

Exchanging practices, strengthening cooperation

European police exchange programme 2013





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Foreword



As the threats to Europe's safety and security continue to evolve, so must our capacity to counter them. Across Europe, crime-fighting resources — both financial and human — are under great pressure, so our solutions must be smarter and more sustainable.

In this challenging environment, the European police exchange programme offers an opportunity for law enforcement officers, trainers and researchers to develop deep and long-lasting professional contacts with counterparts from other countries. As important as the transfer of knowledge, exchanges foster cooperation and trust, both strong weapons in the fight against crime.

Since the European Police College (CEPOL) took over the financial and organisational management of the programme in 2011, the programme 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 and underpinning the agency's goal to function as a European law enforcement education platform on the highest level of international excellence.

By the end of 2013, close to 1 000 law enforcement personnel will have participated in the European police exchange programme since 2011. The growing interest in the programme from EU Member States, eastern Europe and western Balkan countries, coupled with consistently high satisfaction levels, is testament to the programme's effectiveness and role in building a European police culture. I look forward to seeing these trends continue in the future.

Dr Ferenc Bánfi
Director

Introduction



In a changing world, the need for a face-to-face dimension to policing among professionals remains a constant. This is clear from the testimonies of this year's exchangees that you are about to read. Through the European police exchange programme, CEPOL tries not only to address the technical aspects of policing by encouraging the exchange of experiences and good practices between relevant services across Europe, but also to contribute to the creation of long-lasting professional and also personal friendships which give an edge to effective policing. Exchanges encourage the creation of ties that link professionals from across Europe and its immediate neighbourhood. The European police exchange programme encourages openness to new ideas and methods, understanding of others, critical thinking and the acquisition of new skills. The European police exchange programme can be rightly considered as instrumental to the creation of a shared and genuine European law enforcement culture which ultimately benefits citizens.

This year, CEPOL has been able to implement the most successful edition of the European police exchange programme ever in terms of participation. The geographical reach of the programme was also wider than in previous years, as this year saw the first bilateral exchanges for eastern European neighbourhood policy countries and the western Balkans (WB) with Member States, again reflecting the EU's priorities.

These important milestones could not have been achieved without the fundamental contribution of our network of national exchange coordinators in the Member States, the commitment and enthusiasm of our exchangees and, last but definitely not least, a very dedicated and service-oriented team based at CEPOL who have gone out of their way to ensure the best possible outcome of the programme. Together, we can build on this and make the European police exchange programme even more successful in the future.

Dr Stefano Failla

Head of Unit and Programme Manager of 2013 CEPOL European police exchange programme

About the European Police College

Security threats don't stop at borders and nor should Europe's ability to fight those threats.

CEPOL, the European Police College, is an EU agency dedicated to training police officers, and in particular to strengthening the capacity of law enforcement agencies across Europe to respond to evolving security threats, focusing on those with a European or cross-border dimension. CEPOL is based in Bramshill, in the United Kingdom.

Every year, CEPOL organises approximately 100 activities from a course catalogue developed in response to the current assessment of security threats and the needs of the EU Member States. Taking guidance from the EU's internal security strategy, the EU policy cycle and the Stockholm programme, CEPOL creates relevant and topical learning activities. Courses and seminars in cybercrime, counterterrorism, organised crime and drug trafficking are examples of the types of activity that CEPOL organises. In 2012, 6 019 participants were trained by CEPOL through a residential activity or distance-learning product. In total, 293 police and law enforcement officers took part in the European police exchange programme. CEPOL draws on the expertise of its network partners, harnessing knowledge and resources from across the EU, to develop and deliver training programmes. CEPOL also works with fellow EU agencies, such as Europol, Frontex and Eurojust, as well as other international organisations, including Interpol, to ensure that the most serious security threats can be tackled with a collective response.

Building on more than 10 years' experience in classroom-based learning, CEPOL began offering e-learning in 2011, thereby opening access to CEPOL products to any police officer within its target groups who has access to a computer. CEPOL uses new technology to provide different e-learning options: police officers can learn individually through self-paced courses or by participating in an online webinar. CEPOL also provides a platform for online communities to share best practices and expertise on issues from social media and policing to bioterrorism.

About the European police exchange programme

The European police exchange programme was set up in accordance with the Hague programme (2004), followed by the Stockholm programme adopted by the Member States in 2009. The Hague and Stockholm programmes aim at strengthening freedom, security and justice, and emphasise the importance of developing systematic exchange programmes for police cooperation and training by the European Commission in close cooperation with CEPOL.

The European police exchange programme comprises bilateral exchange of commanders, senior police officers, experts and police trainers from Member States of the European Union and group study visits. The aim of the programme is to promote mutual trust and exchange best practices between senior police officers, as well as to train staff across Europe, resulting in the support and development of a European dimension to the police cooperation and training. The programme gives participants the opportunity to gain a better understanding of the law enforcement organisations in the hosting countries and the EU agencies for police and judicial cooperation, and to enhance their knowledge on a personal, organisational and European level.

Recently, the European police exchange programme has also become a successful tool for creating a constructive environment for closer cooperation among law enforcement organisations beyond the EU. Building on the success of last year's study visits to Europol and Eurojust, in 2013, for the first time, the European police exchange programme was extended to candidate and potential candidate countries in the western Balkans and Turkey, and to the eastern partnership countries within the European neighbourhood policy area.

Objectives and activities

Objectives

The European police exchange programme's objectives are:

- to promote mobility and allow the exchange of police officials, in the framework of practice-related training programmes;
- to establish a common and shared practical knowledge in different police fields;
- to disseminate and share, at the EU level, good policing practice;
- to contribute to the creation of a European police identity;
- to encourage mutual learning and networking in the framework of European police cooperation.

Segments for 2013

The European police exchange programme is divided into the following segments.

1. General exchange programme — for senior police officers and experts in the national police service.
2. Commanders' exchange programme — for staff defined by the Member States (MS) as commanders within the national police service.
3. Exchange programme for trainers — for staff engaged as trainers in the national police services.
4. Exchange programme for researchers — for researchers engaged in a project dealing with a specific issue.
5. Interagency cooperation exchange programme — for participants from other law enforcement agencies (e.g. border guards).
6. ENP-WB exchange programme — for staff from the eastern partnership countries within the European neighbourhood policy (ENP), and the western Balkans (WB) countries and Turkey.
7. Study visits to EU agencies.

1. Topics for the general exchange programme

- child abuse
- community policing and the prevention of radicalisation
- counterterrorism
- crime prevention
- cybercrime
- drug trafficking
- financial crime, including the prevention of and fight against fraud with EU funds
- forensics
- human rights
- illegal immigration
- international information exchange including Schengen Information System/supplementary information request at the national entry (SIS/Sirene)
- interviewing techniques
- managing major events
- mobile organised crime groups
- network for fugitive active search teams (Enfast)
- organised crime
- synthetic drugs
- trafficking in human beings
- trafficking of stolen artworks
- traffic safety and offences
- dog training/handling

2. Topics for commanders

- management and leadership
- planning, command and control of high-risk operations
- police ethics
- public–private partnerships (public and private security sector)

3. Topics for trainers

- Bologna process
- civilian crisis management
- curriculum development
- distance learning, including ICT support in learning and training
- education quality management
- learning environment including police training and education systems

4. Topics for researchers

- crime prevention
- emerging crime threats affecting the European Union
- organised crime

5. Topics for interagency cooperation

- container shipments
- cross-border cooperation
- drug trafficking
- joint investigations/operations

6. Topics for ENP-WB

- community policing
- counterterrorism
- crimes against the person
- cybercrime
- drug trafficking
- financial crime
- forensic
- high-risk operations
- illegal immigration
- international information exchange including SIS/Sirene
- learning environment
- management and leadership
- organised crime
- traffic safety and offence
- trafficking in human beings

7. Study visits

- European Police Office (Europol) (two visits)
- European Anti-Fraud Office (OLAF)
- European Monitoring Centre for Drugs and Drug Addiction (EMCDDA)
- European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union (Frontex)

Study visits

Study visit to the European Police Office (Europol)

Two study visits to Europol were organised within the framework of the European police exchange programme 2013.

The first one was held in April, and was targeted at senior officers in order to foster information exchange and multilateral problem-solving at the strategic level. The programme aimed at allowing participants to learn more about Europol's structure, operational instruments, and products and services.

The second study visit was seen as a logical continuation of the first one and aimed at fostering international cooperation by going 'deeper' into the core business at a tactical (operational) level. The second study visit was addressed at officers dealing with international information exchange, as well as investigators.

The programme gave an outstanding opportunity for participants to meet their colleagues from different Member States; to create valuable contacts with Europol staff members, liaison officers and seconded national experts; to exchange ideas and good practices; and to establish a common approach to tackle contemporary forms of organised crime and criminal phenomena.

Altogether, 50 participants from 21 Member States took part in both study visits.

Study visit to the European Anti-Fraud Office (OLAF)

The study visit was organised for the second time in 2013. Participants learned about the role of OLAF in the fight against fraud, counterfeiting, economic and financial crime and corruption, and they were given an overview on the extensive interinstitutional and external relations of the agency.

Eighteen participants from 15 Member States took part in the study visit.

