



European Police Exchange Programme

EDUCATE, INNOVATE, MOTIVATE

We would like to express our gratitude to our colleagues from the police in Belgium, Germany, Czech Republic and Estonia for the photos they sent us to be used in our publication, and also to the participants from our activities that agreed to be on the photos.

If you have any comment concerning the photos used in this publication, please send an email to communications@cepol.europa.eu

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Director's Foreword

The European Union's security architecture changed radically in the past 15 years with the implementation of the Lisbon Treaty, the adoption of a new internal security strategy with renewed institutions and mechanisms and of a Policy Cycle on international serious and organised crime. These developments have shaped how the EU tackles internal security and its external aspects through law enforcement training.

Today's diverse patterns of transnational crime can only be countered by more effective cross-border cooperation, with police, customs, border guards and other authorities working closely together. Unless those authorities are properly trained, and unless there is sufficient mutual trust, cooperation will not be as effective. The challenges are great and should not be underestimated. This is the mission CEPOL contributes to.

Since 2015, countering terrorism and tackling challenges posed by the migration flows are high priorities on the EU security agenda. Countering terrorism today is a complex endeavour. It necessitates a deep level of understanding of its causes and dynamics. Tackling it requires practical tools to detect, prevent, protect and respond to terrorist threats. CEPOL contributes to addressing these challenges thanks to its wide portfolio of activities in the field of counter terrorism.

The challenges posed by the unprecedented migratory flows that hit the EU in 2015 called for a concerted and coordinated approach by the law enforcement and border control agencies of the 28 EU Member States, together with their counterparts in neighbouring and transit countries and with the Justice and Home Affairs (JHA) agencies. CEPOL answers to this threat by organising residential activities and online trainings on migration. Activities will focus on migration management, human smuggling and countering illegal immigration.

CEPOL is responsible for a large number of activities implemented primarily by a network of national law enforcement training institutions of the EU Member States. Our collective commitment is the driving power and the guarantee that our courses, seminars, conferences and exchange programmes are characterised by qualitative learning. Thousands of participants confirmed the high quality of our trainings year after year.

In 2015, CEPOL's training portfolio encompassed 151 training activities (85 residential activities and 66 webinars), 428 exchanges in the frame of the European Police Exchange Programme, 24 online modules, one online course, and nine common curricula. For the fifth year in a row the outreach of the agency has increased: CEPOL trained 12 992 law enforcement professionals in 2015 (vs. 10 322 in 2014).

The portfolio of activities developed for 2015 was aligned with priorities deriving from the EU Internal Security Strategy. Activities will cover policing issues ranging from migration to counter terrorism, leadership, law enforcement techniques and EU cooperation instruments. Learning products are designed to facilitate the development of competencies, the sharing of knowledge and good practices, and to contribute to the development of a common European law enforcement culture.

I hope that our training portfolio is of interest to you. CEPOL will continue to make learning more accessible to law enforcement officers. We would be delighted to welcome you to one of our activities in 2016.



Dr. Bánfi Ferenc
CEPOL Director

About the European Union Agency for Law Enforcement Training

CEPOL: mission, vision and values

Mission

CEPOL is a European Union agency that fosters European and international law enforcement cooperation through training.

Vision

CEPOL aims to become a world-class hub, and a driver of change in the law enforcement training field. One which contributes to addressing European and global security issues by bringing the law enforcement communities closer together to share good practices, knowledge and know-how.

Core values

- Professional Excellence
- Innovation
- Quality
- Responsiveness
- Full respect for fundamental rights

Core competencies

CEPOL brings together law enforcement professionals to:

- Offer them opportunities to grow personally and professionally through training;
- Contribute by learning to solve issues related to European security;
- Establish networks of training institutes and professionals.

Core promise

With CEPOL, professionals can grow both their knowledge and networks

Motto

CEPOL - Educate, Innovate, Motivate

CEPOL in brief

1. What is CEPOL?

CEPOL is an agency of the European Union dedicated to develop, implement and coordinate training for law enforcement officials.

Since 1 July 2016, the date of its new legal mandate, CEPOL's official name is "The European Union Agency for Law Enforcement Training".

2. Where is CEPOL located?

CEPOL's headquarters are located in Budapest, Hungary.

3. Why does CEPOL exist?

CEPOL contributes to a safer Europe by facilitating cooperation and knowledge sharing among law enforcement officials of the EU Member States and to some extent, from third countries, on issues

stemming from EU priorities in the field of security; in particular, from the EU Policy Cycle on serious and organised crime.

4. What does CEPOL do?

CEPOL brings together a network of training institutes for law enforcement officials in EU Member States and supports them in providing frontline training on security priorities, law enforcement cooperation and information exchange. CEPOL also works with EU bodies, international organisations, and third countries to ensure that the most serious security threats are tackled with a collective response.

5. How does CEPOL work? How is the training portfolio created?

CEPOL is headed by an Executive Director, who is accountable to a Management Board. The Management Board is made up of representatives from EU Member States and the EU Commission. The chair of the Management Board is a representative of one of the three Member States that have jointly prepared the Council of the European Union's 18-month programme. The Management Board meets at least two times per year. In addition, CEPOL has dedicated National Units (CNUs) in every Member State to provide information and assistance to law enforcement officials who wish to participate in CEPOL's activities. CNUs also support CEPOL's operations.

CEPOL in a nutshell

- Supports, develops, implements & coordinates training for law enforcement officials
- Awards grants to national training institutions (framework partners) for the implementation of its training portfolio
- Cooperates with third countries within the framework of working arrangements
- Trains leaders, future leaders and trainers
- Integrates research into training

The agency's annual work programme is built with input from this network and other stakeholders, resulting in topical and focused activities designed to meet the needs of Member States in the priority areas of the EU internal security strategy. Moreover, CEPOL assesses training needs to address EU security priorities. CEPOL constantly strives to offer innovative and advanced training activities by integrating relevant developments in knowledge, research & technology, and by creating synergies through strengthened cooperation.

CEPOL's current portfolio encompasses residential activities, online learning (i.e. webinars, online modules, online courses, etc.), exchange programmes, common curricula, research and science.

CEPOL employs a multi-layered approach to learning, with different activities complementing one another:

- Residential courses and seminars;
- Online seminars (webinars);
- Online courses;
- E-learning modules;
- Bilateral exchanges through the European Police Exchange Programme;
- Common curricula.

About the European Police Exchange Programme

The European Police Exchange Programme fulfils CEPOL's mission to contribute to European police cooperation through learning to the benefit of European citizens through the following objectives:

- to promote mobility and allow the exchange of police and other law enforcement 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 law enforcement culture;
- to encourage mutual learning and networking in the framework of European police cooperation.

The European Police Exchange Programme will comprise exchange programmes for:

- senior police officers and experts
- senior police leaders
- police trainers
- researchers
- participants within the frame of interagency cooperation
- ENP Eastern Partnership-Western Balkan countries and Turkey

All topics covered by the Exchange Programme have been identified by CEPOL as priority thematic areas and most have a European or cross-border dimension.

To take part in an exchange, participants must:

- have a minimum of three years' work experience in the field of interest;
- speak at least one foreign language;
- preferably be new to the Exchange Programme;
- commit to cascading their newly gained knowledge to colleagues at a national and European level.

Law enforcement officers interested in taking part in the European Police Exchange Programme can contact their National Exchange Coordinator (contact list is available on e-Net for registered users).

Segments 2015

1. General exchange programme;
2. Exchange programme for senior police leaders;
3. Exchange programme for trainers;
4. Exchange programme for researchers;
5. Interagency cooperation exchange programme;
6. Eastern Partnership and Western Balkan exchange programme.

The 2015 European Police Exchange Programme

The Exchange Programme was originally financed through AGIS and ISEC funds, however in 2011 CEPOL took over the financial and organisational management of the programme in order to tailor the training needs of European law enforcement authorities to the challenges EU faces, as well as to ensure a

smoother and more efficient administration of the programme. Due to these administrative changes a significant increase was reached by CEPOL in terms of number of participants. In the year of 2011 CEPOL organised 292 exchange programmes. In 2015 this number went up to 428.

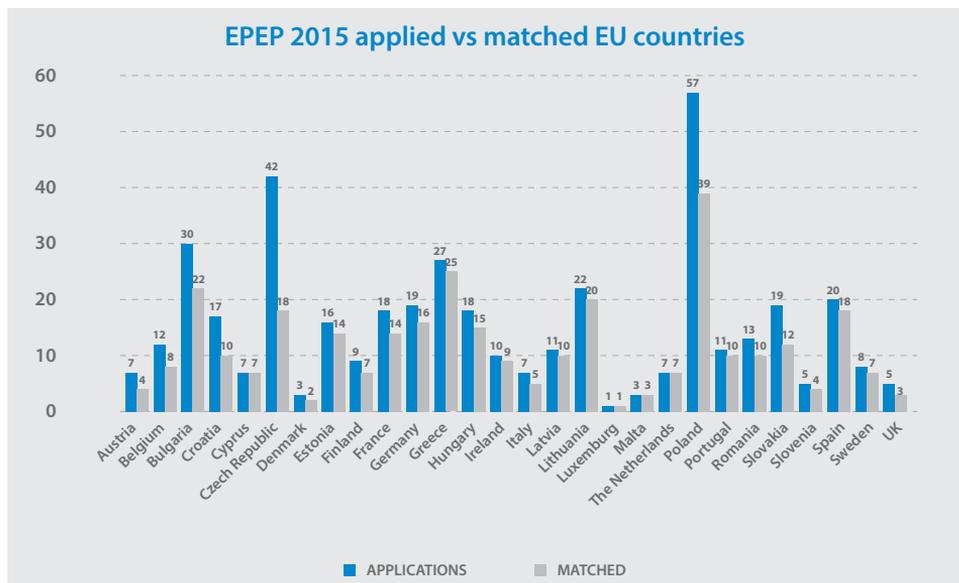
In 2015, CEPOL received a record-breaking 541 applications from all its partners (EU Member States, Candidate, Eastern Partnership and Western Balkan Countries). The allocated budget allowed to implement 389 exchanges for law enforcement officers. Besides, 39 participants could participate in a study visit to Europol. Altogether, 428 participants attended this year's programme. The overall satisfaction with the programme reached 94%.

