

DECISION 8/2009/GB
OF THE GOVERNING BOARD OF THE EUROPEAN POLICE COLLEGE
ADOPTING THE ANNUAL REPORT 2008

Adopted by the Governing Board
on 26 May 2009

THE GOVERNING BOARD,

Having regard to Council Decision 2005/681/JHA of 20 September 2005 establishing the European Police College (CEPOL) ⁽¹⁾, and in particular Article 10(9)(e) thereof;

HAS ADOPTED the annual report for the year 2008 as detailed in the Annex.

Done at Český Krumlov, 26 May 2009

*For the Governing Board
Helena Tomková
Chair of the Governing Board*

⁽¹⁾ OJ L 256, 1.10.2005, p. 63.



European Police College – CEPOL

Annual Report 2008

FOREWORD.....	4
<i>Ulf Göransson, Director.....</i>	<i>4</i>
<i>Nevenka Tomovic, Chair of the Governing Board (Slovenia).....</i>	<i>5</i>
<i>Emile Pérez, Chair of Governing Board (France).....</i>	<i>6</i>
TRAINING AND LEARNING.....	7
<i>Courses and Seminars.....</i>	<i>7</i>
<i>Activities.....</i>	<i>7</i>
<i>Participants.....</i>	<i>7</i>
<i>Participating Member States.....</i>	<i>8</i>
<i>Experts and Trainers.....</i>	<i>8</i>
<i>Evaluation Report.....</i>	<i>8</i>
COMMON CURRICULA.....	10
<i>Development.....</i>	<i>10</i>
<i>Common Curricula Seminars.....</i>	<i>10</i>
<i>Translations of Common Curricula.....</i>	<i>11</i>
RESEARCH AND SCIENCE.....	13
<i>2008 CEPOL European Police Research and Science Conference.....</i>	<i>13</i>
<i>Survey on European Police Education Systems (SEPE II).....</i>	<i>13</i>
<i>CEPOL Network of National Research and Science Correspondents.....</i>	<i>13</i>
<i>Summary of the Report on the Project "European Approach to Police Science".....</i>	<i>13</i>
<i>Planning Activities for the CEPOL Book "European Approach to Police Science".....</i>	<i>13</i>
<i>Police Science and Research Bulletin.....</i>	<i>13</i>
PROJECTS.....	14
<i>CEPOL/Agis Exchange Programme.....</i>	<i>14</i>
<i>Euromed Police II Project.....</i>	<i>15</i>
INFORMATION AND COMMUNICATION.....	18
<i>Electronic Network.....</i>	<i>18</i>
<i>Website.....</i>	<i>18</i>
<i>Newsletters.....</i>	<i>18</i>
<i>News Releases.....</i>	<i>18</i>
<i>Tenders.....</i>	<i>18</i>
<i>Heads of Agencies Information Network.....</i>	<i>19</i>
ADMINISTRATION.....	20

<i>Budget</i>	20
<i>Accounting</i>	20
<i>Audit</i>	20
<i>Staff Policy Plan</i>	20
<i>Agreements with Organisers</i>	20
<i>Recruitment and Staffing</i>	20
GOVERNANCE OF THE CEPOL NETWORK.....	21
<i>Governing Board</i>	21
<i>Strategy Committee</i>	21
External Relations Working Group	22
<i>Budget and Administration Committee</i>	23
<i>Annual Programme Committee</i>	23
ACTA	24
<i>Training and Research Committee</i>	24
Electronic Network Working Group	25
Project Group on e-Learning.....	26
Working Group on Learning	26
Research and Science Working Group	27
Common Curricula Coordination Working Group	27
Common Curricula Sub-groups	27
ANNEXES	29
<i>Annex 1: Governing Board Decisions</i>	29
<i>Annex 2: Courses and Seminars Delivered</i>	32
<i>Annex 3: Postponed/Merged Activities</i>	37
<i>Annex 4: Cancelled Activities</i>	38
<i>Annex 5: Participation by Country 2006-2008</i>	39
<i>Annex 6: Trainer Contribution by Country</i>	41
<i>Annex 7: Meetings of Governing Board, Committees, Working Groups and Project Groups</i>	43

FOREWORD

Ulf Göransson, Director

I am pleased to present the European Police College (CEPOL) Annual Report 2008, the third annual report since CEPOL began operating as an agency of the European Union in 2006.

In 2008 CEPOL organised 87 courses and seminars. The number of activities was slightly more than in 2007. The number of participants was 2,078 – an increase of 156 compared with 2007. The average attendance in a CEPOL activity was 22 participants.

In 2008 CEPOL continued to formalise cooperation with key institutions. A Cooperation agreement with Interpol was signed in December 2008. The main purpose of the agreement is to strengthen the training activities for senior police officers, in particular through cooperation in the organisation of courses, seminars and conferences.

CEPOL continues work on furthering agreements with Frontex and Eurojust. Agreements will be signed in 2009.

The implementation of CEPOL Electronic Network (e-Net) was concluded. A new Website was launched in March. The new e-Net provides the network with new features, such as an e-Library and a Learning Management System which will facilitate the preparation and reporting of courses and seminars as well as developing a research database.

The Governing Board agreed to an Action Plan on e-Learning including proposals of e-learning modules.

The Governing Board also adopted a proposal of a network of *National Research and Science Correspondents* and *National e-Net Managers*.

CEPOL's new Mission and Vision were adopted; "*Contributing to European Police Cooperation through Learning*" and CEPOL's vision is: "*CEPOL is acknowledged by allied agencies and authorities in the policing and academic world to be the primary source of learning and development in the field of education and Training for better cooperation and policing in Europe*".

A new system for Evaluating CEPOL activities was developed. A Post-course Evaluation system was introduced.

The CEPOL/Agis Exchange Programme came to a successful conclusion with the publication of 'Exchanging Places: Sharing Police Knowledge and Practice in the European Union'. The programme was highly appreciated, both by the participants and tutors alike. The publication is available to purchase at the EU Bookshop.

Nevenka Tomovic, Chair of the Governing Board (Slovenia)

January - June 2008

Slovenia was the first 'new' Member State to hold the CEPOL Presidency. Slovenia worked closely with the previous German and Portuguese Presidencies of 2007 to ensure a smooth continuation of activities.

For CEPOL, the first half of the year is devoted to adopting the work programme and draft budget for the next year, as well as to reporting the results of the previous year.

The documents adopted during our Presidency include in particular: the vision for CEPOL and its mission; the training strategy detailing how training is understood, experienced and carried out in CEPOL; the vision for the area of e-learning; and also the CEPOL policy of action in the area of relations with non-member countries and external institutions, including the private sector. We started the probation period for the thorough evaluation process of CEPOL activities.

Slovenia supported and followed the work of the CEPOL/AGIS Exchange Programme, the Euromed Police II project and especially the electronic network project, which was successfully implemented by the end of our Presidency.

Slovenia initiated several discussions about the functioning of the CEPOL network and the Secretariat. Some administrative decisions were adopted with the aim to improve the administration and management processes and eliminate the initial difficulties experienced by CEPOL as a European agency.

Considering the long-term efforts of the European Union to provide peace, stability and prosperity in the Western Balkans and the fact that the region as a whole was one of the priorities for the Slovenian Presidency, Slovenia organised a conference on police cooperation with the Western Balkan countries. The conference was devoted to making contacts and establishing relations between CEPOL and the Western Balkan countries. The conference focused on possibilities for cooperation in the field of police education and training, especially in the fight against organised crime and of including police officers from these countries in CEPOL training events.

Negotiations were held with the Russian Federation on continued cooperation and the protocol of intent was signed, opening the door for further negotiations.

Slovenia took the initiative for the free movement of knowledge as the 'fifth freedom'. Slovenia hopes this will be further promoted by future presidencies and will become a reality.

Emile Pérez, Chair of Governing Board (France)

July-December 2008

Since the European Council agreed that a European Police College (CEPOL) should be established at a meeting in Tampere in October 1999, CEPOL is, thanks to its network of police institutions in the Member States, the cornerstone of police training in the European Union.

Although CEPOL is a small EU Agency (established in 2005) it is a large network and as such, cannot be considered a small organisation. Building on what was achieved previously and during the French Presidency, CEPOL's activities were kept at a high level in terms of both quantity and quality.

Under the French Presidency, police training was one of the top priorities for the French Minister of Interior who was also strongly involved in two CEPOL activities. The main goals were to gain efficiency through the rationalization of the budget and management of CEPOL, to put forward a reform of the structure of CEPOL to more efficiently associate the police of the Member States and to reinforce CEPOL's image. In summary: *"less bureaucracy - more training activities"*.

