

# Annual Report 2013

STRENGTHENING POLICE COOPERATION THROUGH LEARNING







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# Foreword



On 1 January 2013, Ireland took over the Presidency of the Council of the European Union. This was Ireland's seventh Presidency and coincided with the 40th anniversary of Ireland's accession to the European Union in 1973. In taking over the Presidency in 2013, Ireland also took on the first of a new trio of presidencies.

Our priorities included those issues intended to make the EU safer for its citizens, such as internal security, integrated border management and co-ordinated visa policies for the EU. These issues also strengthen the Union's ability to combat organised crime, terrorism, illegal immigration and cross-border crime. The Irish Presidency supported the ongoing work in relation to these policy areas.

The continued implementation of the Stockholm Programme multi-annual work programme provided the overarching framework for the Irish Presidency. Within this framework, the trio programme and CEPOL's strategy, Ireland supported the fight against organised crime and terrorism through the promotion of enhanced cooperation across the European Union.

One of our goals was to progress the CEPOL agenda to provide a positive learning environment for police officers across Europe, building on the achievements of the Cypriot Presidency. During our Presidency, we supported the agency in the establishment of working groups, in particular through the engagement on the selection panel to oversee the appointment of experts. In addition, the

Irish Presidency also progressed work in relation to the external dimension of CEPOL's agenda, fostering good external relations and further enhancing cooperation with non-EU countries. During the Irish Presidency, 14 decisions were adopted by CEPOL's Governing Board.

The year 2013 was denoted as the European Year of the Citizen. The Irish Presidency worked on measures aimed at promoting the vindication of fundamental rights and freedoms, and measures facilitating access to justice for this purpose. As stated in the Stockholm Programme, since diversity enriches the Union, the Union and its Member States must provide a safe environment where differences are respected and the most vulnerable protected. To raise awareness of this issue, a Presidency conference on the theme of diversity was held in June, to highlight the necessity to protect fundamental human rights of all citizens of the EU.

The Irish Presidency logo was reminiscent of a traditional Celtic spiral and knotwork motif. It wove four letter 'e's (representing European Union members) into one unified shape. Each 'e' links to and works in harmony with the others, the circular form reflecting the rotating nature of the Presidency. It was with these twin spirits of harmony and unity that undertook leadership of CEPOL's Governing Board and it was with great pride that we passed the mantle to our Lithuanian colleagues.

Fintan Fanning  
Chair of the Governing Board  
January — June 2013



On 1 July 2013 Lithuania for the first time in its history took over the Presidency of the Council of the European Union. It goes without saying, that this was an enormous challenge for the Lithuanian Police.

The Presidency of the Council had set an extremely important task for the Lithuanian Police, which devoted its full attention to ensuring continuity of the EU agenda, and uninterrupted work of the EU Council, as well as two EU agencies; namely CEPOL and Europol.

The EU's internal security needs are constantly evolving, resulting in the increasing demand for police forces and law enforcement officers. The Lithuanian Presidency put all the required efforts to lead constructive discussions and consider the future of CEPOL. Our priority was, together with other Member States, to ensure the best result in prospective common approach to the police and other law enforcement officers' training at the European level. The required skills are critical to meet the future challenges and to safeguard the security of Europe's citizens. An efficient CEPOL is vital in order to implement these stated goals.

One of our national priorities was to bring the countries of the Eastern Partnership closer to the EU and the Lithuanian Police contributed to this area successfully by organising in cooperation with CEPOL the Presidency conference 'Eastern Partnership Law enforcement Cooperation: Way Forward' on 17 and 19 September 2013.

The Lithuanian Presidency also focused on the work of the Governing Board in terms of the implementation of decisions and projects under development (the 30th Governing Board meeting took place in Vilnius on 12 and 13 November 2013). We strongly supported the CEPOL Secretariat in the establishment of the working groups and election of a new selection panel. In total 19 Governing Board decisions were adopted during the Lithuanian Presidency. The Presidency also assisted in the progressing of ongoing work in relation to the external dimension of the CEPOL agenda aimed at fostering good external relations and further enhancing cooperation with non-EU countries. During the Lithuanian Presidency a Cooperation agreement between CEPOL and the Russian Federation was signed. It has to be mentioned that on top of these achievements, the Lithuanian Presidency was pushing forward the solution of the CEPOL seat issue, which was and still remains a pressing matter.

In extending every best wish to the Hellenic Presidency, we discovered that success in a Council Presidency has nothing to do with the size of the country. It has everything to do with hard work, efficiency, and determination to build a consensus. We came prepared, we learned along the way, and we have given it everything.

Tomas Bikmanas  
Chair of the Governing Board  
July-December 2013



# Introduction

In 2013, CEPOL focused its core business of providing learning and training to senior police officers on issues vital to the security of the European Union and its citizens.

The agency successfully delivered its work programme, implementing 103 activities against a planned 98 activities. Importantly the agency extended the reach of its training to achieve the highest level of participation to date, seeing increased numbers taking part in residential courses, online seminars (webinars) and the European Police Exchange Programme (EPEP).

This growth in participation is testament both to the interest in and relevance of CEPOL's annual training catalogue and our commitment to increasing access to training. Through a thorough consultation process we created a catalogue of activities that closely served the priorities identified in the EU policy cycle, and also satisfied operational needs. The resulting portfolio was carefully designed to build capacity in the fields of policing, leadership and human rights. Recognising the importance of the external dimension and in accordance with EU policy priorities, CEPOL gave focus to cooperation with Eastern Partnership countries and Western Balkans, inviting law enforcement officers to take part in certain activities, notably the EPEP.

Making training and learning more available to our target audience is a priority for CEPOL. Our decision in 2013 to fully fund more spaces on residential courses gave more police officers the opportunity to benefit from a CEPOL activity; this practice will continue in 2014. Our use of technology has enhanced our ability to offer comprehensive online learning opportunities to complement our residential courses, meaning more law enforcement officers can now choose how and when to learn.



Increased participation has not been at the expense of quality and in 2013 our performance indicators demonstrated that we not only exceeded our delivery targets, but also achieved our highest levels of satisfaction. The quality of our output is dependent on our ability to work effectively and, in this regard, our continued efforts to operate responsibly and efficiently is evidenced in our performance.

Our capacity to deliver would not have been possible without our partners. We are grateful to have benefited from the leadership of Presidency teams and the expertise that rests with our national contact points and framework partners in the Member States and I look forward to a continued collaboration. CEPOL is not the only supplier of law enforcement training and we value the fruitful cooperation we enjoy with other providers, recognising the role they play in ensuring that our offering remains topical.

The professional development of police officers and police personnel is vital in maintaining a skilled and effective service. As CEPOL starts the development of its future strategic direction, our commitment is to help build the capacity of EU law enforcement officers to maintain an open and safe Europe.

**Dr Ferenc Bánfi**  
Director



# CEPOL: Coordinated justice and home affairs agencies

From the development of its Annual Work Programme and training catalogue to the implementation of activities and the provision of experts, CEPOL relies on the expertise and resources that its EU partners, in particular, EU agencies in the field of justice and home affairs provide.

In 2013, CEPOL took over the chair of the contact group of EU Justice and Home Affairs (JHA) agencies. The role of the group is to facilitate better cooperation and coordination between agencies and to raise the profile of agency activities. Under CEPOL's chair the group undertook initiatives regarding staff

mobility between agencies, ensuring a more systematic exchange of information and coordination in the field of external relations and initiatives towards better training and coordination in the light of the European Law Enforcement Training Scheme. The meeting of the heads of JHA agencies took place in Bramshill in November, 2013.

In the wider context, CEPOL also cooperates with the European Council, the European Parliament, the European Commission and with other law enforcement organisations such as Interpol and the Police Cooperation Convention of South-East Europe (PCC-SEE).



# Mission, vision and values

CEPOL is an EU Agency dedicated to training police officers and, in particular, to strengthening the capacity of European law enforcement agencies to respond to evolving threats, focusing on those with a European, or cross border dimension.

CEPOL develops its calendar of activities in response to the assessment of security threats and the needs of Member States. Using the EU's Internal Security Strategy, Policy Cycle and the Stockholm Programme, CEPOL is able to create relevant and topical learning activities.



## Mission

CEPOL as a European Union Agency contributes to European police cooperation through learning to the benefit of European citizens.

## Vision

CEPOL's vision is to be acknowledged by agencies and authorities in the policing and educational world to be the primary source of learning and development in the field of education and training for enhanced cooperation and policing in Europe.

## Values

Primary source of knowledge  
Respect for diversity  
Faith in police and policing



# Organisational developments

## Strategic goal

CEPOL will be led and managed as a top-ranking innovative EU agency.

CEPOL's management continued to review and implement measures to improve the operational effectiveness of the agency.

The agency started to implement actions identified in the Roadmap on the follow-up to the Common Approach on EU decentralised agencies. These actions included the agreement by the Governing Board to outsource the agency's accounting function to the Commission, the adoption of a policy on conflicts of interest and the development of performance indicators to be used to assess the results achieved by the agency and as well as by the Director.

## Enhanced efficiency

CEPOL continued to build upon the achievements of previous years to maintain an efficient organisation.

Strategic decisions were taken by the Governing Board, which met twice in 2013. The continuous efforts to streamline governance have resulted in governance costs for CEPOL remaining at under EUR 100 000 per year.

