

DECISION 22/2008/GB
OF THE GOVERNING BOARD OF THE EUROPEAN POLICE COLLEGE
ADOPTING THE WORK PROGRAMME 2009

Adopted by the Governing Board
on 25 September 2008

THE GOVERNING BOARD,

Having regard to Council Decision 2005/681/JHA ⁽¹⁾, and in particular Article 10(9)(d) thereof;

Having regard to the opinion of the Commission ⁽²⁾;

HAS ADOPTED the Work Programme 2009 as detailed in the Annex ⁽³⁾.

Done at Paris, 25 September 2008

*For the Governing Board
Emile Pérez
Chair of the Governing Board*

⁽¹⁾ OJ L 256, 1.10.2005, p. 63.
⁽²⁾ Opinion of 22.8.2008.
⁽³⁾ Approved by the Council on

**EUROPEAN POLICE COLLEGE
WORK PROGRAMME 2009**

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1. Introduction - overview

1.1 Training activities

During 2009, CEPOL will organise 80 courses, seminars and conferences. All activities are dedicated to core business. Out of 80, ten will be new activities.

1.2 Common Curricula

In 2009, the suggestion is to concentrate on the implementation and updating of the already chosen ten Common Curricula topics. Consequently, to keep the costs as low as possible and to make sure a maximum profit is made from the existing common curricula, CEPOL has opted for no new subject to be treated as a new common curriculum.

1.3 Exchange Programme

The Exchange Programme is a newly developed activity. In accordance with 'The Hague Programme and the Council Decision establishing the College, a multilateral CEPOL/Agis Exchange Programme for senior police officers and training staff (2006-2008) was set-up in 2006 and included 21 Member States in 2008. CEPOL intends to continue the Exchange Programme under another co-financing agreement with the Commission from 2009 onwards.

1.4 Euromed

The Euromed Police II project, designed for Algeria, Egypt, Israel, Jordan, Lebanon, Morocco, the Palestinian Authority, Tunisia and Syria, is ongoing. It is a three-year project started mid-2007.

1.5 Management of Learning

The impact of the Bologna Process on CEPOL's activities will be analysed to support the development of police training and education in Europe.

1.6 Research and Science

In the field of Research and Science, CEPOL will continue to facilitate the support of training and education activities by maintaining various links to academic expertise and scientifically approved results in relevant areas.

1.7 e-Net

The new electronic network system e-Net developed in 2007/2008, will provide opportunities for the network to develop e-Learning.

1.8 Management of Resources

CEPOL's budget and the staff of the CEPOL Secretariat are limited. CEPOL operates as a network with a small secretariat responsible for the administration and support of the activities. In addition to CEPOL's budget, all national training institutes organising activities have costs and provide additional resources for the preparation, administration and implementation of the activities.

1.9 Communication

New products will be proposed to the Governing Board in order to showcase CEPOL's activities.

2. Legal Framework

CEPOL, as a community financed European Union Agency, was established by the Council Decision 2005/681/JHA of 20 September 2005 (repealing Decision 2000/820/JHA). The decision took effect on 1 January 2006.

According to Article 1(2) of the Council Decision, CEPOL shall function as a network, by bringing together the national training institutes in the Member States. Its task is to implement the programmes and initiatives decided upon by the Governing Board pursuant to Article 1(3) of the Council Decision.

3. Annual Course Programme

3.1 Introduction

According to Article 7 of the Council Decision, the Governing Board, based on proposals of the Training and Research Committee, should take action in the following fields:

- Develop and implement common standards for training sessions for police officers;
- Contribute to the preparation of harmonised programmes for the training of middle-ranking police officers, middle-ranking police officers in the field and police officers in the field with regard to cross-border cooperation between police forces in Europe, and help set-up appropriate advanced training programmes as well as provide training for trainers;
- Provide specialist training for police officers playing a key role in combating cross-border crime, with a particular focus on organised crime;
- Disseminate best practice and research findings;
- Facilitate relevant exchanges and secondments of police officers in the context of training;
- Develop an 'Electronic Network' to provide back-up for CEPOL in the performance of its duties, ensuring that the necessary security measures are put in place.