In order to gain efficiency, the increase of budget initially scheduled between 2009 and 2010, was not adopted, despite an increase in activities. The Presidency tackled some management issues, and in particular, encouraged the recruitment of qualified staff to fulfil the needs of the Secretariat. The French Presidency also strongly encouraged the Secretariat to concentrate its core efforts in its role as support of the network. Unfortunately, it was not possible to create a new position of deputy director at CEPOL Secretariat.

The other goals were to ensure the CEPOL Governing Board dealt with relevant strategic issues and to allow dedicated experts from Member States to carry out the work in the Working Groups. CEPOL's image as an effective training network involving all institutes responsible for police training in Member States was enhanced. The French Presidency asked for meetings at the JLS and CATS levels to showcase what CEPOL is doing, despite the issues of bureaucracy.

A Cooperation Agreement with Interpol was signed during the French presidency. The main purpose of the agreement is to enhance the cooperation between the Interpol general Secretariat and CEPOL in strengthening the training activities for senior police officers, in particular through cooperation in the organisation of courses, seminars and conferences and in the development and implementation of common curricula and course material.

Two major conferences were organised in Paris under the aegis of CEPOL and chaired by the French Minister of Interior, Mme Michèle Alliot-Marie. The first one was the CEPOL Annual Conference: *"Crime, Police and Justice in the 21st Century"* which attracted participants from 40 countries, including America and Russia. The second one was the meeting of the General Directors of the Police, Customs and Security Services from the MEDA regions and the European Union Member States, organised under the Euromed Police II project developed by CEPOL.

TRAINING AND LEARNING

Courses and Seminars

The courses and seminars delivered in 2007 covered fifty topics and were in accordance with the EU Council priorities in the Council Decision 2005/681/JHA of 20 September 2005 establishing the European Police College (CEPOL).

A total of 87 activities were held during 2008. Thirteen activities were postponed until 2009 and two were cancelled.

Twenty-six out of 27 Member States organised a CEPOL activity. Turkey as a Candidate Country and Switzerland, Norway and Iceland as Associated countries hosted one activity each. CEPOL Secretariat organised nine activities in support of the network.

Two new activities took place: a seminar for National Contact Points and two training courses for the newly created National e-Net Managers.

Activities

	2003	2004	2005	2006	2007	2008
Number of scheduled activities	-	-	-	68	99	103
Number of implemented activities	40	47	56	62	85	87
Number of activities postponed/merged until following year	3	2	0	2	11	13
Number of cancelled activities	2	0	9	6	3	2

Participants

The number of participants attending a CEPOL activity was 2,078, out of a potential number of seats of approximately 2,800. Average attendance was 22 participants. Of the available places, 73% were used.

	2003	2004	2005	2006	2007	2008
Number of Participants	871	1,038	1,087	1,368	1,922	2,078

In 70% of the activities, the number of participants was more than two-thirds of the estimated number.

Participating Member States

On average, over 50% of the Member States were represented in a CEPOL activity; an average of 14 Member States per activity (compared to 15 in 2007).

Approximately 20% of the activities were represented by two-thirds or more of the Member States. Reasons for non-participation included: lack of financial and human resources; topic not a priority; insufficient English language skills; or no expertise in the topic.

The country representation in CEPOL activities is expected to rise in 2009 due to the adoption by the Governing Board of awarding ten free air tickets each Member State per year for participation in CEPOL activities.

Experts and Trainers

A total of 746 experts and trainers contributed to CEPOL activities during 2008 with an average of nine experts/trainers on each activity.

525 experts/trainers were from the Member States, 29 experts/trainers were from non-EU countries and 193 were from EU bodies/agencies and other organisations.

On average, more than half of the trainers came from different Member States and EU organs. This contributes to a broader European approach to CEPOL activities by bringing expertise from different countries and EU organisations.

Evaluation Report

In 2008 CEPOL evaluated its training activities on eight major categories:

- Organisation
- Learning and content
- Experts and trainers
- Course objectives
- Transfer of learning
- Networking
- Target group
- General satisfaction
-

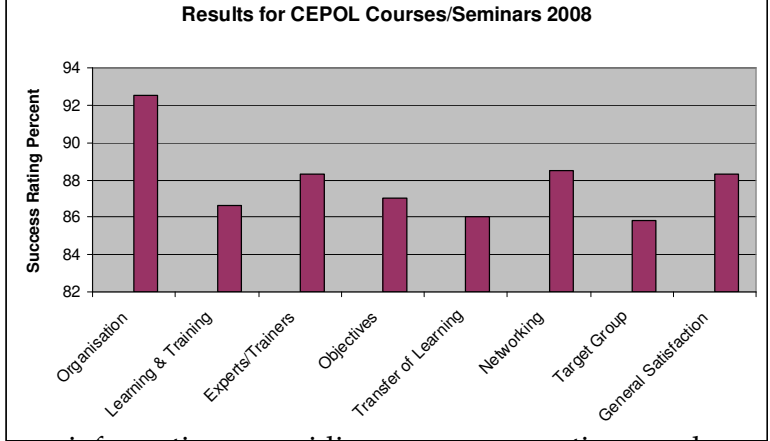
Data was collected from participants and trainers via self-testified questionnaires completed at the end of the activity. Observations and recommendations by the Course Managers were also taken into account in the analyses of the activities.

The general satisfaction of CEPOL courses and seminars was 5.30 from a scale of 1 to 6, a high of 88% satisfaction.

The overall results from a scale of 1-6 (6 is highest) were:

- Organisation 5.55
- Networking 5.31
- General Satisfaction 5.30

- Experts/Trainers 5.30
- Objectives 5.23
- Learning & Content 5.20
- Transfer of Learning 5.17
- Target Group 5.15



Overall, the activities were assessed as informative, providing new perspectives and challenging old ways of thinking on topics dealt with. Participants generally found the knowledge gained useful and applicable to their daily work.

Most noted and appreciated by participants were the high level of organisation; good atmosphere created that facilitated interaction between participants and enhanced the learning process, and the sharing of experiences that provided insight and knowledge of the different police systems and good practice.

Experts, trainers and lecturers contributing to CEPOL activities were highly rated by participants and were generally described as being professional, competent and knowledgeable.

For the first time since its inception, CEPOL can report on how its training is being used and applied in the workplace. In 2008, CEPOL carried out post-course evaluation, 3-6 months after the activity. The response was a positive 35%.

The information gathered shows that 78% of CEPOL attendees felt able to apply the training in their organisation; learning is being shared with line managers, staff and predominantly with colleagues in their organisation. Approximately 40% of the officers are networking with other organisations across Europe.

The following illustrates the results from the post-course evaluation:

	<i>Agree</i>	<i>Impartial</i>	<i>Disagree</i>
Course aims achieved	80.68%	17.64%	1.69%
Able to apply learning outcome	77.78%	21.05%	1.17%
Professional network maintained and developed	39.18%	40.94%	19.58%
Perceived relevance of the training activity	81.03%	17.24%	1.72%

91.82% continued learning after the activity as follows:

61.64%	by re-reading course material(s)
48.63%	by researching the topic(s) further to broaden knowledge
78.08%	by discussions with others on the subject
19.18%	in other ways

96.47% shared knowledge and experiences gained from the activity as follows:

70.12%	with line manager(s)
86.59%	with colleagues
64.02%	with staff
32.32%	with others

COMMON CURRICULA

In 2008 the focus was put on the development of the Curriculum Descriptors for three new topics as decided by the Governing Board, and on the beginning of the work on the Trainer's Manuals/Guides and learner's Guides. Administrative problems led to a delay in the signing of the contracts and in the progress of the work on the Trainer's Manuals/Guides and Learner's Guides, a situation which improved towards the second half of the year.

Development

Contracts were signed by five countries for the services of Educational Experts and by six countries for the services of Module Advisers.

Three "new" Common Curricula were developed (Civilian Crisis Management, Drug Trafficking and Management of Diversity). Moreover, the revision of the Common Curriculum on Counter Terrorism was finalised.

It was decided by the Governing Board upon recommendation by the Annual Programme Committee not to develop any new Common Curricula until 2010 in order to first finalise the Guides and to initiate national implementation.

