and informed the Management Board that CEPOL is still in a teleworking mode, although its critical functions are represented in the Office. In order to provide Member States with as many services as possible, the Agency has shifted towards online services, while the impact of the current situation on the 2020 budget is under a careful analysis. It is expected that by June the Agency can collect all necessary information from Framework Partners and review its work programme for the remaining time of 2020.

The anticipated main risk for returning to normal functioning is that many countries will not have the opportunity to reopen entirely, while the availability of experts and trainers will also be uncertain. Meanwhile, the Agency needs to monitor the changing landscape of crime in close cooperation with the European Commission, Europol, and CEPOL partners, especially due to the strong increase of cybercrime.

Regarding projects, as a response to the current crisis, the **CT 2** project developed a contingency plan and an emergency online training package for the partner countries. The **CT INFLOW** and **EUROMED Police** projects have recently started, the recruitment of staff is ongoing and negotiations for contracting a new office space are in progress, as well. Concerning the new CEPOL HQ building there is no new information, unfortunately.

Regarding the Agency's administrative development, the Executive Director informed about a planned shift towards a digital based system for the financial workflow (Speedwell) and the plan for the application of an electronic document management system (Ares). Concerning the lifting of COVID-19 containment measures, CEPOL is in close contact with the European Commission and the Network of Agencies and has started the process of ordering protection equipment, and making of preliminary plans towards shift work and flexible solutions, e.g. combination of presence in the office and teleworking.

Answering **Finland** on the possible reintroduction of a European Joint Master Programme, the **Executive Director** reminded that the Agency has initiated workshop discussions on the best possible ways of integrating Higher Education within the framework of CEPOL, however, due to the COVID-19 situation, this initiative had to be suspended. Supporting Finland, **Germany** underlined that the workshop on Higher Education would be an effective tool to elaborate on the criticism raised by IAS and find ways to further develop a joint higher education master programme in the future.

Conclusion: The MB took note

ITEM 5. Update on the current situation by the European Commission

<i>Presenter</i>	<i>: Mr. Laurent MUSCHEL, European Commission</i>
<i>Took the Floor</i>	<i>: Finland</i>

Mr. Laurent MUSCHEL informed the Assembly that the Commission will propose changes in the MFF proposal focusing on an effective economic recovery. Even though a considerable amount is planned to be allocated for economic support and cohesion, changes in the funding of the agencies are not to be expected. Still, it is important to lobby, and show that many of the activities of CEPOL are supporting the fight against crime generated by the COVID-19 crisis, including cybercrime, child abuse activities committed online, as well as economic crime, hence, there is an increasing need for better-trained law enforcement officials in these fields. Consequently, more specific online training activities will be needed, and the development of CEPOL's Cyber Crime Academy would also be useful.

Answering **Finland**, he confirmed that the possibility to introduce an Erasmus scheme dedicated to Law Enforcement is still being studied, although there have been no recent developments; he invited Member States to support this initiative via lobbying of their national authorities.

Conclusion: The MB took note

ITEM 6. Enhanced utilization of CEPOL online services both for CEPOL's own training and to support Member States

<i>Presenter</i>	<i>: Dr.h.c. Detlef SCHROEDER, Executive Director</i>
<i>Took the Floor</i>	<i>: Netherlands, Germany, Finland, Mrs. Mailis Pukonen, Head of Operations</i>

The **Executive Director** reported on a growing demand for online services from the target groups, and on the Agency's online services offered towards Member States. CEPOL has already been contacted by 13 Member States, but also institutions like the Council of the European Union, OSCE,

and partner Agencies, e.g. ENISA and FRONTEX, as well as EU networks, like RAILPOL and AIRPOL requested support via online services.

For the time being more than 500 additional participants have been served via these services. Furthermore, CEPOL was able to set up eLearning platforms for some of its partners, helping them to continue their education online.

Also, there is a growing demand towards CEPOL's standard online portfolio, resulting in the serving of more than 11000 participants, while the registrations in the first 4 months of the year have been raised by 30 %. In the online modules there was a 100% increase in the number of users, while the webinars were experiencing much higher participation rates, too. In addition, the Agency is currently preparing an additional package of COVID-19 related online services to be rolled out from May onwards.

Answering **the Netherlands**, he specified that CEPOL has been contacted directly by the Council to see how the Agency can support the different EMPACT priorities. CEPOL is also providing direct online services to different EMPACT groups. CEPOL has also been contacted by EUROPOL and Commission, with special emphasis on developing answers to new cyber threats upcoming via online tools. These will be incorporated to the above mentioned, additional COVID-19 package, as well.