To achieve CEPOL's goals, in particular in the area of research findings and training in new technologies, the Governing Board could consider setting up cooperation initiatives and joint activities with private sector operators in order to stimulate dialogue and exchange of best practice at the EU level. Besides, a thorough and systematic evaluation of activities could take place in order to facilitate future planning.

3.2 Courses and Seminars

Specific objectives: To provide specialist training for senior police officers and trainers at a European level; to provide language training for senior

police officers in the Member States; to increase the knowledge on international instruments.

Key initiatives to meet the objectives: For 2009, 80 training activities are planned; the majority of them are four-day courses and seminars, open to all 27 Member States and to EU bodies, Iceland, Norway and Switzerland at their own cost.

Courses and seminars form the core activities of CEPOL and represent the main hallmark of the agency. The effectiveness of the training activities reflects on the capacity of CEPOL as a whole.

In 2009, CEPOL will start to reimburse travel expenditure for up to ten participants per Member State per year. A new item dedicated to the reimbursement of travel expenses for activity participants has been inserted in the draft Estimate 2009 (Item 3111, €135,000).

3.2.1 Rationale

A number of the courses and activities listed have become part of a continuing theme in the CEPOL Work Programme; others are short-term, aimed at meeting an immediate and urgent need. In the Work Programme 2009 the following priorities have been taken into consideration:

- The Council Decision 2005/681/JHA of 20 September 2005, and in particular Articles 5, 6, and 7 thereof;
- EU legislation on international police cooperation;
- EU priorities, which can be found in The Hague Programme and other relevant EU documents;
- Strategic topics identified by EUROPOL, in particular in the annual OCTA report;
- Priorities set by the European Chiefs of Police Task Force, including the COSPOL projects;
- Priorities put forward by Member States covering areas which are recognised as important topics by the majority of countries.

3.2.2 Overview of Seminars and Courses

- a) Police Cooperation: 21 activities
 - Knowledge of European Police Systems – two seminars
 - Police Cooperation and Europol – two seminars
 - Police Cooperation and Schengen – one seminar
 - Police Cooperation and the Prüm Treaty – one seminar
 - European Police & Judicial Systems – two seminars
 - Instruments and Systems of European Police Cooperation – seven seminars (in English, French, German and Spanish)
 - Police Cooperation in the Western Balkans – one conference
 - Police Authorities of the Candidate Countries – two seminars
 - Northeast Europe Organised Crime Organisations course (OCTA related) – one seminar

- Southwest Europe Organised Crime Organisations course (OCTA related) – one seminar
- Southeast Europe Organised Crime Organisations course (OCTA related) – one seminar

- b) Crime in General: 3 activities
 - Crime Intelligence Risk Assessment & Intelligence-led Policing – one seminar
 - Future Criminal Trends in Europe – one seminar (a two-step activity)
 - Future Crime Conference – one awareness conference

- c) Crime Prevention: 1 activity
 - Crime Prevention Seminar – one seminar (a two-step activity).

- d) Cross-border Crime: 15 activities (incl. 3 new activities)
 - Joint Investigation Teams – one seminar
 - Counter-terrorism – five seminars including a new activity on the management of Airport security
 - Child Abuse in the cyberspace– one seminar
 - Trafficking in Human Beings & Illegal Immigration – three seminars including a new activity on the treatment of victims
 - Crime Victim Issues – one seminar
 - Fighting Against Drugs in EU – one seminar
 - High Tech and Cyber Crime – one conference on new technologies to fight cyber crime; new activity
 - Nature and Environmental Crime – one awareness seminar
 - Firearms Trafficking – one seminar

- e) Economic and Financial Crime (liaising with the Commission services and Olaf): 4 activities
 - Fraud and Confiscation of Assets – one seminar
 - Economic and Financial Crime – Investigating Corruption – one seminar
 - Fraud against EU, European Institutions and Euro Counterfeiting – one seminar
 - Money Laundering – one seminar

- f) Specific Crime: 6 activities
 - Trafficking in Stolen Artwork – one seminar
 - International Aspects & Experiences of Domestic Violence Seminar – one seminar
 - Road Safety – one awareness seminar
 - Crime control and traffic safety, international comparison of integrated projects – one seminar
 - Witness Protection – one seminar
 - Undercover Operations – one seminar