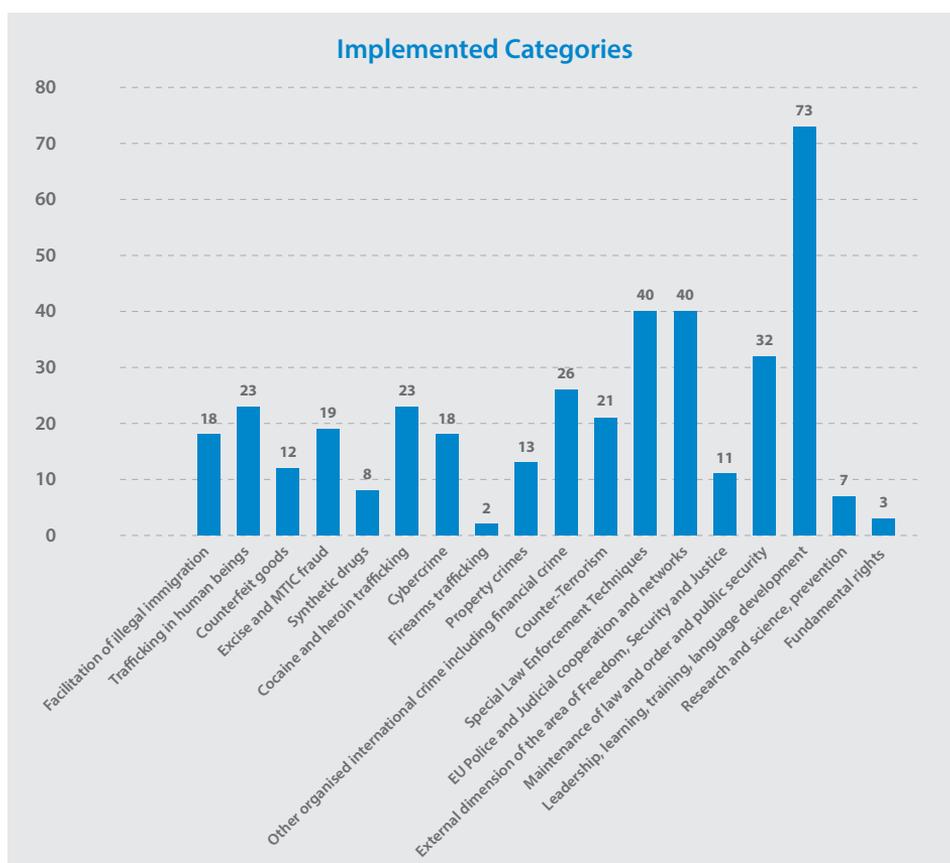
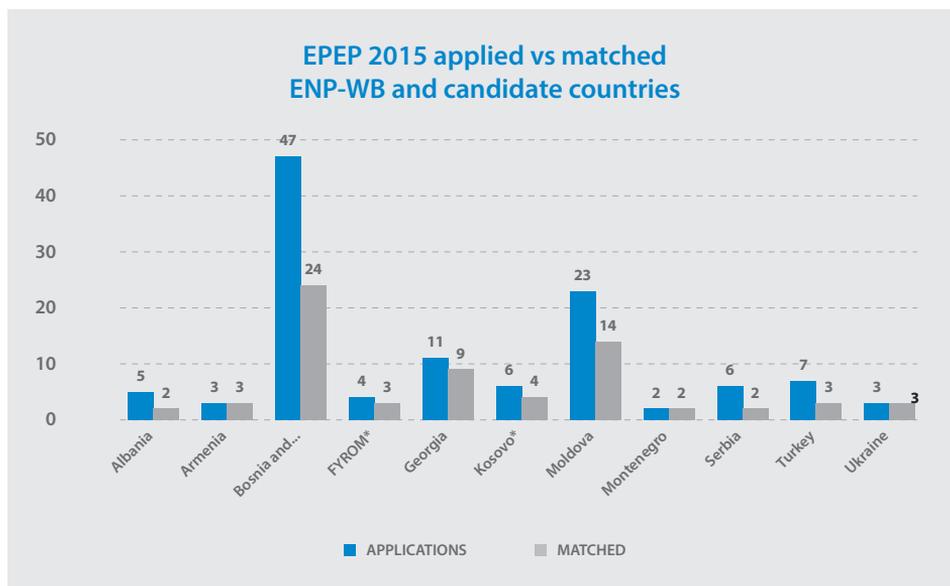
For the first time, there was no limit of applications per participating country, all applications meeting the eligibility criteria were considered. Given that the number of applications received exceeded the budget limitations, the nominations were established on the basis of a fair distribution ensuring that all countries, all segments and all categories were represented, while giving a priority to applications under the EU-Policy Cycle and to those who were "pre-matched".

This new approach allowed a better understanding of the increased demand but it also allowed to establish a reserve list to be used in case of step backs or of additional financial resources.

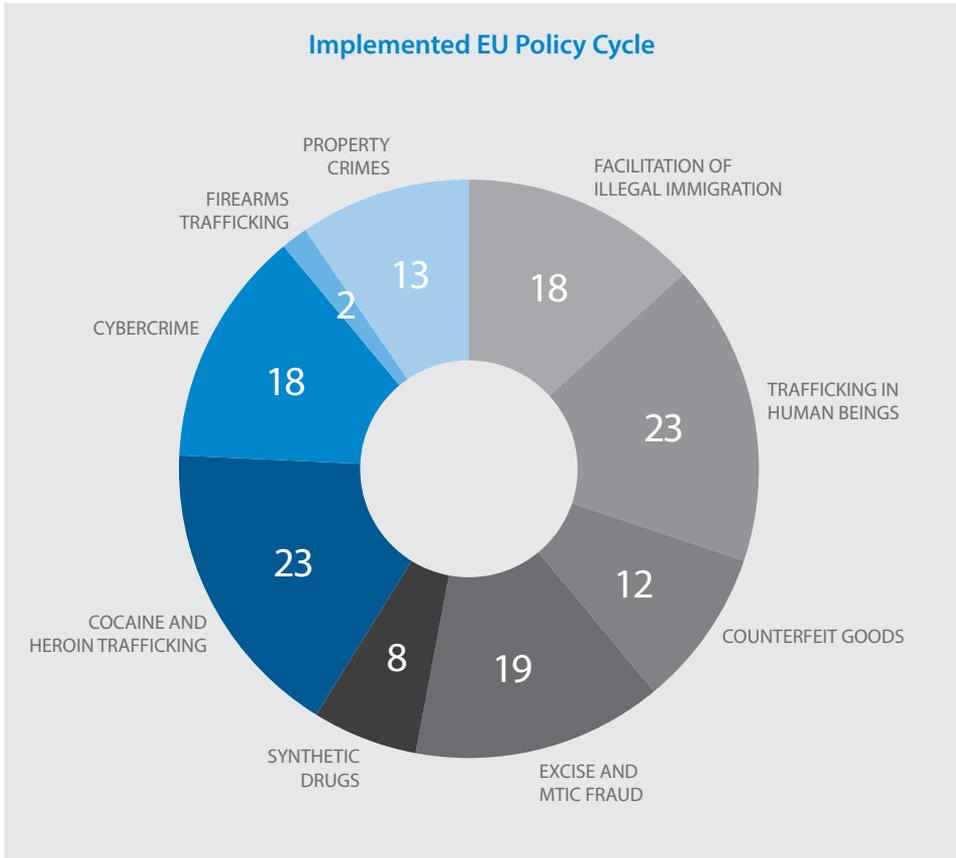
The programme was advertised in several fora, amongst others, the EMPACT Coordinators (Drivers of the EU Policy Cycle) and other networks, such as ATLAS.

The objective was to involve all countries, all segments and all categories in the programme. The following graphs demonstrate the outcomes of this approach.





This year, the priority was given to the categories under the EU Policy Cycle where 136 exchanges could be implemented.



Narrative reports

Narrative reports are filled in by the participants after the completion of the exchange programme. The reports give CEPOL an insight to the experiences the participants gained and tell us about the knowledge that he/she could share with the counterparts. This selection of the narrative reports is an excellent forum to show the relevance of the exchange programme and undoubtedly a strong evidence that this training tool can contribute efficiently to reach the goals of disseminating and sharing, at the EU level, good policing practice. This publication contains a selection of narrative reports from each country representing all categories within the exchange programme.

Participant
Idajet Hoxha, Albania



Host
Markus Haustein, Germany

Segment: ENP-WB

Category: Leadership, learning training, language development

I think that the exchange was successful, because it was of the same police level and it also was similar with the organisation of work in Albania. The sector for organized crime was the same too. It was interesting to witness the work done with mobile groups for the detention and surveillance of elements that break the law, as well as the very good technical possibilities that existed in vehicles and technology.

State support with the necessary infrastructure for police through operational manners was instrumental. A specific outcome of the exchange programme was to see the common management of the border with Poland and exchange of information in realistic time regarding organized crime, as well as the way how it was organized the registration of the immigrants from the war countries. It was interesting to see the studies related to the trafficking ways, by making a thorough investigation.

Participant
Shpetim Turani, Albania



Host
Georgiev Chavdar, Bulgaria

Segment: ENP-WB

Category: EU Police and Judicial cooperation and networks

I was matched with the right person, especially with regards to the current professional work and the previous experiences in investigation of crime sector, working in security sector and border police department.



During my visit in Bulgaria, I discovered new experiences and methods that I can incorporate in the daily work of my department. The most interesting of them was to see the Bulgarian police structure, where the investigative unit is apart from the criminal operative unit.



I had the opportunity to share the best practices from my organization. "Waiting rooms" in the police department and the practice of receiving complaints digitally are the two of the working methods that I shared with the Bulgarian colleagues. It was interesting to see the "Observation Video" sector in Police Directorate in Sofia, where 250 camera have been installed by the police department and had access in 3000 camera installed by Sofia Municipality.

Participant  Artur Barseghian, Armenia

Host  Anna Gawronska, Poland

Segment: ENP-WB

Category: Other organized international crime including financial crime



I had the chance to participate to the European Police Exchange Programme 2015, which enabled me to gain more experience and knowledge about the police of another country: a country which is very similar to my country. The Republic of Armenia and the Republic of Poland both are post-soviet countries, they both had wars and now they both are developing countries.

During my exchange period, I visited different departments and sections of the police in Poznan (Regional Department of Investigation, Department of Public Order, Water Police Department, Mounted Police Department, Special Forces Department), which provided me with general knowledge about the structure and activities of the Polish police.

Mainly, the police structures of Poland and Armenia are similar, except for a few differences: the investigating authorities are not part of the police of Armenia and they operate as a separate system called 'Investigative Committee'. Besides, the Polish police pays great attention to football matches, because there are many football fans, big stadiums and sometimes there can be incidents between them. The Polish police is technically well equipped that's why it is easy to control all streets, roads and stadiums and to prevent or to expose any possible crimes.

Participant  Franz Posch, Austria

Host  Estela Sanz Munoz, Spain

Segment: General Exchange Programme

Category: EU Police and Judicial cooperation and networks

I visited our partner bureau (SIRENE, Spain) and had the chance to get in contact with colleagues from SIRENE, Interpol, Forensic and IT Unit. It was perfectly organised and I had a lot of fruitful discussions.

As best practices, I would list the following that I came across during my exchange:

- a) The upload of the EAW to the national database.
- b) A separate unit for extradition matters.
- c) An ex-police officer as the competent person in IT matters.

I learned about the organisation of the Spanish police and learned why some procedures are different from our way of working.

We are still in close contact with my exchange partner, and in case of an emergency we can solve problems very quickly.

Participant  **Host**
Kristof Corneillie, Belgium  Laurent Caine, France

Segment: General Exchange Programme

Category: Other organized international crime including financial crime

I was matched with the leading officer of the division "économique et financière (DEF) de la direction inter-régionale de la police judiciaire (DIPJ)" in Lille. As senior officer, he made it possible for me to participate in the most interesting activities of his collaborators each day of my presence in the DEF. He could also show me the diversity of inquiries made by the DEF and answer most of my questions.

In this way, I could participate in interrogations, house searches, inquiries made in databases and outside of the office, and were able to establish contacts with members of the different teams. Since I work as an investigator in financial crime, this made it possible for me to learn a lot about French penal procedure and police working methods and to establish contacts with colleagues working in financial crime issues. Now, I have a better understanding concerning the possibilities for international cooperation with (Northern) France, and have more informal contacts with colleagues working in Northern France.

Participant  **Host**
Steve Rutten, Belgium  Linnerstam Jonas, Sweden

Segment: General Exchange Programme

Category: EU Police and Judicial cooperation and networks

Finding your own "match", as I did, is probably the best way to find a host who is suited for you. It is important to choose a host who has 'best practices' to share. He/she must work in similar circumstances and the same branch. The ultimate goal is learning.

The procedures are very pragmatic and efficient: interviewing witnesses is audio recorded with a small portable digital recording device. A report containing only essential elements (instead of long written statements) is the result. A whole lot of witnesses can be interviewed by a small team on very short notice. I was a privileged witness of the capture of a brutal rapist / murderer. The only way the perpetrator could be caught was by the extremely efficient way the Swedish (police and justice department) handle DNA-evidence. More than 1000 men were tested in an extremely short period of time.

A large task force was implemented after the murder of a young attractive woman in Stockholm. The brutal murder got a lot of national attention. Again the Scandinavian efficiency and professional approach was a best practice. It's a culture of getting the job done by giving responsibility. I witnessed a hard working team where accountability seemed to be very natural. There is however only one police force in Sweden which makes things a whole lot easier.

Having police officers that know and trust you, makes life a whole lot easier. Effective work relations with external partners will benefit the Belgian federal judicial police. Stealing with your eyes, is not a crime. The structure and approach of the Swedish police taught me a lot about efficient police work in large-scale complex investigations and made me think about our own structures.