Replying to **Germany** on foreseen threats regarding the rollout of LEEed **Mrs. Mailis Pukonen, Head of Operations Department** told that CEPOL did its best to avoid problems: it held one eNET stakeholder training last November and another one a day before. There are weekly online sessions planned for LEEed Managers in order to ensure a smooth transition. Answering **Finland** on the lack of information regarding the transition from the eNET to the LEEed platform she promised that CEPOL will examine the problem. (Update: it has been clarified that the distribution list of eNet Managers has not been updated with the email address of the current eNet Manager of Finland. Therefore, the related communication sent out earlier has not reached Finland. Since then the distribution list has been updated with the current email address to ensure smooth communication in the future.)

Conclusion: The MB took note

ITEM 7. Further suspension of CEPOL residential activities, including voting on draft MB Decision 10/2020/MB on the suspension of operational activities until 31 July 2020 due to COVID-19 Situation

<i>Presenter</i>	<i>: Dr.h.c. Detlef SCHROEDER, Executive Director</i>
<i>Took the Floor</i>	<i>: Portugal, Netherlands, Austria</i>

The **Executive Director** informed the Management Board that the risks and implications of COVID-19 in the carrying-out of CEPOL's operational activities are monitored and evaluated constantly by the Agency, and two decisions have been made by the Executive Director (16/2020/DIR and 22/2020/DIR) on the suspension of several operational activities. Since the second decision (22/2020/DIR) expires on 31 May 2020, further suspensions would be more appropriate to be decided a Management Board level. The tabled draft MB decision 10/2020/MB would extend the suspension of the already suspended operational activities until 31 July 2020:

- a. Residential (on-site) training activities, including training activities carried out in the context of externally funded projects;
- b. Exchanges;
- c. Missions of CEPOL staff, except from missions permitted upon approval of the Executive Director when compelling business needs require so;
- d. CEPOL organised meetings;
- e. Group visits to CEPOL premises in Budapest.

The Executive Director told that based on the Framework Partners' forthcoming feedback regarding their ability to implement their planned activities in the second half of the year, the Agency will prepare a revised Annual Work Programme by mid-June 2020.

Portugal and the **Netherlands** proposed an approach from all angles, where not only the Framework Partners' ability, but also the availability of experts and participants, as well as national and European COVID-19 measures are considered.

The **Executive Director** agreed with the proposal and informed that all these aspects will be considered, however, since the organisers need to plan with the longest timeline, their availability would be checked first.

Answering the question of **Austria** on the possibility of discussing its proposal on the suspension of the activities for the whole year already here, the **Chair** recommended to keep the discussion under the originally planned Item 12. **Austria** accepted the Chair's advice. **Portugal** noted that it will abstain from voting because Portugal shares the concerns of Austria and the related discussion would have been relevant to be discussed here.

Voting results: In favour: 25 members; **Against:** 0; **Abstained:** 2 [Portugal (and Sweden, as not represented for voting)]

Conclusion: The MB has adopted draft decision 10/2020/MB

ITEM 8. CEPOL's human and budgetary resources in the current situation

<i>Presenter</i>	: <i>Dr.h.c. Detlef SCHROEDER, Executive Director</i>
<i>Took the Floor</i>	: <i>European Commission</i>

According to the **Executive Director**, the suspension of the activities will have a significant impact on the budget implementation. Related budget implications will be quantified as part of the revised Annual Work Programme for the remaining part of 2020, planned to be submitted by mid-June 2020. Regarding human resources he told that the Agency has ongoing staff resignations and recruitments and due to the circumstances, it is very difficult to run recruitment procedures and onboarding new staff members.

The Agency has also requested DG HOME's support in tackling the current HR situation by getting approval to contract more Contract Agents (CAs), so that CEPOL could be capable to offer a higher volume of cybercrime related training. Currently, the Agency has only one full time contract agent allocated to cyber matters. There is also a hope that SNEs will also be available in this area via nominations from MS. Still, in order to fulfil the high demand and multiply CEPOL's provisions in the field of cyber matters, more CAs will be needed. The Agency would also like to step-in and compensate the dropout of Member States, not able to run their planned activities due to their increased national responsibilities. CEPOL is also engaged in a comprehensive EU support to Member States most hit by the COVID-19 crisis, therefore, allocation of adequate resources to this area will be needed as well. The Executive Director asked the delegates of DG HOME if they can give a preliminary feedback regarding the Commission's related considerations.

Mr. Laurent MUSCHEL informed the Management Board that DG Budget is currently looking into the Agencies' health crisis related savings; any savings stemming from turning residential into online activities should be diligently recorded and reported. This situation allows the Agency to increase its online activities, especially regarding its Cyber Crime Academy, and CEPOL could move gradually more and more towards online activities anyway. Hence, CEPOL should be able to demonstrate to the budgeting authorities that it can adapt to the current situation and can provide support in the field of online LE training. Concerning the request for extra staff, **Mr. Laurent MUSCHEL** admitted that this is a very difficult subject right now. He mentioned the possibility to try and make the case for additional CAs to support a **structural** shift towards online activities rather than a temporary one. In any event, he suggested continuing this discussion bilaterally at working level.