- g) Community Policing: 1 activity
Community Policing – one seminar (a two-step activity)
- h) Public Order: 4 activities
 - Public Order & Crowd Management/Hooliganism – one seminar
 - Public order and crowd management (public order evaluation) – one seminar
 - Public Order & Crowd Management/Security during Summits – one seminar
 - Disaster of Large-scale: EU Guidelines – one seminar
- i) Leadership and Management: 7 activities (incl. 1 new activity)
 - High-ranking Top Senior Police Officers Course (TOPSPOC) – one seminar divided into four training sessions (See also point 3.3)
 - Leadership Development and Management of Change – one seminar
 - Changes in EU Society: Consequences in Human Resource Management – one seminar
 - Human Rights and Police Ethics: Training Harmonisation – one seminar
 - Human Rights and Police Ethics, Prevention and Corruption – one seminar (a 'Train the Trainers' activity)
 - Management of Diversity – one seminar
 - Quality Management System – one seminar, new activity
- j) Civil Aspects of Crisis Management and Police Missions: 2 activities (incl. 1 new activity)
 - Civil Aspects of Crisis Management and Strategic Planning for the EU Police Missions – one three-week course seminar
 - One conference with the European Security and Defence College
- k) External Relations: 3 new activities
 - One conference or seminar with North America (See point 3.3)
 - One conference or seminar with Russia (See point 3.3)
 - One conference or seminar with the European Neighbouring Countries (See point 3.3)
- l) Research and Science: 4 activities (incl. 1 new activity)
 - The Use of Police Science and Research within Police Training and Education – one seminar (open to representatives of the private sector)
 - Police Science – one conference
 - European Police Education Systems – one seminar
 - Innovation workshop – one seminar, new activity (Private-Public-Partnership)

- m) Language Training: 3 activities
 - English for English Language Trainers – one seminar
 - English for CEPOL Governing Board and Committee Members – one seminar
 - English for CEPOL Working Group Members – one seminar
- n) Training and Training Standards: 4 activities (incl. 1 new activity)
 - Train the Trainers Course – one 2-step course
 - Q13 Quality & Common Standards Course – two seminars
 - Bologna Process – one conference, new activity
- o) Administration and Finance: 2 activities
The Administration and Finance Seminar for CEPOL National Contact Points and Managers of CEPOL Activities – two seminars

3.2.3 Modular Course in International Police Cooperation

In 2008, an intensive, modular course on international police and judicial cooperation is developed in collaboration with National Police Institutes. Amongst them, several have the status of university, which will safeguard the academic level of the course and may provide a formal basis for recognition and the granting of credits (ECTS).

3.3. Activities for High-ranking Police Officers

Specific objectives: To increase the involvement of high-ranking senior police officers in CEPOL activities.

Key initiatives to meet the objectives: TOPSPOC, the top management activity, is presently CEPOL's flagship. It is run in four one-week modules over a period of one year, attended by the same group. The course is organised by four countries. The participants are given assignments regarding the implementation of the Hague Programme in Member States. The assignments are considered as a vehicle towards the participants' professional and personal development through a learning method used throughout the year's programme, known as 'Action Learning'.

In addition to TOPSPOC, several additional activities are proposed:

- A Study Tour on 'European Police Systems and Cooperation' (Europol, Eurojust, Council, Commission etc.).
- Three dedicated External Relations conferences; with North America, EU neighbouring countries and Russia

For CEPOL's ordinary training activities appropriations amounting to €2,957,500 have been included in the Estimate 2009 (Chapter 31, excl. Article 313).

Dedicated Human Resources: 3.5 staff members

3.4 e-Learning

The e-Learning functionality is a new tool that can potentially be used either in combination with 'classroom learning' (also called blended learning) or as self-paced or self-directed learning, without the help of a teacher or trainer. Applying the latter, wider target groups can be reached and learning can take place anytime and anywhere, as long as there is an Internet connection. E-Learning also provides a more diversified environment for developers, deliverers and audiences of courses, seminars and common curricula.