Participant

Vlado Vranjes, Bosnia and Herzegovina

**Host**

Jevgenija Primerova, Estonia

Segment: ENP-WB**Category:** Property crimes

I believe I made an exchange with the right person, because my hostess Jevgenija Primerova performs similar tasks in her country. She is a young women with a university degree and she has lot of work experience. We are both inspectors criminal investigators in police stations at tactical levels of the police organization. There are certain similarities between our countries, concerning problems in matters of general crime. Although we live in different parts of Europe, many of the problems are very similar, especially with regard to property crimes and domestic violence. Also, the organizational structure in the police station is very similar, but there are certain diversities, which I have noticed, and they could contribute to improving the work of the police in my country.



I saw that in Estonia there are teams that work exclusively administrative procedures and teams for operations. This is useful because different workers have different preferences, while each better cope with the administrative work, others more suited to the operational work in the field. I am planning to write an article in a professional journal in the field of security publish, in which I recommend a similar model in several police stations, the monitoring of the achieved results, and to compare the results with the results of traditional modes of criminal inspectors.

Although policing is everywhere in the world similar, there are different models of police organizations, as well as various common regulatory framework. This is the first time that I had direct insight into the organization and work of a police agency abroad and I was impressed with their organization and regulations, which provide that citizens of Estonia feel safe from criminal and public order disrupt.



The most interest among my colleagues was about ways of doing police work, working hours, equipment and vehicles that are used, the educational system for law enforcement of ficers, and about the possibilities of application of modern forensic methods. During the visit, I got more than I expected, and that's why I am really delighted.

Participant

Vlado Jovanic, Bosnia and Herzegovina

**Host**

Miso Radovancevic, Slovenia

Segment: ENP-WB**Category:** Counter-Terrorism

During the period from September 13th to 18th of September, I was a guest to colleagues from the Slovenian Ministry of the Interior. My host was Mišo Radovančević. The visit was short-lived, but it was

effective. I met the organizational structure of the Ministry of Internal Affairs of Slovenia and methodology in the field of prevention of organized crime, terrorism and extremist violence and exchanged with colleagues experience in this field and agreed to continue the existing cooperation. The visit was a complete success in organizational, social and other aspects.

My exchange partner was adequately chosen. He works in the police Slovenia in the Criminal Police for more than 15 years in the business of preventing organized crime, terrorism and extremist violence and has years of experience in conducting investigations of illegal trade of weapons, and several investigations we have jointly participated in front of the agency in which we work.

This visit was not the first to the Slovenian police so we have already experiences in working together. It is done mostly through the exchange of information and assistance in operational work on the ground through joint investigations. In the previous period we conducted joint training in specific areas of work and after this visit we will continue with this practice.

Special thanks to the host Miša Radovančević and to the colleagues from the Department for the prevention of terrorism and extreme violence as well as the management of MOI Slovenia to the understanding and effort to visit is realized.

Participant
Neli Velichkova, Bulgaria



Host
Lianou Konstantina, Greece

Segment: General Exchange Programme

Category: Firearms trafficking



In my opinion, my Exchange Programme partner was properly matched with me. My host - Konstantina LIANOOU, Hellenic Police Forensic Science Division, Greece - met all my requirements regarding the work area and the experience she had in the field of the topic. She is police captain and has more than ten years of experience in laboratory in firearms and tool

marks examination section. I am specialised on GSR examination and very often I work with my colleagues from firearms and tool marks examination section.

My host was so kind to comply with my needs when preparing the plan and organise a visit of chemical and physics examination section. In this way, I had the opportunity to be introduced to methods for GSR investigations in Hellenic Police Forensic Science Division. Konstantina could find every time the right person who could answer of my questions and areas of interests.

There were many best practices I came across during my exchange in Greece, for instance:

- presenting different methods for keys and lock examination
- training programme for new experts and work organization within the section
- methods for preparation and collection of samples for GSR examination.

My opinion is that we will be able to incorporate all three best practices from Greece in our work process. We had fruitful discussions on our sample preparation, crime scene observation, which contains firearms, ammunition and coherent proofs, our databases for cartridges and bullets, participation of our experts in inter-laboratory tests.

Participant			Host
Nikolay Nikolov, Bulgaria			Dzenan Dizdar, Bosnia and Herzegovina

Segment: ENP-WB

Category: Special Law Enforcement Techniques

My exchange partner, Dzenan Dizdar, was the appropriate person considering the topic of the exchange programme – special law enforcement techniques. Mr. Dizdar is a well experienced police officer, who has served in different law enforcement departments. During my stay in Bosnia and Herzegovina, we discussed the BiH legislation, the BiH law enforcement structure and special law enforcement techniques.

One specific outcome of my exchange was the acquaintance with the tasks and the organisation on a daily basis of the SIPA (State investigation and protection Agency). It is well equipped with highly motivated persons dealing with organised crime, terrorism and high-risk situations.

The acquaintance with the Canton Police was very interesting and positive. I was presented a criminology laboratory and main tasks and responsibilities. I was explained about the coordination and cooperation between the Cantons Police, Federal and State Police.

During my exchange, I visited Canton a SWAT unit and I was really surprised by the well-equipped operators who fulfil high-risk operations. Each Canton has his own SWAT unit. At state level, BiH has a special combating terror unit situated in the state investigation and protection agency in Sarajevo.

Participant			Host
Goran Dragulev, Bulgaria			Patricia Grothe, Germany

Segment: General Exchange Programme

Category: Excise and MTIC fraud

I was matched with a partner that was appointed preliminary. Therefore, my participation was quite successful as we both work on one and the same international money laundering case. The Exchange Program helped us to have some details on the case fixed as well as to get more familiar with the different and common practices in our agencies.

The organization of the Tax Enforcement Agency will be presented to the authorities in my country in order to get acquainted with a successful way of combatting financial crimes. The added value of the best practices is the established possibility of fast international cooperation.

Positive outcomes of the programme were the possibility for establishing a personal contact with many colleagues, improving the international cooperation on face-to-face level and getting familiar with the most sophisticated investigative techniques.

Participant			Host
Davor Bedi, Croatia			Adrian Simon Ward, UK

Segment: General Exchange Programme

Category: Other organised international crime including financial crime

I think that my exchange partner and I were completely well matched in terms of specific tasks we perform. He has enough experiences as much as I have and he deals and possesses specific knowledge in combatting money laundering and financial crime which helped me to get very useful information about it.

I consider the exchange was entirely successful because all my expectations and planned aims (learning outcomes) - where fulfilled. I believe that it is so because we, while creating a hosting plan, explained well to each other what we do, what we expect and what we want to achieve with this exchange. I have learned a lot about England police forces and their legal framework of investigations. I also met a lot of colleagues and gained a lot of new contacts for which I hope - will be useful in our future work and cooperation.

I visited the trial criminal process on the Crown Court where I had the opportunity first time in my life to see how is going the crown trial procedure on the historical tradition way. It left on me deep positive impressions.

I had opportunity through the five days of this week be the part of the Crime police of the South Yorkshire in Sheffield. During this period I visited the Money Laundering Unit where I observed its way of working on the concrete cases, then I visited the Proceeds Crime Unit under the Ministry of Justice where in very pleasant conversation with its chief and her staff, I got good insight overview about the procedure in the field of confiscation and about its cooperation with the crime police and other state agencies. Also, I got big experience observing the different crime cases on the Crown Court and the Magistrates Court, and talking with police officers and their chiefs in other different crime unit (Surveillance Unit, National Cybercrime unit, etc.) as well.

Participant			Host
Jurica Volarevic, Croatia			Isoniemi Sami, Finland

Segment: Senior Police Leaders

Category: Facilitation of illegal immigration

Considering the fact that I work as a crime police officer, the extent and the work mode differ from those of the police officer Isoniemi. According to the Croatian police hierarchy of titles, the work place of officer

Isoniemi is more in the domain of illegal migrations, but since it involves human trafficking crime investigation it has a lot of common ground with our work.

Therefore, I believe I had been matched with the right person, considering the fact that I am the head officer of activities related to human trafficking crime investigation and illegal crossing of the border of the Republic of Croatia.



I believe that the exchange had been completely successful. I have learned a lot in the Finnish police and their legal domain of investigation. I have also met a lot of colleagues and made a lot of new contacts that will, I hope, be useful in our future work and cooperation. I have acquired new knowledge that will, for sure, be implemented into my daily work.

I think that the exchange of experience is the best way for further specialization in the police. Through the exchange I have seen how important the cooperation between all the institutions involved in acceptance, help and integration of people coming from different cultures is

Throughout the exchange, we tried to compare the procedures in individual cases in order to see the difference in treatment and to recognize the best practice which would serve for further investigation.



After this exchange I am even more motivated for knowledge exchange and to gain new experience, and sharing those experiences and knowledge with colleagues because I have had a chance to see different work modes- but with the same final goal.

Every new experience can contribute to the development of the police and it widens the spectrum of knowledge and skills.

Participant

Ljiljana Plazzeriano, Croatia



Host

Kristina Timofejeva, Latvia

Segment: General Exchange Programme

Category: EU Police and Judicial cooperation and networks

I think that my exchange partner and I were not completely matched in terms of specific tasks we perform, although we both deal with international police cooperation. She is more involved in coordination and support activities in her Unit while I am more involved in operative exchange of information between member states and Europol. But that did not represent obstacle for exchange of best practice because during visits there was opportunity to get insight in all activities which are enrolling in our units and to organization of work.

I learned many things concerning information system “work flow” since we are in process of implementing of this system. The information which were provided to me by my host will be used to developed adequate system and to avoid any mistake that could occur during the implementation.

The best practice of solving problems and obstacles in every day working process in Europol National Unit would be very easy for me to apply because we have similar problems which we have to solve and deal with, as well as organisation structure.

A positive outcome of the visit was that I could create a broader professional network. During the visit I established contacts and exchange credentials not only with my host but also with wide range of experts in their field of work, so it would be easier for me to contact them in future and gain information or professional opinion.

Working in cultural different environment was also a positive outcome for me. During any kind of international cooperation it is necessary to communicate with person coming from another cultural environment and sometimes we are forgetting the cultural differences which are arising from the fact that during our every day job we usually communicate with the person coming from same cultural environment. So it was nice to have different perspective during these 5 days.

Participant

Demetris Argyrou, Cyprus



Host

Zdenek Marek, Czech Republic

Segment: General Exchange Programme

Category: Special Law Enforcement Techniques



The matching was successful because both of us are Forensic Experts and we exchange expertise about new methods of documentation crime scenes digitally, general new forensic awareness issues, analyse in practice examples of applying forensic science.

The best practices that I came across during my exchange were the application of 3D laser scanning for documenting crime scenes, the cases about Murder scenes VS Suicide or Accident scenes, and the exchange of data via the channel of the PRUM Treaty.

Currently in the Republic of Cyprus we do not use 3D laser scanning for documenting crime scenes or Road Traffic Accidents. Therefore the fact that I gained knowledge concerning the 3D laser scanning can be considered an added value. For example I can cooperate with the implementation team of the new documentation technique if I am asked to. It will take all the necessary time for organizing the future use of this technology.

Participant

Antreas Pallaris, Cyprus

**Host**

Miroslaw Dybas, Poland

**Segment:** Interagency Cooperation**Category:** Trafficking in Human Beings

I am of the opinion that the choice was right because we have similar ranking and ages, which gave us the chance to look at the whole topic from the same point of view. Additionally we have been given the chance to listen to and exchange opinions about the differences of our services and the way we operate. In this way we complemented our knowledge and experiences.

By gaining the relevant knowledge I will be able to apply it to my everyday work. Additionally I will be given the chance to have a more complete picture of the methods which are used elsewhere thus enabling me to apply or combine different methods and hence achieving better results.

**Participant**Zuzana Dvořáková, Czech Republic
Petra Skaláková, Czech Republic**Host**Enrique Jesus
Martinez Guimerans, Spain**Segment:** Trainers**Category:** Leadership, learning, training, language development

As the aim of our exchange program was to learn about the educational system in another country, mainly in the field of language teaching and learning, we could not have wished for a better partner than Enrique Jesús Martínez Guimerans is. He is a teacher of languages as we are and is definitely an expert in this field. He was able to give us not only the general overview of language teaching and learning in Spain but also showed us the way languages are taught at the only police national school in Spain. We appreciate we were given the chance to visit different language lessons – not only English but also French and Spanish language lessons.

