

**Outcomes of Proceedings of the  
5<sup>th</sup> online meeting of CEPOL Management Board  
12 November 2020, 10:00 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 5<sup>th</sup> online Management Board 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 was made, 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 3. Adoption of the Draft Outcomes of Proceedings

*Presenter* : Chair  
*Took the Floor* : -

**Finland** recommended some rectifications, which were distributed to all participants prior to the meeting.

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

**Conclusion: The MB adopted the Outcomes with the recommended rectifications.**

### ITEM 4. Announcements

#### ITEM 4.1 Announcement by the European Commission

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

**Mr. Laurent MUSCHEL** informed the MB that on 13 November 2020 - on the fifth anniversary of the devastating terrorist attacks in Paris - a special Home Affairs Council video conference would take place. While the focus of the meeting will be the Migration and Asylum Pact, the Council will also discuss how to further strengthen the EU's joint efforts to fight against terrorism, following the recent attacks in France and Austria.

**Mr. MUSCHEL** also announced that on 9 December 2020 the Commission would adopt its CT Agenda - which was brought forward from the initial planned adoption next year -, including the envisaged changes for the revision of the Europol regulation. Also, the Critical Infrastructure Protection legislation is scheduled for adoption on 15 December, together with the Network and Information Systems (NIS) Directive.

**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	: -

The **Executive Director** welcomed all participants, conveyed his sympathies to the French and Austrian colleagues, and praised the work being carried out by the national law enforcement authorities conducting the investigations regarding the recent terrorist attacks.

Reviewing the current situation in Hungary, he reported that, according to the Hungarian government's recent announcements, the preventive measures became even stricter (including a curfew between 8 pm and 5 am; an obligation to wear a mask in certain public areas; organising or holding events or gatherings is forbidden - exceptions might apply) and by mid-December the Hungarian health care system will reach its full capacity.

Concerning CEPOL's activities, he underlined the need to invest further in sustaining the Agency's online competences and to remain flexible towards the implementation of activities in 2021.

In this regard, in terms of strategic priorities he highlighted the importance of strengthening the CEPOL's cybercrime related service portfolio; the further development of the Agency's eLearning services to become the Law Enforcement eLearning support hub of the EU; and the further digitalisation of the Agency. For the next years to come, many things have changed due to the pandemic situation, therefore, CEPOL's business implementation still needs to be based on three pillars: 1) services performed by Framework Partners via grants; 2) services performed in the scope of CKCs; 3) services delivered directly by the Agency.

Concerning internal aspects, the **Executive Director** underlined the high commitment and excellent performance of CEPOL staff throughout these difficult circumstances. Teleworking and working from home have not led to drop in performance, and the shifting of workforce towards eLearning and online activities went smoothly and with the support and positive attitude of staff. Hence, it is unfortunate, that the salary correction coefficient for Hungary has been reduced by 4 % retroactively from July 2020, which might have a negative effect on the Agency's attractiveness on the employment market. In this regard, he reported an increasing number of staff resignations during the last months, and noted that there were numerous occasions when selected new job candidates did not accept the job offer due to better offers from other partners on the market.

Last, but not least, he emphasized the importance of a well-functioning, stable IT infrastructure, requiring not only an ongoing maintenance, but a strong IT team on board to provide proper maintenance and to ensure secured systems against any possible cyber-attack.

**Conclusion: The MB took note**

## ITEM 5. Agency Progress report

### ITEM 5.1 Agency Progress report – to end of September

Presenter	: Executive Director
Took the Floor	: Finland, Commission

In his introduction to the Agency Progress report, the **Executive Director** underlined that the COVID-19 crisis had a massive impact on the implementation of training activities, mainly due to the cancellation of several onsite activities.

**Finland** raised a question on the content of *Title 3 - operational expenditure*, since the report is indicating a not yet committed amount of approximately € 1.2 million.