Study visit to the European Monitoring Centre for Drugs and Drug Addiction (EMCDDA)

The EMCDDA study visit was also organised for the second time since 2012. It was open to senior police officers who deal on daily basis with tackling drug supply and dissemination, and was one of the most practice-oriented of all study visits. It allowed participants to become familiar with the state of the drug problem in Europe and have a better understanding of the EU drug strategy, its action plans and consequences for law-enforcement cooperation in Europe.

Twenty participants from 18 Member States took part in the study visit.

Study visit to the European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union (Frontex)

The Frontex study visit was organised for the second time since 2011 within the framework of the European police exchange programme 2013. The study visit helped police officers dealing with border management familiarise themselves with the structure, mission and tasks of the agency, as well as providing the opportunity for strengthening cooperation between the Member States.

Twenty participants from 17 Member States took part in the study visit.

General exchange programme

Trafficking in human beings

Participant: Rita Theodorou Superman, Cyprus



Host: Reda Sirgediene, Lithuania



Lithuania is mainly a source country of victims, whereas Cyprus is mainly a destination country. During my visits to the relevant departments or services, and even non-governmental organisations (NGOs), I had the opportunity to gain knowledge about those phases of the phenomenon which we do not deal with in Cyprus (recruitment, transportation, deception, means of recruitment, modus operandi, etc.).

I visited almost all stakeholders so as to get the whole picture of the phenomenon.

It was identified that Lithuania may face the same challenges as Cyprus as it is in the process of becoming a destination country, and Cyprus may face the same challenges as Lithuania as it is becoming a source country as well.

I want to highlight the different best practices that I have found:

- there is a central unit responsible for investigation;
- the criminal system enables investigators to ensure evidence and consequently also convictions (intelligence and pre-trial phase);
- the existence of a separate office at the Ministry of the Interior which has the role of advising the central unit and the focal points in the districts;
- the ministry gives funding to the five most prominent projects submitted by NGOs, and therefore there is a very good cooperation between them;
- NGOs and the police signed a memorandum of understanding;
- the actions which are incorporated into the action plan are evaluated by the ministry, and they are published — publicity works as a preventive measure for the authorities to carry out their duties in the most effective way;
- the victim is represented by a lawyer during the trial who is responsible for protecting the human rights of the victim.

The best practices identified may not be applicable in the way they are implemented in Lithuania; however, they may work with modifications according to our laws and administrative system. The time of the implementation of new methods or even a new philosophy cannot be predicted.

The exchange programme and the visits to the several departments were mostly based on discussions between the relevant stakeholders and myself. There was a comparison between the two systems so I had the opportunity to share best practices.

I experienced a very warm reception from all the colleagues in Lithuania, and apart from the work I had the opportunity to learn about the people and their culture.

Even though the applied procedures, culture and traditions are different, the spirit of cooperation was strong enough, and there is a good will and also a place for cooperation to be further developed.

Even though there are a lot of differences between the two countries, it seems that the experience of one complements the experience of the other and gives the picture of trafficking from the beginning until to the end.



I will continue the cooperation with my exchange partner, exchanging best practices and even asking for opinions or using the network of the partner in the area to cooperate with other colleagues in her neighbouring countries.

The programme could involve more than two partners who at the end of the programme make a common report identifying best practices and how they could be incorporated.

Rita Theodorou Superman, Cyprus, on exchange to Lithuania

Participant: Reda Sirgediene, Lithuania



Host: Rita Theodorou Superman, Cyprus



It was very successful: the exchange programme covered my needs, and it included the main aspects of the fight against trafficking in human beings (THB) in Cyprus as well as the Cypriot cultural background. I could meet colleagues from different responsible agencies and discuss the peculiarities of the systems in our countries and set up contacts for future cooperation.

I have observed some best practices, such as having a specialised police unit to handle victims of THB and having a state shelter for victims of THB run by the Ministry of Labour and Social Insurance.

It would be possible to incorporate these practices in my daily work, and this will be discussed at the earliest possibility. The implementation of the best practices depends on the willingness and resources of responsible institutions (the national police and the Ministry of Social Security and Labour should accept these practices as applicable to their institutions and find extra funds from their own resources). Project funds might be also considered.



There are interesting benefits, such as developing cooperation with relevant specialists from responsible institutions and organisations; the exchange of experiences, plans and possible future activities; also knowledge of Cypriot culture, customs and habits.

The programme is a well-arranged, very sufficient and very useful tool for development of cooperation between countries.

Reda Sirgediene, Lithuania, on exchange to Cyprus

Community policing and the prevention of radicalisation

Participant: Diana Erikson, Estonia



Host: Elena Antoniou Ermogenidou, Cyprus



I think the matching was successful, because we found a lot of things in common about our specific work, but still we got new and totally different knowledge, because the countries and cultural base were very different.

I would like to highlight some best practices observed during my exchange:

- the system of making traffic fines (quick and easy);
- people's trust in and respect for police;
- a lot of prevention (solving things in a friendly and peaceful way).

In Estonia we have to issue a lot of fines and punishments because prevention is not enough any more. In Cyprus, the prevention still helps to provide security. In my country I think the police are trusted and respected when something changes in the laws and in society; usually we cannot solve things very peacefully.



The exchange programme became very good English-language practice. I gained a lot of professional relationships and deep knowledge about the police in Cyprus and I found very friendly people.

For sure I will visit my exchange partner again and will be in contact.

Diana Erikson, Estonia, on exchange to Cyprus

Drug trafficking

Participant: *Vytautas Tuinyla, Lithuania*



Host: *Ivan Vasilev, Bulgaria*



Our services have a lot in common, i.e. practice, functions and priorities of the services. Besides, working methods for detection and investigation of drug trafficking cases and other crimes are also similar. The exchange programme in Sofia, Bulgaria was very interesting and beneficial for me. I had meetings with colleagues from the Drug Department and the Academy of the Ministry of the Interior. We visited the Bulgarian Police Forensic Science Centre and the Bulgarian Customs Service at the airport.

It was useful for me to obtain information on methods of detection and investigation of crimes related to drug trafficking, to exchange experience, to establish contacts with colleagues from the Bulgarian police and hear presentations in different services in Sofia, and to see practical exercises in the Forensic Science Centre and the Customs Service.

In the Drug Department I got acquainted with officers of this unit and with their methods of detecting crimes related to drug trafficking. I also learned about their successful cooperation with foreign states.

In the Bulgarian Customs Service I was given a good presentation on the customs system. I learnt about their working methods, the routes via which the drugs are coming in and the methods of identification of drug traffickers. In addition, we had an interesting presentation on how customs dogs find drugs in suitcases.

The Lithuanian and Bulgarian services have a lot in common. We have similar investigation methods, priorities and legislation, i.e. the Criminal Code and the Code of Criminal Procedure. We have a lot of similarities, therefore it is rather difficult to discover something new in Bulgarian practices which we could use in our law enforcement activities. And I did have the opportunity to share best practices from my organisation in the Drug Department.

I met new colleagues in European police services. My counterpart, Mr Vasilev, was very kind, hospitable and prepared a very exciting exchange programme for me. I visited a country that I had never been to before.



I intend to cooperate further with my exchange partner by e-mail, mobile phone and in the form of text documents between competent authorities of both the countries.

I am grateful to CEPOL and all the colleagues responsible for this exchange programme who gave me the chance to be a part of it and I also thank my colleague from the Bulgarian Police, Mr Ivan Vasilev.

Vytautas Tuinyla, Lithuania, on exchange to Bulgaria

Financial crime including the prevention of and fight against fraud with EU funds

Participant:

Daniela Atanasova, Bulgaria



Host:

Nuno Alexandre Pires Chambel Fernandes, Portugal



I consider my host the perfect counterpart because he has the same rank as I and he showed me the kind of work from the position of the investigating police officer. During the exchange programme he introduced me to the whole police system in Portugal and I had the opportunity to become acquainted with a lot of police officers in different cities. At all meetings the preparation efforts of Portuguese colleagues for the successful result were evident. The meetings were attended by the heads and staff of the different departments. They spoke openly about the nature of their work and without prejudice shared their problems and successes.

The visit was filled with several meetings in each day. I became acquainted in detail with the work on the disclosure of financial crimes, the structure and the duties of the investigators. The Judicial Police (Policia Judiciária — PJ) has good administrative and technical capacity. In the PJ, those with analysis and expert functions work in collaboration with investigative units.

I would like to point out that my host presented almost all the PJ units to me, and I was able to make a comparison between the Bulgarian and Portuguese police systems, in particular in the field of financial crime.

Best practices I came across during my exchange were for example the fact that the PJ works under the Ministry of Justice, not the Ministry of Interior, therefore these investigators operate more independently.

The PJ officers are independent in their investigations. They have full freedom in their work. They can discuss the case with the prosecutor, and if they do not agree with him they do it their way. The prosecutor does not give them orders on how to manage their investigations.

Portuguese law does not require civilian witnesses during official proceedings like crime-scene investigations, searches of cars, the review of evidence, etc.

In each PJ building there are conference rooms with monitors and cameras for Skype connections with the prosecutors and courts. In order to save money the officers can testify from their local position.

The investigators in PJ are more mobile in their work. They can make arrests, house searches and frisks all over the country, while in Bulgaria police officers are limited to doing this in their own regions.

Some of the best practices observed could be introduced in my country, but after additional funding, for example the conference room.

I also had the possibility during the meetings to talk about my department and share best practices related to the investigation of financial fraud, explaining how we deal with specific cases or sharing technical details.