Our prolific mutual cooperation brought many benefits to all of us and moreover to our colleagues. We both had the chance to observe and also take active part in language lessons in the partner's schools, especially lessons focused on police topics. All of us – participants could see the educational process in different classes of different types of studies and different language levels. Another great advantage of the exchange is the opportunity to get an insight into the police educational process and police system in another country.

We are going to continue in sharing our findings concerning the teaching methods with our colleagues as we consider it to be the most important aim.

The program offers such a great variety of activities and issues that it can be beneficial for everyone who gains the possibility to take part in it.

Participant  Radomíra Houšková, Czech Republic

Host  Miljana Lazarevic, Bosnia and Herzegovina

Segment: ENP-WB

Category: Leadership, learning, training, language development

I undertook the exchange with Miljana Lazarević from the Agency for Education and Professional Training Mostar. She was for me a suitable exchange partner and the exchange was a success.

I had the opportunity to get to know most of the educational activities. I participated in the education and training of 120 cadets and 25 future inspectors of the State Investigating and Protection Agency. I have met many teachers from the school whom acquainted me with educational programs designed for different groups of participants, with content of a number of educational projects and preparatory work on the creation of an e-learning portal.

I was also acquainted with language training program in connection with the methods and organisation. I had also opportunity to talk to the director of the Agency, Mr. Branko Vukoja, about the management and the leadership of the school. He informed about the management systems and structures. We share our knowledge and experience about the Security System of our countries. I think the exchange experience will be real benefit in future activities in my school.

Participant  Petr Šlejhar, Czech Republic

Host  Renata Pasiewicz, Poland

Segment: General Exchange Programme

Category: Synthetic drugs

Although the host is working at an entirely different part of the police service than me, I think, I was matched the right person.

She was very helpful, able to explain anything and let me assist with almost anything. She showed me her cooperation with the prosecutor office.

She has linked me with her colleagues, with whom I could consult other things about drugs. She introduced me mainly to colleagues from the forensic department, where I spent some part of my exchange. Most of the practises are nothing surprising, but it was a good opportunity to check how it is done in another country. So the most important result is, that it is necessary to be stick to good police practices and forensic methods and don't stop strive to get useful equipment, all with reference to experience from abroad.

Participant  Jan Wiggers Pedersen, Denmark

Host  Sandra Vilkutaityte, Lithuania



Segment: General Exchange Programme

Category: Maintenance of law and order and public security

I was indeed match with the right person – my host is a psychologist. She knows about the items I wanted to talk about: how to prepare your team before going to a high risk incidents, how to manage your team in the high risk incidents, and how

to make the debriefing and look for signs in your team that indicate that someone will need talks / help from a psychologist.

My host was able to arrange that I met leaders from Vilnius anti-riot team, special teams, the psychologist team at Vilnius police, leaders from other departments, psychologist at the Lithuania Police School and officers from the National Police.

The top item was how to incorporate the psychologists into the police work. We had many good talks and I told about the crises team in Denmark which now have been on for 3 years and we tried it in in a real event, the terror attack in Copenhagen in February 2015.

I had the best host ever and I really got a new friend. We are keeping the contact. Also I got a new network in instructors from the Police School.

I met my host before applying for the program. I met her at the CEPOL course "Train the trainer" and there after we decided to apply when we had common interest in psychologist work within the Police work. I think the exchange program is the best way to visit police in other countries.



Participant  Aare Kasemets, Estonia

Host  Vesa Muttilainen, Finland

Segment: Researchers

Category: Research and science

Looking back, it seems to me that it was the best (=most useful) study visit in my lifelong learning. In brief, all important aims are fulfilled, e.g.:

1. To benchmark the leadership-system and strategy, focusing on the research knowledge utilization problems in the internal security organisations (e.g. Police University College, Finnish Police and Ministries of Interior / Justice);
2. To learn and to know more about R&D management systems and main research activities, expert groups, hot research topics, etc;

3. To plan and discuss the topics related to ongoing and/or new EU level police science projects (networking 2015+).



The program which Vesa Muttillainen prepared for me included several meetings and brainstorming conversations with Police University College colleagues on police research, police data warehouse, police education RDI projects, project development and international cooperation, Police Museum and history, e.g. latest exhibition on the use of force and also library and publication services.

We visited also the partners of Finnish Police University College starting from the University of Tampere School of Management where I got a good overview on the structure of present police MA program curricula, both theoretical and applied police research challenges behind the knowledge-based police education, Nordic and EU level research networks focused on interdisciplinary study of crime, police & politics, etc.

One day we visited the Finnish Ministry of Justice (MoJ) and the Ministry of Interior (MoI) in Helsinki, where the discussion was focused on the use of research in criminal policy design, strategic planning and anti-corruption work coordinated by MoJ.

Throughout the week, we discussed with Vesa also the ideas of comparative studies and cross-border R&D projects as important input for effective police education, police services, crisis management, etc. Our common research interest are related to anti-corruption studies, regulatory impact studies etc in the fields of police work and internal security.

Participant

Lang Terje, Estonia



Host

Koen Schellemans, Belgium



Segment: Interagency Cooperation

Category: Excise and MTIC fraud

Koen Schellemans and Marc Holsteyn from the Federal Belgian Police were my hosts. Marc is the chief of VAT related crime unit at the Department of Financial Crimes and Koen worked as financier in the same unit. In my personal view he was the right person for me to work with as Koen's area of responsibilities was the same as mine (investigation of VAT fraud) and he has long work experience both at the tax authority and the police. He had experience both in tax and criminal proceedings.

The best practices learned are partially applicable in my organisation as well. For instance, as the ETCB pays a lot of attention at early detection of fraud and combating, so Belgian experience would come in handy. It appeared that the ETCB has been using to a great extent same analysing tools as Belgian financial service (e.g. SAS). ETCB can also use the knowledge about the scale of typology of various tax frauds. Knowing the typology would help us to better detect and prevent the fraud. The fact is that fraud moves from state to state which means that knowing various types of fraud, inclusive of novelty fraud,

is critically important. We also value international contacts and exchange of information a lot. So I consider that all the contacts I gathered both with the police, financial service and other law enforcement are really useful. I am going to maintain those contacts and share them with my colleagues, if possibly needed and also use them definitely in my own work. We could also consider utilizing Belgian practice on management of seized assets. Management of seized and confiscated assets appear to be kind of a serious problem in Estonia these days. Coordinated and uniform asset management like in Belgium does not exist. So knowledge and experience from Belgium is really valuable. As there is a specialised unit for identifying criminal gain at the Estonian Police, then asset management could be one of their functions.

Participant
Vesa Muttillainen, Finland



Host
Aare Kasemets, Estonia



Segment: Researchers
Category: Research and science

I am working as a director of research at the Police University College of Finland, and my exchange category was "Research". I have done my own research mainly in the fields of economic and financial crimes as well as impact of legislation. Currently I am leading some projects concerning corruption, economic crime investigation and police's operating environment.

I had met my exchange partner from Estonia shortly before the exchange in couple of seminars. So I knew a little bit about his background beforehand. We have had many common research interests, which made it easier to plan and implement the exchange week.

In late spring 2015 while planning the programme, we changed draft versions of the plan several times and made mainly similar content for both of us. The week programme included many sessions in the host organisation, but also in the ministries and police administration. In my opinion, it is important to plan the exchange week carefully to reach the main aims of the exchange.

The exchange week offered an excellent chance to get deeper understanding on current state of internal security education and administration in the host country. The Police University College has cooperated with EASS on a regular basis (for example common a Twinning-project, development of education etc.).

A well-planned mission week is an excellent opportunity to get quite a lot of information in during a short time period. It gives also a chance to gain social capital to be utilized in personal and organisational level in future. In addition to these, one positive side effect of the exchange is that it makes good for your English.



Participant

Cyril Pizoird, France



Host

Miroslav Milojevic, Bosnia and Herzegovina

Segment: ENP-WB

Category: Maintenance of law and order and public security



I was definitely matched with the right person because my counterpart was involved in public security like me and we were both interested in public security and maintenance of law and order. Thus we could have very interesting conversations about our jobs and our good practices.

Furthermore, we got along very well and it was not only a good work experience but also a very enriching human experience.

I was very interested in the organisation of the SWAT units who are in charge of intervention tasks and maintenance of law and order missions. These units are very well trained, equipped and constitute a very good tool for facing intermediate level crises.

I was also very interested in the way the police academy of Banja Luka makes the students participate in the reassurance of the place (some of them are on duty H/24 in order to perform that function). I could see also the benefits of the use of a laser device for shooting practices for beginners at the Police Academy.



Moreover, I was very impressed by the quality of some software used by the Bosnian Police, in particular a software called "crime book" used by the investigators to gather and report the evidence found on crime scenes.

Finally, I got a very useful experience feedback concerning the last floods which happened last year on May 2014. It was very interesting for me to find out the way the local police faced this issue because there is also a bi flood risk in the city of Arles in France.

Participant

Francois Hottin, France



Host

Sandra Wijkhuijs, The Netherlands

Segment: General Exchange Programme

Category: EU police and judicial cooperation and networks

In my case, the exchange was supposed to be unilateral as my counterparts are very busy with the preparation of the next EU presidency. Nevertheless the police academy (SIRI) did organize an amazing schedule and I was able to interact and to meet the right persons in the topics I was looking for in several services (national Police Europol desks, Eurojust, Police academy, etc).

I shared with my Dutch colleagues the position of France regarding the various European police cooperation topics we discussed: financial investigations, fight against cybercrime, fight against terrorism, weapons trafficking, fight against migrants smuggling, etc.

We met the Dutch desk at Europol and the French desk at Europol and at Eurojust. We share the same ideas that judicial and police authorities and forces should work more and more closely together in order to tackle more efficiently the organized crime groups.

The exchange allows the two parties to talk and discuss several topics quietly and lengthy. The EPEP offers a unique opportunity to meet and understand each other outside the usual work place and outside the usual stress.

I seriously think that the EPEP is an amazing idea and experience and should be further developed. I already talked about it to others colleagues and we shared it recently with the different training forces in the French ministry of interior. It is a unique way to talk quite informally and lengthy about common topics of interest and to learn how to work better together in the near future.

Participant  Makedonka Gorgievska, FYROM

Host  Klaric Minja, Bosnia and Herzegovina

Segment: ENP-WB

Category: Leadership, learning, training, language development

It is a good thing that I had the chance to be exchanged with a colleague on the same topic that is from the same educational process in police, and also we had an opportunity to discuss a lot of our problems and solutions of it.

Those best practices that I came across during my exchange were the selection of candidates for police, the facilities which they have, and the possibilities for their use by the police, and the equipment they have in the Training Centre.

I believe, that it will be possible to incorporate the curriculum, as well as a lot of examples from practice in my daily work, that can be to the benefit of my organisation.

Participant  Tamar Avaliani, Georgia

Host  Marco Bolognesi, Italy

Segment: ENP-WB

Category: Leadership, learning, training, language development

I believe that matching was done with the right person, considering the position and the tasks of the hosting department. I got valuable information regarding the issues I was interested in. My host was professional having an extensive work experience with different bodies of the Ministry of Interior of Italy that



gave me an in depth view of the working specifics of different police force united under the umbrella of the Ministry of Interior. He was well prepared for the visit, involved in the process of elaboration agenda, presentations of different departments, sometimes even played a role of translator when there was a language barrier in order to provide me with the most beneficial and relevant information regarding the topics of interest I have stated in the communications previous to my visit.

During the meetings for the whole week I tried to find similarities between Georgian and Italian structure, how the different kind of projects were implemented and what are the main challenges in the implementation process. How EU funded projects are coordinated; intra-agency and inter-agency coordination in order to achieve the successful results.

Planning, implementing and managing projects financed by EU. What are the crucial parts of the project, communication means, most important actors of the project, how to implement it, how to draft successful project proposal; what are the crucial aspects to be taken into consideration while managing project and break down the functions for effective coordination.

The program was productive and I got the comprehensive information regarding to learning and training systems as well about the EU project coordination. Italian colleagues were open to share all the best practice with us and gave us significant information and they were open to answer any questions which were important for us.