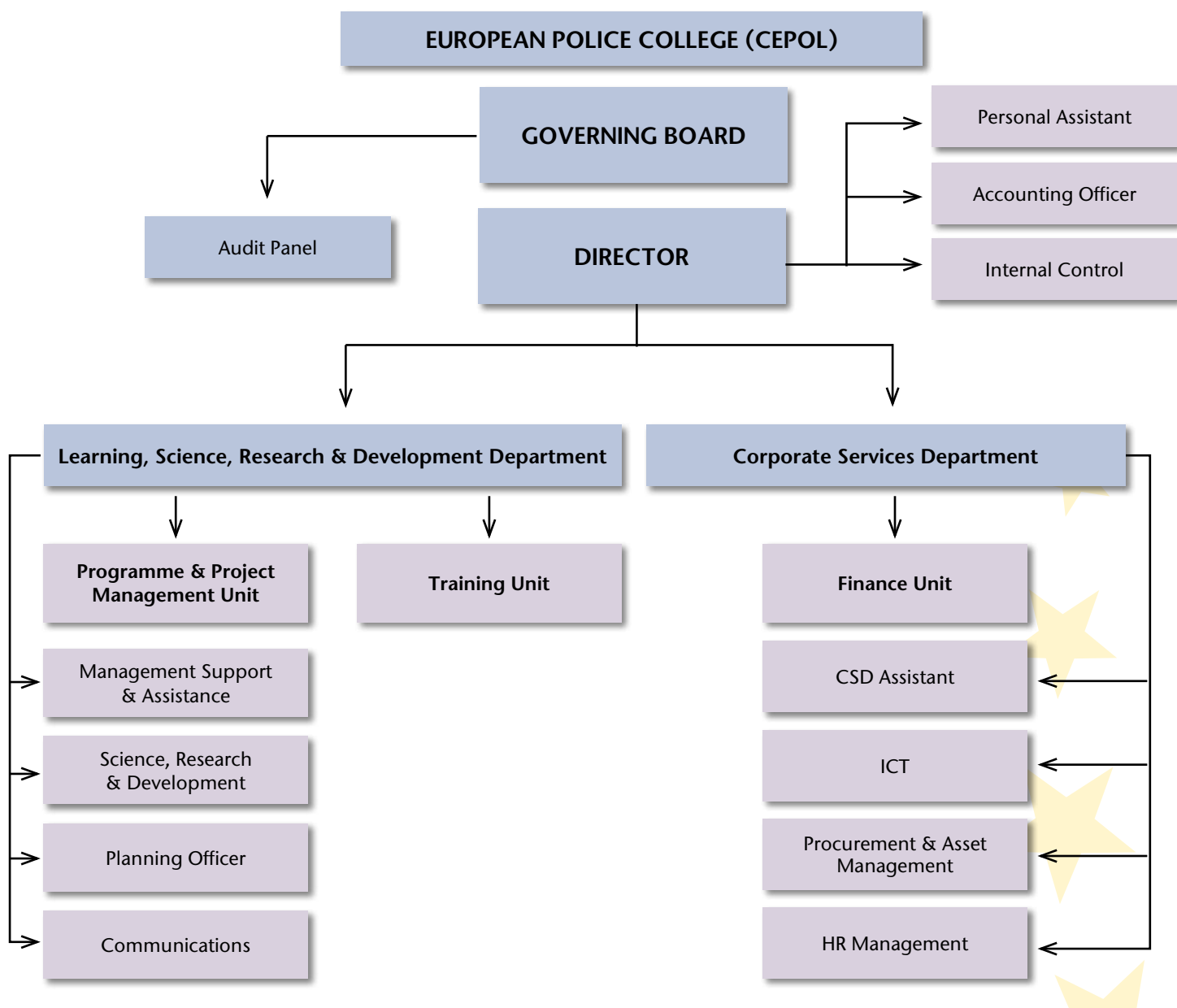
Internally the agency continued with its annual planning and risk assessment exercises. The annual management plan and corresponding risk register are monitored throughout the year so that appropriate actions may be taken in good time to identify and mitigate risks. The year 2013 was the first full year in which CEPOL operated with its complete management structure, following the activation of three business units in 2012. Towards

the end of the year the management team completed its first joint self-assessment on the enhanced management structure, with a view to improving the management team's effectiveness and vertical and horizontal cooperation.

The agency also continued to enhance its internal control system through the progressive development and centralisation of administrative, budgetary and financial procedures in accordance with its quality document management system. A notable achievement in this regard was the re-validation of the new financial workflow.

CEPOL underwent five audits in 2013. There were no critical findings with respect to the legality or regularity of transactions.

In 2013, CEPOL also reported to the Council of Ministers of Justice and Home Affairs on the implementation status of the Governing Board's recommendations from the five year evaluation of the agency. In line with Council Decision 2005/681/JHA of 20 September 2005, the Governing Board commissioned an independent external evaluation of the activities carried out by CEPOL. The evaluation was carried out in 2010 and a final report was submitted to the Governing Board on 1 February 2011. Following a review of the report, the Governing Board issued its own recommendations. In its 2013 report, CEPOL reported that it has implemented all recommendations that were within its remit. For other recommendations, CEPOL sought input from the European Commission. Following the approval of the report by the Governing Board, it was submitted to the General Secretariat of the Council of the European Union, with the request that the Council take note of the report.



### Summary of Key Performance Indicators for 2013, 2012 and 2011

Key Performance Indicators 2013	Target 2013	Performance 2013	Performance 2012	Performance 2011
Overall customer satisfaction (with activities)	91 %	94 %	93 %	93 %
External stakeholder satisfaction	80 %	71 %	-	-
Implementation of planned activities (Annual Work Programme)	95 %	104 %	99 %	N/A
Aggregated data:				
<ul style="list-style-type: none"> <li>• Common Curricula adopted;</li> <li>• e-Learning modules adopted;</li> <li>• Strategic initiatives launched;</li> <li>• JHA Scorecard implemented.</li> </ul>				
Implementation of Establishment Plan	95 %	92 %	84 %	91 %
Consumption of annual budget (Titles 1, 2 and 3)	T1: 95 %	T1: 96 %	T1: 100 %	T1: 97 %
	T2: 95 %	T2: 92 %	T2: 99 %	T2: 96 %
	T3: 80 %	T3: 94 %	T3: 91 %	T3: 79 %



## Management of resources

CEPOL aims to recruit and retain a staff of talented professionals committed to fulfilling the strategic goals of the agency.

In 2013, CEPOL conducted eight recruitment campaigns, attracting 659 candidates and by the close of the year, the agency was staffed at 92 %. In total, 27 (out of 28) temporary agent (TA) and eight (out of 10) contract agent (CA) posts were filled. The agency was also supported by 5.5 seconded national experts (SNEs). In 2013, two staff members were successfully recruited to higher positions following successful open recruitments.

For the first time, following a Director's Decision on Internships which was adopted in April 2013, the agency was able to offer traineeships. Internships provide individuals with the opportunity to learn more about the activities of CEPOL and enhance their educational and practical experience through work assignments. Two interns were engaged during the course of 2013; one in the human resources area and one in the European Police Exchange Programme project team.

CEPOL aims to have a wide variation of staff employed based on a geographical balance. The current staff includes representation from 18 Member States.

## Budget execution

CEPOL's operating budget for 2013 was EUR 8.45 million. The budget is consumed over three budget lines (titles). Title 1 covers staffing; Title 2 covers expenditure related to infrastructure, such as running costs; and Title 3 covers operational costs.

Over the years, improved planning and processes have resulted in improved budget management and execution, as shown in the chart Total budgetary consumption.

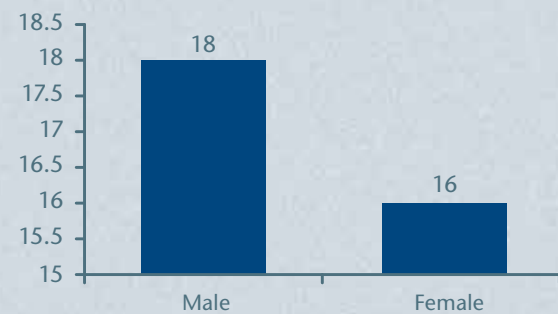
## Quality management

The agency continues to implement a balanced scorecard, reporting on indicators agreed by the Governing Board. During 2013 most targets were successfully reached, demonstrating the agency's continued positive progress.

## Data protection

An inventory of data processing operations in CEPOL was conducted in August 2013 and its results were communicated to all agency staff as well as the European Data Protection Supervisor. In addition, a number of other reviews and consultations took place covering, amongst others, leave and flexitime management, financial workflow management and procurement management.

Staff by gender at 31 December 2013



Staff by nationality at 31 December 2013



Total budgetary consumption, expressed as a percentage from 2008 to 2013



NB: The 2013 percentage is based on the actual payment in 2013 plus the amounts carried over for payment in 2014. This means that the 95 % is the maximum possible execution. The final budgetary consumption rate for 2013 will only be known at the end of 2014.



# LEARN MORE ABOUT THE EUROPEAN POLICE COLLEGE



The European Police College (CEPOL) provides training and education to police officers, trainers and experts who deal with crime at the European level. From counterterrorism to cybercrime, drug trafficking to disaster management and forensic science to fraud, CEPOL offers a range of courses and studying methods.

Police officers can either apply to take part in a residential course – held at locations across Europe – or follow an interactive online course. CEPOL also offers special resources for police trainers.

To find out more about CEPOL and how to apply for one of our courses, **visit us at [www.cepola.eu](http://www.cepola.eu)**



Courses | e-Learning | Exchanges



# Working with the network

CEPOL works in partnership with national training institutes in the Member States, EU institutions and other stakeholders to develop and implement its work programme. Through a dynamic dialogue and programme of network and stakeholder meetings, CEPOL ensures that thorough consultation takes place with its network and partners, before items are brought to the Governing Board for decision-making.

The Governing Board is supported by the agency through the provision of administrative support. In particular, the agency offers comprehensive support to the Presidency chairs. On specific issues, the Governing Board is supported by a small number of working groups. Each working group operates according to a strict action plan which contains the duration of the working group's mandate and its expected goals.

Network partners and stakeholders make a valuable contribution to the implementation of the agency's work programme and the quality of the training provided. Participants in CEPOL activities are able to benefit from the vast expertise available in the Member States, which CEPOL is able to bring together in the delivery of its activities.