I have broadened my professional horizons by seeing successful police work done from a different perspective and by officers from the judicial system. I have acquired new knowledge of the methods of investigation of financial crimes and shooting techniques. I have also improved my English

I would like to express my satisfaction about the possibility given to participate in the European police exchange programme 2013. The period and schedule of my visit were cleverly synchronised

and adapted in advance with the period and schedule of Mr Mihail Kalphov in accordance with our topics. The meetings in all different directorates and cities were organised in order to cover the exchange topics of management and leadership, and financial crime.



Our partners from Portugal Mr Paulo Ferrinho and Mr Nuno Fernandes had organised in advance high-level timetabled meetings. The results of our joint work exceeded our expectations.

Here is the right place to express our gratefulness to our hosts, who accompanied us everywhere, provided transportation and satisfied all of our needs.

Daniela Atanasova, Bulgaria, on exchange to Portugal

Participant:

Nuno Alexandre Pires Chambel Fernandes, Portugal



Host:

Daniela Atanasova, Bulgaria



I would like to express my satisfaction about the possibility given to participate in the exchange programme 2013. This programme truly makes me feel like a European citizen because it gave me the opportunity to see other realities. The period and schedule of my visit were cleverly synchronised and adapted in advance with the period and schedule of Mr Paulo Ferrinho and in accordance with our topics. The meetings in all different directorates and cities were organised in order to cover the exchange topics of financial crime, and management and leadership.

Our partners from Bulgaria Mrs Daniela Atanasova and Mr Mihail Kalphov had organised beforehand high-level timetabled meetings with leading officers. It was easy to see the immense preliminary work they did. The results of our joint work exceeded our expectations.



Here is the right place to express our gratitude to our hosts, who accompanied us everywhere, provided transportation and satisfied all of our needs. They showed us their work in detail and their partners talked openly about their problems and successes.

Thank you Daniela, thank you Mihail!

Nuno Alexandre Pires Chambel Fernandes, Portugal, on exchange to Bulgaria

Forensics

Participant: *Albena Predoeva, Bulgaria*



Host: *Kai Tons, Estonia*



My desire was to visit the forensic laboratories which use the method of inductively coupled plasma mass spectrometry (ICP-MS) for testing and comparing elemental composition in different types of objects, e.g. metal, glass, alloys, soil, munitions, plastics, paints, etc.

My exchange partner also works with paint and plastics, but she uses a different method — infrared spectroscopy (IR). Despite inconsistencies in the methods that we employed for analysis, I believe that my visit was useful for me.

I often use the IR method in my work as well as the ICP-MS method. I was able to see the mode of operation and methods used by Ms Tons in her daily work and to discuss what are the most common problems when using IR analysis of paint and plastics. We also discussed what other items we explore in our laboratories using the IR method.

Ms Tons was so kind to comply with my wishes when preparing the plan for my visit. In this way I was able to be introduced to the method by which Estonian colleagues determine the distance of a gunshot. This is part of my work in Bulgaria, so for me to visit a ballistics lab was very useful and interesting.

My visit to the scanning electron microscopy (SEM) laboratory was very fruitful as I had the opportunity to learn about:

- the method of work in the study of gunshot residues;
- the methods for the determination of the elemental chemical composition of metals, alloys, glass, paint and more;
- the method used to study counterfeit euro coins (CEM is not used, but instead two relatively simple devices, thus reducing the cost of the examination and saving time).

Three best practices I have learnt are:

- a method for determining the distance of a gunshot;
- the method used to study counterfeit euro coins;
- the opportunity for each expert to participate in inter-laboratory tests, whether they use accredited or non-accredited methods at work.

The first one could be incorporated in my daily work in about 6 months.

Positive outcomes of my exchange experience for me are that I had the opportunity to learn about the organisation of work and the types of activities carried out by the Estonian Forensic Science Institute; to discuss and compare the implemented quality management systems in the Bulgarian Institute of Forensic Science and Criminology and the Estonian Forensic Science Institute; and to visit another country and learn about its traditions, history and nature.



I will continue to stay in touch with my exchange partner, discussing via e-mail if problems arise in our future work and exchanging scientific literature.

I would like to thank Mrs Anguelina Burkova and Mrs Miroslava Darakchieva, from the Bulgarian EPEP 2013 team, who gave me invaluable assistance both in the preparation of documents and in the organisation of my trip to Tallinn.

Albena Predoeva, Bulgaria, on exchange to Estonia

Participant: Pavel Laptev, Estonia



Host: Pavel Krasovski, Lithuania



I had a great chance to meet my Lithuanian colleagues who are dealing with digital forensic (DF) examinations on a daily basis. I had the opportunity to see the examination methods, registration and management procedures and handling procedures for the objects. With my Lithuanian colleagues we have a mutual agreement to continue information exchange on DF topics, including cooperation within the framework of the HOME/ISEC programme.

I encountered best practices in the fields of password recovery using distributed processing, examination of the mobile devices, heterogeneous data examinations using distributed processing engines, and quality manuals and SOP writing skills.

We shall be able to incorporate the heterogeneous data examination with distributed processing in a couple of years, if we have enough funding to do so.

The communication with my Lithuanian colleagues became more informal, which means that it will be much easier to communicate in the future.

As an organisation we have found a partner for inter-laboratory proficiency tests and collaborative exercises. We have plans to work on DF methodology and quality issues within the next few years.



I will continue to cooperate with my exchange partner through quality audits, methodology sharing and cooperative projects within the HOME/ISEC programme.

In my opinion, it is necessary to involve more forensic specialists from all around the EU in this project. The major problem is that the information about this exchange programme does not reach the forensics specialists who are potentially interested in this kind of exchange.

Pavel Laptev, Estonia, on exchange to Lithuania

International information exchange including Schengen Information System/supplementary information request at the national entry (SIS/Sirene)

Participant: *Livio Boragine, Italy*



Host: *Anna Guttman, Estonia*



With regard to the topic of the exchange I consider the matching successful, first of all because I had the possibility to visit the Estonian Sirene Bureau, becoming acquainted with all bureau staff who gave me a warm welcome. The Deputy Head of Sirene Estonia, Mr Reijo Valgjarv, gave an interesting presentation about the organisation of the central criminal police, describing the various tasks and competences. Having worked in Sirene Italy since 2008, in the section regarding Article 26 of the SIS II decision (wanted persons), I was particularly interested in how Sirene Estonia was dealing with procedures concerning Article 26 of the SIS II decision. Procedures and databases were described by Sirene Estonia operators during the 6 days of the exchange programme, focusing on the best practices of the hosting organisation, specifically concerning Article 26 of the SIS II decision. I consider the matching successful because I became acquainted with the Sirene Estonia workflow system and I will continue fruitful daily cooperation with Sirene Estonia operators.

The matching was successful also because during the 6 days of the exchange programme I had the opportunity to visit other very interesting state organisations, such as border crossing points, the Estonian Forensic Science Institute, the State Prosecutor's Office, the Immigration Office, the External Borders National Coordination Centre and the Asset Recovery Bureau. The interesting police activities of the abovementioned organisations were described in detail in presentations made by the police officers responsible, who all highlighted the full cooperation of single state organisations with the Estonian Sirene Bureau.

For example, concerning Article 26 of the SIS II decision (wanted persons), we focused on the very important aspect of inserting in all Article 26 SIS alerts photos, fingerprints and EAWs issued against wanted persons. Finally, in case of information that a wanted person could be located in the territory of Estonia, the Estonian Sirene Bureau contacts police officers in order to carry out investigations aimed at tracing and arresting the wanted person.

I think it will be possible to incorporate in the daily work of the Italian Sirene Bureau all the abovementioned best practices to the benefit of the Italian Sirene organisation. These best practices were considered very useful for the activities of the sections dealing with Article 24, Article 26 and Article 38(e), and would quickly help to solve possible problems regarding cases under the aforementioned articles.

I think that the useful indications mentioned will be swiftly communicated to operators from Sirene Italy, especially those who deal with Article 24, Article 26 and Article 38(e) of the SIS II decision, with the aim of making them aware of the benefits of initiating the suggested best practices and underlining the possible problems that can happen in case best practices are not followed. I will be ready to give personal support to Sirene Italy operators in case they need clarifications concerning the abovementioned best practices. Specifically where it concerns case alerts with Sirene Estonia, I would cooperate with my colleague Anna Gutmann if a problem were to arise concerning the best practices described.

Estonia has been in the vanguard of Internet use in every area of public life. It is considered a very interesting fact that in Estonia everyone can see on the e-state site all information concerning themselves (except punishments). Efforts were also made to push the Estonian government to use online administration. One of the other good things is that operators from Sirene Estonia receive

messages daily by official e-mail from Estonian police officers everywhere regarding subjects, vehicles and documents flagged in the SIS. In this way the information regarding hits is received in a very fast way by Sirene Estonia and the operators are able to forward the received information to other Schengen countries.

During our visit to the State Prosecutor's Office, very good cooperation was noticed between Sirene Estonia and the local judicial authorities in Estonia. Specifically positive is the fact that operators from Sirene Estonia send all forms received from foreign Schengen countries to local Estonian judicial authorities and police offices in English.