Common Curricula Seminars

The following courses/seminars were dedicated to the Common Curricula and utilised to update them:

Course Reference	Topic	Common Curricula Reference	Countries Involved (organiser = bold)
8/2008	Fighting against Drugs in the EU	CC07B	Greece , Czech Republic, Slovakia
11/2008	Counter Terrorism	CC05A	UK , Italy, Spain
16/2008	Trafficking of Human Beings & Illegal Immigration	CC06C	Lithuania , Belgium, Bulgaria
17/2008	Trafficking of Human Beings & Illegal Immigration	CC06c	Belgium , Bulgaria , Lithuania
24/2008	Money Laundering	CC06B	Portugal , Italy, Denmark
37/2008	Domestic Violence - International Aspects & Experience	CC06A	Malta , Portugal, Slovenia
33a/2008	Civil Aspects of Crisis Management	CC07A	Austria , Germany, France, Hungary
33b/2008	European Mission Study Visit	CC07A	Hungary , Denmark
41/2008	Police Cooperation & Europol	CC05C	Austria , Greece, Hungary

42/2008	Police Cooperation & Europol	CC05C	Netherlands , Greece, Hungary
54/2008	Human Rights & Police Ethics – Training Harmonisation	CC05D	Germany , France, Slovakia

The following Common Curriculum Activities were postponed until 2009:

12/2008	Counter Terrorism	CC05A	UK , Italy, Spain
40/2008	Knowledge of European Police Systems	CC05B	France , Germany, Italy
48/2008	Management of Diversity	CC07C	Italy , Austria, France
91/2008	Trafficking of Human Beings & Illegal Immigration	CC06C	Sweden , Cyprus, France, Norway

Translations of Common Curricula

Eight Curriculum Descriptors developed in 2005, 2006 and 2007 were translated into the EU languages the Member States requested.

At the end of the year 2008 the status of progress on the work of the Common Curricula was as follows:

Common Curriculum	Curriculum Descriptor	Trainer's Manual/ Guide	Learner's Guide	Educational Expert	Module Advisor
Counter Terrorism	Draft finalised and validated			Signing delayed	Allocated - Contract signed
European Police Cooperation	Draft finalised and validated			Withdrawn -> Nomination procedure	Allocated - Contract signed
Europol	Draft finalised and validated	In process	In process	Allocated - Contract signed	Allocated - Contract signed
Police Ethics & Prevention of Corruption	Draft finalised and validated	Draft finalised and validated	In process	Allocated - Contract signed	Allocated - Contract signed
Domestic Violence	Draft finalised and validated	Draft finalised and validated	Draft finalised	Allocated - Contract signed	Allocated - Contract signed
Money Laundering	Draft finalised and validated	In process	In process	Allocated - Contract signed	Allocated - Contract signed

ANNUAL REPORT 2008

Trafficking of Human Beings	Draft finalised and validated			Withdrawn -> Nomination procedure	Withdrawn -> Nomination procedure to be initiated in 09
Civilian Crisis Management	Draft finalised and validated	In process	In process	Allocated - Contract signed	Nomination Procedure
Drug Trafficking	Draft finalised and validated	To be initiated	To be initiated	Allocated - Contract signed	Allocated – Signing in process
Management of Diversity	Draft finalised and validated			Withdrawn -> Nomination procedure to be initiated in 09	Nomination Procedure

RESEARCH AND SCIENCE

The goal of disseminating good practice and research findings throughout police organisations across Europe is to work towards common standards of policing based upon science and research led strategies and tactics.

2008 CEPOL European Police Research and Science Conference

The 2008 CEPOL European Police Research and Science Conference was hosted in Austria by the "Sicherheitsakademie" in November 2008. The event focussed on "Comparative Policing Research from a European Perspective" with a focus on Organised Crime. More than 80 senior police officers, police trainers and police scientists attended.

Survey on European Police Education Systems (SEPE II)

A Project Group for the development of a concept for consolidating, updating and publishing SEPE (PGDCSEPE) was established. The Project Group presented its report with two options for validating and updating the first survey – which was finalised in 2006 – to the Training and Research Committee in November 2008. A decision by the Governing Board for the continuation of the project is expected next year.

CEPOL Network of National Research and Science Correspondents

With the launch of CEPOL's new electronic network (e-Net), the CEPOL-eDoc database was fully transferred to the CEPOL e-Library. A network of national Research and Science Correspondents was established (Governing Board decision 28/2008/GB) and Member States and Associated Countries were invited to nominate Research and Science Correspondents towards the end of the year.

Summary of the Report on the Project "European Approach to Police Science"

A summary of the report on the project "European Approach to Police Science" – which was finalised by a project group in 2007 – was translated into a further 20 European languages. The report is available in 21 languages on CEPOL's website.

Planning Activities for the CEPOL Book "European Approach to Police Science"

CEPOL intends to publish the final report of the "Project Group on a European Approach to Police Science", together with contributions from the CEPOL European Police Research and Science Conference 2007. The publications will be available mid-2009. All contributions to the publication were collected and the first editorial work done during 2008. The European Publications Office in Luxembourg was contacted and advertised the publication on the Publishers Forum to attract a publisher.

Police Science and Research Bulletin

In a new step to disseminate good practice and research findings, CEPOL developed the legal, organisational and editorial basis for a "European Police Science and Research Bulletin". The aim of the bulletin is to promote a European approach to police science and facilitate communication and exchange between police officers, students, teachers, trainers, and researchers at police colleges as well as police scientists working in universities, research institutes or governmental agencies. An editorial team was established in 2008 and guidelines for the implementation of this new project and for the submission of contributions developed. The first issue of the Bulletin shall be published during 2009.

PROJECTS

CEPOL/Agis Exchange Programme

The CEPOL/Agis Exchange Programme from December 2006 until November 2008 was run in accordance with the CEPOL's Purpose, Objectives and Tasks (Council Decision 2005/681/JHA of 20 September 2005) and is a consequence of the adoption of the 'Hague Programme' (section 2.3 Police Cooperation).

Financial support for the programme for 2007 and 2008 was provided by the European Commission, Directorate-General Justice, Freedom and Security in the framework of the Agis Programme.

The aim of the CEPOL/AGIS Exchange Programme was to help improve cross-border police cooperation and the understanding of different police cultures across Europe, as well as to provide individuals with an opportunity to get to know colleagues and working methods in other countries.

The first exchange year, 2007, was completed with a Final Conference, held in Budapest on 21 -23 January 2008. The exchangees and tutors had the opportunity to meet and report on their experiences. Concurrently the second exchange year (2008) was launched on 22-24 January with an Initial Conference.

After the completion of the first year, recommendations for implementation of the 2008 exchanges were given by different stakeholders including the 2007 participants, National Exchange Coordinators, members of the project Reference Group and members of the External Evaluation Group. In that way the lessons learnt from the pilot year were taken on board while implementing the 2008 exchanges. The Reference Group consisting of members from: Hungary (Chair), Netherlands, Spain and Sweden continued to support the project team and ensure that the programme meets the needs of the Member States.

In 2008, the Exchange Programme grew in the number of the participating countries, participants and priority topics. 21 countries took part in the 2008 Exchange Programme. Italy and Cyprus were new to the programme. The total number of exchangees was 56 and the total number of tutors was 55 with 25 of them having a double status.

Two exchange periods were implemented in 2008. The first exchange period started in March and lasted until the end of May 2008. The second exchange period started in August and lasted until the end of October 2008. The priority topics for senior police officers were *Drug Trafficking, Counter Terrorism and Money Laundering* and the priority topics for trainers were *Learning Environment and Management and Leadership*.

The 2008 Exchange Programme was finalised with a Final Conference held in Vilnius on 4-5 December 2008. The participants reported about their experiences and expressed a high degree of satisfaction with the outcomes of the programme. A book on exchange experiences was published for reporting and highlighting the achievements during the two year implementation of the project.

Euromed Police II Project

Launched in spring 2007, the Euromed Police II Project has a budget of €5 million over a three-year period. Approximately €1.4 million was spent during 2008.

The objectives of the project are:

- The setting up of a Euro-Mediterranean network in the field of police;
- The development and reinforcement of the cooperation with MEDA countries in the field of police, thanks to a deeper dialogue, to legal convergence and to the setting up and consolidation of networks.