Conclusion: The MB took note

ITEM 9. Budget situation forecasts for 2021

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

Took the Floor : European Commission

The **Executive Director** told that CEPOL is operating according to its current budget, however, as explained earlier, considerable changes are foreseen due to the COVID-19 situation. Further forecasts are currently not possible. **Mr. Laurent MUSCHEL** added, that DG HOME is still working on the assumption of a 2% budget increase for 2021, as announced during the last meeting. However, this is only the starting point and the result of the negotiations will only be seen in the forthcoming weeks.

Conclusion: The MB took note

ITEM 10. The Executive Director's and EU Commission's reflections on how the extraordinary circumstances in 2020 will impact activities in 2021

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

Took the Floor : European Commission

The **Executive Director** informed that regarding the 2021 business planning CEPOL is convinced that the Agency needs to revise its planned activities for 2021 based on the continuously changing situation in 2020. Training contents will need to be looked at together with CEPOL's partners, while possible shifts between topics (e.g. increasing importance of cyber matters and public order policing) should be analysed carefully, jointly with the Commission and the partner Agencies.

The structure of business delivery needs to remain unchanged, hence, the launching in full of the new business model will not be feasible, and in the next agenda point the MB will be asked to support the launching of a Call for new Framework Partners and Grants for 2021. Furthermore, the Agency expects that several Member States will not be in the position to run residential activities in 2021, therefore, CEPOL might need to be more involved in training delivery.

The **Commission** agreed with the forecast of the Executive Director.

Conclusion: The MB took note

ITEM 11. State of play towards renewed Framework Partner Agreements and Grant Agreements including voting on draft MB Decision 13/2020/MB on the Call for New Framework Partners and Grants for 2021

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

Took the Floor : Netherlands, Czech Republic, Germany, Finland, Belgium, Poland, the Chair

The **Executive Director** explained that the current Framework Partnership agreements will expire by the end of 2020, and they cannot be extended. According to CEPOL's mandate, in duly justified cases CEPOL may award grants without open call for proposals to Member States for providing specified training, however, this requires a prior approval of the Management Board. In the tabled draft decision, the Management Board is asked to approve the publication of a restricted Call for establishing Framework Partnership Agreements for 2021-2024.

Answering the **Netherlands** and the **Czech Republic** he explained that "restricted call" means that the Call will not be open to any kind of organisation and private company, but only to those public institutions that are experienced in LE training.

Replying to the question of **Germany** and the **Chair** on the two Annexes distributed with reference to this agenda item the Executive Director clarified that these are not part of the tabled MB Decision, and only distributed for transparency reasons. Annex 1 indicates the planned timeline and Annex 2 on the Portfolio 2021 is currently under development and will be tabled to the MB for approval during the May meeting.

Responding to **Finland** he told that the Call for Framework Partners is purely designed to fulfil the financial regulations' formal requirements for providing Grants. By now, CEPOL has no limitations for number of FPs per country or FPs in total. Still, he would like to have committed partners on board.

Belgium suggested to include in the call an eligibility criterion requiring to apply for at least one activity per year, and requested to extend the deadline by two weeks, in order to receive more applications. In his reply the **Executive Director** expressed that it is legally not possible to force partners to apply and exclude inactive partners. Regarding the deadline he told that due to the required administrative procedures, further postponement is not feasible.

Answering **Poland**, the **Executive Director** told that the roles of the FPs would be the same as before: they will be expected to apply for Grants, and then to implement the granted activities in cooperation with other partners and the Agency.

Voting results: In favour: 25 members; **Against:** 0; **Abstained:** 2 [France (and Sweden as not represented for voting)]

Conclusion: The MB has adopted the draft decision 13/2020/MB

ITEM 12. Reflections to recommendations raised by Voting Members prior to the meeting

<i>Presenter</i>	: <i>Chair</i>
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<i>Took the Floor</i>	: <i>Austria</i>
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The **Chair** informed the Management Board that Austria recommended a topic for discussion and invited Austria to introduce it to the Assembly.

Referring to its submitted proposal, **Austria** explained that due to the different national security, health, travel rules and policies as well as exit strategies in the context of COVID-19, Member States - especially Law Enforcement Services and LE-Academies - will face several challenges and limitations, particularly regarding travelling abroad for the next months to come. Therefore, it is advisable to the Management Board to start a discussion about the possibility to agree on a deadline in the near future (end of May/beginning of June) to decide on the suspension of all CEPOL residential activities for the whole year 2020.

In his reply the **Executive Director** shared the concerns of Austria, however, he recommended to revisit this proposal at a later stage, i.e. in the end of June, when the situation for the remaining part of the year is better predictable. For example, it might be the case that exchanges between some MS could be safely organised, because they are exiting the crisis earlier, than other states.