In his response, the **Executive Director** explained that in normal years, the vast majority of the Operational expenditure is to cover training activities, but it also contains budget lines for communications, publications, networking and governance meeting costs. The Agency is currently in contact with the Commission concerning the unspent amount to be returned to the general budget of the EU. CEPOL will launch a written procedure on amending the SPD 2020, in line with the provisions. In September CEPOL already informed the EC about some € 750 000 of unused budget in the context of the Global Transfer exercise, but, due to the limited possibilities to spend the remaining € 1.2 million, the amount is likely to be bigger.

The **Commission** intervened and urged the Agency to calculate the exact amount to be returned as soon as possible and to timely circulate the amending budget accordingly, at the latest by the end of November. Also, the Commission suggested trying to carry over some of the amount for activities to be implemented early next year. The **Executive Director** thanked DG HOME for supporting this

process and noted that due to the pandemic situation, activities and related funds cannot really be carried over to the beginning of next year, unfortunately.

### **Conclusion: The MB took note**

## **ITEM 6. Core Business**

### **ITEM 6.1 Status report of Expert Group on the new business model**

*Presenter* : Chair, Executive Director

*Took the Floor* : the Netherlands, Czech Republic, France, Commission

In his introductory presentation, the **Chair**, as a co-chair of the Expert Group (EG) reported on the EG's work concerning a new CEPOL Business Model. Further to a first in-depth discussion held in February, showing the need for a reform of the Agency based on the three main pillars identified: 1) Relevance; 2) Commitment; 3) Quality, the EG's mandate was overtaken by the events. Therefore, the Business Model will stay the same, at least for the time being; this is also in line with the Agency's projected resources. The EG further met online on 3 July and on 21 October and basically refined the current 'hybrid' model. The **Executive Director** summarised the EG's key recommendations distributed to the MB following the last meeting of 21 October. Among those, CEPOL proposed the extension of the EG's mandate in order to continue the reflection, also in view of the forthcoming five-year evaluation. The **Commission** clarified, though, that the latter will be carried out independently and steered by the Commission and the EG cannot be combined with it but should take those results into account.

The **Executive Director** expressed his regret that in the near future the Agency will not have the human resources to cover the overhead needed for the full rollout of the new model as initially proposed by CEPOL. Therefore, CEPOL has put in place new Framework Partnerships, in order to implement the planned training activities as of 2021. Besides, he expressed his gratefulness that the EG has made recommendations also on how the CKCs can be practically improved, and underlined the importance of the planned in-depth analysis of horizontal cooperation both within the network and with the Agency.

Answering the **Netherlands** and the **Commission** he confirmed, that the meeting documents are wrongly indicating that the status report of the EG is for adoption (A), the distributed documents are only for information (C), as it is indicated in the MB Agenda. Regarding the proposed extension of the mandate he expressed his satisfaction with the EG's work, and based on the EG's recommendation he is planning to extend the group's mandate until the end of Q3 of 2021. Replying to the **Commission** he clarified that the EG recommendations are mentioning the five-year evaluation of the Agency only from a follow-up perspective, so that the EG could directly analyse the way forward, once the external evaluation report of the Commission is submitted to the MB.

The **Chair** also supported the extension of the mandate of the EG, especially because in this way it will be able to take into immediate consideration the five-year evaluation results.

Replying to the **Czech Republic**, the **Executive Director** explained that the selection of host institutions for CKC activities is up to the CNUs, since they are in the position to see which institution could be ready for the given role on the national level. Regarding Annex 4, section 1.1, second bullet point he clarified that the EG wanted to indicate the importance of EU dimension instead of individual/institutional/national interests. Concerning section 1.3, first bullet point he enlightened that it is related administrative activities, e.g. experts should not advise on catering or hotel, etc. He also explained that under section 3.2, second bullet point the designation of a training adviser is optional, because the EG did not want to exclude potential candidates purely because they cannot nominate a training advisor.

Answering **France**, the **Chair** explained that it is not possible to require that the activity manager and/or the administrative assistant remain unchanged during the implementation of the activity. This is indeed important, but it is beyond CEPOL's control, if there are staff resignations, sicknesses, etc.