Impressive and very interesting outcomes arose from the visit to the Estonian Forensic Science Institute (EFSI) in Tallinn, a state agency established on 1 January 2008 and administered by the Ministry of Justice. The institute was formed as the result of the merger of two agencies, the Estonian Bureau of Forensic Medicine and the Forensic Service Centre. In accordance with its statutes, one of the main objectives of the EFSI is to provide forensic science and examination expertise and services in legal proceedings. The institute provides its services impartially and professionally at a high level of technical quality and in a cost-effective manner so as to ensure the reliability of its results and both national and international recognition. The presentation of the EFSI was made by the Director Mr Üllar Lanno, who described a future way of investigations at scene crimes in the shape of a special device worn on the head of forensic personnel which will detect fingerprints and other things of interest in crime scenes. This special device is a result of cooperation with experts from the Netherlands and will soon be used for investigation purposes.

I plan to continue in the future fruitful cooperation with my expert exchange partner Anna Gutmann because she is an expert on Sirene procedures concerning the SIS II decision and has very good contacts with local Estonian police offices and authorities. She also has excellent relations with other Sirene Estonia operators and the Sirene Estonia director. I am sure that her work experience and willingness to talk about best practices will be useful during her visit to Sirene Italy in October 2013.

The visits to Tallinn airport, to the Tallinn harbour border-crossing point at the Border Guard Bureau and to the External Borders National Coordination Centre (NCC) at the Border Guard Bureau completed the 2013 exchange programme in Estonia. This was very interesting because the responsible police officers described the various kinds of checks that the border police officers make, for example when cruises arrive in Tallinn harbour or when tourists or immigrants come from the Russian borders. Very interesting is the cooperation of the Estonian border police with Frontex, and in particular the new immigration monitoring system that will soon be used by the Estonian NCC, with which all the live reports regarding illegal immigration in Schengen countries will be displayed on a PC monitor.

Livio Boragine, Italy, on exchange to Estonia

Participant: Mario Poli, Italy



Host: Francisco Javier Callejon Cambronero, Spain



My view of this experience is that it was definitively a success due to several aspects. In this respect I would like to point out that although both my exchange partner and I belong to different agencies, Interpol and Europol, I was impressed with the outcome and the amount of information I acquired.

Apart from the professional aspect, although there was only a limited period spent in Madrid, I really would like to emphasise that I appreciated the warmth and friendship that my foreign colleagues showed me.

I visited the Sirene bureau and participated in a daily operational overview of all the SIS II articles: 24, 26, 34 and 38, with particular attention to Article 26.

Being an operator at the Interpol Operations Centre I often come across situations regarding Sirene matters, and here I learned about a different and interesting team work environment.

Furthermore I understood that the SIS II system is stuttering to take off in Spain, like in my country, due to an interface incompatibility between the new programme and the previous operating system of the computers in use in our offices. However, on both sides this problem is being solved by information engineers.

I reckon that the matching was a success due to the fact that in this way I had the opportunity to see a variety of police practices. We visited a joint police office: national police together with municipal police in Alcorcón. This was an example of cooperation between two different police forces working together, each with its specific competence and at the same time together for the good of the community. We also visited the district police office in Madrid/Arganzuela, the police academy in Ávila and finally the cavalry and police dog unit near to Madrid.

I learned from our fellow colleagues that upon the issuing of a diffusion of a notice under Article 26 of the SIS II decision (wanted persons), the A form is subsequently passed over to the competent Interpol division for further dissemination, and also to the non-Schengen countries. This procedure saves effort and time, and I will certainly suggest it back at home.

All incoming correspondence, e-mails and faxes are merged together with Sirene incoming messages and saved into a single archive visible to everybody within the headquarters. This is also a time-saving procedure due to the fact that the operator does not have to open two different applications in order to list in detail all the information received or produced regarding a specific subject.

The Atlas national database, in use in all police units, automatically supplies the identification material (photo only) of the person who is being checked. I believe that this is an extremely important help and time-saving method during police checks and will certainly drastically cut down the number of false hits and save a great amount of time.

I will suggest that our information system engineers evaluate the introduction of the abovementioned upgrades to our national database system.

I was impressed by the very high-standard facility of the police academy of the Cuerpo Nacional de Policía (CNP). The complex is situated in the lovely and relaxed town of Ávila, about 120 km from Madrid. The academy itself can be compared to a holiday resort with an Olympic-sized swimming pool and facilities for basketball, self-defence, athletics and several more sports. The premises and the main building are of doubtless beauty. I was also positively surprised by the lack of age limits for enrolment in the CNP; anybody, no matter what age and gender, can join the CNP. We attended a promotion board ceremony for 400 new officers, as this was held on the day of our visit.

During our visit to the police dog training facility I learned that our Spanish colleagues have an important police dog unit. We visited the kennel located near to Madrid in a quiet green area. Approximately 200 dogs specialised in searches of several different substances, such as bank notes, corpses, solvents, different types of narcotics — especially new chemical drugs — and numerous types of explosives, including homemade explosives made from fertilisers. The site is equipped with a veterinary practice, and the kennel is also a training school. The attached cavalry unit was also impressive due to the number of horses and because of the excellent conditions they were kept in. The horses are mainly trained for demonstrations and sport events.

I was particularly impressed by the outstanding cooperation with my exchange partner and the rest of the Europol team within the International Police Cooperation Headquarters in Madrid. I was constantly looked after with the utmost care by all. The complex is altogether at a high standard, well connected with public transport and very well organised, such as sport facilities, a swimming pool and a nursery for toddlers.



I intend to maintain the good friendship my exchange partner and I have established during my stay. I am looking forward to hosting him in order to carry on with the programme and reinforce the work we began in Madrid. Although my partner is responsible for Europol, I am sure we will stay in contact due to numerous situations I deal with being in an operations room within Interpol Rome.

I believe the programme is outstanding and very well organised. I am not able to suggest any improvements to be made.

Mario Poli, Italy, on exchange to Spain

Participant: Vera Pavinska, Latvia



Host: Jan Drapal, Czech Republic



The host (Jan Drapal) was the representative from the International Police Cooperation Division of the Czech police, which is analogous to the International Cooperation Bureau of the state police of Latvia. We could compare the structure and the organisation of both units, have specific professional discussions and discuss many everyday duty issues.

Even if I would not determine the following practice as the best one, it certainly is the main difference that I have filtered out: in contrast to Latvia, there is no special unit dealing with requests for legal assistance in the Czech police. The responsible authority in this field is the General Prosecutor's Office. For me this was a new model of cooperation, and it was useful to see how it is organised.

I would like to mention the system of education for Czech police officers. There are more police schools/colleges under the Ministry of Interior, which provides a wide range of professional educational possibilities from secondary police education up to higher/university degree police education (including a master's degree) and taking part in the Erasmus programme. Special attention is paid to language studies, which in future will improve international cooperation.

Competent specialists in forensics play an important role in combating cross-border crimes. Visiting the Criminalistics Institute of the Czech police I had the chance to learn about the possibilities that the forensic laboratories and expertise service of the Czech police provide.

The best practices I mentioned are too global to be directly applied by an ordinary police officer. Changes in legislation and financial support are required, which is why I can define some of this (education structure and equipment) as future goals for the Latvian police.

According to the incorporation of the abovementioned, I can say that current structure and competence of the state police of Latvia allows mutual legal assistance requests to be sent to EU countries directly from the Legal Assistance Request Unit, which is a police structure, and I think that this is a good model for Latvia. But as I have seen during the exchange period this is not the only model; Czech colleagues organise this process in a different way.

My position concerning the educational system is that I strongly believe that Latvia has to have an educational institution for police officers where they can get higher professional and academic education. The police academy of Latvia was abolished in 2009 by political decision, and now we feel the lack of this educational institution. One institution of higher police education in Latvia is the state police college, but my point of view is that it cannot be compared to the police academy.

The Czech example showed me the benefits of their police education system, which are achieved due to well-structured educational institutions at different levels for police officers.

I cannot set up the terms for equipping our criminalistics labs with high-tech equipment because this is a question of funds. Therefore, certain examinations that are possible in the Czech Republic (for example 3D bullet scanning) are not possible in Latvia, but every year the Criminalistics Centre is being modernised.

As in the Czech Republic I visited an organisation similar to the one where I currently work, we had a good possibility to discuss the organisation of our everyday duties and speak about our professional experience in different fields. I could share information about coordinating the process of mutual legal assistance in my country, which is different to the one in the Czech Republic, and we could compare both models.

I was able to get a wider outlook on the structure of Czech law enforcement institutions in general. Each of the meetings was accompanied by professional presentations, with the possibility to ask questions and to meet police officers currently working in a particular field.

I had the possibility to compare the organisation of everyday duties in the units that are responsible for international cooperation in both countries, e.g. it was interesting to know that the International Police Cooperation Division of the Czech police almost has no paperwork, but is managed by the computer system that checks the incoming correspondence and, according to some specific parameters, forwards it to the caseworker. In contrast to Latvia, in the Czech Republic police officers have access to some databases which are not accessible in Latvia due to the differences in legislation concerning the obtaining of information.

I have discovered new international cooperation possibilities during my visit to the Czech Republic, e.g. using the so-called information exchange chains when the police officer from one country communicates via a colleague in another country with a police officer from a third country.

The only negative outcome I can think of is that during my exchange period my tutor Jan Drapal had to fulfil his everyday duties as well. But even in spite of this fact the whole programme was well balanced, organised, structured and professional.

Within my everyday duties in the Legal Assistance Request Unit I am responsible for the coordination of all outgoing mutual legal assistance requests in criminal cases under Latvian jurisdiction, and it is important to build a good professional network with colleagues abroad. After the exchange period I will now be able to contact Jan Drapal (my exchange partner) by phone or via e-mail and solve/discuss problems that appear in cooperation not only with the Czech Republic but also with other countries cooperating with the Czech Republic.