## Striving for stakeholder satisfaction

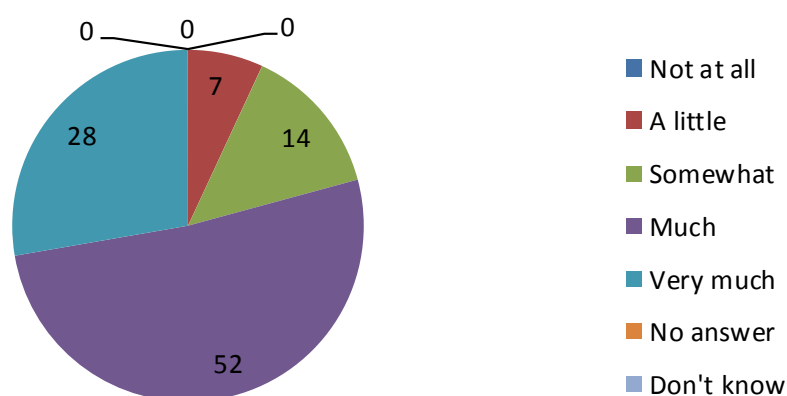
In 2013, CEPOL conducted its first stakeholder satisfaction survey. The aim of the survey was to identify stakeholders' views on CEPOL's progress against its four strategic objectives and stakeholders' satisfaction with CEPOL's work. The findings of the survey will be used to identify opportunities to improve stakeholder relations and inform future strategy.

The aggregate satisfaction score amongst stakeholders is 71 %.

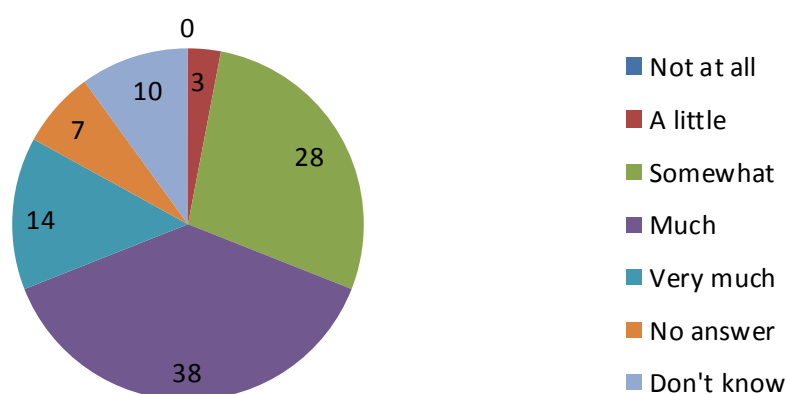




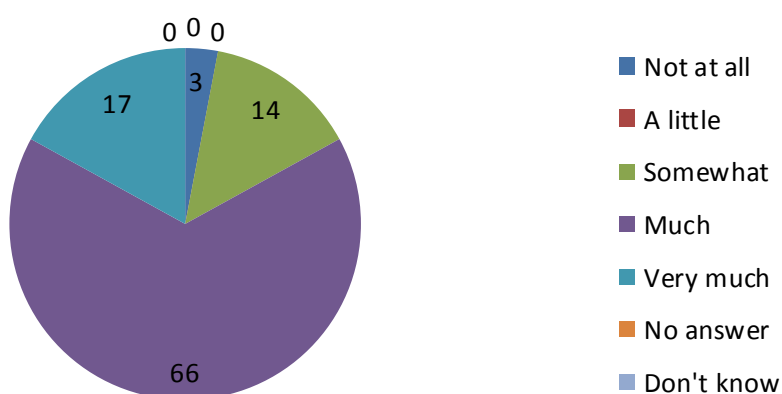
## Strategic goal 1: Learning and training (%)



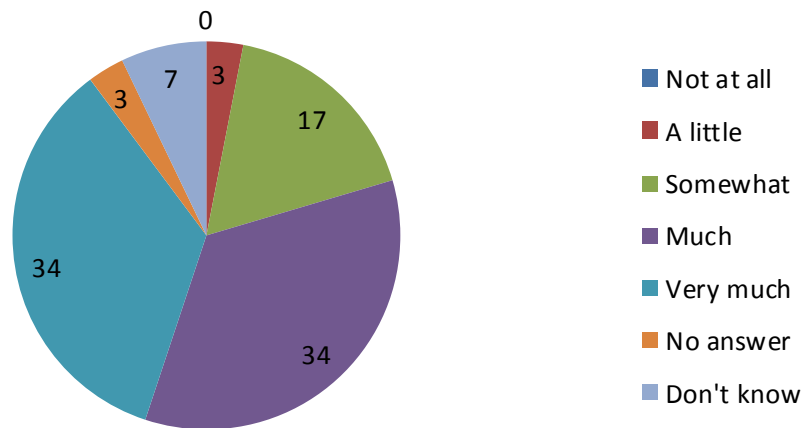
## Strategic goal 2: Knowledge and expertise (%)



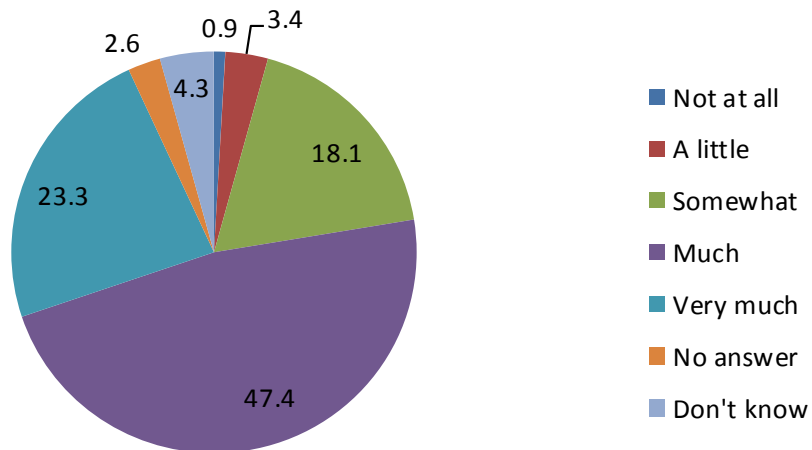
## Strategic goal 3: External relations (%)



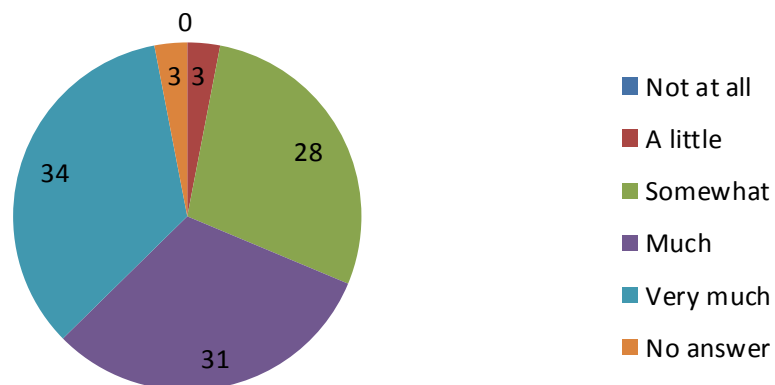
## Strategic goal 4: Management and stakeholder relations (%)



## Stakeholder engagement (%)



## CEPOL Mission: Contributing to European police cooperation (%)



# Implementing the 2013 Work Programme

## Strategic goal

CEPOL and its network function as a European law enforcement education platform at the highest level of international excellence.

Providing training and learning to law enforcement officers is CEPOL's core business and in 2013, CEPOL implemented 103 activities, made up of 72 residential activities and 31 webinars. During the course of the year, 8 251 people participated in a CEPOL activity (including seminars, courses, conferences, online modules, webinars and the European Police Exchange Programme).

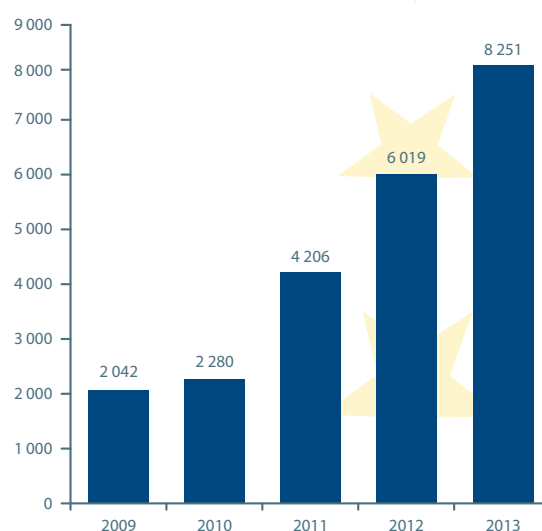
The 2013 Annual Work Programme was built with input from the agency's network and stakeholders, resulting in topical and focussed activities that met the needs of the legitimate expectations of the Member States and the overall requirements stemming from the EU internal security strategy. The portfolio of activities developed for 2013 were aligned with the priorities identified by the Council of the European Union as well as covering issues ranging from leadership to law enforcement techniques and EU cooperation to economic crime. Activities were designed to facilitate sharing of knowledge and best practice and to contribute to the development of a common European law enforcement culture. In this regard, CEPOL continued to implement courses related to fundamental and human rights and ethics as core elements in building a common culture.

To facilitate access to expert trainers, CEPOL established a database of lecturers, trainers and researchers. Registration in the database is through nominations and once registered, course organisers are able to use the database to identify the most appropriate and knowledgeable resources.

CEPOL also continued to offer a number of dedicated resources to trainers and researchers. In particular, the agency published one new common curriculum on civilian crisis management and published updates to four existing common curricula. A further two new curricula (counter terrorism and Eurojust) and one update (drug trafficking) were prepared and will be approved in 2014.

The evaluation of activities is an essential task for CEPOL to monitor and maintain the quality of training and its impact.