Activities in 2008

Date	Title	Place	Target Group
14-15 January	Preparatory Meeting for Specialised Seminar on Combating Drug Trafficking (Cocaine Smuggling)	Amman, Jordan	-
21-25 January	General Seminar on Combating Drug Trafficking	Larnaca, Cyprus	Senior Police Officers from MEDA countries
11-15 February	Specialised Seminar on Combating and Preventing Terrorism (CBRN)	Paris, France	Senior Police Officers from MEDA countries
16-21 March	Specialised Seminar on Combating Drug Trafficking (Cocaine Smuggling)	Amman, Jordan	Senior Police Officers from MEDA countries
22-23 April	Preparatory Meeting for the Specialised Seminar on the Fight against Trafficking in Human Beings (Investigation Techniques)	Budapest, Hungary	-
21-25 April	Study Visit: Drug Trafficking	Bulgaria	Senior Police Officers from Jordan and Palestinian Authority
5-6 May	Preparatory Meeting for the Seminar for Special Intervention Units of MEDA countries (Aircraft Hijacking)	Paris, France	Chiefs and/or their Deputies of the Special Intervention Units in MEDA countries
20-21 May	Preparatory Meeting for Seminar on the Fight against Cybercrime and Child	Amman, Jordan	-

ANNUAL REPORT 2008

	Pornography		
9-13 June	Study Visit: Drug Trafficking	Cyprus	Senior Police Officers from Jordan
9-13 June	Study Visit: Financial Crime	Malta	Senior Police Officers from Jordan
22-23 June	Preparatory Meeting for the General Seminar on Fight against Financial Crime	Bramshill, United Kingdom	-
30 June – 4 July	Specialised Seminar on Fight against Trafficking in Human Beings (Investigation and Techniques)	Budapest, Hungary	Senior Police Officers from MEDA countries
12-17 July	Specialised Seminar on the Fight against Cybercrime and Child Pornography	Amman, Jordan	Senior Police Officers from MEDA countries
22-23 July	Preparatory Meeting for the Specialised Seminar on the Fight against Financial Crime (Money Laundering / Counterfeiting)	Szczytno, Poland	-
24-25 September	Preparatory Meeting for the General Seminar on Combating Trafficking in Human Beings	Tel Aviv, Israel	-
13-17 October	First Technical Training Session for the Heads of Intervention Units (Aircraft Hijacking)	Paris, France	Senior Police Officers from MEDA countries
19-24 October	General Seminar on the Fight against Financial Crime	Reading, United Kingdom	Senior Police Officers from MEDA countries
19-24 October	Study Visit: Fight against Terrorism	Madrid, Spain	Senior Police Officers from Egypt, Jordan, Lebanon, Morocco, Palestinian Authority and Tunisia
3-4 November	Preparatory Meeting for the second General Seminar on the Fight against Terrorism	Cairo, Egypt	-
17-21 November	Study Visit: Fight against Trafficking in Human Beings	Sofia, Bulgaria	Senior Police Officers from Palestinian Authority

ANNUAL REPORT 2008

19-24 November	Specialised Seminar in the Fight against Financial Crime (Money Laundering / Counterfeiting)	Szczytno, Poland	Senior Police Officers from MEDA countries
3 December	First Meeting of Security Attaches/Liaison Officers	Paris, France	Security Attaches/Liaison Officers
4 December	First Meeting of Director Generals of Security Services of MEDA Countries	Paris, France	-
15-16 December	Preparatory Meeting for the Specialised Seminar on the Fight against Terrorism (Terrorism and Internet)	Rome, Italy	-

Euromed Police II Website

A specific section of the CEPOL restricted website was developed in conjunction with the Communications team and became operational in November 2008.

INFORMATION AND COMMUNICATION

Electronic Network

March 2008 saw the launch of CEPOL's new electronic network (e-Net) with the website (public and restricted), discussion forum and live chat facility going live. In August 2008 the e-Library (read-only) went live and although the Document Management System and Learning Management System were fully developed, they were not ready to publicly launch during 2008. With the newly created National e-Net Managers (Governing Board Decision 29/2008/GB), the communications team organised two National e-Net Managers' Training courses in December 2008 with the assistance of the e-Net Project Group members.

Website

Many improvements in content, usability and design were made to the website during the year. For the year 2008, the website statistics (2008) were:

	April 2008	December 2008
Hits*	43,568	66,627
Unique Visitors**	2,417	4,483
Registered Users (restricted website)	389	644

* Hits = Any webpage visited by any user

** Unique Visitors = a single computer (IP Address) that visited at least one e-Net page

There have been a total of 484,646 hits March-December 2008 and 440 posts within 70 different discussion forums since e-Net was launched on 24 March 2008.

The top 10 Member State Origins (where hits came from during 2008) were: Spain, Germany, Austria, France, Romania, Italy, United Kingdom, Belgium, Czech Republic and Slovakia.

Newsletters

In 2008, CEPOL continued to distribute the bi-monthly newsletter via email to keep members of the network informed of key issues and activities. Five newsletters were issued during the year.

News Releases

CEPOL prepared and propagated 46 news releases (an increase of 24 on the previous year) which were published on CEPOL's website.

Tenders

During 2008, the Communications team organised two tenders:

- *Branded Stationery Tender* for stationery at the Secretariat;
- *Corporate Gift Tender* to provide Member States with a range of products to help consolidate CEPOL's image and promote the college for use when they organise CEPOL activities.

Heads of Agencies Information Network

The Communications team continued to partake in the Heads of Agencies Information Network to increase cooperation with other agencies and the European Commission on communication matters.

ADMINISTRATION

Budget

CEPOL's budget for 2008 was €8.7 million, an increase of €1.261 million compared to 2007 making it possible to develop the Common Curricula work as well as the e-Learning projects. New officers in the field of Budget and Finance were recruited.

Accounting

A new accounting system - ABAC (Accrual Based Accounting) - was introduced in July 2008, facilitating the budget agreements with the organising colleges. Staff members were trained and the new accounting system has helped to consolidate CEPOL's overall financial management and working procedures.

Audit

During 2008, CEPOL underwent two audits; an external audit carried out by the European Court of Auditors and an internal follow-up audit carried out by the Internal Audit Services (IAS) of the European Commission. Following the audits observations, several actions were taken in order to develop new workflow and to fulfill the obligations of the Financial Regulation.

Staff Policy Plan

Two new posts were proposed in the draft Staff Policy Plan for 2009-2011, an officer working with Internal Control Standards and one working with Quality Control.

Agreements with Organisers

The rules and guidelines for the organisation and reimbursement of courses and seminars were revised, as well as new rules for the reimbursement of meetings. Based on these regulations, agreements between organisers of activities/meetings and CEPOL Secretariat will be concluded. New instruments for the reporting phase were made available for organisers.

Recruitment and Staffing

During 2008, staff numbers at CEPOL Secretariat increased from 28 to 30, including seven officers working for the Agis Programme and Euromed Police II project and Seconded National Experts. Six Interim staff members were working for CEPOL, mainly within Budget and Finance and ABAC.

Seven recruitments procedures were launched during 2008, all of which are expected to take up duties in 2009.

Two staff members left CEPOL Secretariat during 2008: one Seconded National Expert and the Head of Administration.

During 2008, the Governing Board adopted the Multi Annual Staff Policy Plan 2009-2011 which outlines the staff policies and workforce management directives (Governing Board decision 9/2008/GB).

GOVERNANCE OF THE CEPOL NETWORK

CEPOL has existed as a network since 2001 and was established as an EU Agency by Council Decision 2005/681/JHA of 20 September 2006. It began operating as an agency on 1 January 2006.

The success of CEPOL lies in the fact that it operates as a network. The Governing Board is the organ of CEPOL to decide on the organisational structure of CEPOL. The Governing Board had previously established four committees to support its work. Each committee is supported by a number of specialised working groups, project groups and sub-groups. CEPOL Secretariat provides administrative, logistical and budgetary support to the groups.

All Member States as well as three Associated countries and three Candidate Countries (Croatia, FYROM and Turkey) have established a CEPOL National Contact Point. Many have also established CEPOL 'units' of varying sizes.

These units are responsible for implementing and supporting CEPOL's activities. Mostly these units are based at, or linked to, the national senior police training colleges.

Governing Board

The CEPOL Governing Board is made-up of representatives from the EU Member States, usually the Directors of the national police training colleges or institutes with one voting member per country.

The Chair of the Governing Board is a representative of the Member State holding the Presidency of the European Union – for 2008 Slovenia and France respectively.

Representatives from the Commission, the Council, Europol, Iceland, Norway, Switzerland as well as the Association of European Police Colleges (AEPC), North Baltic Police Academy (NBPA) and Mittel-Europäische Polizeiakademie (MEPA) attend the Governing Board as observers.

In 2008, the Governing Board met four times and adopted 37 decisions (Annex 1). Two Presidency Handover Meetings were held (Annex 7).

Strategy Committee

The Strategy Committee provides the Governing Board with support, policy advice and information necessary for the development and monitoring of strategies to ensure the delivery of the objectives laid down in the Council Decision. This includes developing future concepts and coordinating cross-committee matters, particularly in regard to matters of the Work Programme and Annual Report.

The Strategy Committee is chaired by a representative from the Member State holding the Presidency of the Council of the European Union (in 2008 a representative from Slovenia and France respectively). The Deputy Chair is the former Governing Board Chair (in 2008 Germany and Portugal respectively).

Other members in 2008 included the incoming Chair of the Governing Board (France and Czech Republic respectively), the Chair and Deputy Chair of the Annual Programme Committee, the Chair and Deputy Chair of the Training and Research Committee, the Deputy Chair of the Budget and Administration Committee and the Chair of the External Relations Working Group.