Participant

Ana Tchanturia, Georgia



Host

Chiriac Vitalie, Republic of Moldova
Anatolie Danila, Republic of Moldova



Segment: ENP-WB

Category: Leadership, learning, training, language development

The exchange programme was productive as far as I had opportunity to get relevant information regarding the topics of my interest within the framework of my exchange category. My hosts were professionals in the field of Human Resources Management. Apart from the meeting with my hosts, I had a chance to meet representatives of different relevant sub-divisions of MIA in the field of trainings/education and international cooperation/relations.



In the course of the meetings at the MIA of the Republic of Moldova I had a chance to compare the practices of the two countries. Together with my Moldovan colleagues I had opportunity to discuss the differences and similarities of the two systems in each particular case, e.g. how the training and

education system functions in our countries; how we deal with language development issues; how the international cooperation is ensured within the structures of our Ministries; how our structures ensure needs assessment of different structural subdivisions of the Ministry in order to present the needs to

the donor organizations; how we deal with the projects supported by EU as well as other international/donor organizations; etc.

I definitely plan to continue cooperation with my exchange partners in different activities. Moldova has passed visa liberalization action plan with the EU and they have good experience that will be useful for Georgian side. Therefore we are eager to share Moldavian experience in different directions, including training and education issues, language development, developing leadership skills for the managers, various topics related to project management, etc.

Participant			Host
Kathrin Nitschmann, Dr., Germany			Pietro Gerardo Tozzi, Italy



Segment: Trainers

Category: Leadership, learning, training, language development

CEPOL had a good hand in selecting my exchange partner. My host at the Italian National Police Academy was the commissario capo Pietro Gerardo Tozzi, national police officer in the rank of higher police service.

Considering the similarity, that we both hold a degree in law and teach law topics within the police higher educational system, we had a good basis to communicate about topics of mutual interest.

Because of his inside experience and knowledge of Italian highest police schools he could provide useful information for future networking and exchanges program possibilities. At the same time we found out about common interests in scientific topics and work.

The discovery of similarities as well as of differences enables to take a critical position towards own proceedings of teaching in higher police education and is certainly inspiring. The Italian flexibility in reaction and adaptation to unforeseen challenges results in practical ad hoc solutions, which definitely contribute to alleviate urgent situations for the moment. To observe this within the police system was an interesting aspect.



I was personally interested in the handling of the migrant problem from a theoretical and practical point of view – the long-standing Italian experiences are definitely fruitful for the actual German situation.

One of the most important aspects is certainly to spread the positive experience of this European exchange among the teaching staff. Awareness for the profit from opening new horizons and from shifting perspectives to other countries approaches in police education should be enhanced and prevail the disliked side effect of suspending one's own work for a week. To multiply the experience I consider publication of the experience in institutional journals one of the best means, which I intended to use right from the beginning.

Participant

Bernhard Frevel, Prof Dr., Germany



Host

Andres Green, Sweden

Segment: Researchers

Category: Leadership, learning training, language development

My host at the Swedish National Police Academy was the lecturer and criminologist Anders Green. He was a perfect match, as he teaches similar topics as I do, he has a broad knowledge about the organisation, its structure and processes, and he is well connected in the SNPA, the police and linked organisations.

We had very intensive, fruitful and furthering discussions about higher education for the police, bridging the gap between theory and practice (mainly on the topic of community policing) and about research as a source for contemporary teaching in a police academy.

I learnt a lot about the Swedish police system and the on-going reform process (nationalisation of the force). From the organisation-sociological perspective I could roughly analyse the impact of the change and the linkage of organisational and programmatic change of the police. This gives me hints for further research on police reform and the international comparison of reform strategies.

The exchange and the several discussions with people from the police on different levels of hierarchy strengthened my opinion that the police education system is a 'mirror' of the police systems and its philosophy of policing. I will continue to analyse and research the connection of education and system. Therefor I am thinking of using the CEPOL network to gather information.

Students (and even some lecturers) in the German (or at least North Rhine-Westphalian) higher education of police often consider the aspects of social skills, intercultural competence and language of lower importance. The examples of community policing I could observe during the visits to local police stations in Vällingby and Järva proved that attitude as wrong. Referring to my observations I will combat sometimes seen efforts to cut back social sciences and training of social skills to strengthen police handi-craft even more.

Participant

Patricia Grothe, Germany



Host

Goran Dragulev, Bulgaria

Segment: General Exchange Programme

Category: Excise and MTIC fraud

I am working as a financial investigator since more than 6 years now and I hoped to get better insights into this special part of law enforcement in Bulgaria. My counterpart is also working in this field and gained a comparable amount of experiences on a national and an international level. In addition we are about the same age with similar interests. So we had ideal circumstances for sharing and exchanging information and experiences.

During every meeting with different authorities and NGOs there were a lot of questions from both sides. The intention of every meeting was to share knowledge in the field of financial investigations and AML.



We could even get into depth in special cases and discuss specialities in law or institutional organisation in cases where cooperation with German authorities already existed or is intended.

Gaining new contacts in your country is pretty easy. But internationally it needs occasions to meet people, to get in touch and to talk to them. The exchange programme gave me the opportunity to extend my network extremely. I am very sure that I will use the new connections in the future and I am also sure that the people I met will recognise and contact me when they will need my support.

Participant

Martin Messerig, Germany



Host

Steven Berg, Estonia



Segment: General Exchange Programme

Category: Cybercrime

The matching was absolutely perfect, because both units are responsible for cybercrime (investigation and digital forensic) as well as because Steven Berg and I are second head of the unit.

The police headquarter in Wiesbaden and the North Prefecture in Tallinn are similar organized, just as the criminal investigation department.

During the exchange I gained knowledge about the special situation of a Baltic country with its history and its proximity to the Russian Border, and a better understanding for the Estonian law system and the police organization.



Participant

Alexopoulou Chrysanthi, Greece



Host

Marcin Tomaszek, Poland

Segment: Interagency Cooperation

Category: Counterfeit goods

My subject for the exchange programme was counterfeit goods, but I have observed many other custom procedures. Although my exchange partner Mr. Tomaszek Marcin works in the Ministry of Finance in Poland (central), and I work in Kavala's Customs House dealing with audit control in custom clearances, post clearances and intellectual property rights, he arranged an excellent program for me, that included many visits to customs branches and offices, where I was able to observe and talk with many polish customs officer. For that I believe the exchange match was successful and all my expectation and learning outcomes were fulfilled.

Since the Council Regulation, 608/ 2013 (EC) concerning customs action against counterfeit goods, is the same in all countries members of EC, it is difficult to describe best practices during the procedure.



I can say that a best practice was that I shared information, talked with other officers, visit a warehouse in the port of Gdansk where I was able to see seized counterfeit goods and talk with the customs officers about it.

In the port the programme called "Ports 24", (IT platform), customs are the authority responsible to coordinate all the controls from every competent services and inspections that are needed for the importation of goods at one time and place. The aim is to release the goods in 24 hours. I was able to observe the actual clock and the data that came online in the screen, and I must say that I wouldn't mind working in my country with something like that.

Customs in Poland have laboratories, where here in Greece laboratories are separate, we work with them in many issues but they are not customs officers like in Poland. I had a very interesting meeting there, where I was able to talk and see fake and dangerous items for the human health goods (Alcohol, toys). In the port I had an excellent opportunity to see scanning devices, mobile and stationary. That was very interesting because I was able to understand the importance of the equipment in our job. You can see through almost everything and discover smuggling or undeclared goods. I had the opportunity also in Gdynia to have a presentation from the national Centre for X- ray Control.

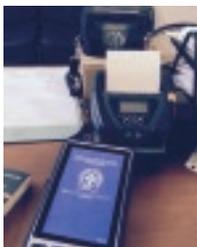
Participant

Mavropoulos Ilias, Greece



Host

Jaroslawa Ruta, Poland



Segment: Interagency Cooperation

Category: Maintenance of law and order and public security

I was matched with a Border Guard officer from Border Guard HQ, it proved to be a highly good match since he was able to provide access to many facilities (HQ, airport, Detention Center, etc) and the knowledge provided was from Managerial level (Director, commanders, etc) to operational one (special unit officers, foot patrol officers, etc).

The easiest practise for me to incorporate is the working pattern regarding patrol and increased use of available IT. The most important practises that I have noticed and marked as highly recommended for my organisation are the reform of police software to a much faster and user friendly one, change of reporting procedures into a much simpler yet more efficient one, and upgrade of provided technical equipment.

During my exchange and while my colleague was explaining different aspects of their structure I had the opportunity to explain and compare practises from my country, for example the fact that in Poland Police and Border Guard work independently in contrast to Greece which has only Police, also the fact regarding the amount of non-regular migrants regulated daily and the administrating procedures regarding them.

It goes without saying that one of the most important results of the exchange programme is the contact point that we create across Europe. Not only it provides the means for real time field knowledge and info exchange but it serves as an ongoing best practises channel.

Participant  Sofia Lampousaki, Greece

Host  Thomas Baumgarten, France

Segment: Interagency Cooperation

Category: EU Police and Judicial cooperation and networks

When I first was informed about my matching with a police officer I was very surprised and I looked forward to seeing how this cooperation would evolve.

Having completed the exchange programme, I think my match with a police officer who works in a Police and Customs Cooperation Centre was ideal since I learned a lot in the areas of the cooperation between different law enforcement authorities, the exchange of information and the interaction of the activities of two authorities with a lot common responsibilities.

Furthermore, my match arranged “clever” visits both in France and Italy in authorities with responsibilities common with mine and brought me in touch with very interesting people whose knowledge and experience inspired me to propose new ideas in my service.

Judging from the above, my exchange was successful and productive not just because of the visiting country’s status but mostly because of the excellent programme organised by my host.

During my visit to several authorities chosen by my host, there was a productive dialog and comparison of the best practices used by the Customs and Police Authorities of Greece, France and Italy. Colleagues from the other countries posed numerous questions for several matters concerning the Greek Customs (structure of Greek Customs, Risk Analysis matters, circulation of vehicles, best practices concerning controls at the Port of Piraeus and at the Greek borders e.t.c.).



Participant  Károsi Zoltánné Borszéki Judit, Hungary

Host  Epp Leibur, Estonia

Segment: Trainers

Category: Leadership, learning, training, language development

I was matched with the best person possible. We have known each other for 6 years and have met several times before. However, we have never had the opportunity to study each other’s work so closely. We have both been teaching English for more than 20 years and English for the specific purpose of Law Enforcement (to police officers, border guards, prison guards etc.) for more than a decade. We both have experience in international language teaching projects whose main objective is to develop the English speaking skills of the police staff, in order to facilitate international cooperation. Therefore, my host had a precise understanding of what I would be interested in and how I wanted to use the exchange to gain new experience.

My main aim was to study the ways foreign languages (especially English for Law Enforcement) are taught at the various day and distance courses at the Academy of Security Sciences. However, I managed

to achieve much more than that. Not only did I learn about Content and Language Integrated Learning (CLIL) conducted in the form of integrated subjects, which I find a very good practice to follow, and the methodology and techniques applied in teaching English and Russian but I could also discuss professional issues with distance students involved in border policing. In the framework of an international conference, I even had the opportunity to attend a workshop on mixed ability classes.

The best practices that I came across during your exchange were the methodology and curriculum of distance courses (in English for Law Enforcement), the application of the Moodle Learning Management System in teaching foreign languages, methodology and techniques applied in mixed ability language classes and the application of Content and Language Integrated Learning (CLIL) in law enforcement education.

Participant

Elvira Vedres-Zsinkai, Hungary



Host

Eduardo Diogo, Portugal



Segment: General Exchange Programme

Category: Maintenance of law and order and public security

I visited the Republican National Guard in Portugal. Being a traffic investigator, I was interested in traffic accidents and incidents and the authorities, which deal with these issues.

My visit was successful because I managed to gain new information about the penalty system in case of traffic offences. My host has the same rank as me, but his position is higher than mine. Due to his position and rank he could arrange an efficient visit to me.

The best practices that I came across during my exchange were the penalty system in case of traffic offences, the traffic accident prevention methods and the cooperation between the police and the Road and Traffic Control Centre.