Number of participants



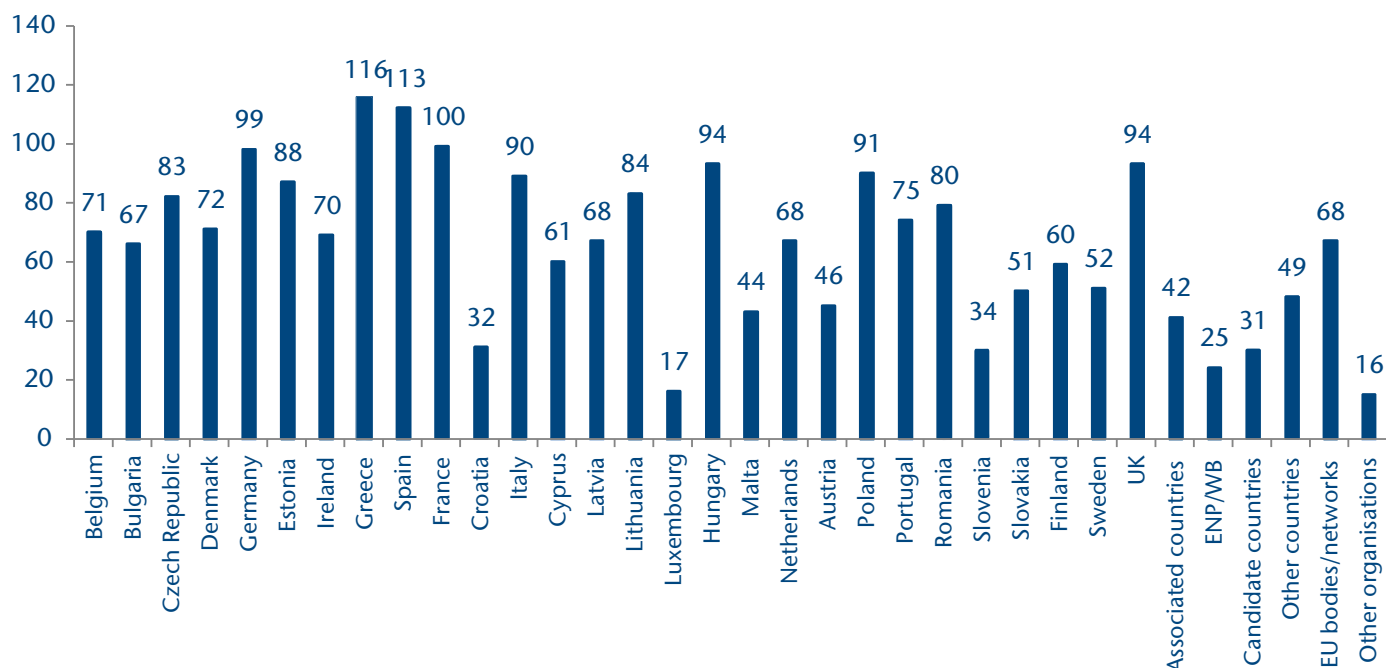
ACTIVITY	NUMBER OF PARTICIPANTS
Residential	2 251
Webinars	3 562
Online modules	1 994
Exchange programme	444
TOTAL	8 251

CEPOL's evaluation system is based on the Kirkpatrick model, with a methodology specifically adapted to CEPOL's structure and environment. Following this model, CEPOL conducts evaluations at level 1 (immediately after residential activities, webinars and exchanges) and at level 3 (post-course evaluations take place after residential activities only). CEPOL places an emphasis on the assessment of the organisational impact of its training and its post-course

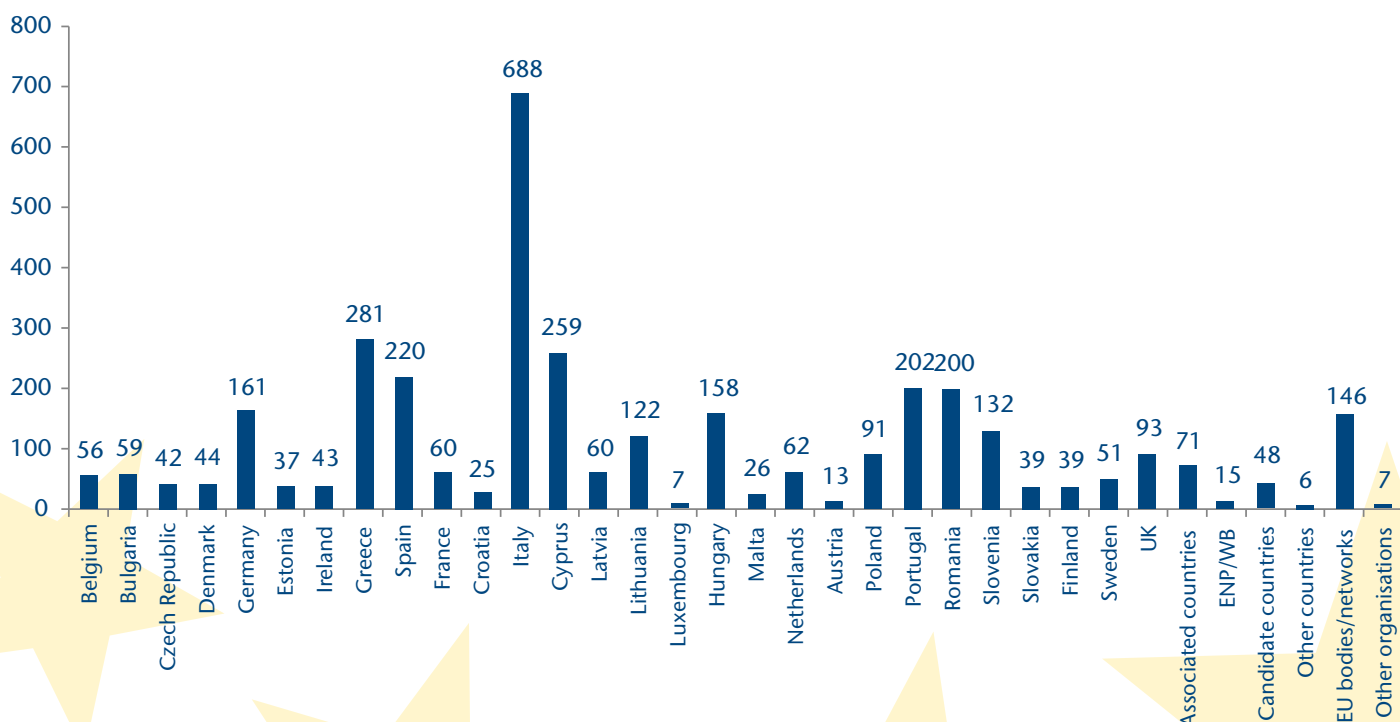
evaluations are carried out on participants and their line managers approximately six months after a residential activity has finished.

In 2013, overall satisfaction with CEPOL activities remained high, with 93 % of participants stating that they were very satisfied or satisfied with the activities in which they participated.

**Participation in residential activities by Member State and other country/body**



**Participation in webinars by Member State and other country/body**



# e-Learning

## USING TECHNOLOGY TO BROADEN LEARNING OPPORTUNITIES

CEPOL offers e-learning to complement its residential activities. Participants can choose from online modules, webinars and online communities as a means of increasing knowledge and sharing experiences. While participation in CEPOL's e-learning activities is designed for self-paced learning by individual users, it is not intended to replace classroom-based training, study visits or exchanges. CEPOL will continue to embrace new technology to enhance the role that e-learning plays in CEPOL's learning and training catalogue.

In 2013 CEPOL implemented 31 webinars attracting a total of 3 562 participants. Of these online events, 26 were from the 2013 work programme and a further five were implemented based on ad-hoc needs. The overall participant satisfaction level for webinars in 2013 was 91%. All webinars are stored on CEPOL's electronic network (e-Net), so they can be viewed by users after their initial broadcast.

CEPOL increased the number of online modules available in 2013 to 19, up from 12 in 2012. New modules covered topics including the EU Policy Cycle for serious and organised crime, money laundering and the Prüm Decision. In addition, 10 existing modules were updated during 2013. In total, online modules were visited by 1 994 users in 2013.

Through communities of practice, CEPOL supports interested police officers, educators, trainers and course participants. The platform for SIRENE operators provided essential support during the switchover to SIS II.

### Communities of practice

CEPOL supports the following platforms for communities of practice:

- platform for SIRENE operators
- platform for educators
- platform with police knowledge bases and access to CEPOL webinars
- platform for national contact points
- platform for e-Net managers
- platform for common curricula

### Online modules available:

- Cybercrime
- EU policy cycle for organised and serious international crime
- Europol
- Gender-based violence
- Joint investigation teams
- Money laundering
- Prüm Decision
- Police English language: Station, equipment & officers
- Police English language: Policing domains
- Schengen
- Trafficking in human beings
- SIRENE
- SIS II
- CEPOL's approach to online learning and training
- LMS use for courses: Course image 5.0
- Webinars for educators
- How to write learning objectives
- European Police Exchange Programme knowledge landscape
- Community policing and the prevention of radicalisation and terrorism (CoPPRa)

## Getting the best out of CEPOL's online learning tools

To meet the demand for online learning, CEPOL implemented a number of activities in 2013 designed to support police educators and training developers to incorporate CEPOL's online learning tools into their own training toolbox.

The Hellenic Police Academy hosted two activities in 2013; Training for webinar educators and Management and development of CEPOL online modules. Both activities gave a special focus on practical examples, providing hands-on experience to participants. In each course, participants gained an overview of the services offered by CEPOL and expert advice on how to use the services. The course for webinar educators also featured tips on ensuring active participation and tips for presenters on how to keep audiences engaged.

Online learning is a key component of CEPOL's multi-layered approach to learning. Activities in this field ensure that the role of online learning in the professional development of police officers will continue to grow.



# Focus on learning

## COUNTER-TERRORISM

Preventing terrorism is a primary objective of the EU's security strategy and, across the EU, Member States work together to counter terrorist threats at strategic level. In 2013, CEPOL's portfolio of activities in the field of counter-terrorism included residential training, webinar and an updated common curriculum.