To make the programme more efficient I suggest organising it in a way that at the same time there are more (two or three) exchangees from different countries, so they can share their experience with each other as well.



I would like to express my gratitude to the team of the CEPOL European police exchange programme 2013 for the great opportunity given to me to be a participant in this programme and to my tutor Jan Drapal for making my visit to the Czech Republic successful.

I would recommend this programme to other police officers because this is a unique experience to discover many new aspects about the police work of other countries. Criminality has no borders and to fight against it we have to work together.

Vera Pavinska, Latvia, on exchange to the Czech Republic

Illegal immigration

Participant: *Michel Bernard-Uguen, France*



Host: *Hakan Ejderik, Sweden*



The Swedish police, a single national police service placed under the supervision of the Ministry of Justice, consists of the Swedish National Police Board and 21 police counties, comprised of 20 000 police officers and 8 500 civilian staff.

These police authorities have geographical areas of responsibility corresponding to county divisions. They are responsible for police work at the local level

One of the five divisions of the Stockholm county police is the border police, who perform a range of duties: border control, implementation of immigration laws, order and security at the airport, criminal intelligence, investigations regarding serious and organised crime (smuggling of human beings, false documents, illegal work, etc.).

In France, the border police is a specialised branch of the national police force.

What appeared interesting to me was to observe how the issues relating to irregular immigration are dealt with in Sweden and, becoming better acquainted with the host country, to compare it with the way of operation in France. In France, the administrative authority in charge of the application of immigration rules is the prefect, the state's representative in the county (department), who decides to put in detention and to deport the illegal migrant. The border police implement his administrative orders. The prefecture is also responsible for official documents (such as issuing identity cards, passports, driving licences and residence permits).

In Sweden, the police have that administrative power in the matter of irregular migrants.

Regarding a joint return operation to Nigeria (organised by Spain) in which we participated in August in France (four returnees, one in Perpignan), I have concretely noted, while this deportation was reported to me by the Swedish police, how two Member States (two returnees for Sweden) far from each other were involved (with nine other Member States), under Frontex coordination.

Sweden has to cope with a flow of immigrants whose geographical origins (Afghanistan, east Africa, Iran, Iraq, the Middle East, Mongolia) are quite dissimilar to those we are used to facing in the south of France, close to Spain (Algeria, Morocco, Pakistan, South America, west Africa).

It is estimated that there are about 10 000 to 35 000 undocumented migrants in Sweden.

What was surprising to me was to discover that civilians from the migration service were in charge of the detention centres. Besides, the Swedish Migration Board is the authority which receives applications from people wishing to settle in Sweden and grants asylum seekers residence permits.

So in the same building, but in separate areas, you can meet asylum seekers and then detainees moving freely in corridors close to the migration service offices, which is quite unusual regarding security standards in France where all the detention centres are managed by the border police, who are more concerned about security issues regarding detainees.

Due to my experience, I was wondering how those civilians, even if they are supposed to be trained, face tensions, incidents, unrest, suicide attempts, escape attempts, etc. Nevertheless, these civilians sometimes urge the police for a rapid response.

In the detention centre managed by my force, the police officers are very busy with all the escort missions for detainees to the courts of justice, appeal and administration, consulates, detention centres for women, airports (up to 200 km away) and with irregular migrants' readmissions to nearby

Member States (40 km to Spain, 500 km to Italy). In Sweden, these tasks are carried out by the prison and probation service.

This stay also gave me the opportunity to meet the Swedish customs service (specifically at the airport and at the harbour), whose missions are quite similar to those performed by French customs, and to discover the tasks of the coastguard.

The Swedish coastguard is a national civilian authority under the jurisdiction of the Ministry of Defence and is responsible for border control at sea, custom controls, fisheries inspection, environmental surveillance, and protection, search and rescue.



This exchange was fruitful in allowing me to know more about the way the Swedish authorities combat illegal immigration and to compare that with the French system.

If we have to deal with the same matters, the main difference lies in the responsibility each authority has been assigned. The 'casting' is sometimes, compared to France, so unexpected, probably for historical, political and philosophical reasons.

Michel Bernard-Uguen, France, on exchange to Sweden

Interviewing techniques

Participant: *Beatriz Vernet Perna, Spain*



Host: *Ulrika Hammarin, Sweden*



The organisation of the week that Ulrika prepared in Sweden allowed us to have a complete knowledge of the way of working and investigating crimes committed against children, sexual crimes and domestic violence in the host country.

To obtain this aim, Ulrika prepared visits both to the different units of her police organisation and to other institutions that collaborate closely together with the former, obtaining with this joint work a complete result from different fields of action.

Of course, the exchange has been very useful for my learning. Firstly because I have improved my knowledge of other European police organisations and I have gained an international network of police colleagues; and also because I have been able to gain different outlooks on the exchange topic and to improve some police practices in interviewing techniques.

Because of the fact that I am the head of a unit that investigates serious crimes committed in the region of Murcia, particularly crimes committed against children, sexual crimes and domestic violence, I will be able to teach my new knowledge to all the specialists in the judicial police in Murcia so that they are able to obtain more information on the statements of victims and witnesses for the development of investigations.

Three best practices I observed concerned interviewing children who are victims of a crime in specially prepared and decorated places; the recording of these interviews in order to be able to analyse them; and working together with social services and prosecutors in order to protect children.

The second practice I have outlined will be very easy to put in practice because I am willing to develop a protocol for interviewing children including the recording of these in my unit. This can be carried out in 1 month more or less, as this is the period necessary to write a protocol and train the members of my unit. With respect to the first practice, although it is impossible for my unit to have a place like the one used by the Swedish Police, I could talk to and try to obtain it from the social authorities. The first practice depends on other authorities so I cannot foresee when I am going to get this special place. And finally the third practice is impossible to incorporate in my organisation because the legislation in Spain does not allow different institutions to work together.

The positive outcomes of my stay are the following: I learned about the organisation of the Swedish police; I built up a network within the framework of European police cooperation; and I learned about the system developed in Sweden in the prevention and investigation of sexual crimes, crimes against children and domestic violence. In my opinion, there were no negative outcomes in this exchange, because of the wonderful plan of the week that our hostess made.

I hope we can continue our professional cooperation with my exchange partner by e-mail and by phone to be able to improve our different jobs. Also, we are going to keep in touch because we connected very well personally.

This exchange has been a wonderful experience to improve my professional and personal skills in police relations with other European countries. The type of criminals we are facing nowadays are



more and more specialised and international. This and the globalised environment in which we usually operate makes it very important to know each other's perspectives. And we must be in contact with police officers of other countries to improve our effectiveness as European police fighting against organised and international crime. Lastly I think that it is very important to note that through these exchanges you can improve fluency and confidence through international professional contacts, enhancing technical English skills.

Beatriz Vernet Perna, Spain, on exchange to Sweden

Managing major events

Participant: *Robert Mares, Czech Republic*



Host: *Thomas Maier, Austria*



There was a friendly atmosphere between the police officers from the two different countries which was about being on the same page during the whole visit. Also on both sides there was shown to be a perfect understanding of the topic as they were involved in the same or a very similar kind of unit and police work.

Three very good practices I learnt about during my stay concerned the way the Austrian police manage huge public events (exemplified at an international football match between Austria and Ireland); realistic riot control training of a unit in cooperation with the Vienna K9 unit; and finally an educational meeting with a rich video presentation on recent and past police operations, thoroughly describing the tactics used with interesting feedback and explanation.

Our unit can definitely learn from the experience gained from the WEGA operations, simply because the area of responsibility is the same or similar and every experience counts. We also received the video samples of some of the events as well as documentation describing tactics and techniques used during those major events. It will not take a long time to incorporate some of the interesting police techniques or tactical approaches used by WEGA into our own programmes.

The positive outcomes were a warm and friendly exchange of police experience in many areas of expertise; the great opportunity to see specific differences between our units; and also the wonderful opportunity to meet with police instructors to share and discuss techniques and tactics.



I believe that if there is a chance in the future to prepare and run a joint training exercise between our units, whether in the territory of the Czech Republic or Austria, this would move our international relationship to a completely new level.

I am very glad that I had an opportunity to participate in this programme.

Robert Mares, Czech Republic, on exchange to Austria

Mobile organised crime groups

Participant: Romain Portolano, France



Host: Cătălin Barbu, România



My exchange was successful because the hosting organisation deals with criminal groups that are of interest to my own unit. In fact, my unit is interested in documenting the activity of several Romanian criminal groups from the northern and southern parts of the country and also that of criminal groups from the capital Bucharest. We have different cases in which those organised crime groups are involved (e.g. in cargo thefts, serial burglaries, etc.)

I discovered and learned things that I did not know previously about the organisation and structures of the Romanian police. I had the opportunity to visit central and local units, mainly judicial ones. Furthermore I was given the opportunity to discuss and see special police procedures while working on a case of extortion. And, finally, I could discover the judicial organisation by having the opportunity to discuss it with different Romanian prosecutors.

It was a very interesting thing to see how the Romanian police work, how police officers deal with a case, Romanian legal provisions, the way in which Romanian prosecutors lead the investigations and how Romanian police is organised.