Participant

Denis Joyce, Ireland



Host

Michal Srb, Czech Republic



Segment: General Exchange Programme

Category: Counterfeit goods

In terms of rank we seemed to have a gap as Michal is an investigator while my current role is that of a supervisor. However, this did not pose any difficulties. Michal has great experience in investigation and he shared his knowledge and experiences with me on a full time basis. What made the exchange successful was the careful planning that Michal put into the organising of meetings, and visits to points of interest. He obviously took this role very serious and would have spent many hours doing the organising. It was a good match as he was able to adopt the programme to meet my many

demands. He had no difficulty when I indicated that I wished to learn more about counterfeit clothes in that he brought me to a warehouse where seized items are stored. These items included a machine which I had never seen before which actually puts the designer labels on counterfeit clothes.

I now see that Policing is fast becoming a profession where best practice in one country is swiftly brought into use in other countries.

During the exchange I was provided with plenty of useful information concerning the detection of illegal cigarettes, I have now commenced a multi-agency approach to the area of detection of illegal and counterfeit cigarettes.



Participant  Roderick O'Connor, Ireland

Host  Krzysztof Bieniarz, Poland



Segment: General Exchange Programme
Category: Excise and MTIC fraud

The match between me and my Polish Host, Krzysztof Bieniarz was perfect. For a start, my host was a Customs Officer, just as I am. Secondly he was the manager of a Customs Region or Chamber that has similar customs related problems when compared to Ireland. The structure of the Polish Customs Service is similar to that of Ireland, which allowed me to compare and contrast our two Services. My host prepared a very comprehensive itinerary for me focusing on the topics that were relevant and interesting to me. During the visit I observed how the Polish Customs Service operates in a variety of environments and I hope to implement some of these practices into the Irish Customs Service.

What impressed me most was the equipment and resources available to the Polish Customs Service. I was also impressed by the extent of their Crime Analysis Units. In these respects I will make recommendations to my own Service.



Participant  Michael Cuffe, Ireland

Host  Ivan Stefanov, Bulgaria

Segment: General Exchange Programme
Category: Cocaine and heroin trafficking

I believe that my host had the same level of knowledge and understanding of the category in which we were selected. I believe that you must be enthusiastic about the exchange programme and willing to listen and learn from others to ensure both parties get the maximum benefit of the exchange. The multi-agency approach to fighting organised crime and drug trafficking is vital and my organisation is working very hard to build on existing cooperation.

Participant

Rossanna Farina, Italy



Host

Madalina Mihaela Argesanu, Romania



Segment: General Exchange Programme

Category: Leadership, learning, training, language development

When I decided to take part in the CEPOL exchange programme my first idea was to create a situation in order to develop cooperation in the training environment. I proposed some countries I would like to increase cooperation with. One of those countries was Romania and the partner I was matched to by the CEPOL Secretariat is Madalina Argesanu, the responsible of the International relations of the Anti- Corruption General Directorate of the Romanian Ministry of the Internal Affairs. She was

definitely the right person, because, on one hand, both of us are interesting in how training can increase and improve the operational skills and competencies in the different fields of the Police activities, and, on the other hand, the issues that both of us deal every day: Police International relations is the Madalina's daily work field and the European law Enforcement training is mine. The opportunity to meet an expert of the anti- corruption has been really appreciated due to the fact that I'm organising the 2016 AEPC (Association of the European police Colleges) conference on "How training can improve the prevention of Corruption" and it was really amazing for me to discuss with her some related themes. We also drafted a future cooperation on the subject.



Participant

Marco Bolognesi, Italy



Host

Tamar Avaliani, Georgia



Segment: ENP-WB

Category: Leadership, learning, training, language development

The partner I was matched to during this amazing experience came out to be definitely the right person. International relations is our common daily work field. We both deal with the mentioned topic from a non-operational prospective. The organization of the work as well as the general approach is similar.

Getting in contact with the organization and the work approach of a foreign MOI's, stimulated personal thinking on my national situation. It forced me to analyse more in details my own organization in order to see if something could be improved. A better and more deepen knowledge of our national system is definitely a positive outcome. I will surely continue my cooperation not only with my exchange partner but also with the others Georgian colleagues that I had the opportunity to meet. In case they will come to Rome I will be pleased to introduce them to my colleagues also in order to enlarge our network of good and useful relations. I believe that we could cooperate, above all, in the field of international projects exchanging opinions or information.



Participant  Sinan Llugaxhija, Kosovo*  **Host** Jerzy Olejniczak, Poland



Segment: ENP-WB
Category: Special Law Enforcement Techniques

I think it is very important for other colleagues to have this opportunity to have such experiences. During the exchange we visited and shared best practises from the Special operation techniques department;

Intelligence Department; as well as Forensic Department. We will continue the cooperation in different matters, exchange experiences for official practices as well as in friendship.



Participant  Kristina Timofejeva, Latvia  **Host** Ljiljana Plazzeriano, Croatia

Segment: General Exchange Programme
Category: EU Police and Judicial cooperation and networks

I was matched with the right person, because we both are working in the field of police international cooperation. The person with whom I was matched, are working in Service for International Police Cooperation which is under the Croatia's Ministry of Interior. The division of Service are almost the same, so it helps to get more useful information about Croatia's Service for International Police Cooperation, to understand how Croatia's police force are working, to know more about international cooperation and information exchange, to get know main problems which police forces are coping with, and, finally, compare this information with my working experience.

There is a best practise from my organisation to use the Workflow data base in our service everyday work. In Croatia, they are going to establish it at the end of this year. It was useful to share our service's experience in work to this data base. Additionally, we have a little bit separate division of units in International Cooperation bureau. To my mind it was very useful to share our experience and division of units with foreign colleagues. I am very pleased and happy for such a great opportunity to participate in such a great exchange programme. I am happy about the possibility to meet such a great exchange partner and got a foreign experience.

Participant  Inese Butane, Latvia  **Host** Pavlo Bernaz, Ukraine

Segment: ENP-WB
Category: External dimension of the area of Freedom, Security and Justice

Partner choice was correct, because we were able to assess the situation in the Ukrainian law enforcement institutions, their activities carries out in the fight against corruption and compare with the anti-corruption measures taken by Latvia. We got new contacts that may be useful in further exchange of experience.

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

Participant

Inga Misiukeviciene, Lithuania



Host

Ioannis Kakofeggitis, Cyprus

Segment: Trainers

Category: Other organised international crime including financial crime



The work experience and work specifics of my exchange partner Ioannis Kakofeggitis is similar to mine. He has more than 20 years of experience of working in police and during the last five years he has been working as an instructor in Cyprus police academy. This way he passes his own experience to future police officers. Having similar experience, we could share not only peculiarities of training, but also the specifics of working in police, therefore, I think that the choice of my exchange partner was excellent.

We got acquainted with the Cyprus police system: territorial and specialized institutions, including training ones. We visited Larnaca and Paphos Police Headquarters as well as rural police stations. We exchanged good practice in the fields of police training and police work in Lithuania and Cyprus.

The best practices gained in the CEPOL exchange programme will be incorporated in lectures when analyzing case studies, representing videos, carrying out the comparative analysis of the best foreign practices in crime investigation.



Participant

Tomas Butrimas, Lithuania



Host

Ioannis Petris, Greece

Segment: General Exchange Programme

Category: Special Law Enforcement Techniques

I was matched ideally considering my topic, rank and work experience because we both work in similar organisations, similar units and positions and we have almost the same work experience. I had perfect opportunity to visit Hellenic Police Forensic Science Division and get information about similar central Forensic science organisation in Greece, compare the quality management systems, exchange practical knowledge and compare examination equipment in field of firearms, tool marks, and vehicles identification examinations. These kinds of visits are very important for forensic experts because it gives opportunity to take a look at the same work in different environment, to see specific local problems and measures how to solve them and get some ideas on how work can be improved. I will continue to keep in touch with my exchange partner in the field of information exchange and best practices sharing.



Participant  Marius Labazinas, Lithuania

Host  Martin Jakoubek, Czech Republic

Segment: Senior Police Leaders

Category: Maintenance of law and order and public security

Truly speaking I was surprised by this match. We have a lot of common things, especially in our personal life (kids, families, hobbies, likes and dislikes). We are almost the same age and have the same practice in police system. Despite that our units and ranks were different I think exchange program was successful. Our units have to work together all the time. So the main topic was interesting to both of us. Each of us had opportunity to visit and get knowledge about the police units that we were interested mostly.

At each meeting I was asking the officers to tell all good practice that our different police units are using. Mostly it was done in discussions and presentations time. I am very happy that all of officers that we were meeting were ready to answer all questions and share with their own experience. I think it was useful not only for the host but for all officers that were having an open mind discussion with my host.

Participant  Pascal Bertemes, Luxembourg

Host  Renata Gryczko, Poland

Segment: General Exchange Programme

Category: EU Police and Judicial cooperation and networks

I came back from my stay in Warsaw, Poland. My exchange was very profitable, interesting and a great experience. It was also helpful to see how other European Police Agencies are working on the same issues. I've had the chance not only to learn about the work of the Polish Police but also visited a lot of historical and cultural places in Warsaw and the region. Finally I want to thank my exchange colleague Renata and the whole staff for the perfect hospitality.

Participant  Charlot Casha, Malta

Host  Una Tulic, Bosnia and Herzegovina

Segment: ENP-WB

Category: Special Law Enforcement Techniques

The Forensics is quite vast and consists of a variety of expertise. However, once a person is working in one of the tasks in this area, which in my humble opinion it is more than just a job, he / she will research and show particular interest in most of every other Forensic areas. The relative reason is that in our line of duty as Crime Scene Investigators, we have to link different forensic examinations and expertise in order to have the most accurate results from evidence found, enhanced, collected or seized from any crime scene or criminal activity. Hence, although there was a difference in the expertise areas of my exchange (D.N.A. Expert) and myself (Scene of Crime examination & Crime Scene Investigation), we both are coming from the Forensics. I consider that my visit to the Agency for Forensic and Expert Examinations at Sarajevo, as

a fruitful experience to me and Ms Una Tulic strategically based her plan according to the interests of my line of duty. I experienced and saw different forensic analyses and the use of different forensic technologies. Therefore, I humbly would say that the match was with a right person, while together with Ms Una Tulic, we managed to make the utmost of this exchange programme and in my humble opinion, we managed as well to fulfil the objectives of the same programme being the networking and learning outcome.

Participant
Omar Zammit, Malta



Host
Raffaele Esposito, Italy



Segment: General Exchange Programme

Category: Counter-Terrorism

In my humble opinion, the undersigned was matched with the appropriate candidate for this project. Mr. Esposito, although a higher ranker than the undersigned, was very informal and we shared our experiences regarding counter terrorism issues. Mr. Esposito was the person in charge of DIGOS Napoli (responsible for Counter Terrorism Issues) while

the undersigned is responsible of the Counter Terrorism Unit in Malta. Since we were very properly matched, we were able to discuss certain topics which could only can be discussed between Counter Terrorism

members. One important issue in Counter Terrorism which is relatively new is Cyber Terrorism. The undersigned visited the Polizia Postale e delle Comunicazioni where we discussed how the police is working to prevent this type of crime. The undersigned was explained the duties of this particular department where although Counter Terrorism is not their sole investigative crime, they have a group of people working on Cyber Terrorism, monitoring various websites and social media.



Participant
Victoria Jitari, Republic of Moldova



Host
Peter Lamplot, Austria

Segment: ENP-WB

Category: Leadership, learning, training, language development

It was great and useful international experience where I got a lot of useful knowledge and shared my experience with my colleagues in the academy. I had possibility to get knowledge and experience obtaining the best practices regarding educational system, management, police organization, police cooperation, police training and professional career. During my exchange program, I met colleagues from different police agencies, as well as I had a great opportunity to take a closer view of lifestyle, history and culture of Austria. We will continue our cooperation with SIAK on the field of studies, training and qualification improvement; sharing of experience in the educational process and carrying out scientific researches in the field of policing.

I think the exchange program is very useful to establish cooperation between Member States in Europe and States undergoing integration in this context, it is welcome that to expand their knowledge in specific policy areas, in order to compare different systems of police and possibly some of the knowledge gained in the application in another country.