### CEPOL activities in 2013

#### Courses:

- Counter-terrorism (strategic)
- European explosive ordnance disposal

#### Webinars:

- Counter-terrorism - awareness
- Online module COPPRa



### European explosive ordnance disposal

In 2013, CEPOL offered for the first time, two training activities on European explosive ordnance disposal. These activities were targeted to members of the European Explosive Ordnance Disposal Network (EEODN), which was created in 2008 as one of the European Union's main actions in the fight against terrorism.

The inclusion of EEODN activities in CEPOL's training portfolio further contributes to strengthened cooperation between Member States and facilitates efforts to enhance EU cooperation and training in the field of explosives and chemical, biological, radiological and nuclear (CBRN) devices.

Organised in cooperation with Europol and the Irish and Lithuanian presidencies, the activities attracted experts from all 28 Member States, as well as specialists including bomb technicians, investigators and CBRN experts.



# Focus on learning

## CRIME PREVENTION

Effective crime prevention relies upon the use of all available resources, including technology.

### CEPOL activities in 2013

#### Course:

- Smart policing in smart cities

#### Webinars:

- Introduction to online modules gender based violence/child protection



### Smart policing in smart cities

In November 2013, the Belgium Federal Police and the local police of Ghent, organised a conference to explore the impact of technology on policing in large cities and the possible link to neighbourhood policing, information-led policing and technology-led policing. The activity, which took place in Ghent, brought together mayors and chiefs of police from large European cities.

Among the topics for discussion were issues related to the use technology in investigations, such as closed circuit television and number plate recognition, issues related to privacy and improving understanding between the police and the public.

The event also featured a debate between police chiefs and city mayors on the need for an integrated vision on the evolution of technology in cities (and their citizens) and policing the city.

# Focus on learning

## ECONOMIC CRIME

CEPOL offered residential and online activities in 2013 in the field of economic crime. Activities were targeted to senior law enforcement officers and experts with backgrounds in the investigation and prevention of corruption and organised economic and financial crime issues, including money laundering and asset recovery.

### CEPOL activities in 2013

#### Courses:

- Money laundering
- Investigating and preventing corruption
- Fraud and confiscation of assets

#### Webinars:

- Asset recovery



### Contributing to best practices at the European level

In 2013, tasked by the Standing Committee on Operational Cooperation on Internal Security (COSI), CEPOL together with General Secretariat of the Council of the EU coordinated the work of a group of experts in development of a *Manual of Best Practices in the Fight against Financial Crime*. The manual includes examples of good practices of well-developed systems in the Member States to prevent and fight financial crime. It provides Member States with a description of the numerous innovative practices and instruments that national authorities have developed on this issue. The manual is intended to be both a practical reference tool as well as an easily accessible guide which focuses on legal and operational challenges and opportunities and supports the relevant training modules developed among the Member States.

Following its completion, the manual is used by CEPOL in design of its activities in the area of financial investigations.

# Focus on learning

## EU COOPERATION

CEPOL's activities in the field of EU cooperation cover a range of topics from issues affecting the security of citizens to police and judicial cooperation and to law enforcement cooperation tools. The activities provide a deeper understanding of the structures, instruments and approaches available at the European level. In particular, CEPOL's seminars on Joint Investigation Teams (JITs) continue to attract very high interest among police, prosecutors and the judiciary because of their focus on practical issues arising from real case studies.

Many of the activities in the field rely on the cooperation between EU agencies, in particular on the provision of expertise. The new common curriculum on Eurojust, which was launched in 2013, was the result of fruitful cooperation with that agency.

Further cooperation was evidenced through activities undertaken by CEPOL in cooperation with the European Commission and eu-LISA to support the launch of the second generation Schengen Information System (SIS II). Following a careful assessment of best learning options, CEPOL developed a multi-layered learning portfolio consisting of an online module, four residential courses and several webinars. This allowed the use of residential training to train the trainers before and after SIS II launch, as well as provided learning possibilities for all SIRENE staff members through an online module and webinars.

### Reliving a joint investigation in the classroom



From 23 to 27 September, 16 magistrates and 32 senior police officers gathered at the Ecole Nationale Supérieure de la Police in Lyon, France to explore the legal and operational aspects of successfully setting up and running a joint investigation teams.

This CEPOL/European Judicial Training Network joint training was built upon a scenario adapted from the Justes Noces case, a recent joint investigation which resulted in the dismantling of an illegal immigration network (organisation of sham marriages for irregular migrants).

The activity brought together 14 experts from the joint investigation teams (JIT), including judges, prosecutors, police officers and representatives from Eurojust and Europol, who explained the operational exchanges and coordination that took place between the two agencies. The intense dissection of different aspects of the JIT was particularly appreciated by participants.

### CEPOL activities in 2013

#### Courses:

- Pan European football security training
- Public order and crowd management — step 1
- Public order — security during major events/ public-private partnerships — step 2
- Training for SIRENE officers (Basic)
- Training for SIRENE officers (Advanced)
- SIS II technical use for SIRENE trainers
- SIS II for SIRENE trainers
- Policing in Europe
- Senior police officer planning and command course for crisis management
- Schengen evaluation
- Cooperation with Russia (focus on the criminal use of technology)
- ENFAST
- EMPEN network
- Joint investigation teams — leadership planning and implementation

#### Webinars:

- Agencies for a safer and securer Europe
- Introduction to the European Police Exchange Programme
- Online module Prüm
- Online module Europol
- Online module Joint Investigation Teams

# Focus on learning

## EU POLICY CYCLE FOR ORGANISED AND SERIOUS INTERNATIONAL CRIME

The EU policy cycle highlights the most severe threats to internal security faced by Member States. In 2013, CEPOL undertook tasks related to both the shortened 2011 – 2013 cycle and the forthcoming 2014 – 2017 cycle.

For the shortened 2011 – 2013 cycle, CEPOL offered training and learning activities for all eight priorities set by the Council, comprising 12 residential activities, nine webinars and 337 exchanges in the European Police Exchange Programme. In addition, the common curriculum on trafficking in human beings was updated.

Residential activities and webinars were developed in close cooperation with drivers of the priorities and with input from the experts participating in Operational Action Plans 2013, thereby reflecting the training requirements of the operational needs. In many areas, such is the priority related to trafficking in container form, which included the participation of customs officers, CEPOL adopted a multi-agency approach. In all policy cycle activities, cooperation with external partners remains vital to ensure that the training remains focused and up-to-date. To achieve this, new partners are always sought and, in 2013, CEPOL established a fruitful cooperation with the United Nations Office on Drugs and Crime (UNODC) and their Container Control Programme.

CEPOL used the lessons learned from implementing training activities for the shortened cycle to further develop the training portfolio for the forthcoming 2014 – 2017 cycle. With a view to raising awareness in Member States and preparing to leading and implementing priorities, CEPOL with the support of key actors, European Commission, Council of the EU and Europol developed a comprehensive training portfolio focusing on the mechanism of the Policy Cycle. Products were developed in order to meet specific needs of various target groups, such as a new online module to raise awareness in Member States and a dedicated package of six residential activities to enhance the knowledge and skills of national EMPACT (European Multidisciplinary Platform against Criminal Threats) coordinators and potential drivers. Further, based on a request from the Lithuanian Presidency, CEPOL developed learning elements to create better cohesion between national EMPACT coordinators, justice and home affairs counsellors and priority drivers.

### CEPOL activities in 2013

#### Courses:

- ECIM (European/National Criminal Intelligence Model(s), and Intelligence-led policing)
- EMPACT (European Multidisciplinary Platform against Criminal Threats)
- Operational action plan (OAP) facilitation (how to lead an OAP seminar)
- EU policy cycle for OAP participants
- EU approach to trafficking in human beings (THB)
- Dismantling illicit laboratories
- Child abuse in cyberspace
- Cybercrime vs cybersecurity
- Markets related to illegal immigration — detecting, tackling and repatriating

#### Seminars:

- A briefing for multi-annual strategic plan (MASP) workshop participants
- Container shipment trafficking and forensics
- Itinerant groups
- THB — Prevention mechanisms with a specific focus on reducing demand
- EU — western Balkans organised crime links with workshops on organised crime
- Training and capacity building in west Africa

#### Webinars:

- Cybercrime following OAP priorities
- Best practices in THB prevention programmes
- drugs following OAP 2013 priorities
- Awareness on western Balkans following OAP
- 2013 priorities
- Trafficking in human beings, following OAP priorities
- Mobile crime groups following OAP 2013 priorities
- West Africa following OAP 2013 priorities
- Itinerant groups
- Illegal immigration following OAP 2013 priorities
- Container smuggling following OAP 2013 priorities

# Focus on learning

## FUNDAMENTAL RIGHTS

CEPOL's activities in the field of human rights are designed to promote a common respect for and understanding of fundamental and human rights, which are critical elements in a common police culture. In 2013, CEPOL offered two courses covering police ethics, diversity and the rights of crime victims.

### CEPOL activities in 2012

#### Courses:

- Human rights — police ethics

#### Seminar:

- Presidency conference on diversity



### Discussing diversity

The Presidency Conference on Diversity was organised by the Irish Presidency and took place in Kilkenny, Ireland. Bringing together 37 experts from across the EU, the conference tackled issues related to policing in a diverse Europe and the development of victim-oriented diversity policies. In particular, the conference explored hate crime and the unconscious biases that lead to such crimes. Participants were encouraged to visit the World Café Forum to exchange best practices in a more informal setting.

# Focus on learning

## LAW ENFORCEMENT TECHNIQUES

In 2013, CEPOL implemented a number of activities related to the different types of investigative methods used by law enforcement agencies, from witness protection and informant handling to forensic analysis, with a view to increasing knowledge of different techniques available, including the sharing of new research findings. Three activities were dedicated to the use of social media in policing, including one webinar. In addition, experienced trainers in the field of operational analysis were supported through the provision of a train the trainer course.