The Strategy Committee met four times during 2008 and discussed, among other items, future cooperation with Russia, Europol, Interpol and Frontex. The Committee also discussed whether to include the function of Deputy Director in the Establishment Plan and a communication from the Commission titled "European Agencies - The Way Forward".

Following the initial discussions on how to strengthen the CEPOL network that took place in Luxembourg 2007 more detailed discussions took place on the Governance of CEPOL and the network.

External Relations Working Group

The External Relations Working Group is assigned to the Strategy Committee and carries out the External Relations policy. It advises the Presidency and the Director on matters arising from external requirements for cooperation.

The group met three times in 2008 (Annex 7) and highlights from the year include the adoption by the Governing Board of a policy paper indicating the way CEPOL deals with its External Relations; a Governing Board decision to extend the reimbursement of ten flight tickets per year to course participants from Candidate Countries; a seminar organised in Turkey in October for the Police Authorities of Candidate; and a first Western Balkans Conference was organised by Slovenia in March 2008.

A visit was organised on in April to Moscow where a Protocol of Intent was signed. This protocol is conceived as a first step towards a Cooperation Agreement.

A Cooperation Agreement with the ICPO-Interpol was signed and the text of a Cooperation Agreement with Frontex adopted during the 14th Governing Board meeting in December 2008. Negotiations for a Cooperation Agreement with the Turkish National Police Institute were opened and cooperation remained high with Europol who actively supports more than 20 CEPOL training activities. Negotiations with a view to finalising a Memorandum of Understanding with ENFSI were also started.

OLAF supported CEPOL in various training activities including financial crime (in particular the protection of the euro through the Pericles Programme) and the Joint Investigation Teams.

A meeting with the Executive Academic Board of the Defence College was organised at Bramshill in February 2008 with a resolution to organise a joint training activity in 2009 on the ESDP decision-making procedures.

In July, a meeting took place in Budapest to determine a training activity to be organised for the ENP countries. The result was the proposal to have one such training activity organised in 2009 by Italy supported by Hungary, Poland and the AEPC.

Budget and Administration Committee

The Budget and Administration Committee supports the Governing Board with proposals and recommendations on financial and administrative matters, including advice on budget proposals and implementation, advice on remarks of the European Court of Auditors, preparing the Governing Board's analysis and assessment of the Authorising Officer's Annual Activity Report and preparing the Governing Board's opinion on the final accounts. The committee also advises on administrative matters, such as personnel administration, facility and IT management.

The Committee is Chaired by a representative from the Member State holding the Presidency of the Council of the European Union (in 2008 Slovenia and France respectively). Other members include representatives from the Member States holding the former Presidency (in 2008 Portugal and Slovenia respectively) and incoming Presidency (in 2008 France and Czech Republic respectively) and a further nine representatives. In 2008, the nine representatives were: France, Greece, Hungary, Lithuania, Luxembourg (Deputy Chair), Portugal, Romania, Sweden and the United Kingdom.

The Budget and Administration Committee met four times and discussed the Staff Policy Plan 2009 - 2011; the Estimate of Revenues and Expenditure 2009; Implementing Rules to the Financial Regulation; Implementing Rules to the Staff Regulations and the Pre-estimation 2010. The committee also examined follow-up actions on audits, travel reimbursement for participants of CEPOL Activities and amendments to CEPOL's Financial Regulation

Annual Programme Committee

The Annual Programme Committee (APC) was composed of representatives of the following nine Member States: Austria, Cyprus, Czech Republic, Estonia, Finland, The Netherlands, Poland, Slovenia and Spain. The Netherlands held the Chairmanship and Estonia the vice-Chairmanship.

The 2008 approach can be characterised as a shift towards more transparency, increased involvement of stakeholders, prioritising in balance with de-prioritising and broadening the scope to other activities than courses and seminars e.g. to e-Learning, exchange programme, common curricula, etc. Recommendations written down in the ACTA-report were used as points of reference.

The 2009 Programme of Courses and Seminars was finalised on 31 October 2008, meeting the objective to have it ready for distribution and publication before the end of the calendar year.

The composition of the Programme was in principle based on the 2008 Work Programme, taking into account the input from the Member States, mainly obtained through outcomes of returned questionnaires, the input from external stakeholders and evaluation results. For the latter mainly the level of attendance and general satisfaction was used.

The Annual Programme Committee advised the Project Group on e-Learning on topics for e-Learning modules to be developed in 2009. The committee dealt with the ACTA Report, trying to bridge different opinions, aiming at a workable solution. A proposal was forwarded to the Chair of the CEPOL Governing Board in the second half of 2008. During 2008, the Annual Programme Committee advised the Governing Board on topics for the Exchange Programme 2009. A first draft of the 2010 Programme of Courses and Seminars was established. The committee advised the Governing Board on topics for e-Learning modules to be developed in 2010.

ACTA

The Working Group Analysis of CEPOL's Training Activities (ACTA) is assigned to the Annual Programme Committee. During 2008, ACTA was composed of representatives from six Member States: Germany, Italy, Poland, Portugal, Slovakia and Sweden. Sweden held the Chair but stepped down in January 2008.

ACTA met twice during 2008 (Annex 7) and presented its report to the CEPOL Governing Board in February 2008. A number of proposals and recommendations were made on the following areas studied by the Group:

- Training needs analysis
- Target group
- Course attendance
- Course descriptors
- Flexibility in number of participants
- Cancellation of courses
- Common registration templates
- European dimension
- Preparatory work
- Evaluation procedure of CEPOL activities

Training and Research Committee

The Training and Research Committee makes proposals and recommendations to the Governing Board on the development of CEPOL's training, learning and research strategy.

The members of the Training and Research Committee in 2008 were: Italy (Chair), Germany (Deputy Chair), Belgium, Bulgaria, Denmark, Ireland, Latvia, Slovakia and Malta.

The Training and Research Committee held four meetings (Annex 7) during the year. The number of working groups remained the same as in the previous year. A new Project Group was established: "Development of a Concept for Consolidating, Updating and Publishing SEPE" (DGDCSEPE), which was tasked with developing a proposal for the continuation of SEPE. The Project Group on e-Learning was disbanded.

The Committee tasked the Working Group on Learning with reviewing the document on Certification of Trainers and Course Designers and with continuing working on a report about the Bruges-Copenhagen Process; it entrusted the Common Curricula Coordination

Working Group with the development of a proposal for a Network of National Common Curricula Coordinators and a revision of the Common Curricula Policy Paper; and it assigned to the Research and Science Working Group to have the summarised PGEAPS translated in EU languages and published on CEPOL's website.

The Committee mandated the Working Group on Learning and the Research and Science Working Group in a joint effort to elaborate further the recommendations on the "Use of Research and Science in CEPOL's Training and Education Activities" further.

The Committee presented several documents to the Governing Board for adoption: a Vision on e-Learning; an Action Plan on e-Learning; a proposal for the Administration and Workflow of e-Net; Learning Strategies in the context of CEPOL's vision; and a proposal for a Network of National Research and Science Correspondents.

The following documents were presented to the Governing Board for information: a Joint Status Report on the implementation of the e-Net by the Secretariat e-Net Project Group and the Monitoring Group, as well as an information paper for a Research and Science Bulletin

The Committee paid particular attention to the new Evaluation Templates and it contributed to the preparation and organisation of the Conference on the European Dimension held in Lyon. The latter resulted in a Final Report, published on CEPOL's restricted website, as well as in a series of recommendations which will be presented to the Governing Board next year.

The annual CEPOL Police Research and Science Conference was held in Vienna in November 2008 and focused on "Comparative Research from a European Perspective" with a focus on organised crime.

Electronic Network Working Group

The Electronic Network Working Group plans, coordinates and evaluates all activities and measures in connection with CEPOL's electronic network and develops technical advice regarding the sharing of police and scientific information and knowledge management within the network.

The Electronic Network Working Group met three times (Annex 7) and focused on the monitoring of the development and roll-out of e-Net's various phases, creating and reviewing e-Net policy papers, coordinating e-Net training needs and analysing how best to promote e-Net to key audiences. Ongoing activities also included reviewing CEPOL's Knowledge Management processes.

One sub-group was assigned to the Electronic Network Working Group: the Electronic Platform Sub-group.

The Electronic Platform Sub-group did not meet in 2008 as e-Net matters were followed by the Electronic Network Working Group and the e-Net Project Group at CEPOL Secretariat.

Project Group on e-Learning

Assigned to the Training and Research Committee, the Project Group on e-Learning was composed of one representative from the following Working Groups: the Common Curricula Coordination Working Group, the Electronic Network Working Group (Chair) and the Working Group on Learning. The Project Group on e-Learning was permanently supported by an invited expert from Hungary.