Austria noted that its proposal is only related to the residential activities and not the exchanges, and their considerations are also based on the purpose of ensuring equal opportunities for MS in attending residential activities. The **Executive Director** understood the considerations of Austria and proposed to review the situation at the end of June.

Conclusion: The MB took note

ITEM 13. AOB

<i>Presenter</i>	: <i>Chair</i>
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<i>Took the Floor</i>	: <i>Spain, Portugal, Executive Director</i>
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The **Executive Director** recommended to the Management Board to take the current situation as an opportunity for closer cooperation via the existing LEEed Managers' network in the field of online learning. CEPOL would be ready to moderate such a process.

Spain suggested a more in advance distribution of meeting documents. In this way, the time devoted to presentations could be reduced, allowing more space for discussions. A possible topic for such a discussion could be the substitution of residential activities with online courses for the year 2020, in the organisation of the countries and not by CEPOL.

In his reply the **Executive Director** welcomed the Spanish recommendations. The Agency will try to provide the documents more in advance and is open to discuss further cooperation opportunities in the field of online learning.

Portugal informed the Management Board that the Expert Group on the New Business Model has started its work before the crisis and thanked the already given valuable input of the members of the group. The Group will carry on its work via online meeting tools. Members will be contacted in this regard in the following week.

Conclusion: The MB took note

ITEM 14. Closing of the meeting

Presenter	: Dr. Kimmo HIMBERG, MB Chair
Took the Floor	: -

The **Chair** thanked the participants and presenters for their attendance and contribution and announced that the next online MB meeting will take place on **27 May 2020, 14:00 CEST**.

Tampere, 29 May 2020

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Dr. Kimmo HIMBERG

Chair of CEPOL Management Board

Budapest, 22 June 2020

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Dr.h.c. Detlef Schroeder

Executive Director of CEPOL

Annex 1 – List of Meeting Participants

Annex 1. List of Meeting Participants

Chairperson and Deputy Chairperson of the Management Board:

Country	First Name	Last Name
FINLAND (Chair)	Kimmo	HIMBERG
CROATIA (Deputy Chair)	Danijela	PETKOVIC

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	BALGAC
CYPRUS	Themistos	ARNAOUTIS
CZECH REPUBLIC (alternate member)	Zora	VALASKOVA
ESTONIA	Kalvi	ALMOSEN
European Commission – DG HOME (alternate member)	Laurent	MUSCHEL
FINLAND	Lotta	PARJANEN
FRANCE (alternate member)	Ingrid	PEYRATOU
GERMANY	Uwe	MARQUARDT
GREECE	Avraam	AIVAZIDIS
HUNGARY	Emese	HORVACZY
IRELAND	Patrick	MURRAY
ITALY (alternate member)	Lorena	CAPOLUPO
LATVIA	Inese	VOLOSEVICA
LITHUANIA	Darius	URBONAS
LUXEMBOURG	Marc	WELTER
MALTA	Angelo	GAFA
NETHERLANDS	Sandra	WIJKHUIJS
POLAND (alternate member)	Piotr	SOCHACKI
PORTUGAL	Jose	LEITAO
ROMANIA	Ovidiu	MACOVEI
SLOVAKIA (alternate member)	Stanislav	STRAKA
SLOVENIA	Danijel	ZIBRET
SPAIN (alternate member)	Jose Alberto	RAMIREZ VAZQUEZ
SWEDEN	-	-

Member State observers:

AUSTRIA	Gerhard	HABERLER
AUSTRIA	Carina	MAYER
CYPRUS	Stelios	GAVRIEL
CZECH REPUBLIC	Jan	PECHÁČEK
ESTONIA	Dorel	KÄOSAAR
FINLAND	Pasi	KEMPPAINEN
FINLAND	Antti	TALVITIE
FRANCE	Magali	CHASSERIAU
GERMANY	Carsten	TWELMEIER
GERMANY	Guido	KATTERT
GREECE (alternate member)	Maria Areti	KYRITSI
ITALY	Massimo	TULINI
LATVIA	Ieva	KLAVINA
LUXEMBOURG	David	CHENUT
NETHERLANDS	Ronald	BRON
POLAND	Anna	GRUNT
PORTUGAL	Hugo	CRUZ
PORTUGAL	Rui	ALFARO PEREIRA
PORTUGAL	João	OLIVEIRA
ROMANIA	Calin	BALAEI
SLOVENIA	Egidij	GLAVIC
SWEDEN	Ulf	SYDORF

Other observers:

Institution	First Name	Last Name
European Commission – DG HOME	Cristina	CALABRÓ
Chair of Internal Audit Panel	Katarzyna	KLIMCZAK-SYCH

CEPOL HQ:

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