### **Conclusion: The MB took note**

### **ITEM 6.2 Update on new e-learning projects**

*Presenter* : Ms. Agnieszka BIEGAJ, Head of Training and Research Unit

*Took the Floor* : Estonia, Finland, Commission

**Ms. Agnieszka BIEGAJ, Head of Training and Research Unit** summarised five new eLearning projects, by which CEPOL has initiated to respond to the challenges linked to COVID-19 in training

development and implementation. The new initiatives are very innovative and interactive and aim to satisfy the demand for increased online services in LE training (e.g. e-Workshops; e-Lessons) and the need to upskill the digital competencies of training officers, by offering adequate qualifications on delivering high quality training services (e.g. Moodle training; Webinar and eLearning certification; Development of Personal Business Skills).

Answering **Estonia**, she replied that CEPOL has regular meetings with its LEEd Managers network for immediate dissemination and the Agency is pleased to disseminate the best practices of these upskilling training activities to a broader audience, in a written format.

**Estonia** and **Finland** congratulated CEPOL for being admirably agile in adapting to the current situation.

The **Commission** also supported CEPOL regarding its new direction with such eLearning products; welcomed CEPOL's effort on activities planned against police racism and underlined the importance of including fundamental rights topics in those. In this context, the **Head of Training and Research Unit** announced that the Agency is aiming to establish an Expert Group on Fundamental rights, in order to see how this topic should be further addressed.

**Conclusion: The MB took note**

### ITEM 6.3 Update on International cooperation projects

*Presenter* : Mr. Stefano FAILLA, Head of International Cooperation Unit

*Took the Floor* : -

**Mr. Stefano FAILLA, Head of International Cooperation Unit** updated the MB on the four ongoing capacity building projects CEPOL just started to implement (CT INFLOW, EUROMED Police and TOPCOP, WB PaCT). He underlined the complexity and high value of the project portfolio covering an area from Belarus to Morocco, for 23.5 million EUR in total, financed by different Directorates of the European Commission, and covering the entire spectrum of the EU neighbourhood and enlargement area. The execution of these projects also shows a qualitative improvement, including a much more structured way of implementation, as beneficiaries are offered a range of services with their close engagement, and based on a strategic decision making collaboration.

**Conclusion: The MB took note**

### ITEM 6.4 Status update on the call for Framework Partners and Call for Grants 2021

*Presenter* : Head of Training and Research Unit

*Took the Floor* : -

In her status update, the **Head of Training and Research Unit** recalled the administrative steps made so far regarding the Call for Framework Partnerships, including the reasons why a Corrigendum needed to be made, causing a delayed process. She informed the MB that 57 applications were received for the Call for Framework Partnerships, and their evaluation resulted in 56 partnership agreements. Based on MB Decision 21/2020/MB, altogether 45 residential activities will be offered for Grant applications. The Call for Grants was already distributed and an Informative webinar on the Call has also been held. For the first time, applications will be submitted via email, which will make the process smoother and quicker. The deadline for applying is 29 December 2020; the assessment of the applications will take place in January 2021 so that the related grants can be awarded by 05 February 2021. Due to the pandemic situation, Residential activities are expected to be implemented only in the second half of 2021. Besides, a flexibility clause was also added to the call allowing, if circumstances so require (e.g. Covid-19 restrictions), for partners to request the transformation of a granted residential activity into an online one.

**Conclusion: The MB took note**

### ITEM 6.5 Update on CKCs

*Presenter* : Head of Training and Research Unit

*Took the Floor* : -

In her presentation, the **Head of Training and Research Unit** first briefed the Assembly on the current progress made by the CKC CT. She proceeded to inform the participants on the mandate and scope of a new CKC on Law Enforcement Cooperation, Information Exchange and Interoperability (CKC Interoperability). Its implementation will follow the same approach as the

currently active CKC on Counter-terrorism. The new CKC will consist of a minimum of six and a maximum of ten National Experts from the EU Member States and representatives of EU JHA bodies (Europol, FRONTEX, eu-LISA, and the European Commission's relevant services).