Specific objectives: To keep the e-Learning facilities in line with its added value for CEPOL and to give advice on the development of self directed e-learning modules.

Key initiatives to meet the objectives: Close cooperation with the Working Group on Learning (WGL) to ensure the effective use of the e-Learning facilities by trainers, teachers and course managers; to advise on the production and implementation of self-paced e-Learning modules, proposed by the Annual Programme Committee.

In 2008 the preparation of the development of three e-Learning modules that can be used either self-paced alone or self-paced in combination with classroom learning commenced. The topics of these modules are: Europol, the Prüm Treaty and vocational English. These modules are expected to be implemented in 2009, whilst in the same year preparation will start for the development of an e-Learning module on the institutions of the European Union, their functioning and role, in particular as regards their implications for law-enforcement cooperation.

For the development and distribution of modules appropriations amounting to €80,000 have been included in the Estimate 2009 (Article 313).

Dedicated Human Resources: 1.5 staff members

3.5 Analysis of CEPOL's Training Activities

2009 will be the evaluation year in order to improve CEPOL's activities. Apart from the existing tools, mainly focusing on trainee satisfaction, it is undoubtedly necessary to have a systematic evaluation process in order to effectively assess the impact of activities at different levels and ensure a follow-up of the results on the basis of predefined indicators. This is the reason why CEPOL will recruit an officer in charge of Quality Management and Evaluation. The Working Group on Learning is already tasked with the drafting of a Policy Paper about performance indicators.

The new evaluation tools, which have been developed, mainly aim to assess the improvement of knowledge and skills, change of behaviour and transfer of learning to the workplace. The more comprehensive (risk-)assessment facilitated by the newly developed evaluation tools,

should serve the purpose of identifying causes and remedies to the insufficient rate of participation in certain courses.

Areas to be evaluated include:

- The effectiveness of two-step courses in general;
- The effectiveness of new developments like the ‘Train the Trainer’ seminars;
- The implementation of common curricula;
- Mid-term and long-term effects of activities (sharing new knowledge with colleagues and the application of new knowledge and skills in the work environment, etc.);
- A possible overlap in activities;
- Maintenance of the network established during activities;
- The European Dimension (in content, country representation and trainers/experts);
- Participation rates;
- The reasons why countries do not participate.

For ACTA’s work and evaluation appropriations amounting to €40,000 have been included in the Estimate 2009 (Article 330).

Dedicated Human Resources: 1.5 staff members.

4. Common Curricula

Specific objectives: To provide recommendations to the Member States regarding police training for specific subjects with a European dimension for use within their national police training systems according to their individual needs and to ensure a similar level of training on these topics within Europe.

Key initiatives to meet the objectives: For 2009, CEPOL has decided not to introduce any new curricula, but instead to focus on consolidation of existing material, its updating and on national implementation.

4.1 Common Curricula Implementation

For each Common Curriculum, a Module Adviser has to be assigned with the task of updating and supporting national implementation.

His/her work will include reviewing and revising the Common Curriculum, supporting the countries and advising them on the integration of the module into their national training programmes. Countries will be invited to give feedback to the Module Advisers about their experiences with the implementation of the Common Curricula in their national systems.

Equally, within CEPOL’s Work Programme, implementation will take place by means of ‘Train the Trainers’ seminars.

In order to support the process of national implementation, a seminar for Programme/Course Developers will be organised by the CEPOL Secretariat.

4.2 Translations

Upon request by the Member States, the Common Curricula, including the Curriculum Description, the Trainers' Guide and the Students' Guide will be translated into national languages.

For development, implementation, updating, etc., of Common Curricula, appropriations amounting to €368,500 have been included in the Estimate 2009 (Article 320).

Dedicated Human Resources: 1.5 staff members

5. Exchange Programme

CEPOL created an Exchange Programme for senior police officers and members of training staff in accordance with the Hague Programme with financial support for 2007 and 2008 provided by the European Commission – Directorate General Justice, Freedom and Security in the framework of the Agis Programme. Following the thorough assessment of the current programme, CEPOL intends to continue the Exchange Programme under another co-financing agreement with the Commission from 2009 onwards.

