

DECISION 35/2009/GB
OF THE GOVERNING BOARD OF THE EUROPEAN POLICE COLLEGE
ADOPTING THE WORK PROGRAMME 2010

Adopted by the Governing Board
on 9 December 2009

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 2010 as detailed in the Annex. (³).

Done at Solna, 11 January 2010

For the Governing Board

*Ebba Sverne Arvill
Chair of the Governing Board*

¹ OJ L 256, 1.10.2005, p. 63

² Opinion of 30.06.2009.

³ Approved by the Council on
35/2009/GB (09.12.2009)



ANNEX

EUROPEAN POLICE COLLEGE

WORK PROGRAMME 2010

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1. Overview

Due to the fact the European Commission aims to cut the 2010 Programme Budget of CEPOL by € 1 million, the 2010 Work Programme has been developed within a budget frame which is one million euro less than the 2009 budget.

As a consequence, the plans for the activities have been revised. The general intention during this process was to cover all prioritised topics. Concerning the mentioned necessary savings generally only one activity per topic can be planned.

Despite the reduction of the programme budget, the 2010 Work Programme has a broad focus including new priorities, new topics and new administrative tools. The total number of courses and seminars are reduced by approximately 20%. The support to the national colleges in implementing common curricula is a priority, as well as the development of e-Learning modules and the 2010 exchange programme.

In 2010, performance indicators will be used to measure expected and planned results with the real outcomes. The new performance indicators will also include administrative targets.

1.1 Training Activities

Eighty training activities are planned for 2010, covering 16 different areas. The majority of activities will be four-day courses. A few activities are planned under a two-step or four-step approach.

1.2 Meetings of CEPOL Network and Organs

To cover the communication and cooperation need within the CEPOL Network, meetings are planned in 2010 on different levels.

1.3 e-Learning

Four new e-Learning modules are proposed and include modules regarding Schengen, Cybercrime, Q-13 and a replacement for one of the 'Common Curricula Train the Trainer' courses.

1.4 Evaluation

CEPOL will better assess its activities as Performance Indicators will be approved by the CEPOL Governing Board, supported by a Quality Management Officer (to be recruited during 2010). The evaluation processes will be supported by new tools available on e-Net.

1.5 Common Curricula

CEPOL will concentrate supporting the national implementation and updating the already developed ten Common Curricula. The key focus will be on the work performed by the Module Advisers and Trainers.

1.6 Exchange Programme

The Exchange Programme is firmly established. However, as co-funding by the Commission may come to an end, CEPOL will need to devise a new way of managing this activity. It is envisaged that 25 countries will participate with each country sending two police officers, one trainer and one senior police trainee or researcher.

1.7 External Relations

The work regarding external relations will continue in the areas of cooperation with other EU agencies and International bodies, cooperation with the national police institutes of non-EU Member States and the follow-up of training activities involving third parties.

1.8 Learning Methods and Processes

The impact of the Bologna Process on CEPOL's activities will be followed up and surveys on the implementation of endorsed learning issues carried out.

1.9 Research and Science

New activities in 2010 include the collection and dissemination of good practice and research findings in the specific fields of:

- Public-private partnerships in the field of policing;
- Use and training of electroshock weapons.

1.10 Communications

New policies will be developed and include a strategy on communications and a language policy for the website and publications.

1.11 Euromed Police II Project

As the final year of the three year Euromed Police II project, special attention will be dedicated to the last four training activities and to the evaluation and auditing exercises.

2. Legal Framework

CEPOL, as a community financed European Union agency, was established by 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.

In 2010, an external evaluation exercise will take place, based on Article 21 of the Council Decision establishing the College.

3. Annual Course Programme

3.1 Objectives

According to Article 7 of the Council Decision, CEPOL 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.

3.2 Activities: Courses, Seminars and Conferences

In 2010, 76 different courses, seminars and conferences are planned of which some have more than one activity resulting in a total of 80 training activities. In addition 13 activities that are postponed from 2009 are planned to be implemented in 2010.

Part of the 2010 programme are three conferences in cooperation with third countries; one with North America, one with Russia and one with neighbouring countries. The majority are four-day courses and seminars, also open to Iceland, Norway and Switzerland at their own costs.

In areas where CEPOL and other EU agencies are organising similar training activities, CEPOL is discussing specific cooperation with other agencies in order to avoid duplications.

Europol, Eurojust, Frontex and the EDSC are invited to present their priorities and to contribute to CEPOL courses and seminars.

In 2010 the cooperation with the Civilian Planning and Conduct Capability of EU (CPCC) will be established for the development of common activities.

The national police colleges organising CEPOL courses and seminars use all relevant documents and policies approved by the EU institutions. The organisers are invited to liaise with the Commissions Services in order for them to contribute to CEPOL activities.

Since 2009, CEPOL reimbursed travel expenditure for up to ten participants per Member State and Candidate country per year. This will continue in 2010.

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;
- *EU legislation* on international police cooperation;
- *EU priorities*, which can be found in *The Hague Programme*, *The Stockholm 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.