The Project Group on e-Learning met three times during 2008 (Annex 7) and in accordance with the assignment (Governing Board Decision 35/2007/GB), the group developed and submitted to the Training and Research Committee:

- A draft e-Learning policy paper
- A draft action plan, laying out priority areas and a working plan for the development of e-Learning modules

As both papers were adopted by the Governing Board, the Project Group on e-Learning was disbanded at the end of 2008.

Working Group on Learning

The Working Group on Learning is composed of 11 experts. In May 2008 an expert from Spain was appointed, replacing the expert from Poland who stepped down in 2007. During the course of the year, four members originating the Czech Republic, Cyprus, Finland and Sweden left the Working Group. At the end of 2008 the working group was composed of experts from the following seven countries: Estonia, Germany, Italy, the Netherlands, Portugal, Slovenia and Spain. A call for nominating new experts was made at the end of the 2008.

During 2008, the Working Group on Learning met four times and Sub-group 1: Quality Assurance System, Evaluation Assessment and Post-course Learning Reinforcement met twice (Annex 7).

The Training and Research Committee and CEPOL Secretariat were advised on the application of the evaluation model, the evaluation templates and on the user guide for evaluation.

Three documents of the Training and Research Committee action plan were finalised: Learning Strategies in the context of CEPOL's Vision, the Bruges-Copenhagen Process and the follow-up report on Certification of trainers and course developers.

The content for Q13 volume II was defined. The curriculum for the Train-the-Trainer course has been adjusted. The approach on how to determine (key) performance indicators has been developed.

The Working Group on Learning provided trainers to the Train-the-Trainer Courses (24 working days) and to the Q-13 Seminars (10 working days).

Research and Science Working Group

The group is assigned to the Training and Research Committee. The group deals with the relations between police experience and research findings in order to contribute towards better police training and better policing.

The group met four times (Annex 7) and the main discussions concentrated on the Work Programme for 2008, 2009 and 2010. The group worked on the preparation of research publications, e.g. a book "European Approach to Police Science" and a new "Police Science and Research Bulletin". The group was involved in the CEPOL Annual Research and Science Conference held in November 2008 and launched a small Project Group to take care of consolidating, updating and publishing the "Survey on European Police Education".

Common Curricula Coordination Working Group

The Common Curricula Coordination Working Group is assigned to the Training and Research Committee. The group coordinates the development and implementation of the Common Curricula. The Chairs of the different Common Curricula Sub-groups are members of the Working Group, and when their work is complete, they are replaced by the Module Advisers who are responsible for the updating and the support for national implementation of the Common Curricula.

The Common Curricula Coordination Working Group met twice (Annex 7). The first meeting was attended by the Chairs of the three Sub-groups which were active developing the Common Curricula on Civilian Crisis Management, Drug Trafficking and Management of Diversity. This meeting focused on coordination of their work. The discussion on the need for National Common Curricula Coordinators was initiated.

As the development on the three Curricula was finalised in the first half of the year, the second meeting involved those Module Advisers who had been appointed in the meantime, and some of the appointed Educational Experts. The development of the Trainer's and Study Guides were discussed, a concept for the function of the National Common Curricula Coordinators was written and the revision of the Policy Paper initiated. An issue which received thorough attention was national implementation.

Common Curricula Sub-groups

The ten Common Curricula Sub-groups assigned to the Common Curricula Coordination Working Group are:

- Counter Terrorism
- European Police Cooperation
- Europol
- Police Ethics & Prevention of Corruption
- Domestic Violence
- Money Laundering
- Trafficking in Human Beings
- Civilian Crisis Management
- Drug Trafficking
- Management of Diversity

The three Common Curricula Sub-groups active in 2008 were the Sub-group CC07A on Civilian Crisis Management, CC07B on Drug Trafficking and CC07C on Management of Diversity. These groups each met several times (Annex 7) within the first half year of 2008 and developed the Common Curricula Descriptions on their specific topics. At the end of the year, a Module Adviser for Drug Trafficking was appointed and took over, and the selection process for the other two Module Advisers was ongoing. Educational Experts were appointed for the modules on Drug Trafficking and Civilian Crisis Management; the nomination process for Management of Diversity is planned to start at the beginning of the next year.

ANNEXES

Annex 1: Governing Board Decisions

- 1/2008/GB Laying Down CEPOL's Vision and Mission
- 2/2008/GB Concerning the Carry-over of Appropriations from the Financial Year 2007 to the Financial Year 2008
- 3/2008/GB Adopting the Implementing Rules to the Financial Regulation
- 4/2008/GB Adopting the Estimate of Revenues and Expenditures for the Financial Year 2009
- 5/2008/GB Establishing the Project Group "Development of a Concept for Consolidating, Updating and Publishing SEPE", Approving the Appointment of the Chair and Two Members of the Project Group and Amending Decision 10/2007/GB of the Governing Board of the European Police College
- 6/2008/GB Approving the Appointment of Two Members of the Research and Science Working Group and Amending Decision 10/2007/GB of the Governing Board of the European Police College
- 7/2008/GB Approving the Appointment of Two Members of the Electronic Network Working Group and Amending Decision 10/2007/GB of the Governing Board of the European Police College
- 8/2008/GB Approving the Meeting Calendar for the Second Half 2008
- 9/2008/GB Adopting the Multi Annual Staff Policy Plan 2009 – 2011
- 10/2008/GB Adopting the Annual Report 2007
- 11/2008/GB Disbanding the Project Group "Administration of Travel Reimbursement to Participants of CEPOL Activities" and Amending Decision 10/2007/GB of the Governing Board of the European Police College
- 12/2008/GB Adopting CEPOL's External Relations Policy (Consolidated Version)
- 13/2008/GB Approving the Appointment of Four Members and the Deputy Chair of the External Relations Working Group and Amending Decision 10/2007/GB of the Governing Board of the European Police College
- 14/2008/GB Adopting the e-Learning Strategy
- 15/2008/GB Adopting CEPOL's Learning Strategies

- 16/2008/GB Approving the Appointment of the Deputy Chair and of One Member of the Electronic Network Working Group and Amending Decision 10/2007/GB of the Governing Board of the European Police College
- 17/2008/GB Approving the Appointment of One Member of the Working Group on Learning and Amending Decision Amending Decision 10/2007/GB of the Governing Board of the European Police College
- 18/2008/GB Appointing the Accounting Officer
- 19/2008/GB Establishing the Analysis and Assessment of the Authorising Officer's Annual Activity Report 2007
- 20/2008/GB Appointing the Module Adviser for the Common Curriculum "European Police Cooperation – Methods and Instruments"
- 21/2008/GB Delivering an Opinion on the Final Accounts 2007
- 22/2008/GB Adopting the Work Programme 2009
- 23/2008/GB Laying Down the Mission Guidelines
- 24/2008/GB Setting Up a Staff Committee
- 25/2008/GB Amending the Financial Rules for Courses and Seminars and Amending Decision 30/2006/GB of the Governing Board of the European Police College
- 26/2008/GB Authorising the Director to Conclude a Cooperation Agreement with Interpol
- 27/2008/GB Adopting the Action Plan e-Learning (Consolidated Version)
- 28/2008/GB Establishing a Network of National Research and Science Correspondents
- 29/2008/GB Concerning the Administration of the e-Net
- 30/2008/GB Changing the Membership to Committees and Amending Decision 10/2007/GB of the Governing Board of the European Police College
- 31/2008/GB Approving the Meeting Calendar for the First Half of 2009
- 32/2008/GB Amending Decision 22/2006/GB of the Governing Board of the European Police College Adoption the Financial Regulation
- 33/2008/GB Amending Decision 12/2008/GB of the Governing Board of the European Police Collge Adopting CEPOL's External Relations Policy

- 34/2008/GB Amending Decision 8/2007/GB of the Governing Board of the European Police College Laying Down Rules Governing the Organisation of Meetings and the Reimbursement of Expenditure for Attending and Organising Meetings
- 35/2008/GB Authorising the Director to Conclude a Cooperation Agreement with Frontex
- 36/2008/GB Appointing the Module Adviser for the Common Curriculum "Drug Trafficking"
- 37/2008/GB Disbanding the "Project Group e-Learning" and Amending Decision 10/2007/GB of the Governing Board of the European Police College