### CEPOL activities in 2013

#### Courses:

- Witness protection — advanced level
- Informant handling — advanced level
- Forensic science including DNA and policing challenges
- Social media implications for law enforcement
- Social network analysis training
- Train the trainer on operational integrated analysis training

# Focus on learning

## LEARNING AND TRAINING

CEPOL supports a number of activities to improve the capacity of its partners to deliver training. In 2013 CEPOL offered residential activities for webinar educators, experts responsible for setting up online modules and a two-step train-the-trainer activity for trainers wishing to improve their skills in training in a multi-cultural environment. A webinar on CEPOL's learning management system (LMS) was also made available. In addition, CEPOL continued to offer language development courses.

### CEPOL activities in 2013

#### Courses:

- Training of webinar educators
- Management and development of CEPOL online learning modules
- Train the trainers — step 1
- Train the trainers — step 2
- Quality assurance in law enforcement training
- Language development: Instruments and systems of European police cooperation (French)
- Language development: Instruments and systems of European police cooperation (Spanish)
- Language development: Instruments and systems of European police cooperation (English)

#### Webinars:

- LMS training
- e-Learning



### Assuring quality in learning

In November 2013, the United Kingdom's College of Policing, in Bramshill, hosted the course *Quality assurance in law enforcement training* targeted to police trainers or officers responsible for quality assurance or assessments in police training schools and academies.

The course asked participants to examine quality assurance strategies in place in their own institutions, as well as the processes in place to ensure that courses remain relevant. A number of electronic processes designed to help with continuous improvement were also explored, as were the benefits of collaboration with neighbouring police forces. Throughout the course, participants were encouraged to share findings, best practices and lessons learned.



# Focus on learning

## MANAGEMENT

Creating a generation of leaders experienced in the European dimension of law enforcement will have far-reaching benefits for future European police cooperation. For that reason, CEPOL offers a number of residential leadership and management courses.

CEPOL's flagship course Top Senior Police Officers: The Stockholm Programme Realisation (TOPSPOC) is targeted to those police officers working at a strategic level towards an open and secure Europe. Four TOPSPOC modules took place over the course of 2013, covering the following issues; effective measure for crime prevention on a European level, the role of police leaders in promoting ethical standards, how training improves police leadership and common professional standards in the future, and challenges of legal and illegal migration in Europe. Equally as important as the course work is the opportunity to forge strong relations with a peer group of senior officers across Europe.

Another vitally important leadership subject in 2013 was civilian crisis management. In addition to launching its first common curriculum on civilian crisis management, CEPOL also implemented four Senior Police Officer Planning and Command Course (SPOPCOP) activities, covering different training needs from strategy to mentoring, increasing the capacity of police officers to lead multicultural and diverse teams in often demanding environments.

### CEPOL activities in 2013

- Topspoc — Top senior police officers: The Stockholm Programme Realisation
- Presidency seminar — Eastern Partnership law enforcement cooperation: the way forward

# Research and science

## Strategic goal

CEPOL will be developed into a European law enforcement knowledge base.

In 2013 CEPOL continued its work to raise awareness of police science in Europe, in particular the role that science and research plays in training, education and policing.

The 11th annual CEPOL European Police Research and Science Conference took place in September 2013, hosted by the Deutsche Hochschule der Polizei, in Münster, Germany. The theme of the conference was *Policing civil societies in times of economic constraints* and it examined the effects that far-reaching and lasting impacts of the economic crisis have had on policing in Europe. Different conference sessions reviewed the consequences that financial austerity has had on living standards and social cohesion and the corresponding consequences for police forces. The conference touched on issues surrounding the expected performance of police forces, the use of powers in view of police accountability and legitimacy and the additional challenges that police services have to face given the widespread reach and use of new media and its implications on everyday policing, criminality and major events.

As in previous years, the conference also featured open forums enabling participants to share news about on-going, planned and recently completed research projects. The conference attracted 126 participants from EU Member States and beyond.

As part of the agency's commitment to increase access to learning resources, conference presentations were made available after the conference on the CEPOL's website. A number of conference sessions were also recorded so that e-Net registered users may benefit from the conference proceedings.

With the same purpose, the agency also showcased on its website all the research and science journals published by national police research and science institutions in Member States. A dedicated web page provides an overview of all titles, directing users to the relevant journal page of the research and science institution.

Two issues of the European Police Science and Research Bulletin were published in 2013, in an updated format. The network of National Research and Science correspondents met twice to further coordinate the link between national activities and activities at the European level.

## Times of crisis and the challenges to police and policing: the key questions

- What impact had the recent financial crisis on the way policing is performed in Europe?
- How the service and relationship between citizens and police forces have been affected by cuts in public budgets?
- Have minorities become more vulnerable or can they expect the same levels of protection and service as majority populations?
- Can police accountability, as a major building stone of policing in democracies, be upheld in times of budget pressure?
- Have police training and education, in the light of the Bologna Process, kept pace with the demands and requirements created by the changing landscape?

## CEPOL activities in 2013

- Research implementation symposium workshop
- CEPOL Annual European Police research and science conference

ANNUAL CEPOL EUROPEAN POLICE RESEARCH & SCIENCE CONFERENCE

## **Policing civil societies in times of economic constraints**



Gerd Altmann / pixelio.de

## **PROGRAMME**

DHPol - German Police University - Münster - Germany  
11 - 13 September 2013

with the support of:



# 2013 European Police Exchange Programme

Participation in the 2013 European Police Exchange Programme was the highest since the programme's launch, in its current form, in 2011. In total 444 police officers, trainers and researchers, from 25 Member States and eastern European neighbouring countries, western Balkans and Turkey took part in an exchange. Overall satisfaction with the programme increased to 98 %.

Since CEPOL took over the financial and organisational management of the programme in 2011, it has been refined to better reflect the European Union's internal security strategy and more recently, the EU policy cycle for organised and serious international crime. Thematic areas of study are now better synchronised with CEPOL's overall training portfolio and EU priorities. This alignment of study areas enables the exchange programme to complement CEPOL's other training options, contributing to the agency's multi-layered approach to learning.

As in previous years, the programme was made up of bilateral exchanges between senior police officers, experts, trainers and commanders, as well as group study visits primarily to EU agencies operating in the field of justice and home affairs.

Exchanges address both the technical aspects of policing through the exchange of experience and best practice,

and the more informal but not less important, creation of professional networks of police professional across Europe and beyond. In particular, in 2013, the geographical reach off the programme was expanded, with the first bilateral exchanges between Member States and eastern European neighbourhood policy (ENP) countries and western Balkans taking place.

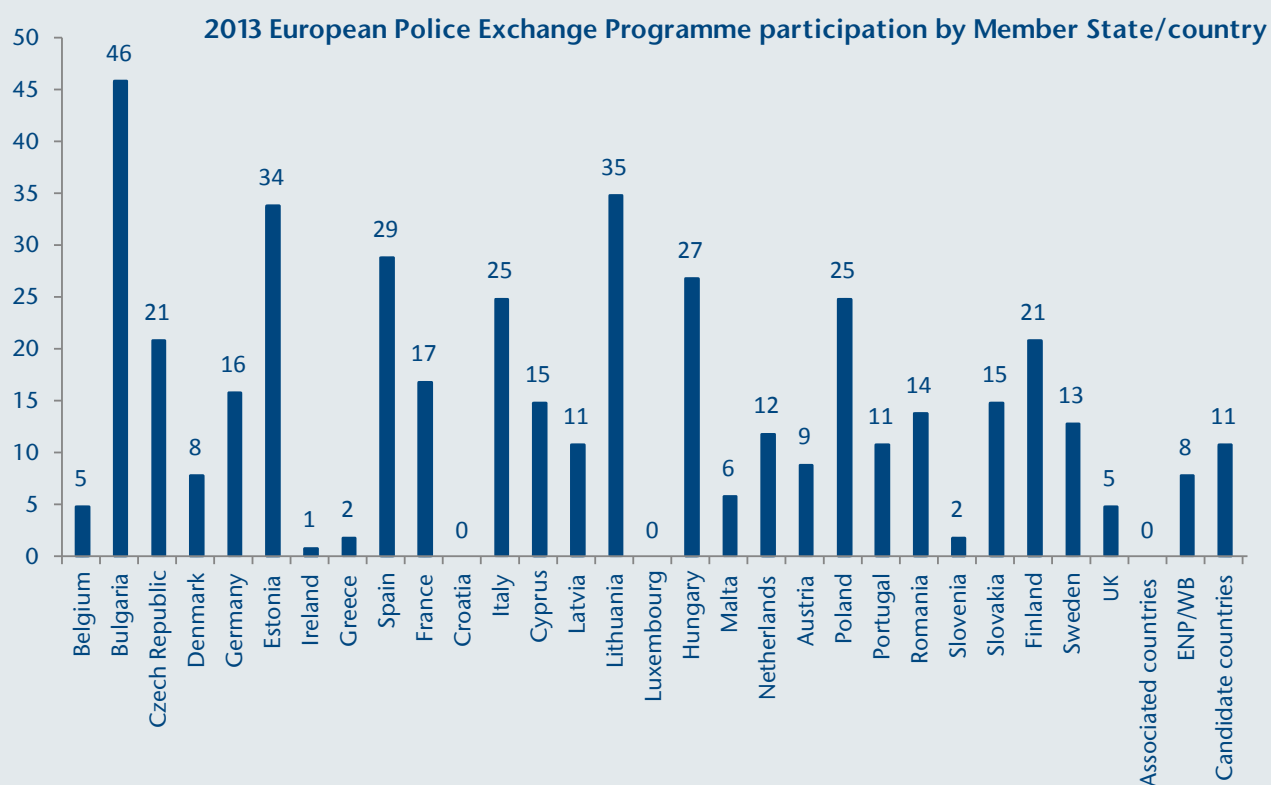
SEGMENT	PARTICIPANTS
General exchange programme	232
Commanders exchange programme	28
Exchange programme for trainers	30
Exchange programme for researchers	4
Exchange programme interagency cooperation	11
Exchange programme ENP-Western Balkans	36
Study visits	107
TOTAL	444

European Police Exchange Programme satisfaction rates since 2011



European Police Exchange Programme participation since 2007





# External Relations

## Strategic goal

External relations will be considered and dealt with as a cornerstone for partnership.