Participant

Oxana Colesnic, Republic of Moldova

**Host**

Verica Pandzic, Bosnia and Herzegovina

Segment: ENP-WB**Category:** Cocaine and heroin trafficking

I think it was right matching, because the host person occupies the same functions as I did. According to that, it was very useful exchange of knowledge and experience. The host introduced me to the possibilities of drug examination of arrested persons; to different methods of making drug expertise using the special laboratory; and to local legislation that gave me a possibility to compare it with Moldavian legislation in domain of combating illicit drug trafficking.

ParticipantVladimir Stanisic,
Radovan Popovic, Montenegro**Host**

Ljubomir Rezek, Slovenia

Segment: ENP-WB**Category:** Facilitation of illegal immigration

It was a good match because it is the person who teaches the same subject in Slovenia dealt with the topic and he is highly successful in this, he has extensive experience.

We will be able to incorporate best practices through the organisation of teaching and the introduction of these topics into the curricula, falsifying documents, 6 classes. The problem is the lack of specimen of travel documents. Positive outcomes were the introduction to EU law Schengen; introduction to the techniques and equipment, which the Slovenian police uses; as well as introducing new ways to forge travel documents.

**Participant**

Pierre Dons, Netherlands

**Host**

Bogdan Haiducu, Romania

**Segment:** General Exchange Programme**Category:** Property crimes

First of all I want to thank Cepol and their staff for the opportunity to participate in the European Police Exchange Program. I would also thank my host Bogdan Haiducu from the National Intelligence Unit from the Romania Police.

During the exchange program I have visited the National Intelligence Unit in Bucharest the department of Analyses in Bucharest and in Brasov. Those meetings where very transparent and impressive. The professional and cooperative attitude of my host Bogdan Haiducu and his colleagues were evident for the successful exchange program. Needless to say, that without his advice, his constant attention to detail I would not have enjoyed myself

so much. But more than the visit programme arrangements, he was so considerate by helping me make the best use of my limited time to see the beautiful city of Bucharest and Brasov, also telling a lot of the history, way of life and the cuisine of his beautiful country, Romania. It is my great pleasure to have the opportunity to participate in this exchange program.

Participant			Host
Rafal Markiewicz, Poland			Manuel Vazquez-Prada Fernandez, Spain

Segment: Interagency Cooperation

Category: Counterfeit goods

My host Manuel proved to be an excellent guide through all the time of my visit in Spain. He showed his excellent knowledge of criminal investigations, counterfeit goods and IPR, thanks to which all business matters could be easily discussed by me and by the Spanish colleagues working at each department, which I visited.

In addition, my Spanish partner was with me all the time and he was a very good "liaison" between me and the other Spanish police and customs officers. Taking all of this into consideration, I can say that thanks to my colleague I felt at home there. We have similar issues of our daily work as fighting against illegal goods and IPR matters, understanding methods and procedures of the Counterfeiting Goods Unit at Nacional Police Corp in Madrid and comparing it with the Customs investigation system in Poland. He had prepared lots of interesting meetings in departments for my visit and did a lot of logistic work.

Polish customs border crossing points are under reconstruction, so it is a big chance to have similar solution for that easy border control. We had a great opportunity to share experiences, information about the Security Systems of our Countries, the methods of operation about IPR to show some national best practices and to meet colleagues for future cooperation.

EPEP 2015 itself is one of the best exchange opportunities to learn from each other, we can also familiarize with different culture and improve our English level.

Participant			Host
Adriana Niemczuk-Gorgon, Poland			Jesus Mari Garcinuno, Spain

Segment: Trainers

Category: Leadership, learning, training, language development

The organisation of the week prepared by Mr. Jesus in Spain allowed me to have a complete knowledge about the way of working in the National Police School in Avila and the structure of Spanish Police.

Positive outcomes of my exchange experience for me are that I had the opportunity: to learn about the organisation of work and all types of activities carried by the National Police School in Avila; to discuss and compare the learning systems; and to visit another country and learn about its traditions, history and nature.

As I've seen, our services have a lot in common. We have similar investigation methods, priorities and legislation (the Criminal Code and the Code of Criminal Procedure), practice, functions and priorities of the services. The programme is a well-arranged, very sufficient and very useful tool for development of cooperation between countries, as well as it became a very good English-language practice. I gained a lot of professional relationships and deep knowledge about the police in Spain and I found very friendly people.

Participant  Agnieszka Izdebska, Poland

Host  Elena Revenco, Moldova

Segment: ENP-WB

Category: EU Police and Judicial cooperation and networks

This was a perfect match. My host is working for the Centre for International Police Cooperation, myself dealing in Poland with exchange of criminal operational information. Both, we are operating on the same field, dealing with similar matters, and using the same channels of exchange of information: Interpol I/24/7 system, Europol channel, cooperation with Liaisons Officers posted abroad and in the home country, etc.

I held a lot of meetings and fruitful discussions with the representatives of different departments of Moldovan Police who have already a great knowledge concerning Polish Police. We had discussed plans for the future such as closer cooperation with Police High School in Sczytno; both institutions are about to sign a special agreement, they know each other very well. In the Ministry of Justice I had a very fruitful and interesting discussion with the representatives of International Judicial Cooperation Directorate concerning extradition procedures (especially from Poland). All these meetings gave an excellent opportunity to share best practices from our countries, to exchange our experience, to compare our structures and systems.

This visit gave an excellent opportunity for professional networking; it was good to meet face-to-face with officers dealing with internationally related matters.

Participant  Pawel Karnas, Poland

Host  Molnar Katalin, Hungary
Kozary Andrea, Hungary

Segment: General Exchange Programme

Category: Fundamental rights



The match was perfect. Andrea Kozary and Katalin Molnár are lecturers at the National University of Public Service so they are recognized in Europe as specialists in area of human rights and policing. It should be added that professor Andrea Kozary is the author of the book titled "Police - minority relations: Policing – Ethnic minorities. Restorative Justice in police practice".

The programme was very professionally tailored for me. I have met many policemen and policewomen, specializing in area of human rights, ethics, combating hate crime, people from other state institutions and NGOs.

I had the possibility to know and analyse the standards of principled policing, especially concerning respect for human dignity and fundamental rights and freedoms. It was also opportunity to see how Hungarian Police (including education system) is identifying, preventing and fighting hate crime, including use of criminal law as a response to these phenomena as well as other tools (e.g. ethical codes, community-building, awareness raising). I have seen the ways of maintaining social cohesion by Police in cooperation with ethnic and national minorities. Visiting detention centre (in Budapest) I observed how Police is safeguarding fundamental rights of prisoners and detainees.

During the visits in National University of Public Service I was informed about training programmes for policemen/policewoman in area of Police ethics, human rights and hate crime tackling. During EPEP visit I was invited to participate (as a speaker) in a conference on hate crime tackling organised by my hosts. So I was asked to share best practice from my organisations with colleagues from many EU countries (participants of that conference).

Participant			Host
Jacek Dziewanowski, Poland			Dalibor Gavric, Bosnia and Herzegovina

Segment: ENP-WB

Category: Property crimes

During my visit I tried to gain as much information and made as many pictures as possible to make the cascading easier and more interesting to my colleagues. Although the main topic of exchange is 'Property crimes', I was introduced to many more problems that BaH's Police Officers have to face in their everyday service. This contains especially: drug trafficking, gun&ammo trafficking, terrorism. During my presentations I found out that those topics receive particularly much attention from my colleagues. I am therefore very thankful to my host who dedicated a lot of his time on that.

Participant			Host
Mara Pereira, Portugal			Alper Erturk, Turkey

Segment: ENP-WB

Category: Other organised international crime including financial crime

My exchange was very interesting and very profitable on learning about the Turkish National Police, its organization and, especially, the activities carried out by the Department of Anti-Smuggling and Organized Crime (KOM) in Turkey. I got useful insight in their structure, methods, tactics, law system, training, cooperation and professional standards. All meetings, discussions and practical studies matched with both my personal and professional conduit and expectations.

Participant

Sergio Alexandre
Sousa Rodrigues, Portugal

**Host**

Georgios Karadimas, Greece
Georgios Koukouvinos, Greece

Segment: General

Category: Special Law Enforcement Techniques

I found this experience with the Exchange Programme a real added value to my professional skills, as the responsible for the forensic service, in my department. The proximity and daily contact with my host allowed me to fully understand the Hellenic Police reality related with the forensic service procedures. I had the opportunity to live their daily challenges and routines as one of them. It was a priceless opportunity.

Furthermore, I learned a lot about the Greek culture, the Greek people and had also the time and opportunity to visit many attraction places.

The most important outcome of the exchange is related to the establishment of personal contacts for further and future cooperation.

Participant

Daniel Constantin Marius, Romania

**Host**

Luis Dias Da Rocha, Portugal



Segment: General Exchange Programme

Category: Trafficking in Human Beings

I think I was matched with the right person because both of us are police officers working for the Criminal Investigations Department (or Judicial Police as we also use to call it), both of us have investigated similar cases and we could exchange some expertise and know-how, both of us had similar origins – being Latins, both of us are around 40 years of age and almost 20 years of experience in Police business, both of us have Romanian daughters and wives (!).

Somehow, this exchange programme (which, at the beginning, I was not very optimistic about) managed to bring together two persons with so many things in common that in the end we had to conclude: "This is the beginning of a beautiful friendship!"

During the visit we talked about the cases we investigate and about the solutions reached so far. We have discussed about the investigation techniques and also about people involved in criminal activities. Now we exchange information about these persons and their criminal activity.



Exchange of contact details with the brigade (belonging to The Border Police) investigating criminal activities developed by people coming from the Eastern Europe and Southern Balkans. It is important because the Romanian Police needs to know the criminal activity developed by the Romanian nationals abroad.

I am aware now of the Portuguese police organization and structure, particularly in the field of criminal investigation against illegal immigration and trafficking in human beings. Now I can perform intelligence exchange in a faster way, due to direct contact possibility, mainly with Diretoria de Sul, which has lots of cases with Romanian nationals.

Participant  |  **Host**
Alin Cospenda-Luca, Romania Ivan Novak, Czech Republic

Segment: General Exchange Programme
Category: Facilitation of illegal immigration

The matching was very good, the person I was matched with works in a central law enforcement unit, Organized Crime Unit Prague. This was a good thing allowing me to see and learn how the illegal migration phenomenon is handled at another level.

I had the opportunity to discuss with the chief of the Illegal Migration Division about the methods of conducting specific investigations and different modus operandi used by criminal groups acting also in Romania.

I got acquainted with the problem of human trafficking in the Czech Republic, which is considered primarily a target and a transit country, less a country of origin.

I had the opportunity to participate to a tactical training practice with the Trafficking in Human Beings and Illegal Migration Division, stopping a car on the go using gunfire and intercepting a car.

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

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.

Participant  |  **Host**
Ivana Mcilwaine, Serbia Herman Dierickx, Belgium

Segment: ENP-WB
Category: Trafficking in Human Beings

I think I was matched with the right person, as Mr Dierickx is an experienced police officer with extensive knowledge in investigations of OCGs. The method of work used by Federal Judicial Police in information

sharing and intelligence gathering is very good and effective. Case management system used by Belgian police speeds up investigative work done by the police, case police officer can at any time be updated as well as the amount of intelligence linked to the specific case is updated from various other police activities such as traffic police activities, general public law and order, border police. I had a great interest in this model as Serbian police is working on an intelligence led policing system. Also, I had an opportunity to see hands-on established case management system and the use of it including its many advantages.

Thanks to good planning of my visit by my host, I was able to find out about many relevant information and see work procedures as they are done in the Belgium Federal Judicial police. We also visited many departments within Leuven police. True, we work in different systems, but when we compare them, it gives us a fresh perspective and new ideas to improve our work.

Participant				Host
Snezana Vla, Serbia				Violeta Gancieriene, Lithuania

Segment: ENP-WB

Category: Leadership, learning, training, language development

I think I was matched with the right person, although Violeta is employed at the Military Academy, and I work at the Basic Police Training Centre. She used to teach English and now is involved in evaluating English classes at the Academy, so she was able to share her experiences concerning the quality and standards of teaching English for specific purposes (ESP), which is exactly my sphere of interest, having in mind that I am working on developing short e-learning courses of English language for police officers.