This new knowledge could be very useful to me and my organisation because we can understand how to interact with our Romanian correspondents (in the police or the justice sector), for example by means of international requests (what are the legal limits and possibilities, what to ask, how to ask, to whom we can address the requests, how and in what form to answer Romanian requests).

These details are important in order to have improved and quick cooperation with good results in our work. Of course it works both ways, benefiting both France and Romania. It will help improve cooperation and information exchange between the two countries, and specifically our two units.

We will not incorporate practices exactly as they are in Romania because the system is very different, but we can use the knowledge to improve international cooperation and solve cases. At the moment some of our intelligence or information cannot be directly used in Romania because their judicial system is very different, but knowing the legal procedures will of course help us find the right cooperation channel.

From my side, I explained different issues and points of view concerning practices in France to our Romanian counterparts.

I visited the central unit in Bucharest (Crime Investigation Directorate) and also an important local unit in charge of judicial investigations and public order in the south-east part of Romania (Constanta police district). I exchanged information and practices with the local police chief and other members of this local unit. They explained to me their local problems, procedures and knowledge concerning mobile organised crime groups.

A particularly positive point was that I had the opportunity to discuss with several judges and prosecutors, during informal meetings on Romanian law, ways of conducting specific investigations and international cooperation procedures. Also, visiting other police units was interesting, giving me the opportunity to learn about their way of working, their procedures and best practices (the highway police, a special group within the local police unit of Bucharest that deals with violent thieves, pickpockets, etc.). In addition I visited the French liaison officer based in Romania. I was also shown how Romanian databases work and what information they can provide.

I visited the Romanian International Police Cooperation Centre during a special European operation named 'the metal theft days'. This European operation was organised by the Empact programme

driver (the judicial Belgian police) and co-driver (the French Central Office for Fighting against Mobile Organised Crime Groups, my unit).

I would have liked at the end of my stay to meet the chief of the Criminal Investigation Directorate in order to discuss with him about our units and general forms of cooperation between France and Romania.

This CEPOL exchange programme was great and very useful in order to achieve better knowledge and the exchange of best practices and opinions on professional issues with the Romanian police forces.

Romain Portolano, France, on exchange to Romania

Dog training/handling

Participant: *Stepan Krejci, Czech Republic*



Host: *Jari Myllymaki, Finland*



My host was an experienced dog handler with a trained dog used to search for weapons and explosives. He was able to arrange a variety of meetings with the Finnish K9 structures to show all possible K9 units and their use of dogs in field work. He also arranged a variety of training for the service dogs, which led to a great exchange of experience for the dogs.

Three examples of best practice I learnt about were as follows:

- use of pipe walls in scent training for young search dogs;
- use of food motivating techniques and different rewarding methods during long searches;
- narcotics searches on ship passengers.

The application of these best practices in my country could vary. For example, pipe walls used for scent training could be done easily in our unit — we only need funds for the materials. The motivating method will be presented to other interested colleagues who might need it. Use of this new method depends on each specific service dog — each dog has a different mentality, and it is hard to say how long this might take.

My home unit does not work at the borders (seaports). According to our legal system we are not allowed to search for narcotics with dogs on humans the way this is done in Finland

Because we did the exchange together with our service dogs we were able to test our training methods in real training situations. This has been the greatest benefit of the exchange. This type of experience cannot be shared unless it is personally tested on each service dog.

We have found differences in the samples of narcotics used for training service dogs. Trouble occurred while searching for some samples of amphetamines and their precursors. Narcotics from different sources travelling across Europe might have a different smell (although their main chemical is identical). It might be difficult for service dogs to recognise them in other countries unless they are trained for it.

We also found differences in the smell of weapons/ammunition. Despite the fact that there might be the same chemical substances and they can be used for any suitable weapons (according to the calibre), ammunition produced in different factories has a different smell (dogs react slightly differently). This also affects the smell of the guns in which it is used. This again might affect the search for weapons used for organised crime across Europe.



We will try to stay in contact to share any other information related to problems we encounter with different scent samples and share any solutions we are able to find.

If any other exchanges related to dog handling/training take place in the future, it is absolutely necessary that handlers travel with their dogs. Only by testing the animals in real situations are we able to find out the problems and possible solutions.

Stepan Krejci, Czech Republic, on exchange to Finland

Commanders' exchange programme

Planning, command and control of high-risk operations

Participant: Anton Zlatanov, Bulgaria



Host: Hans Ahlin, Sweden



I think that my exchange partner Hans Ahlin and his colleague Per Christiansen were the main reason for a successful visit. They were very hospitable and arranged a really useful study programme. I met the right persons and I heard the right presentations, as I had wanted. I learned a lot about Swedish anti-riot units, about de-escalation and dialogue tactics, and about the structure and organisation of their work. I also saw many interesting details concerning the work of the Piketen unit (SWAT team). In the period before my visit I asked my partner whether they could arrange a meeting with the leader of the Dialogue Police, Mr Ola Osterling, whom I have known for a few years. This face-to-face meeting with him and his colleagues was very useful for me and we had a long and interesting discussion.

Three best practices I came across during my exchange concerned the de-escalation (defensive) strategy of the Swedish anti-riot police; the structure, managing, training and daily work of dialogue teams; and the tactics and organisation of police forces who are responsible for public events (demonstrations and sports games).

One of my aims was to learn more about police tactics during large scale public events, especially protest demonstrations. We have had so many of them in Bulgaria in the last few years. My task was to collect knowledge about dialogue and de-escalation tactics. I know some details about that from other countries, but for me it was important to see how Swedish colleagues are dealing with that problem in practice. So I learned a lot. I can say I really needed this information.

One week after my return home I wrote a report to the minister of the interior and to the general secretary explaining that we should start using our strategy for the de-escalation of tension during protest events, and for dialogue teams, similar to the Swedish ones. My director and the minister were very interested and they asked me to draft a strategy. After their approval and confirmation we started with this programme. I learned about this thanks to CEPOL and so many European colleagues, especially the Swedes.

I was appointed to establish and manage this strategic programme. We have already started training our anti-conflict police teams. Some of us are already working on and promoting this new police strategy. The result is very positive at the moment; we promote it in the media. You can see a lot of publications and photos of policeman with jackets: 'Anti-Conflict Police'. The society likes our new strategy.

I am not sure you can imagine how big an innovation this is for our police forces and for the citizens also, but I am sure we will succeed with this programme. It would have been impossible without CEPOL seminars and the exchange programme.

One of the most important things from my point of view is not only to take one successful strategy and to use a 'copy and paste' method from the foreign organisation to the one at home. A better way is to collect knowledge about many additional things, like ethnic mentality, legislation, structures and organisation from different countries, to analyse the positive and negative details and to implement it in our own organisation. That is the method I am following and we are now creating our de-escalation strategy based on my own experiences after observing Swedish, Danish, German and Dutch practices.

I think I have already included and incorporated most of my new knowledge into my daily job, but I will need more time to train our staff. Our plans are to develop this strategy in the future. We are now starting to train a few police officers for dialogue teams, and we are planning to use them in a few months or next year. I have four newly established positions in my unit for this job.

For my learning it was important that I saw the practices in real time, and actual situation organisation as well as the management of dialogue teams, spotter teams, anti-riot units, SWAT units and negotiation units.

I think this programme is really useful. It is a great opportunity to have a chance to see and observe the daily work of my foreign colleagues, especially if their job is similar to mine. Every police officer in Europe is confronted with the same problems, and it is very positive if we can learn from each other in real situations.



The Swedish colleagues, especially our partners Hans Ahlin and Per Christiansen, were very well prepared for my visit, the programme was interesting, varied and practical, and accommodation and transport were well arranged.

Anton Zlatanov, Bulgaria, on exchange to Sweden

Participant: Johannes Joop Hoogesteger, Netherlands



Host: Ondrej Vasickanin, Slovakia



The exchange was very useful as we were able to discuss different cases and possible solutions for operations, and the use of explosives in operations. As such I gained more experience and learned about how to train staff concerning the use of explosives. Operational information will be shared in the Netherlands through a national database so the entire Arrestatieteam Holland can use this information. As the operational chief of the Arrestatieteam I am in the situation of being able to share this and use it for the training of my team. Also, operational training together with the PPU and discussions comparing real scenarios, as well as discussions concerning the planning and controlling of high-risk operations, are to be mentioned as highlights during the exchange.

Both sides learned more about how to use explosives in operations and there is the possibility to discuss the situation of the PPU with regard to the use of explosives in real actions at a political level in Slovakia.

After our visit an interesting development took place. Together with the PPU we had arranged a demonstration and static show, as well as a presentation for the police leaders in the Slovak region the PPU belongs to. The following day the leader of the PPU was contacted by the police chief in Bratislava. He was invited to come to Bratislava the following week and explain everything about

the course and the use of explosives in high-risk operations so that they can evaluate whether this should become part of the relevant legislation.

The Slovak colleague will come to the Netherlands in November, and next year we would like to return to Slovakia to enhance our expertise in the use of explosives. Also, the proceedings with regard to weapons are very well developed in Slovakia, and we would certainly like to learn more from them, if CEPOL provides another opportunity.

Hans Hoogesteger, Netherlands, on exchange to Slovakia

Management and leadership

Participant: *Gianluca Collela, Italy*



Host: *Romualdas Gylys, Lithuania*



I met with high level police officers, managers of their units or divisions, and I visited a high-security prison in Lithuania. I learned about proceedings in the field of the prevention of corruption in Lithuania, as well as about their security system and their penitentiary system. I will be able to incorporate the best practices observed in Lukiskes remand prison because that is my operative area.