In addition to increasing cooperation and coordination with EU institutional partners, CEPOL also fosters cooperation with police training institutes and law enforcement bodies from outside of the European Union.

## Fostering wider cooperation through learning



In 2013, CEPOL organised a number of activities to foster cooperation with police forces outside of the EU.

The *Presidency conference on EU and Eastern Partnership law enforcement cooperation* was organised by the Lithuanian Presidency in Vilnius in September 2013, with a view to enhancing closer cooperation between law enforcement institutions. Attracting over 100 participants, the conference gave special focus to combating organised crime, drugs, cybercrime and smuggling.

In the framework of the EU support to law enforcement in Bosnia and Herzegovina, a team of CEPOL experts conducted a first awareness *seminar on joint investigation teams (JITs)* in Sarajevo, in October 2013. The training was built upon the model of CEPOL JIT courses, jointly organised by the Finnish Police Academy of Tampere and the French Ecole Nationale Supérieure de la Police. The seminar reached an audience of 35, made up of prosecutors

and senior police officers from the different political entities of Bosnia and Herzegovina. Participants showed interest in the JIT concept, not only as an effective cooperation instrument between Bosnia and Herzegovina and EU Member States, but also as a potential toolkit for smooth collaboration between judicial authorities and the police services of the different entities.

Two activities involved cooperation with Russia.

Austria implemented the course *Cooperation with Russia with the focus on criminal use of technologies* in September, attracting EU Member States and Russia. The aim of the seminar was to enhance international police cooperation between the EU and Russia on fighting cybercrime.

A three-day conference on police cooperation with Russia took place in Moscow in November, bringing together senior police officers and experts from Russian, EU Member States and EU agencies under the theme *Cooperation in the sphere of security during important international sporting events*.



A full overview of CEPOL's cooperation agreements and working arrangements is shown below.

Country/entity	Type of cooperation	Status	Additional information
Turkey	Cooperation agreement	In force	Takes part in EPEP
Iceland	Cooperation agreement	In force	
Norway	Cooperation agreement	In force	
Switzerland	Cooperation agreement	In force	
Albania	Working arrangement	In force	Takes part in EPEP
Montenegro	Cooperation agreement	In force	Takes part in EPEP
Georgia	Cooperation agreement	In force	Takes part in EPEP
Moldova	Working arrangement	In force	Invited to EPEP
The former Yugoslav Republic of Macedonia	Working arrangement	Under negotiation	Texts exchanged
Serbia (Republic of)	Working arrangement	Preparatory phase	Fact finding mission planned; takes part in EPEP
Kosovo*	Working arrangement	Preparatory phase	Fact finding mission completed; takes part in EPEP
* This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence			
Bosnia and Herzegovina	Working arrangement	Preparatory phase	Fact finding mission completed
Ukraine	Working arrangement	Under negotiation with Odessa State University	Invited to EPEP
Russian Federation	Working arrangement	In force	
Armenia	Working arrangement	Preparatory phase	Fact finding done
Mexico	Informal cooperation	Preparatory phase	Study visit offered at own costs
South Africa	Informal cooperation	Preparatory phase	Study visit offered at own costs
PCC-SEE	Informal cooperation	In force	Attendance at all governance levels; support to an EU funded project
AEPC	Memorandum of understanding	In force	
Europol	Cooperation agreement	In force	Hosts study visits; provides expertise to activities
Eurojust	Memorandum of understanding	In force	Hosts study visits; provides expertise to activities
Interpol	Cooperation agreement	In force	
eu-LISA	Working arrangement	In force	
ENFSI	Memorandum of understanding	In force	
Frontex	Cooperation agreement	In force	



# Looking ahead

In 2014, CEPOL will continue to provide training and learning to police officers. The year-on-year increases in the number of participants demonstrate the growing interest in CEPOL's offering. CEPOL will continue to adapt new technology to enhance learning experiences for participants, whether they choose to learn in the classroom or online.

Future tasks will be determined, at the strategic level, by the European Law Enforcement Training Scheme (LETS). Following the publication of the European Commission's Communication to the Council and the European Parliament establishing a European Law Enforcement Training Scheme, CEPOL has analysed the tasks required for the implementation of the scheme and will consider these as it develops its short-term and longer-term future strategies.

To meet operational needs, through close cooperation with its stakeholders, CEPOL conducts annual assessments of training needs, so that priorities can be established and the most important and relevant training offered to Member States. The agency will also continue to work closely with partner JHA agencies to coordinate the delivery of training.

For both strategic and operational needs, CEPOL will remain committed to increasing access to training, either through the provision of more funded places on residential courses, or through the provision of more cost-free online resources.

Across Europe, crime-fighting resources, both financial and human, are under great pressure. To meet the challenges that these pressures will have on the learning and development opportunities available to law enforcement officers, CEPOL must concentrate on providing solutions that are both smart and sustainable.



# Annex 1

## 2013 TRAINING CATALOGUE

Activity title	Type of activity	Organiser(s)	No of training days	No of participants	Dates
Webinar on LMS training	Webinar	CEPOL	1		7 February
Agencies for a safer and securer Europe	Webinar	CEPOL	1		26 February
SIS II Technical use for SIRENE trainers	Course	CEPOL	3	33	19 – 21 March
Introduction to the European Police Exchange Programme	Webinar	CEPOL	1		20 March
Introduction to online modules gender based violence/ child protection	Webinar	CEPOL	1		21 March
Policing in Europe – step 1	Course	Spain	5	26	8 – 12 April
Language Development: Instruments and systems of European police cooperation (English)	Course	UK	19	30	8 – 26 April
ECIM (European/National Intelligence Model(s) and intelligence-led policing)	Course	Portugal	3	26	9 – 11 April
EU approach to trafficking in human beings	Course	Sweden	4	31	9 – 12 April
Money laundering	Course	Italy	5	28	14 – 19 April
TOPSPOC – Top senior police officers: the Stockholm Programme	Course	Ireland	4	30	15 – 19 April
Joint investigation teams: Leadership, planning and implementation	Seminar	Finland	4	34	22 – 26 April
Member States' and the EU capacity to detect, investigate and prosecute cybercrime	Course	Sweden	4	32	23 – 26 April
SIS II for SIRENE trainers	Course	CEPOL (in cooperation with Italy)	3	32	6 – 8 May
Counter-terrorism (strategic)	Course	UK	10	28	13 – 24 May
Schengen evaluation	Seminar	Czech Republic	5	23	13 – 17 May
EMPACT (European Multidisciplinary platform against criminal threats)	Course	CEPOL (in cooperation with Europol)	2	77	14 – 15 May

Activity title	Type of activity	Organiser(s)	No of training days	No of participants	Dates
Train the trainers — Step 1	Course	Portugal	4	20	14 — 17 May
Public order and crowd management	Course	Poland	4	32	21 — 24 May
ENFAST	Seminar	Hungary	3	26	21 — 24 May
Cybercrime following OAP priorities	Webinar	CEPOL	1		22 May
Best practices in THB prevention programmes	Webinar	CEPOL	1		23 May
Presidency seminar	Seminar	Ireland	2	37	28 — 29 May
Dismantling illicit laboratories	Course	CEPOL (in cooperation with Poland and Europol)	10	30	3 — 14 June
European Explosive Ordnance Disposal	Course	CEPOL (in cooperation with Ireland and Europol)	5	79	3 — 7 June
Forensic science including DNA and policing challenges	Course	Spain	5	28	3 — 7 June
Topspoc — Top senior police officers: The Stockholm Programme realisation (2)	Course	Finland	4	29	3 — 7 June
Language development: Instruments and systems of European police cooperation	Course	Germany/Austria	19	22	3 — 21 June
Asset recovery	Webinar	CEPOL	1		5 June
Training on security sector reform (SSR and CSDP/FSJ links, structures and instruments)	Course	Italy	4	25	10 — 14 June
Language development: Instruments and systems of European police cooperation (French)	Course	France	19	24	10 — 28 June
Research implementation symposium workshop	Seminar	Sweden	5	22	10 — 14 June
Synthetic drugs following OAP 2013 priorities	Webinar	CEPOL	1		11 June
Online module Prüm	Webinar	CEPOL	1		12 June
Witness protection — advanced level	Course	CEPOL (in cooperation with Europol)	4	31	17 — 21 June
Training of webinar educators	Course	Greece	4	18	17 — 21 June
Policing in Europe — step 2	Course	Germany	5	25	23 — 28 June
Human rights — police ethics	Course	Portugal	4	29	24 — 28 June

Activity title	Type of activity	Organiser(s)	No of training days	No of participants	Dates
Counter-terrorism — awareness	Webinar	CEPOL	1		26 June
Fraud and confiscation of assets	Course	Portugal	4	26	2 — 5 July
Investigating and preventing corruption	Course	Poland	4	30	22 — 26 July
Online module Europol	Webinar	CEPOL	1		24 July
Online module Joint Investigation Teams	Webinar	CEPOL	1		28 August
Markets related to illegal immigration (detecting/tackling/repatriating)	Course	Romania	3	26	3 — 5 September
Cooperation with Russia	Seminar	Austria	3	38	3 — 6 September
EMPEN network	Course	Finland	3	29	3 — 5 September
Social network analysis training	Course	CEPOL (in cooperation with Europol)	5	16	9 — 13 September
Train the trainers — step 2	Course	Netherlands	4	15	9 — 13 September
Language development: Instruments and systems of European police cooperation (Spanish)	Course	Spain	19	25	9 — 27 September
EU-western Balkans organised crime links — with workshops on organised crime	Seminar	CEPOL (in cooperation with Slovakia)	3	29	10 — 12 September
CEPOL Annual European Police Research and Science conference	Conference	Germany	3	91	11 — 13 September
Awareness on western Balkans following OAP 2013 priorities	Webinar	CEPOL	1		12 September
Language development: Instruments and systems of European police cooperation (English)	Course	Ireland	19	35	16 September — 4 October
Training for SIRENE officers (Basic)	Course	Germany	4	37	17 — 20 September
Presidency seminar — Eastern partnership law enforcement cooperation	Seminar	Lithuania	3	49	17 — 19 September
Social media	Webinar	CEPOL	1		19 September
European Explosive Ordnance Disposal	Course	CEPOL (in cooperation with Lithuania and Europol)	5	71	23 — 27 September
Joint investigation teams: leadership, planning and implementation	Seminar	France	4	47	23 — 27 September
Topspoc — Top senior police officers: the Stockholm Programme realisation (3)	Course	Italy	4	30	23 — 27 September