The Stockholm Programme will have an important impact on the priorities of CEPOL for the period 2010-2014. This will mainly be realised from 2011 onward. It will also be necessary for all activities in 2010 to be planned and delivered in accordance with the priorities defined in *The Stockholm Programme*. For the courses and seminars, all organisers and supporters are invited to prove that the courses meet the needs of *The Stockholm Programme*, especially in relation to chapters 2, 3 and 4.

CEPOL will actively start the necessary steps to take part in the developments described as “Forging a common culture” as described in chapter 4 paragraph 4.2.1.

In 2010 CEPOL will take into account the priorities related to external relation activities as described in chapter 6, paragraph 6.6.

3.3 Overview of Seminars, Courses and Conferences

Due to several organisational circumstances 13 activities from 2009 have been postponed to 2010 and have been merged with the related 2010 activities.

Community Policing

Activities should be carried out in the fields of:

- Community Policing (two activities)

Counter Terrorism, Terrorism and Extremism

Activities should be held out in the fields of:

- Counter-terrorism (two activities; both 2009)
- Airport Security (one activity)
- Forensic Science Seminar related to Counter-terrorism (two activities; one 2009)

Economic, Financial and Environmental Crime

Activities should be held in the fields of:

- Fraud and Confiscation of Assets (one activity)
- Economic and Financial Crime – Investigating Corruption (one activity)
- Fraud against EU, European Institutions and Euro Counterfeiting (one activity)
- Money Laundering (one activity)
- Nature and Environmental Crime (one activity)

Illegal Immigration & Border Management

Activities should be held in the fields of:

- Illegal Immigration (one activity)

Illicit Trafficking of Goods

Activities should be carried out in the fields of:

- Fighting against Drugs (one activity)
- Dismantling of Synthetic Drug Laboratories (one activity; 2009)
- Firearms Trafficking (one activity)
- Trafficking in Stolen Artwork (one activity)

Organised Crime – Regional

Activities (related to OCTA) should be held in the fields of:

- Northeast Europe Organised Crime Organisations Course (one activity)
- Southwest Europe Organised Crime Organisations Course (one activity)
- Southeast Europe Organised Crime Organisations Course (one activity)

Public Order

Activities should be carried out in the fields of:

- Public Order and Crowd Management (one activity)
- Public Order - Security During Summits (one activity)

Prevention of Crime

Activities should be carried out in the fields of:

- Crime Prevention (one activity; 2009)
- Road Safety Seminar (one activity)
- Witness Protection (one activity)
- Crime Control and Traffic Safety: International Comparison (one activity)
- Tackling Illegal Motor Races (one activity)
- Crisis Management and Use of Emergency Planning: School Shootings (one activity)

Police Cooperation within EU

Activities should be carried out in the fields of:

- Police Cooperation and Europol (one activity)
- Police Cooperation and Schengen (one activity)
- Police Cooperation and the Prüm Treaty (one activity)
- Joint Investigation Teams (one activity)
- Cooperation Conference with the European Security and Defence College (two activities)
- Public-Private Partnership (one activity; 2009)
- Training of SIRENE Officers (two activities)
- Cooperation between 2nd and 3rd Pillar (one activity)
- International Police Cooperation (first two modules of 4-step activity; 2009)

Police Cooperation with Third Countries

Activities should be carried out in the fields of:

- A conference or seminar with the European Neighbouring Countries (one activity)
- A Conference on Police Cooperation in the Western Balkans (one activity)
- Seminars for Police Authorities of the Candidate Countries (one activity)
- Conference with North America (one activity)
- Conference with Russia (one activity)

Police Systems and Instruments within EU

Activities should be held in the fields of:

- Knowledge of European Police Systems (one activity)
- European Police and Judicial Systems – Study Tour (two activities)

Strategic Management and Leadership

Activities should be carried out in the fields of:

- Top Senior Police Officers – The Stockholm Programme (one four-step activity)
- A three-week Senior Police Officer Planning and Command Course for Crisis Management Operations/Missions – SPOPCOP (one activity)
- Crime Intelligence Risk Assessment and Intelligence-led Policing (one activity)
- Future Criminal Trends in Europe (one activity)
- Future Crime Conference (open for third parties) (one activity)
- Undercover Operations (one activity)
- Quality Management System(s) (one activity)
- Leadership: Gift of Learning Process? (one activity)
- Disaster of Large-scale: EU Guidelines (one activity)
- Management of Diversity (one activity; 2009)
- OCTA & ECIM – Strategic Planning in the Fight Against Organised Crime (one activity)
- Changes in EU Society: Consequences in HRM (one activity; 2009)

Violation of Human Rights

Activities should be carried out in the fields of:

- Child Abuse in Cyberspace (one activity; 2009)
- Trafficking in Human Beings (one activity)
- Dealing with Crime Victims (one activity)
- High-tech and Cybercrime (one activity)
- International Aspects & Experiences of Domestic Violence (one activity)
- Human Rights and Police Ethics: Training (one activity)

Language Development

Activities should be carried out in the fields of:

- English for English Language Trainers (one activity)
- English for Members of CEPOL's Network bodies (one activity)
- Instruments and Systems of European Police Cooperation – (six activities) (English, French, German and Spanish)