Three examples of best practice I observed in Lithuania are the following:

- the preventive checks done by the SIS on persons that are candidates to be appointed high-level civil servants (provided for by law);
- the corruption risk analysis performed by SIS that showed that the mechanism for setting up commissions for conditional release from correctional institutions is not sufficiently clear;
- the high level of external security measures observed in Lukiskes remand prison.



The meetings were very well organised by the host, and the warm availability and the expositive clearness of all the Lithuanian interlocutors and of the Lithuanian police officers were very positive.

Gianluca Collela, Italy, on exchange to Lithuania

Participant: *Giedrius Danėlius, Lithuania*



Host: *Istvan Szabo, Hungary*



The diversity of the authorities and organisations visited, as well as the different levels of law enforcement managers and leaders, allowed me to become acquainted with different methods and styles of law-enforcement management.

Interesting for me were the centralisation of police budget planning and execution, the specialisation in water-traffic crimes and the specific way police investigators are prepared for their job. The last item in particular could be important for Lithuania, as we are facing a problem concerning the preparation of police investigators. A special preparation programme should be set up within a specially appointed educational institution.



A further positive outcome of this exchange for me was the contacts I have established with colleagues from the Institute of Forensic Science in Hungary, as well as learning about the law enforcement system in Hungary, the country itself and its history. It is appropriate to maintain the personal contacts in order to monitor the development of law enforcement management and leadership.

Giedrius Danėlius, Lithuania, on exchange to Hungary

Exchange programme for trainers

Distance learning

Participant: Radka Šimková, Czech Republic



Host: Milos Dankovic, Slovakia



The exchange was successful for me as I was able to see how an e-learning education system can be run in practice, both from the point of view of the administrator of the system and from the point of view of the user. It was useful for me to become familiar with the conditions in which the system is operational and with the user environment, and I gained practical experience in using the e-learning programme. Furthermore, I was given the opportunity to work with the e-learning programme and to see how crime-scene officers use it, and also how police units cooperate to produce content relating to the education of crime-scene officers.

I intend to apply what I have learned on e-learning education, even though it may take approximately 3 years as the pace of implementation depends on funding.



Specifically positive outcomes of my visit were the fact that I became familiar with the organisation of the police college in Košice and with the system of the Slovak police. In particular, the establishment of close cooperation with teachers of the college in the field of e-learning will be helpful.

Radka Šimková, Czech Republic, on exchange to Slovakia

Participant: Milos Dankovic, Slovakia



Host: Radka Šimková, Czech Republic



Though distance learning in the hosting country is only at the beginning, I gained a lot of useful information concerning education and training for crime-scene technicians. Interesting elements I got to learn about were various kinds of enhancement courses for crime-scene technicians and the education methods and the equipment used in this type of training.

I could introduce these elements in my educational work; enhancement courses can be introduced in the educational process at our school within 1 to 2 years. During the exchange programme we saw interesting new methods and various types of equipment we intend to introduce within 2 months.

It was very positive that I had the opportunity to exchange knowledge with teachers from various police schools in the Czech Republic on the subject of criminalistics and to familiarise myself with the work of crime-scene technicians in Prague and that of the Institute of Criminalistics there.



Cooperation will continue in the planning of courses for crime-scene technicians; from our side we will help to introduce distance learning in the Czech Republic. Through the exchange programme we were able to restore contacts with the police school in Opatovice, which specialises in educating crime-scene technicians, as we do in our school. We are planning to intensify our cooperation with this school.

Milos Dankovič, Slovakia, on exchange to the Czech Republic

Learning environment

Participant: *Miguel Ángel Ramón Ramón, Spain*



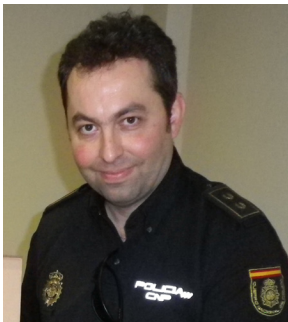
Host: *Marco Zearo, Italy*



The matching was well done as the partners were from different origins — military and civil police — but with similar tasks in our jobs. We had the chance to learn more about our differences and common points and I learnt about the training of police officers from different forces in Italy. Particularly interesting as an example of best practice was the carabinieri training system in specific tasks like forensics, riot units, etc., and the comparison of the carabinieri and polizia di stato forensic units.

It would be good if I could incorporate what I learned about educational practices at the Investigative Technics Institute in Velletri as they dedicate a lot of time to practical training with simulations of real scenes guided by the instructors. This could be very interesting, especially for the training of new police officers and NCOs in our school.

I had the opportunity to visit three schools, the Carabinieri foreign languages school, the Carabinieri NCO's school at Velletri and the Scuola di Perfezionamento per le Forze di Polizia, where I learnt about the common courses for the different police forces, in particular the courses addressed to the highest ranks.



I hope to continue to exchange information by e-mail about innovations related to police education in our countries. It has been a great experience and I hope this programme continues in the future, especially for professionals with a lot of experience that they can share with colleagues of other countries.

Miguel Ángel Ramón Ramón, Spain, on exchange to Italy

Participant: *Reda Markevičiūtė, Lithuania*



Host: *Nadya Sarafska, Bulgaria*



I am glad to have been matched with my exchange partner Nadya Sarafska from Bulgaria, who is an English language trainer; we had interesting and fruitful discussions on the issues of language training. I was given the opportunity to attend English classes and to observe the process of teaching and learning. The activities during my visit were focused on sharing experience on the topic of 'the learning environment', and I also learned a lot about the police organisation and training system in Bulgaria.

In the English lesson I became acquainted with new approaches to teaching which I can apply in my own lessons, e.g. new activities for improving reading and speaking skills. One of the practices I found most effective for student-centred training and learning was the training instruments and tools used, e.g. worksheets on a certain topic and information on a screen for students to better develop their language skills.

The system of police cadet training resembles the one in my own country. Differences can be found in the further training courses for in-service officers, where courses usually last 15 weeks at level A1 and go to level B1. I think it is very good practice to have such an intensive and focused training period for people to overcome the barriers of speaking a foreign language. Even if I will not be able to implement this in my own country due to the huge workload for in-service officers, who therefore receive much shorter language training, I will be able to apply the methodology used in Bulgaria.

I am extremely happy that I have developed a professional network for future cooperation with English language trainers. These new contacts with my colleagues in Bulgaria will enable us to share teaching materials and practical experience in developing language competencies.



In addition to the positive outcomes I have gained, I would also like to mention the free-time activities. They were very well organised and enabled me to obtain a better understanding of the wonderful country of Bulgaria, its history, its remarkable culture and its most pleasant and open people.

Reda Markevičiūtė, Lithuania, on exchange to Bulgaria

Exchange programme for researchers

Crime prevention

Participant: Svetlozar Markov, Bulgaria



Host: Elmar Nurmela, Estonia



During my stay I had the opportunity to visit many police institutions; the visiting agenda was quite full but due to that fact I saw, learned and explored a lot.

The main objective of my study visit was to improve my knowledge and competencies on research in police counter-strategies in fighting organised crime so as to facilitate the deployment of coherent and value-adding strategic police training.

The virtual platform used for training and simulation in the Estonian academy which facilitates collaborative exchange and the transfer of good practices through an innovative simulator approach is an example of best practice. Furthermore, I learned a lot about the police work and daily activities in the region of Tallinn, and I think that the objective of exchanging ideas and practices concerning policing with my Estonian hosts was realised to the maximum level.

In my daily work I will use a lot of learning by example, and I will present to the police cadets the examples from Estonia that I learned myself. This may take one academic year.

The structures and programmes of police research in EU countries are becoming increasingly similar, but the traditions behind them, the style of research and publication, the environment expressing the values of police professional training and the way of formulating the success and problems, are naturally different. The identification and understanding of these 'soft' elements of a national system gives a real insight, and I believe that through the European police exchange programme 2013 I have understood these elements in Estonia and compared them to Bulgaria. Although I had some preliminary information on the Estonian system, these elements and the really helpful host Elmar Nurmela, who was willing to show me everything in the Estonian police, represent the real 'added value' provided by my visit to this country. We will continue to cooperate by working on research and training projects in the future.

Svetlozar Markov, Bulgaria, on exchange to Estonia

Participant: *Elmar Nurmela, Estonia*



Host: *Svetlozar Markov, Bulgaria*



During my exchange in Bulgaria I had the possibility to become acquainted with the set-up of their police organisation, the problems they have at present and the link between their police training system and their research work in the academy. I saw a lot of similarities with as well as differences from my own country. Discussions were open, which was very important to me, and I received honest answers from my hosts to my questions.

Three examples of best practice I learnt about were as follows.

- The academy uses a system where lectures on general subjects are given to all students of the same year (between 100 and 120 trainees), which is very good from a budgetary point of view.
- The CCTV system in the Varna police district was equipped with very good cameras, which help reduce and solve crime in many cases in the city during the summer time, when the population practically doubles (tourist season). The operators are professionals who are very well informed about police work and police tactics.
- All full staff teachers in the academy are required to have a doctorate, which means they have to do research.

It would be possible to incorporate the first of the abovementioned practices during the study year 2013/2014, but only partly because our academy consists of four different colleges, so it is practically impossible to teach all students together on the general subjects.