Following the approval of SPD 2021, a call for the CKC co-chair and experts will be launched. The first meeting of the CKC Interoperability is envisioned for March 2021.

**Conclusion: The MB took note**

#### ITEM 6.6 CEPOL Liaison Office in Brussels

*Presenter* : Executive Director

*Took the Floor* : Commission

The **Executive Director** summarised the Liaison Officer's work since the beginning of the pandemic, including her participation in numerous online meetings and working parties as well as her contribution to the work of CEPOL's task forces.

**Mr. MUSCHEL** noted that, as already mentioned when the idea was put forward, the Commission has still some doubts on the added value of having a CEPOL's Liaison Officer (LO) in Brussels, and asked the LO to liaise with his service on a regular basis.

The **Executive Director** took note of the Commission's remark and added that according to his knowledge, the Liaison Officer had meetings with DG HOME's Desk Officer for CEPOL even during the course of the pandemic, and he expressed his commitment to continue this type of cooperation in the next months to come.

**Conclusion: The MB took note**

#### ITEM 7. Planning and Budgeting

##### ITEM 7.1 CEPOL Single Programming Document 2021 – 29/2020/MB

*Presenter* : Executive Director

*Took the Floor* : Finland, Commission, Mr. Roeland WOLDHUIS, Head of Corporate Services Department

The **Executive Director** informed the Assembly that according to CEPOL's mandate, the MB shall, by 30 November adopt the SPD 2021. The tabled document takes into account the opinion of the Commission, as well as of the European Parliament. He underlined that due to the pandemic, CEPOL is not in the position to conduct on-site activities in the first half of 2021. Therefore, those activities that were planned to take place on-site are being converted into online activities.

**Finland** proposed the following rectifications: On page 9, under "Values", *European cooperation* could be further specified to "European Law Enforcement cooperation". On page 25, it would be useful to indicate that Research is also considered in the area of education, not only in the area of training.

Regarding page 26, Finland asked how the aimed goals and planned activities will be implemented, if budget did not allow the employment of the indicated additional 5+4 FTE staff (for 2022 and 2023 respectively). Since page 35 mentions training activities in the area of Research and Science, Finland wondered if these refer to the CEPOL Research and Science Conference already postponed several times? On page 36, under "2.10 Training" there are two different figures mentioned for FTE and for the related expenses in EUR (1.5 FTE / 0.9 FTE & 748,122 EUR & 167,712 EUR) – this needs clarification.

In his answer the **Executive Director** agreed to amend CEPOL's Values to "European Law Enforcement cooperation" and to adjust the text on page 25 to "Research in the area of Law Enforcement training / education". Regarding the requested staff increase as of 2022 and 2023 to deliver the mentioned priorities on cybercrime related services and services proposed on Artificial Intelligence and big data analysis, he hopes that the importance of these areas is well understood by the decision makers, and that the support for these additional activities will be granted. He also confirmed that the training activities mentioned on page 35 relate to the R&S Conference. Concerning the typo on page 36, **Mr. Roeland WOLDHUIS, Head of Corporate Services Department** confirmed that the figures in the first column will need to be deleted, and the correct figures are 0.9 FTE and 167,712 EUR respectively.

The **Commission** member affirmed that he had no mandate to approve the proposed staff increases in 2022 and announced that it would abstain from voting on both SPDs\*. In the case of the SPD

2022, this is in line with the usual procedure, as the Commission will examine the document in detail after its official submission and will issue an Opinion in the course of next year.

The **Chair** invited the MB members to vote on draft decision **29/2020/MB**.

**Voting results: In favour:** 26 members; **Against:** 0; **Abstained:** 1 (COM)

\* Due to the exceptional circumstances this year, the Commission will adopt its Opinion on the draft SPD in the next few weeks.