Thanks to her good planning of my visit, I was able to find out about many relevant law enforcement agencies (Police School, Military Academy, Border Guard School, and Customs Training Centre) and their systems and methods of teaching ESP, and to establish contacts for further cooperation.

Overall, this was an amazing experience, from both the personal and the professional point of view, so I send special thanks to CEPOL for the opportunity to participate in this programme, and to Jelena, Serbian MoI contact person, who had so much patience during the documents gathering procedure.

Participant				Host
Ivan Bacigal, Slovakia				Michal Zalewski, Poland

Segment: General Exchange Programme

Category: Cybercrime

The person chosen for the exchange was the person on the same level, with the same daily tasks, responsibilities and problems. Thanks to that communication, knowledge and experience exchange was without any problems and as we hope it will be fluently continuing.

Fight against the cybercrime is not a problem only of specific country, but it's a worldwide problem. Mutual exchange helps us to understand the problems from global point of view, what is extremely useful especially

for work and cooperation at the international level. Finished exchange is excellent start for bilateral cooperation in the field of fight against cybercrime, it is a good opportunity to setup mutual technical knowledge base interconnection. We found future possibility for special cooperation at the level of 24/7 contact points. Definitely we want to continue with started cooperation. For the future we will try to find best ways for cooperation based on analysis of our possibilities especially at the level of criminal intelligence.

Participant  Lefcik Radoslav, Slovakia |  **Host** Aneta Trojanowska, Poland

Segment: General Exchange Programme

Category: Cybercrime

This was an excellent match, because we knew each other before and the opportunity to participate in this exchange program enhanced our cooperation. We are much more familiarized with the structure of cybercrime, main issues and the direction of development. We shared best practices and remarks in learning and training area, as well as enhanced existing cooperation.

Participant  Miso Radovancevic, Slovenia |  **Host** Vlado Jovanic, Bosnia and Herzegovina

Segment: ENP-WB

Category: Counter-Terrorism

My host partner Mr.Vlado Jovanić from the Ministry of Interior of the Republic Srpska was adequately chosen. Mr. Jovanić works in different criminal police areas for over 20 years (preventing organized crime, terrorism and extremist violence, conducting investigations of illegal trade of weapons, covert operations etc.). We were partners in many international operations on field of special measures etc.

Convergence of the various police administrations, police knowledge of the internal arrangements of others and understanding forms of work and the basic national legislations, could be a decisive help to the investigation of criminal offenses (especially in specific cases or crisis situations), beside of good practices exchange and integration as such. We should also mention the knowledge of certain ethnic, religious and other traditions in the ethnically mixed population of particular state.

Connecting the police in crisis situations in the exchange of information and other forms of cooperation are already clearly reflected in the implementation of activities related to migrant wave.

Participant  Aleksander Koporec Oberckal, Slovenia |  **Host** Egle Vileikiene, Lithuania

Segment: Researchers

Category: Research and science, prevention

I used the opportunity to share best practices of Slovenian police Research and social skills centre mostly throughout discussions. I also had an opportunity to discuss and present some of research findings on a meeting with members of The Lithuanian Association of Criminology. I had a development of cooperation with relevant specialists from different institutions, exchanged experiences and plans, as well possible future activities, as well as gained knowledge on Lithuanian culture, customs and habits. It was very successful; the exchange programme covered my needs. I could meet colleagues from different police agencies and discuss the peculiarities of research in our countries and to set up contacts for future cooperation.

Participant  Veronica Peral Serrano, Spain

Host  Iosif Paroutoglou, Greece



Segment: General Exchange Programme
Category: Trafficking in Human Beings

Last October I had the incredible opportunity to visit the Hellenic Police thanks to my colleague and friend Iosif PAROUTOGLU. My exchange was very interesting, Iosif had arranged an excellent program for me that gave me a great opportunity to exchange practical knowledge and discuss good practices in field of Trafficking in Human Beings, counterfeit documents, border control and high training programmes.

The hosting program was very well-developed, and it included several visits and meetings in various Police Agencies such as Thessaloniki Headquarters, which is the principal police station of the area of Macedonia, and Florina, where I learned and great enjoyment in every part of the visit.

All of my purposes of the exchange programme were fully fulfilled, not only I have learned knowledge it brings over of the Hellenic police or I have made contacts to be able to realize a better development of my work in Spain, but also I have learned of his culture, I have met great people that now are my friends, and especially I have enjoyed it much. I want to express my special thanks to the EPEP team for giving me the opportunity to live such an experience, and I thank also the Spanish CEPOL National Coordinator who helped me for this European exchange.



Participant  Francesc Relales, Spain

Host  Georgios Bellas, Greece

Segment: General Exchange Programme
Category: Counter-Terrorism

My exchange partner has been a perfect match, because we have similar rank and we share duties and responsibilities. For instance he is in charge of a unit and so do I, we both deal with intelligence



gathering and sharing and also both of us have similar background. In this sense we have realized, that our daily tasks were very similar and our co-workers carry out similar tasks.

One of the best practices that I found the systematic way of collecting data. In my department we carry out the same methodology, but as we have different realities. The operational way of dealing with some intelligence related issues has made me rethink in one specific methodology that we use to perform and that we will readapt.

Because of the terrorist investigation we carry out we could realize the different but similar approach to analyse the environment of suspects and the different tools we use to work on.

This has been a really great experience and it is very good, that we can offer the exchangees the possibility to choose the exchange period. The strong point of the programme is the peer to peer activity moving away from the idea of seminars or conferences. You are very close to the „real work“ and your host acts as a „Cicerone“ that makes it easy to „live“ the experience.

Participant

Jose Luis Caramé Soto, Spain



Host

Rafal Kulaga, Poland

Segment: General Exchange Programme

Category: Cybercrime

It was a right match, with a person and a unit whose work was in line with ours here in Spain. We were not in the same rank but close, and he had a similar level of capacities that I have here in my unit. The exchange was also interesting for my agency because I had the opportunity to learn some about their work routine and especially in their use of the undercover agent online. Also, now we have an excellent relationship with a foreign unit that we gained through this exchange. It is always important to have a person that you know face to face when you need something urgent from another country.

Participant

Susanne Johansson, Sweden



Host

Kornelia Nehse, Germany

Segment: Interagency Cooperation

Category: Special Law Enforcement Techniques

I am happy that my laboratory, The Swedish National Forensic Centre, NFC, is part of the police and can participate in the EPEP program. This concept with an exchange for a week works very well. I had the good fortune to be very well taken care of by my hosts in the LKA Berlin, especially Mrs Kornelia Nehse and all the other people at the LKA KT 45. It was extremely valuable to compare our ways of working with cases



and also to see ongoing projects and different instrumentation.

Germany is a large country with a lot of similarities to Sweden and there are a lot of solutions to common problems that can be found just by looking at how other people solve problems. It has been very interesting to debate similarities and differences between the laboratories. I have gained insight in the work processes of LKA Berlin and much is similar, yet different, to my laboratory. I am already occasionally in touch with Mrs Nehse/The LKA Berlin lab about certain topics, and I would gladly support them with information about the work at our laboratory if they wish to have it.



The EPEP program is a very good opportunity to get insight in another workplace and also in another country. The time - one week - is long enough to get some insight and short enough to get the time to go even if work is hectic and/or you have for example young children at home needing your attention. The time - one week - also hopefully means that more people can benefit from this opportunity compared to before when the exchange was two weeks.

Participant

Emre Kumbul, Turkey



Host

Mario Horvatinec, Croatia

Segment: ENP-WB

Category: EU Police and Judicial cooperation and networks



My exchange partner is an experienced member of Croatian National Police and during most of his experience he has served for international police cooperation. I am also serving for Interpol-Europol Department of Turkish National Police. So we can say that we are in the same field. The fact that his work is mainly about international treaties between police forces helped me gain a broader understanding of how much police cooperation can expand. My duty in my department is more about real life criminal cases for example issuing Red Notices about international fugitives and performing other tasks to successfully locate and arrest them. I believe that in general meaning our roles in our departments are suitable for our topic and expected learning outcomes.

During my exchange period I had the chance to visit a special department of criminal police called PNUSKOK whose jurisdiction is mainly about smuggling, organized crime and financial crimes. This unit has relatively better facilities and good reputation within the organization. Officers who are working in this unit need to pass several exams and must be competent in certain areas. This unit was founded on 2010 as a requirement of European Union regulations.

Croatia, like my country, is a common route for drug cartels. So it is necessary to form a large police force for suppression of narcotics. I had the opportunity to visit Narcotics Department of Croatian National Police. They have a wide span of works performed in the department aiming both the prevention of drug use and investigations of drug trade. They are part of European Monitoring Centre for Drugs and Drug Addiction (EMCDDA). They have joint operations with EUROPOL and other police organizations.



I am grateful to be enrolled in this programme. It has been a great experience for me. During my hosting period in Turkey I also learned many things about my new organization. Therefore I would like to thank anyone who contributed on realizing this exchange period.

Participant

Adrian Ward, United Kingdom



Host

Bedi Davor, Croatia



Segment: General Exchange Programme

Category: Other organized international crim including financial crime

Whilst I wouldn't have known it at the paper exchange phase of this process Davor Bedi and I share a similar personal outlook on life, which meant we were able to discuss a wide and varied range of topics, when not discussing work, processes and police procedures. With that in mind rank was an irrelevance, but the role we perform for our respective organisations and the goals we seek to achieve in tackling organised crime were single in their focus.

I was exceptionally impressed with the manner in which the prosecutor's office work, and the manner in which they are pro-actively involved in the investigative process. There is a clear division in the UK between the investigation and a subsequent decision to prosecute by the CPS. The Croatian prosecutors have the capability to initiate and drive investigations of their own volition. The issue is one which I don't believe will ever be changed due to the manner in which the judicial system is structured within the UK.



I will continue to deliver learning material to student officers in wider criminal justice environment, and as a consequence that learning will be woven into my material. Personally as an Expert Witness for the NCA, this exchange will add to my overall experiences.

Participant

Tony Owen,
United Kingdom



Host

Nana Beridze, Georgia
Tite Medzmariashvili, Georgia

Segment: ENP-WB

Category: Maintenance of law and order and public security

Due to the exchange partner's position within his organisation he was able to facilitate visits to numerous different departments within the Georgian law enforcement structure at both strategic and practitioner level. This enabled a holistic view to be taken of various tactics that were observed. Discussions could be had with various levels in command structures.

The programme was significant in that it provided a useful overview of the training regimes, policies and strategic direction in the context of a cultural understanding of the geographical area and then having the opportunity of seeing operational events being enacted.



During the visits to the public order training sessions I was able to discuss with the base commander the process that I have just undertaken over the past year in relation to the review of what Public Order tactics are actually included within our syllabus in terms of evidencing what is being used operationally and consulting on this through a working group of experienced manager/practitioners. We were able

to discuss and share views on the personal protective equipment that is issued and I was able to explain the process that we have in the UK for tendering to ensure competitive and fair pricing schemes and also the testing regimes that we have via CAST to ensure that items procured are fit for purpose.



It would be difficult to place a hierarchical system in place for which is the "most important" thing, I learnt as I believe that the holistic view of everything that was observed needs to be delivered.

Participant

Pavlo Bernaz, Ukraine
Andrii Kholostenko, Ukraine



Host

Inese Butane, Latvia
Kristaps Kalnins, Latvia

Segment: ENP-WB

Category: External dimension of the area of Freedom, Security and Justice

We visited Riga police with very broad interests. The goal of the visit was to get acquainted with methods of Latvian police in the fight against corruption, as well as the organization of educational process in the training of the police. We were very lucky with our hosts - the Leadership of Bureau of Internal Security of the State Police of Latvia Mr. Kristaps and Mrs. Inese Butane.

Everywhere we were awaited with meetings with management, leading experts, presentations, and documents. At the end of the visit, we and our hosts have summed up the visit.

We, Ukrainian Exchangees, got a huge charge for the development of our scientific potential, and to improve the educational process.

Now we are ready to meet with gratitude our Latvian hosts as visitors in our sunny Ukraine.

European Police Exchange Programme

European Union Agency for Law Enforcement Training

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