An application for a grant to obtain EU co-funding is submitted: 22 Member States and 1 Candidate Country have signed partnership declarations to take part in the programme.

5.1 Specific Objectives

Specific objectives: To help improve cross-border police cooperation and understanding of different police cultures across Europe and to provide individuals with an opportunity to get to know colleagues and working, teaching and research methods in other countries.

5.2 Exchange Programme Target Groups and Structure

For 2009, the same target groups of senior police officers and police trainers are envisaged: It is proposed for the years following 2009 that the number of senior law enforcement officers be gradually increased to include police researchers and senior police trainees.

The CEPOL Exchange Programme is organised as a multilateral activity, each sending country being also a hosting country.

The summary of the evaluation reports from the first year of exchanges shows a very high level of satisfaction from both the exchangees and the tutors.

The Annual Programme Committee is tasked with defining accurately the target groups, the structures of the exchanges and the topics to be prioritised.

5.3 Implementation

A Programme Team at the CEPOL Secretariat will manage and coordinate the programme. The team will be supported by the National Exchange Coordinators (NECs) in the partner countries who will be responsible for administrative requirements.

An amount of €50,000 has been included in the Estimate 2009 (Article 324). An application for a grant to obtain EU co-funding will be prepared.

6. External Relations

In 2009, relations with Associated and Candidate Countries remain top priorities on the CEPOL agenda. Other relations will be established with non-EU Member States/bodies in accordance with the priorities given by the relevant European institutions.

Among agencies and international organisations, the cooperation with Europol, Eurojust, Interpol and Frontex will be intensified due to Cooperation Agreements. Among non-EU countries, intensification of contact should happen with the EU Neighbouring Countries and with other countries identified by CEPOL's External Relations.

Russia will also benefit from a Protocol of intent which has been signed in 2008.

As regards the potential Candidate Countries belonging to Western Balkans, they are covered by specific financial programmes run by the European Commission, but CEPOL's attention should also be dedicated to them. First specific conference on the Western Balkan countries has been organised in 2008 and will be repeated in 2009 as a follow-up.

For CEPOL's External Relations activities, appropriations amounting to €40,000 (Item 3251) have been included in the Estimate 2009 for meetings of the External Relations Working Group and €15,000 (Item 3250) for Cooperation with non-member States.

Dedicated Human Resources: 1 staff member

7. Euromed Police II Project

Launched in spring 2007, the Euromed Police II project has a total budget of €5m over a three-year period. Approximately €2.2m will be spent during 2009. Five full-time staff members and one part-time manager were recruited in 2007-2008.

The objectives of the regional Euromed Police II project are:

- The setting up of a Euro-Mediterranean network in the field of justice, police and migration;
- The development and reinforcement of the Cooperation with MEDA countries in the field of justice, police and migration, thanks to a deeper

dialogue, to legal convergence and to the setting up and consolidation of networks.

In correlation with the analysis and remarks appearing in the 2007 OCTA report, the topics worked upon are the major aspects of organised crime (terrorism, drug-trafficking, trafficking in Human Beings, weapon-trafficking, financial crime and cyber crime).

In 2009, it is foreseen that eight training sessions and a great number of study visits will take place within the Member States and in the MEDA countries Algeria, Egypt, Israel, Jordan, Lebanon, Morocco, Syria, Tunisia, and the Palestinian Authority. An information meeting of the Director-Generals of Police services from the MEDA countries should also be organised, followed by a meeting of liaison officers from EU and MEDA countries concerned by the topic dealt with in the above mentioned information meeting.

For the activities of the Euromed Police II project, appropriations amounting to €5m on a three-year period are received from the Commission.

Dedicated Human Resources: 5.5 staff members (project funded, Article 381)

8. Research and Science Activities

8.1 Introduction

The goal of disseminating good practice and research findings is to support training and education for senior police officers and policing throughout police organisations throughout Europe.

8.2 Research and Science Working Group (RSWG)

Key initiatives include:

- Working on programmes and projects in the field of police research and science which need updating and continuing (e.g. research database, survey on the situation of police research in Europe, etc.);
- Cooperate with police science experts and institutes, ESRIF and EUCPN;
- Invite CEPOL Course Managers and Module Advisers for the Common Curricula to discuss scientific support;
- Offer a special print and electronic medium for distribution of information about research institutions, research projects, research findings (e.g. as a Research Bulletin or a Europe-wide journal);
- Publish a European Handbook (or Yearbook) on Police Research and Police Science.