Activity title	Type of activity	Organiser(s)	No of training days	No of participants	Dates
Public order — security during major events/Public-private partnerships — step 2	Course	Czech Republic	4	30	24 — 27 September
Mentoring, monitoring and advising (MMA)	Course	Portugal	4	26	24 — 27 September
Trafficking in human beings, following OAP priorities	Webinar	CEPOL	1		25 September
OAP facilitation — how to lead an OAP seminar	Course	CEPOL (in cooperation with Europol)	2	24	26 — 27 September
Social media implications in law enforcement	Course	Finland	4	31	30 September — 4 October
Management and development of CEPOL online learning modules	Course	Greece	4	18	30 September — 4 October
EU policy cycle for OAP participants — multiple workshops	Course	CEPOL (in cooperation with Europol)	2		1 — 2 October
Child abuse in cyberspace	Course	Spain	4	26	1 — 4 October
Train the trainer on operational integrated analysis training	Course	CEPOL (in cooperation with Europol)	10	32	7 — 18 October
e-Learning	Webinar	CEPOL	1		9 October
Cybercrime vs cybersecurity	Course	Finland	4	28	14 — 18 October
Pan-European football security training	Course	CEPOL (in cooperation with Romania)	5	61	14 — 18 October
SPOPCOP — Senior police officer planning and command course for crisis management	Course	Italy	19	26	14 October — 1 November
Trafficking in human beings — prevention mechanisms with specific focus on reduction of demand	Seminar	Italy	3	27	15 — 17 October
Informant handling — advanced level	Course	CEPOL (in cooperation with Portugal and Europol)	4	34	15 — 18 October
Mobile crime groups following OAP 2013 priorities	Webinar	CEPOL	1		16 October
EU policy cycle for OAP participants	Course — multiple workshops	CEPOL (in cooperation with Europol)	10		22 — 31 October
Training for SIRENE officers (advanced)	Course	Latvia	4	31	22 — 25 October
West Africa following OAP 2013 priorities	Webinar	CEPOL	1		22 October

Activity title	Type of activity	Organiser(s)	No of training days	No of participants	Dates
Itinerant groups	Course	Netherlands	3	27	28 – 31 October
Illegal immigration following OAP 2013 priorities	Webinar	CEPOL	1		5 November
Container shipment trafficking and forensics	Course	CEPOL (in cooperation with Cyprus)	2	34	6 – 7 November
Train the trainers CPCC	Course	Portugal	5	26	11 – 15 November
Online module COPPRa	Webinar	CEPOL	1		12 November
Training and capacity building in West Africa	Seminar	Spain	3	20	18 – 21 November
Quality assurance in law enforcement training	Course	UK	3	25	18 – 22 November
EMPACT (European Multidisciplinary Platform against Criminal Threats), step 2	Workshop	CEPOL (in cooperation with Europol)	2	78	18 – 19 November
Cooperation with Russia on policing major events	Conference	CEPOL – Russia	3	64	26 – 29 November
Smart policing in smart cities	Course	CEPOL (in cooperation with Belgium)	3	32	27 – 29 November
Container smuggling following OAP 2013 priorities	Webinar	CEPOL	1		28 November
Policing in Europe – step 3	Course	France	5	24	2 – 6 December
Topspoc – Top senior police officers: the Stockholm Programme realisation (4)	Course	Austria	4	28	2 – 6 December

# Annex 2

## GOVERNING BOARD DECISIONS

01/2013/GB	Adopting the Work Programme 2013 and repealing decision 32/2012/GB.
02/2013/GB	Adopting the estimate of revenues and expenditures for the financial year 2013 and repealing decision 33/2012/GB.
03/2013/GB	Adopting the financing decision for procurement 2013; has been amended with 16/2013/GB.
04/2013/GB	Adopting the Annual Report 2012.
05/2013/GB	Adopting the Common Curriculum on police ethics and integrity (CC05D – Version 2).
06/2013/GB	Adopting the updated Common Curriculum on money laundering (CC06B/I, CC06B/II, CC06B/III – Version 2).
07/2013/GB	Adopting the Common Curriculum on Trafficking in Human Beings (CC06C – Version 2).
08/2013/GB	Amending Decision 30/2006/GB of the Governing Board of the European Police College laying down administrative rules, commitments and guidelines for its courses and seminars.
09/2013/GB	Adopting the content description of the online learning module Prüm decision.
10/2013/GB	Adopting the updated common curriculum on policing domestic violence (CC06A – Version 2).
11/2013/GB	Adopting the common curriculum on civilian crisis management (CC07A).
12/2013/GB	Approving the meeting calendar for the first half of 2013.
13/2013/GB	Delivering an opinion on the final annual accounts 2012.
14/2013/GB	Establishing the analysis and assessment of the authorising officer's 2012 annual activity report.
15/2013/GB	Approving the meeting calendar for the second half of 2013.
16/2013/GB	Adopting an amended Financing Decision for Procurement 2013, amending Decision 03/2013/GB.
17/2013/GB	Adopting the Content Description of the Online Learning Module Second Generation Schengen Information System (SIS II) for Sirene.
18/2013/GB	Concerning its Rules of Procedure, amending Decision 33/2011/GB.
19/2013/GB	Adopting the Content Description of the Online Learning Module Money Laundering.

20/2013/GB	Adopting the Content Description of the Updated Online Learning Module Europol, amending Decision 15/2010/GB.
21A/2013/GB	Adopting the European Police College's Updated (Multi-Annual) Strategy Plan 2010-2014 and amending Decision 43/2010/GB, 31/2011/GB and 30/2012/GB.
21B/2013/GB	Adopting the European Police College's Key Performance and Performance Indicators 2013 and amending Decision 34/2011/GB and 31/2012/GB.
22/2013/GB	Adopting the Preliminary Draft Work Programme 2015.
23/2013/GB	Adopting the Preliminary Draft Estimate Of Revenues and Expenditures for the Financial Year 2015.
24/2013/GB	Adopting the Content Description of the Online Learning Module Cybercrime and amending Decision 19/2011/GB.
25/2013/GB	Amending the Mandates of three Working Groups: early closure of the Working Group on the Implementation and Evaluation of CEPOL Research and Science Activities for Knowledge Transfer; extension of the Working Group for Planning, Programming, Training Needs Analysis and Budgeting; extension of the Working Group for Elaboration of the Master Course 'Policing In Europe'; amending Decisions 37/2012/GB, 41/2012/GB and 42/2012/GB.
26/2013/GB	Establishing the Working Group for the Updating of the Survey on the European Law Enforcement Education Systems.
27/2013/GB	Establishing the Working Group on the Implementation and Evaluation of Research and Science Activities Supported by CEPOL.
28/2013/GB	Establishing the Working Group for Development of Short-Term Strategy for the Transition of CEPOL (2015-2016).
29/2013/GB	Adopting the Work Programme 2014.
30/2013/GB	Adopting the Estimate of Revenues and Expenditures for the Financial Year 2014.
31/2013/GB	Adopting the Content Description of the Online Learning Module EU Policy Cycle for Organised and Serious International Crime.
32/2013/GB	Adopting an Amended Financing Decision for Procurement 2013, amending Decision 03/2013/GB.



# Annex 3

## GOVERNANCE AND NETWORK MEETINGS

Meeting (in chronological order)	Place	Dates
29th Governing Board meeting	Ireland	19 – 20 March
Working group on the implementation and evaluation of CEPOL research and science activities for knowledge transfer	UK	11 – 12 April
Working group on the cybercrime online learning module	UK	15 – 19 April
Working group on the elaboration of the master course ‘Policing in Europe’	UK	16 – 17 April
Working group on the money laundering online learning module	UK	22 – 26 April
Working group on planning, programming, training needs analysis and budgeting	UK	23 – 24 April
6th Audit panel	UK	13 – 14 May
8th National contact point meeting	UK	28 – 30 May
Working group on the SIS II – SIRENE online learning module	UK	30 – 31 May
Research and science correspondents	UK	5 – 7 June
Working group on the money laundering online learning module	UK	10 – 14 June
Working group on the cybercrime online learning module	UK	17 – 21 June
Presidency handover meeting	Lithuania	18 June
National common curricula coordinators	UK	24 – 25 June
Working group on planning, programming, training needs analysis and budgeting	UK	26 – 28 June
Framework partners	UK	9 – 10 July
Working group on the implementation and evaluation of CEPOL research and science activities for knowledge transfer	UK	10 – 12 July
Research and science correspondents	Germany	10 September

Working group on the implementation and evaluation of CEPOL research and science activities for knowledge transfer	Italy	18 – 20 September
7th Audit panel	UK	
9th National contact point meeting	UK	15 – 17 October
Working group on planning, programming, training needs analysis and budgeting	UK	21 – 24 October
30th Governing Board meeting	Lithuania	12 – 13 November
8th Audit panel	UK	
National e-Net managers	UK	27 – 29 November
Presidency handover meeting	Greece	3 December