I recognise that in Bulgaria there is a big political influence on the police organisation and police academy, because after the minister of internal affairs was changed in the context of a change of government practically all police chiefs at regional level, in the police headquarters and in the police academy were removed from their positions, and new police chiefs will start to build up their own new teams. This will influence all police organisation activities, which is not very good from a police organisation perspective on the level of development. As Estonia had the same situation at the end of 1998, I recommended a change of legislation during my exchange programme which will give the head of the police organisation some kind stability, a decision which naturally is at the discretion of the Bulgarian politicians.

Positive points for me were that I realised that in general we have similar problems in our countries, that I established a good personal contact with my host Mr Svetlozar Markov and other hosts during



my visit to Bulgaria and that I had the possibility to use my Russian language skills sometimes during the exchange programme in Bulgaria. I also learnt that the Bulgarian police organisation has an excellent benefits system for police officers, which Estonia does not have.

I will use the personal contacts I established with Bulgarian colleagues for future cooperation on different research and training projects.

Elmar Nurmela, Estonia, on exchange to Bulgaria

ENP-WB exchange programme

Traffic safety and violation

Participant: Levan Gabekhadze, Georgia



Host: Nele Tamm, Estonia



It was a great opportunity to get to know the structure and the system of the Estonian traffic police department with regard to the scope of their approach while dealing with administrative procedures in the field of traffic accidents and related violations. High-level police officers' authorities deal with administrative violations cases (imposing administrative penalties on the citizen involved). They decide on the basis of each person and their record of violations which level of penalty to impose within the framework of the relevant article in the respective legislation. This increases not only the authority but also the responsibility of police officers when executing their duties dealing with citizens. The high level of integration of citizens in the administrative procedures, with an emphasis on human rights and the practice of alternative sanctions (various levels) while imposing fines on citizens, as well as the strict approach to such violations as drunk driving and speeding, was something I noticed. Mentioning that, the highest sanctions are very strict (an amount of money or even imprisonment). Also, the presence of a car-accident group in the traffic police, with all the necessary equipment, makes the completion of all required procedures for the effective and rapid investigation of car-accident-related cases more mobile and fast. Permanent monitoring of the situation on the roads for the detection and prevention of violations on the road, like drunk driving, seat belt issues, etc., is considered to be effective in general.

Positive for me were the meetings with the unit that deals with administrative issues in the field of traffic accidents and violations and the car accident unit and its authority. It was interesting to get to know their practices and equipment. I also liked attending the everyday activity of the police patrol unit, including participating in patrolling and in police raids.

It should be possible for me to incorporate some practices, including upgrading the equipment of units of the Forensic Criminalistics Main Division and the implementation of an alternative sanction system on several administrative offences. Also, the intensification of monitoring and screening on the roads to prevent drunk driving leading to car accidents and outgoing casualties should be possible.

Due to the fact that very soon a new law on the police will be adopted, as well as a newly drawn up code of ethics and other regulations which are in accordance with EU legislation, that should not take a long time.

Specifically positive outcomes from my exchange were the closer contact with EU Member State police forces and their structure, and the opportunity to become familiar with the way their system works at the legislative level as well as in practical aspects, with the particular example of Estonian police forces. It was an excellent experience for continuing the development of my professional skills and for my personal growth as well.

It would be very useful and positive to stay in contact with police officers on professional matters in order to enhance cooperation if and when necessary. This concerns the various threats that exist and that could appear in the future.



I would like to take the opportunity to express my highest respect for CEPOL and its authorities. And once again I would like to express my gratitude to the Estonian police forces and the patrol police for having been such great hosts and for providing such an excellent opportunity, which I am assured will be useful and helpful in developing the progress of the Georgian police forces in the future.

Levan Gabedhadze, Georgia, on exchange to Estonia

Human trafficking

Participant: *Diana Rostiashvili, Georgia*



Host: *Inese Boluža, Latvia*



The programme was successful because it was a great opportunity to meet Latvian colleagues and share good practices in the field of combating crime. During the programme I had meetings with people working in the field from the Central Criminal Police Department of the state police of Latvia, the police college, the Crisis Centre and other organisations. There I learned more about human trafficking and received useful information about methods to prevent and fight human trafficking. The police college introduced me to the training programme on trafficking issues. In Riga I visited the Crisis Centre, where I became familiar with methods for the interrogating of minors. In Valier I visited the municipal police, who deal with administrative cases and cooperate with the state police. Meeting with the Vidzeme region state police department was interesting; I had the opportunity to visit different police units and to share their working methods, and especially to see how they work and cooperate with neighbouring countries such as Estonia.

During the programme in Riga I had a meeting with the representatives of a state police unit that works on the trafficking of persons and pimps. The Latvian Criminal Code envisages responsibilities for fake marriage and pimps. This article is used very effectively by the Latvian police.

In Daugavpil I visited detention centres for illegal migrants; I learned about new trends in combating illegal migration, methods of identification of illegal migrants and ways of deportation. It was interesting that, according to Latvian legislation, after the detention procedure the city court decides about the status of the migrant and during this period the migrant is sent to the detention centre. As one of my responsibilities is combating illegal migration, the issue was really interesting for me.

In Riga I visited a crisis centre where a group of psychologists works. It is worth mentioning that their assistance is used by detectives when they are interviewing minors. This is very good practice and it will help me deal with cases where minors are involved. The centre has special rooms for the interrogation of juveniles. The interview process is taped on video.

The exchange programme was very useful for me and for my future work. When dealing with cases of human trafficking I will use the knowledge which I have obtained during the visit. I will incorporate new skills and capabilities into my daily work process.

After arriving from Latvia I had discussions with my colleagues and I shared with them the good practices.

During the exchange I met with my Latvian colleagues and had a friendly relationship with them. They expressed their readiness to cooperate and to assist in the field of combating this type of crime. This will help me to fight and deal with cases of human trafficking effectively.

Meeting with people working in the field was very good because it was a good chance to learn their methods and share their experience. I received useful information from Latvian colleagues on how they prevent and reveal the facts of human trafficking.

It must be mentioned that I had also a great opportunity to get to know Latvian culture and traditions.

I will cooperate with my exchange partner; she is such an interesting and friendly person. She is clever and does her job very well. She did her best to make my visit to Latvia productive; she had planned interesting meetings with people and organisations that are very close to my job. I will try to cooperate with her through e-mails.



Thank you for the great opportunity to take part in this exchange programme. It was very useful and productive for me; I saw very good practices during this visit, I met very interesting people and everything I studied during this programme will have a great influence on my activities.

Diana Rostiashvili, Georgia, on exchange to Latvia

Counterterrorism and the prevention of radicalisation, and drug trafficking including synthetic drugs

Participant: Adnan Omeri, Kosovo



Host: Sven Klauer, Germany



First of all I would like to use this opportunity to thank you for your support in this project, and I think our reporting will help make this programme look even better in future.

I was the first participant from the Republic of Kosovo and I had the privilege of visiting the city of Mainz in Germany from 22 to 27 September 2013. I was a guest at the General Police Directorate of Mainz/Narcotic Section. My host was Sven Klauer, a very dedicated and professional officer and investigator at the Counter-Narcotic Section.

At his work place I had the opportunity to closely observe the type of daily work in this section, including the interviewing process, legal proceedings of cases, the implementation of house search orders and dealing with seized items. Dealing with narcotics was a new topic for me and sometimes it has an impact on cases that we deal with.

During my stay I also had the opportunity to visit an IT forensics section, from which I learned some very important working methods. My visit to this section was very beneficial for the aspects mentioned above.

I also had the opportunity to meet colleagues from the Counterterrorism Department, with whom I exchanged views on the aspects and challenges of terrorism for both countries. We both agreed that better and less bureaucratic cooperation between our countries will ease the process of combating religious extremism and terrorism.

Generally considered, police work is almost the same in all countries; some procedures will be brought forward in my country as a model for changes!

During my stay with the Mainz Police Directorate I experienced excellent cooperation and a professional approach to various cases, as well as a very professional attitude toward the subjects they deal with.



I can honestly recommend experience of this programme to all who are interested. It met my expectations at the professional level and also concerning the sharing of cultural values.

Adnan Omeri, Kosovo, on exchange to Germany

The designation of Kosovo is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence.

The European police exchange programme team

The European police exchange programme is staffed by seconded national experts, CEPOL staff and a trainee based at the European Police College, in Bramshill, United Kingdom.

The following staff made up the 2013 European police exchange programme team.

- Zsanett Kertesz (Hungary) provides administrative, financial and e-net support for the programme. Zsanett represented CEPOL on study visits to the EMCDDA and OLAF.
- Georgi Karakolev (Bulgaria) has provided administrative and financial support for the programme since August 2013. Georgi represented CEPOL on Europol study visit II.
- Giovanni Della Foresta (Italy) started his internship in June 2013 for a duration of 6 months, supporting the implementation of the programme. Giovanni attended the Frontex study visit.
- Maria Söderberg (Sweden) was part of the team responsible for implementing the programme until August 2013. Maria represented CEPOL on Europol study visit I.
- Elisabeth Zinschitz (Austria) took over the role of project officer for the European police exchange programme in August 2013. She was part of the team that developed and initiated the first exchange programme in 2007.
- Nuria Pérez Mirón (Spain) joined the team as project management support officer in September 2013. She assists in all necessary activities, including preparation of the evaluation conference and programme planning.

CEPOL — European Police College

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