8.3 Knowledge Network

CEPOL will continue to collect and disseminate good practice examples and scientific research findings. An essential part of this is the operation of the Research and Science area of CEPOL e-Library and a network of Research and Science Correspondents in the Member States.

Key initiatives include:

- To support Member States in organising their own research and good practice network;
- Offer support in setting up proper information workflows;
- Organise one meeting in 2009 for representatives from Member States focusing on the national research findings. A link could be established with National Research databases.

8.4 Research and Science Events

- a) **European Conference on Police Science and Research**
Once a year, CEPOL facilitates exchange on police science topics by hosting an annual Police Research and Science Conference. In 2009, the Annual Conference on Police Research and Science will consider the relation of the European approach to police science in other parts of the world (e.g. Australia, Canada, Japan, etc.).
- b) **Scientific Symposium**
In 2009, CEPOL will organise one two-day research symposium for 20 experts to facilitate the exchange of information and experience about recently finalised and ongoing research projects on specific topics (like financial crime) and their importance for policing and police training.
- c) **Research and Science Information Seminar**
CEPOL will organise a special seminar, focusing on Research and Science Information to help deepen the understanding of trainers, course managers and teachers in identifying and using relevant research findings and scientific studies.

Apart from these CEPOL-driven activities, CEPOL will also take part in other large events to establish links with potential partners and have its work recognised at an EU level.

8.5 Surveys

- a) **An Updated Survey on Police Research and Science in the European Union**
The survey will provide information on the status of police science and research activities in the EU; present the latest research findings/methods used and analyse information on the police research infrastructure in European countries.
- b) **Survey on European Police Education - SEPE II**
In 2008, a new Project Group is established. It will provide a proposal for an enhanced data collection design and its update. Following that, the data collection process will be initiated.

For Research and Science activities appropriations amounting to €271,500 (Article 321) have been included in the Estimate 2009.

Dedicated Human Resources: 1 staff member

9. Learning Methods and Processes

In 2009 the activities will focus on:

- The implementation of common educational quality standards;
- A vision on learning;
- Use of learning technologies;
- Evaluation processes.

The Bologna Process has a significant impact on the development of the European area of higher education. Similarly, the Bruges-Copenhagen-Process will have an impact on the sphere of vocational training and education in Europe. CEPOL has decided to take both concepts into account.

CEPOL may offer international modules in line with the Bologna criteria that the national training institutes may develop for implementation and use with a view to facilitate the exchange of students. In 2009, a study needs to be completed regarding the question if CEPOL's courses and seminars can be rewarded under the ECTS and/or ECVET regime.

In parallel, the WGL can develop a position on how better delineate CEPOL's Work Programmes focusing in particular on how to enhance objectives, measurement tools and transparency.

In 2008, a strategic vision on learning – including e-learning – has been endorsed by the CEPOL's Governing Board in order to contribute to a consistent Quality Management Process within CEPOL to be implemented in 2008-2009.

Incorporating research as a learning strategy will contribute to critical thinking. This will be incorporated in the 'Train the Trainer' courses and in the Q13 seminars for course managers (refer to section 3). As the new e-Network is to support effective learning, the 'Train the Trainer' courses and the Q13 courses will not only pay attention to the added value of these facilities, but will also enable participants gaining competencies to use them.

For the learning Methods and Processes activities, appropriations amounting to €62,000 have been included in the Estimate 2009 (Article 323).

Dedicated Human Resources: 0.5 staff member

10. Electronic Network

10.1 e-Net

General Objectives: The Council Decision stipulates that CEPOL should operate an electronic network in support of its performance.

The Electronic Network of CEPOL has been established:

- To enable and support the delivery of training courses;
- To facilitate the exchange of information with regards to the administration and governance of CEPOL;
- To provide access to relevant data and documents for the training process and development.