Annex 2: Courses and Seminars Delivered

CEPOL Reference	Organiser(s)	Title of Activity	No. of Training Days	No. of Participants	Dates
98/2008 (9/2007)	<i>United Kingdom</i>	Counter Terrorism	12	22	21 January – 1 February
90a/2008 (11a/2007)	<i>Sweden</i>	Strategies against Child Abuse	3	17	29 -31 January
60/2008	<i>UK</i>	Information Seminar (<i>English</i>) Systems & Instruments	20	16	11-29 February
53a/2008	<i>Portugal</i>	TOPSPOC No.1	4	26	18-21 February
97/2008 (71b-2007)	<i>Portugal</i>	Train the Trainers	3	12	25-27 February
93/2008 (37b-2007)	<i>Greece</i>	Community Policing - Step 2	3	23	26-28 February
42/2008	<i>Hungary</i>	Police Cooperation & Europol	4	15	11-14 March
45/2008	<i>Netherlands</i>	European Police & Judicial Systems - Study Tour	5	24	10-14 March
74/2008	<i>CEPOL Secretariat</i>	Q13 Quality and Common Training Standards	4	15	10-14 March
6/2008	<i>Italy</i>	Southeast Europe Organised Crime Organisations	4	19	11-14 March
96/2008 (63-2007)	<i>Germany</i>	Changes in the EU Society: Human Resources Management Consequences	4	15	11-14 March
3/2008	<i>Slovenia</i>	Police Cooperation - Western Balkans	3	30	17-19 March

ANNUAL REPORT 2008

19/2008	<i>Cyprus</i>	Child Abuse - Strategies	4	26	18-21 March
94a/2008 (39a-2007)	<i>Austria</i>	Public Order (Football Championship)	3	37	25-28 March
68/2008	<i>CEPOL Secretariat</i>	English Language Seminar for Members of CEPOL Organs	4	11	31 March - 4 April
32/2008	<i>Bulgaria</i>	Disaster of Large Scale	3	38	14-17 April
31/2008	<i>Greece</i>	Public Order & Crowd Management	4	31	14-17 April
21/2008	<i>Ireland</i>	Fraud and Confiscation of Assets	3	18	21-25 April
65/2008	<i>Germany/ Austria</i>	Information Seminars (German)	20	22	21 April - 10 May
7/2008	<i>Slovakia</i>	Fight against Drugs	4	29	22-25 April
51a/2008	<i>United Kingdom</i>	Crime Prevention (Step 1)	4	18	28 April - 2 May
50a/2008	<i>Finland</i>	Community Policing (Step 1)	4	31	5-9 May
16/2008	<i>Lithuania</i>	Trafficking in Human Beings (Common Curriculum)	4	23	6-9 May
24/2008	<i>Portugal</i>	Money Laundering (Common Curriculum)	4	28	6-9 May
90b/2008	<i>Norway</i>	Child Abuse	3	23	6-8 May
30/2008	<i>Poland</i>	Public Order & Crowd Management	3	34	13-16 May
18/2008	<i>The Czech Republic</i>	Cross-border Crime (Common Curriculum)	4	27	19-23 May
34/2008	<i>France</i>	Strategic Planning for EU police Missions	10	22	26 May – 5 June

ANNUAL REPORT 2008

1/2008	<i>France</i>	Awareness Conference - Crime, Police and Justice in the 21 st Century	3	119	26-28 May
73a/2008	<i>Cyprus</i>	Train the Trainers	4	15	27-31 May
52a/2008	<i>Finland / Sweden</i>	Future Crime Trends	4	17	2-5 June
53b/2008	<i>Estonia</i>	TOPSPOC No.2	4	22	2-6 June
61/2008	<i>UK</i>	Information Seminars	20	20	2-20 June
22/2008	<i>Slovakia</i>	Economic & Financial Crime	4	30	3-6 June
57/2008	<i>Germany</i>	Leadership Development	4	20	3-6 June
46/2008	<i>Belgium</i>	European Police Study Tour	5	25	9-13 June
13/2008	<i>Italy</i>	Atlas Hermes Seminar	3	27	10-12 June
37/2008	<i>Malta</i>	Domestic Violence (Common Curriculum)	4	24	10-13 June
10/2008	<i>France / CEPOL Secretariat</i>	Joint Investigation Teams	4	18	16-20 June
27/2008	<i>Portugal</i>	Firearms Trafficking	4	30	16-20 June
63/2008	<i>Ireland</i>	Information Seminars	20	17	16 June - 4 July
78/2008	<i>CEPOL Secretariat</i>	Organising CEPOL Activities and Meetings	4	20	30 June - 4 July
39/2008	<i>Germany</i>	European Police Systems	4	25	1-4 July
62/2008	<i>United Kingdom</i>	Information Seminars	20	20	4-22 August
94b/2008	<i>Switzerland</i>	Public Order (Football)	3	33	26-29 August

ANNUAL REPORT 2008

69/2008	<i>CEPOL Secretariat</i>	English Language Course for Working Group Members	4	8	8-12 September
66/2008	<i>Spain</i>	Information Seminars	20	18	8-26 September
56/2008	<i>Germany</i>	Changes in the EU Society	4	11	9-12 September
15/2008	<i>Portugal</i>	High Tech and Cybercrime	4	26	9-12 September
53c/2008	<i>Sweden</i>	TOPSPOC No.3	4	21	15-18 September
20/2008	<i>Poland</i>	Child Abuse	3	31	16-18 September
33a/2008	<i>Austria</i>	Crisis Management	15	22	16 September – 2 October
47/2008	<i>Portugal</i>	High Tech and Cybercrime	5	25	21-26 September
52b/2008	<i>Iceland (Host)</i>	Future Crime Trends – Step 2	4	15	28 September - 1 October
54/2008	<i>Germany</i>	Human Rights	4	18	29 September - 2 October
59b/2008	<i>CEPOL Secretariat</i>	Seminar for Police Authorities of Candidate Countries	4	28	6-10 October
36/2008	<i>Czech Republic</i>	Witness Protection	4	23	6-10 October
64/2008	<i>France</i>	Information Seminars	20	13	6-24 October
99/2008	<i>France</i>	European Dimension Conference	3	36	6-8 October
100/2008	<i>Denmark</i>	Danish Child Sexual Abuse Anti-distribution Software (CSAADF)	4	26	6-9 October
38/2008	<i>Cyprus</i>	Road Safety Awareness	3	30	7-10 October
55/2008	<i>Slovakia</i>	Human Rights	3	21	7-9 October

ANNUAL REPORT 2008

8/2008	<i>Greece</i>	Fight against Drugs in EU	4	31	13-16 October
33b/2008	<i>Hungary</i>	European Mission Study Visit	5	11	13-16 October
14/2008	<i>Hungary</i>	Fight against Terrorism	4	26	13-17 October
51b/2008	<i>Latvia</i>	Crime Prevention – Step 2	4	19	13-17 October
26/2008	<i>Italy</i>	Trafficking in Stolen Artwork	4	19	14-17 October
50b/2008	<i>Sweden</i>	Community Policing – Step 2	4	26	14-17 October
73b/2008	<i>Slovenia</i>	Train the Trainers	4	13	21-24 October
67/2008	<i>Denmark</i>	English for English Trainers	4	18	27-31 October
11/2008	<i>United Kingdom</i>	Counter Terrorism	4	26	27-31 October
49/2008	<i>Lithuania</i>	Crime Intelligence	4	22	28-31 October
9/2008	<i>Romania</i>	Joint Investigation Teams	4	29	10-13 November
102/2008	<i>The Czech Republic</i>	Seminar for National Contact Points	3	22	9-11 November
28/2008	<i>Spain</i>	Nature & Environment Crime	3	22	11-13 November
2/2008	<i>France / CEPOL Secretariat</i>	Alumni Seminar	3	27	12-14 November
41/2008	<i>Austria</i>	Police Cooperation & Europol	4	20	17-20 November
58/2008	<i>The Netherlands</i>	Leadership Development	3	19	17-20 November
17/2008	<i>Belgium</i>	Trafficking in Human Beings	4	21	17-21 November

35/2008	<i>The United Kingdom</i>	Undercover Operations	3	24	17-21 November
44/2008	<i>Germany</i>	Prüm Treaty and Police Cooperation	3	31	18-20 November
70/2008	<i>Austria</i>	Police Research and Science Conference	3	63	24-26 November
25/2008	<i>Germany</i>	Crime Control and Traffic Safety	4	18	24-28 November
53d/2008	<i>France</i>	TOPSPOC No.4	4	21	2-5 December
101a/2008	<i>CEPOL Secretariat</i>	National e-Net Managers' Training Course	2	10	8-10 December
101b/2008	<i>CEPOL Secretariat</i>	National e-Net Managers' Training Course	2	8	10-12 December
72/2008	<i>Greece</i>	European Police Education Systems	3	26	15-17 December