**Conclusion: The MB adopted 29/2020/MB with the corrections based on the comments of Finland**

### ITEM 7.2 CEPOL Draft Single Programming Document 2022 - **30/2020/MB**

*Presenter* : *Executive Director*

*Took the Floor* : -

The **Executive Director** summarised the formal steps to be taken in the development of SPD 2022. The tabled draft SPD 2022 is the first step of the process, which will be officially commented by the European Commission and the European Parliament, while the recommendations of the five-year evaluation - due by mid-2021 - will also be integrated into the final SPD 2022 document, to be approved by the Management Board in next November.

The **Chair** invited the MB members to vote on draft decision **30/2020/MB**.

**Voting results: In favour:** 26 members; **Against:** 0; **Abstained:** 1 (COM)

**Conclusion: The MB adopted 30/2020/MB**

### ITEM 7.3 Update on the new CEPOL Building

*Presenter* : *Executive Director*

*Took the Floor* : -

The **Executive Director** informed the MB that due to the COVID-19 situation there are no developments regarding the new CEPOL building.

**Conclusion: The MB took note**

## ITEM 8. Regulatory matters

### ITEM 8.1 Update on Implementing Rules

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

*Took the Floor* : -

#### 8.1.1 Implementing rules regarding the transfer of pension rights – **27/2020/MB**

**Mr. Roeland WOLDHUIS, Head of Corporate Services Department** gave a short introduction regarding draft MB decision 27/2020/MB. This decision formalises the by-analogy application of Commission Decisions C (2011) 1278 and C (2020) 4818 on the transfer of pension rights.

The Chair invited the MB members to vote on draft decision 27/2020/MB.

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

**Conclusion: The MB adopted 27/2020/MB**

### ITEM 8.2 Voting on draft MB Decisions

*Presenter* : *Head of Corporate Services Department, Executive Director, Head of Training and Research Unit*

*Took the Floor* : *Finland, Austria*

#### 8.2.1 Meeting calendar for 2021 1st half – **31/2020/MB**

Following the **Executive Director's** introduction, the **Chair** invited the MB members to vote on draft decision **31/2020/MB**.

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

**Conclusion: The MB adopted 31/2020/MB**

### 8.2.2 Internal Audit Panel (IAP) – 32/2020/MB

Following the **Head of Corporate Services Department's** introduction, the **Chair** invited the MB members to vote on the draft decision **32/2020/MB**.

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

**Conclusion: The MB adopted 32/2020/MB**

### 8.2.3 Anti-fraud Strategy – 28/2020/MB

Following the **Head of Corporate Services Department's** introduction, the **Chair** invited the MB members to vote on the draft decision **28/2020/MB**.

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

**Conclusion: The MB adopted decision 28/2020/MB**

### 8.2.4 Policy on prevention and management of potential conflict of interest – 19/2020/MB

Following the **Head of Corporate Services Department's** introduction, the **Chair** invited the MB members to vote on the draft decision **19/2020/MB**.

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

**Conclusion: The MB adopted 19/2020/MB**

### 8.2.5 Updated online module on “Synthetic Drugs” – 26/2020/MB

The **Head of Training and Research Unit** summarised the main aspects of the module review on “Synthetic Drugs”.

**Finland** suggested that the content of online modules is not subject to MB decisions. The **Executive Director** said that he will look into the legal obligations and then will propose a more effective solution. Still, he recommended voting on the tabled draft decision 26/2020/MB.

**Austria** and the **Chair** supported the Executive Director's proposal.

The **Chair** invited the MB members to vote on the draft decision **26/2020/MB**.

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

**Conclusion: The MB adopted 26/2020/MB and requested the Executive Director to consult the Legal Advisor on future proceedings regarding content descriptions.**

## ITEM 9. AOB

*Presenter* : Chair

*Took the Floor* : -

The **Chair** announced that since no AOB topic was proposed, this agenda item was considered completed.