10.2 Further Development and Maintenance of an Electronic Network

The general aim is to provide a user-friendly, reliable and secure system that will meet all informational needs of CEPOL and its stakeholders and includes the operation of:

- A 'public website' to inform the general public in Europe about aims and activities of CEPOL;
- A 'restricted website' to facilitate the secure exchange of information and to support the administration of CEPOL's internal affairs, including document management support;
- An integrated 'knowledge e-library' of good practice, research findings and scientific studies;
- A 'restricted discussion functionality' for the direct exchange of knowledge between senior police officers and in support of the courses;
- A 'Learning Management' system to support CEPOL courses with e-learning functionalities;
- A Document Management System, to support the workflow of documents through CEPOL's organs and bodies.

Key initiatives to meet the objectives: The new technical platform will have become fully operational in 2008 and the system will be assessed in 2009 to see if it can cope with expected significant growth, both in content and in users. The secretariat and the ENWG will organise meeting(s) for e-net managers and assess the extent to which CEPOL can use Europol secure telecom system.

10.3 Electronic Network Working Group (ENWG)

In 2009, the ENWG will inter alia:

- Give advice on technical aspects of the operation, maintenance and customisation of the electronic platform;
- Continue to reflect on the scope, organisation and improvement of CEPOL's knowledge management and e-learning;
- Support Member States and the CEPOL Secretariat with expert advice on specific development aspects of e-Net;
- Participate in cross-area CEPOL Project-Groups;
- Advise on Protected Document Exchange Technology.

10.4 Protected Document Exchange Technology

Specific objectives: To select and advise on the implementation of dedicated technical tools to provide maximum data security for the exchange of confidential documents in e-Net.

Key initiatives to meet the objectives: The ENWG will explore the technical possibilities to implement encryption-tools based on biometrics or smart-card technology for special document protection on a case-by-case basis.

10.5 E-Net Manager Network

CEPOL will continue to collect and disseminate best practice and knowledge. An essential part of this is the operation of the new e-Net, including the “knowledge area” of CEPOL’s e-Library and a network of e-Net National Managers in the Member States.

Key initiatives include:

- To support Member States in using the new e-Net platform;
- Offer support in setting up proper information workflows;
- Encourage and support senior police officers to share best knowledge using the e-Library;
- Organise one meeting in 2009 for representatives from Member States focussing on the operation of the new e-Net platform.

For the Electronic Network, there are appropriations amounting to €152,500 (Article 322).

Dedicated Human Resources: 2. staff members

11. Communications

Communications supports a wide-range of CEPOL activities across many functions in the CEPOL Secretariat and indeed the CEPOL network. However, some objectives within the Council Decision 2005/681/JHA relate specifically to Communications.

11.1 Corporate Communications

There is a need to consolidate CEPOL’s corporate communications with clearer messages, consolidate CEPOL’s visual identity etc.

11.2 External Communications

It is necessary for CEPOL to target current and new publics with specific messages via targeted mediums, to create more publicity material aimed at specific audiences, to raise awareness of the existence of CEPOL and attract potential new members to the network, etc. This would also include developing a policy on languages and the translation of a range of CEPOL’s material and publications.

11.3 Internal Communications

There is a need to dedicate some effort towards improving the internal communications within the CEPOL Secretariat and the CEPOL network.

11.4 Ad hoc Communications Activities

Other ad hoc communications activities which are planned but cannot be classed in the above sections, such as project support for the Exchange Programme and Euromed Police II project.

For Communications activities an amount of €137,500 has been included in the Estimate 2009 (Chapter 37).

Dedicated Human Resources: 2 staff members

12. Other Activities

12.1 Inventory of Glossaries

Specific objectives: To provide an overview of glossaries with specific police vocabulary in different languages.

Key initiatives to meet the objectives: Maintaining and publishing the inventory of the existing glossaries with police vocabulary containing information about the professional area the collection of terms refers to.

12.2 CEPOL Glossary

Specific objectives: To find a joint understanding of frequently used terms and key words in CEPOL.

Key initiatives to meet the objectives: To maintain and publish the CEPOL Glossary, which was adopted by the Governing Board in 2005 as a 'living' document.

Dedicated Human Resources: 0.5 staff member