Annex 3: Postponed/Merged Activities

Reference Number	Course Title	Rescheduled	Organiser(s)
40/2008	Knowledge of EU Police Systems	10-13 March 2009	France
48/2008	Management of Diversity	9-13 January 2009	Italy
Xx/2008	Seminar for Police Authorities of Candidate Countries	16-20 March 2009	Poland
Xx/2008	Northeast Organised Crime Organisations	12-16 January 2009	Finland
71/2008	The Use of Police Science and Research within Police Training and Education	4-6 March 2009	RSWG / CEPOL Secretariat
Xx/2008	Fraud against EU and EU Institutions	27-30 January 2009	Italy

	(including Euro Counterfeiting		
79/2009	Administrating and Organising CEPOL Activities and Meetings	15-19 June 2009	CEPOL Secretariat
Xx/2008	CEPOL Q13 Seminar (Common Training Standards)	To be confirmed	CEPOL Secretariat
Xx/2008	Public Order and Crowd Management	27-30 January 2009	Spain
Xx/2008	Southwest Organised Crime Organisations	3-6 February 2009	No Organiser
12/2008	Counter Terrorism	To be confirmed	United Kingdom
Xx/2008	Trafficking in Human Beings	To be confirmed	To be confirmed
Xx/2008	To be confirmed	To be confirmed	To be confirmed

Annex 4: Cancelled Activities

Reference Number	Course Title
Xx/xxxx	Undercover Operations
Xx/xxxx	Police Cooperation and Schengen

Annex 5: Participation by Country 2006-2008

Country	Participants 2006	Participants 2007	Participants 2008	+ / - Participants on 2007
Austria	45	42	48	+6
Belgium	54	63	60	-3
Bulgaria*	30	80	90	+10
Cyprus	32	61	40	+19
Czech Republic	72	82	109	+27
Denmark	34	42	70	+28
Estonia	37	46	29	-17
Finland	26	39	57	+18
France	81	130	144	+14
Germany	72	101	113	+12
Greece	39	42	18	-24
Hungary	53	62	78	+16
Ireland	27	34	45	+11
Italy	62	105	143	+38
Latvia	62	75	81	+6
Lithuania	70	106	147	+41
Luxemburg	13	9	2	-7
Malta	5	17	21	+4
Netherlands	36	55	49	-6
Poland	73	85	70	-15
Portugal	39	82	71	-11

ANNUAL REPORT 2008

Romania*	53	70	64	-6
Slovakia	41	50	94	+44
Slovenia	34	53	36	-17
Spain	67	90	100	+10
Sweden	40	43	43	-
United Kingdom	72	101	105	+4

Iceland	4	17	8	-9
Norway	17	19	21	+2
Switzerland	19	24	19	-5

Croatia	0	11	7	-4
FYROM*	0	12	11	-1
Turkey	2	17	22	+5
Europol	3	10	7	-3
Interpol	0	4	7	+3

*Not yet Member States in 2006

** Former Yugoslav Republic of Macedonia

Annex 6: Trainer Contribution by Country

Country/Organisation	2007	2008
Austria	31	42
Belgium	24	20
Bulgaria	35*	9
Cyprus	2	11
Czech Republic	14	11
Denmark	2	7
Estonia	12	2
Finland	15	9
France	61	29
Germany	60	54
Greece	13	21
Hungary	23	10
Ireland	21	16
Italy	53	30
Latvia	3	8
Lithuania	11	9
Luxemburg	1	0
Malta	9	4
Netherlands	34*	34
Poland	24	16
Portugal	73	30
Romania	10	7
Slovakia	6	15
Slovenia	12	6

ANNUAL REPORT 2008

Spain	39	35
Sweden	14	19
United Kingdom	38	71

* Figures updated since Annual Report 2007 published

Iceland	3	0
Norway	2	6
Switzerland	5	12

Croatia	0	0
FYROM	0	0
Turkey	0	4

Others	7	3
--------	---	----------

Eurojust	6	14
Europol	39	37
Frontex	4	6
Interpol	7	8
Other Organisations	61	128 *

* Includes experts from eight organisations in Kosovo during the European Mission Study Visit (Ref. 33b/2008)

Annex 7: Meetings of Governing Board, Committees, Working Groups and Project Groups

Meeting	Dates	Location
Presidency Handover (Slovenia to France)	16 - 17 June	Piran, Slovenia
Presidency Handover (France to Czech Republic)	17-18 December	Paris, France
11th Governing Board	19-20 February	Ljubljana, Slovenia
12th Governing Board	20-21 May	Bled, Slovenia
13th Governing Board	25-26 September	Paris, France
14th Governing Board	11-12 December	Cannes Mandelieu, France
Strategy Committee	31 January	Ljubljana, Slovenia
Strategy Committee	24 April	Bramshill, United Kingdom
Strategy Committee	12 September	Lognes, France
Strategy Committee	21 November	Lognes, France
External Relations Working Group	11 February	Zagreb, Croatia
External Relations Working Group	10-11 July	Budapest, Hungary
External Relations Working Group	3-4 November	Brussels, Belgium
9th Budget & Administration Committee	17-18 January	Ljubljana, Slovenia
10th Budget & Administration Committee	15 April	Bramshill, United Kingdom
11th Budget & Administration Committee	4 September	Lognes, France
12th Budget & Administration Committee	13 November	Lognes, France
9 th Annual Programme Committee	4-5 February	Bramshill, United Kingdom
10 th Annual Programme Committee	6-7 May	Lisbon, Portugal
11 th Annual Programme Committee	8-9 September	Bramshill, United Kingdom

ANNUAL REPORT 2008

12 th Annual Programme Committee	28 -29 October	Vienna, Austria
Working Group 'Analysis of CEPOL's Training Activities (ACTA)	23-24 January	Bramshill, United Kingdom
Working Group 'Analysis of CEPOL's Training Activities (ACTA)	8-9 April	Bramshill, United Kingdom
8th Training & Research Committee	14-15 January	Rome, Italy
9th Training & Research Committee	21-22 April	Malta
10th Training & Research Committee	14-15 July	Templemore, Ireland
11th Training & Research Committee	6-7 November	Copenhagen, Denmark
11 ^h Electronic Network Working Group	26-27 February	Budapest, Hungary
12 th Electronic Network Working Group	11-12 June	Prague, Czech Republic
13 th Electronic Network Working Group	17-18 September	Budapest, Hungary
1 st Project Group on e-Learning	17-18 April	Bramshill, United Kingdom
2 nd Project Group on e-Learning	5-6 June	Bramshill, United Kingdom
3 rd Project Group on e-Learning (Debrief Meeting)	7-8 October	Vienna, Austria
10 th Working Group on Learning	4-5 March	Bramshill, United Kingdom
11 th Working Group on Learning	18-19 June	Helsinki, Finland
12 th Working Group on Learning	9-10 October	Florence, Italy
13 th Working Group on Learning	26-27 November	Schiphol, the Netherlands
Working Group on Learning Sub-group 1	23-24 April	Prague, Czech Republic
Working Group on Learning Sub-group 1	25 November	Schiphol Airport, the Netherlands
Working Group on Learning Sub-group II	23-24 January	Stockholm, Sweden
4 th Research & Science Working Group	6-7 March	Bramshill, United Kingdom

5 th Research & Science Working Group	5-6 June	Loures, Portugal
6 th Research & Science Working Group	16-17 September	Rome, Italy
7 th Research & Science Working Group	27-28 November	Vienna, Austria
1 st Project Group Survey on European Police Education (SEPE)	3-4 June	Estoril, Portugal
2 nd Project Group Survey on European Police Education (SEPE)	25-26 September	Estoril, Portugal
8 th Common Curricula Coordination Working Group	9-10 April	Bramshill, United Kingdom
9 th Common Curricula Coordination Working Group	23-24 October	Estoril, Portugal
1 st Common Curricula Sub-group Civilian Crisis Management	28 January – 1 February	Paris, France
2 nd Common Curricula Sub-group Civilian Crisis Management	1-4 April	Paris, France
3 rd Common Curricula Sub-group Civilian Crisis Management	30 June – 3 July	Paris, France
1 st Common Curricula Sub-group Drug Trafficking	12-13 February	Athens, Greece
2 nd Common Curricula Sub-group Drug Trafficking	14-17 April	Bramshill, United Kingdom
3 rd Common Curricula Sub-group Drug Trafficking	9-13 June	Bramshill, United Kingdom
1 st Common Curricula Sub-group Management of Diversity	17-18 March	Rome, Italy
2 nd Common Curricula Sub-group Management of Diversity	28-30 April	Budapest, Hungary
3 rd Common Curricula Sub-group Management of Diversity	26-29 May	Milan, Italy
4 th Common Curricula Sub-group Management of Diversity	18-21 August	Nettuno, Italy