**Conclusion: The MB took note**

## ITEM 10. Portuguese Presidency Priorities

*Presenter* : Chair

*Took the Floor* : Executive Director

Representing the Portuguese incoming presidency, the **Chair** gave a short introduction to the priorities of Portugal. According to the Ministry of Interior's Programme, the Portuguese Presidency will put emphasis on Civilian Crisis management; Migration, Schengen and border management; (international) Police Cooperation; and Europe as a promoter of world peace and security (CSDP). Concerning the Law Enforcement Working Party (LEWP), these priorities are translated into the following objectives:

- COVID-19 lessons learned concerning police cooperation
- Reinforcing police and judicial cooperation on criminal and civil matters
- Reinforcing the fight against terrorism, violent extremism and cross-border criminality, namely concerning firearms trafficking, drug related crimes, environmental crimes, trafficking in human beings, etc.

- Protection and promotion of public spaces
- Reinforcing police cooperation on the prevention of violence in sports
- Focusing efforts on prevention, training and risk analysis
- Reinforcing the cooperation with third parties and especially MENA countries

**Conclusion: The MB took note**

### ITEM 11. Closing of the meeting

*Presenter* : *Chair*

*Took the Floor* : -

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

*Lisbon, 17 March 2021*

*<signature on file>*

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*Mr. José LEITÃO*

*Chair of CEPOL Management Board*

*Budapest, 20 April 2021*

*<signature on file>*

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*Dr.h.c. Detlef SCHRÖDER*

*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
PORTUGAL (Chair)	José	LEITÃO
Germany (Deputy Chair)	Uwe	MARQUARDT

### 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 (alternate member)	Zora	VALÁŠKOVÁ
ESTONIA (alternate member)	Dorel	KÄOSAAR
European Commission – DG HOME (alternate member)	Laurent	MUSCHEL
FINLAND	Kimmo	HIMBERG
FRANCE (alternate member)	Ingrid	PEYRATOU
GERMANY	Carsten	TWELMEIER
GREECE	Avraam	AIVAZIDIS
HUNGARY	Nikolett	UJFALUSSY
IRELAND	Patrick	MURRAY
ITALY	Giuseppe	LA GALA
LATVIA	Inese	VOLOSEVICA
LITHUANIA	Arūnas	TUZAS
LUXEMBOURG	Marc	WELTER
MALTA	Kenneth	HABER
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	Pia	LINDBERG

**Member State observers:**

AUSTRIA	Gerhard	HABERLER
AUSTRIA	Carina	MAYER
BELGIUM	Bart	D'HOOGHE
CYPRUS	Floris	NIKANDROU
CZECH REPUBLIC	Vendula	KWASNIAKOVÁ
CZECH REPUBLIC	Jan	PECHÁČEK
FINLAND	Pasi	KEMPPAINEN
FRANCE	Cindy	BOURGEOIS
GERMANY	Guido	KATTERT
GERMANY	Denise	THADDEY
GREECE	Marita	KYRITSI
HUNGARY	András	GAÁL
IRELAND	Brian	CONWAY
ITALY	Massimo	TULINI
LATVIA	Ieva	KLAVINA
LITHUANIA	Rasa	SEJONIENĖ
NETHERLANDS	Ronald	BRON
POLAND	Anna	GRUNT
PORTUGAL	Rui	ALFARO PEREIRA
PORTUGAL	Hugo	CRUZ
ROMANIA	Calin	BALAEI
SLOVENIA	Egidij	GLAVIC
SPAIN	Antonio Jesús	CASADO ORTEGA
SWEDEN	Ulf	SYDORF

**Other observers:**

Institution	First Name	Last Name
European Commission – DG HOME	Cristina	CALABRÓ

**CEPOL HQ:**

Function	First Name	Last Name
Executive Director	Detlef	SCHRÖDER
Head of Corporate Services Department	Roeland	WOLDHUIS
Head of Training and Research Unit	Agnieszka	BIEGAJ
Head of International Cooperation Unit	Stefano	FAILLA
Communications Officer	Maria	MOLINA-SIERRA
Governance Assistant (Outcomes)	Gyorgy	ISPANKI
Governance Support Assistant	Cecilia	DUBOIS