Learning, Training and Research

Activities should be carried out in the fields of:

- Police Research & Science Conference (one activity)
- Research Symposia (two activities; one 2009)
- European Police Education Systems / Bologna Process (one activity)
- Train the Trainers (one two-step activity)
- Q13 Quality & Harmonised Training Standards (two activities)
- Information Seminar “Managing and Organising CEPOL Activities” (two activities)
- Train the Trainer Seminar for SIRENE officers (one activity)
- Learning Management System (LMS) Training (two activities)

Common Curricula Implementation seminars

Activities should be carried out in the fields of:

- Common Curricula Implementation Seminar (workshops; five activities)

Modular Course in International Police Cooperation

A four-module course on international police and judicial cooperation will be developed as one outstanding activity.

Several of the colleges/institutes have university status, which will safeguard the academic level of the course.

For the further development this course might be used at a later stage as a basis for the development of an accredited Master Study Course developed, implemented and offered by a consortium of accredited police universities / colleges in the CEPOL frame.

Early coordination between course organisers and the contributing EU agencies and bodies (as detailed in the CEPOL 2010 Programme of Activities) will be sought in order to align the content of the training with EU policy developments.

3.4 Human and Financial Resources

Human Resources (in person days based on 215 days per person per year)

	Programme Unit	Administration Unit
All activities	545	540

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
310		External experts, teachers		
	3100	Reimbursement of travel expenses, accommodation	634,000	450,000
	3101	Salary compensation, fees	99,000	95,000
	3109	Other expenditure related to external experts, teachers	p.m.	p.m.
310		<i>Total</i>	733,000	545,000
311		Participants		
	3110	Reimbursement of accommodation	1,440,500	1,250,000

	3111	Reimbursement of travel expenses	135,000	152,000
	3119	Other expenditure related to participants	p.m.	p.m.
311		<i>Total</i>	1,575,500	1,402,000
312		Lessons		
	3120	Preparation	150,000	45,000
	3121	Interpretation and technical equipment	99,000	85,000
	3122	Lectures and research materials	38,500	73,000
	3129	Other expenditure related to lessons	p.m.	p.m.
312		<i>Total</i>	287,500	203,000
319		Other running costs		
	3190	Organisational and administrative costs	252,000	227,000
	3191	Local transport	109,500	105,000
	3199	Other running costs	p.m.	p.m.
319		<i>Total</i>	361,500	332,000
31		Chapter Total	2,957,500	2,482,000

4. Meetings of CEPOL Network and Organs

4.1 Overview of Governance Meetings

Governance meetings of CEPOL for 2010 are planned as follows:

- Governing Board (four meetings)
- Presidency Meetings (two meetings)
- Strategy Committee (four meetings)
- Budget and Administration Committee (three meetings)
- Annual Programme Committee (three meetings)
- Training and Research Committee (three meetings)

4.2 Overview of Network Meetings

Meetings should be held for the following groups:

- National Contact Points (NCPs; one meeting combined with a Governing Board meeting)
- National Common Curricula Coordinators Meeting (two meetings)
- National e-Net Managers (one meeting)
- National Research and Science Correspondents Meeting (one meeting)
- National Exchange Coordinators Meeting (one meeting)

Human Resources (in person days based on 215 days per person per year)

	All units	Administrative support
All activities	560	80

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
300		Governing Board	228 000	179,000
301		Strategy Committee	36 500	35,000
302		Budget and Administration Committee	42 500	29,000
303		Annual Programme Committee	72 500	29,000
304		Training and Research Committee	42 500	31,000
305		Other expenditure related to Bodies and Organs	10,500	<i>p.m.</i>
306		Presidency Meetings	22 000	9,000
307		National Contact Points meeting	64 000	10,000
			518 000	322,000

5. e-Learning

5.1. Objectives

To support the achievement of CEPOL's mission and vision by means of ICT learning tools based on the e-Learning Strategy (Governing Board Decision 14/2008/GB).

5.2. Ongoing Activities

Continued improvement of the Learning Management System (LMS) enabling delivery of ICT learning tools and supporting CEPOL activities implemented *before, during* and *after*.

The e-Learning culture within the CEPOL network will be further developed and implemented. A main topic shall be support of police cooperation through learning with ICT.

Expert groups on the three already decided ICT learning tools (Europol, Police English and Prüm Treaty) will finalise their work. Implementation of these tools shall continue in 2010.

5.3 New Activities

For 2010 the following topics regarding e-Learning are proposed:

- a) Schengen
- b) Cybercrime
- c) A Common Curriculum – (replacing one of the 'Common Curricula Train the Trainer' courses.)
- d) Quality Training Standards - Q-13

In order to achieve these goals, temporary expert groups will develop and test the ICT learning tools. In addition, assets; videos, animations, graphics, photos etc. will be created.

5.4. Human and Financial Resources

Human Resources (in person days based on 215 days per person per year)

	Programme Unit	Administration Unit
All activities	440	180

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
313		e-Learning		
		Development of e-Learning modules	96,000	204,000
		Implementation of e-Learning modules	5,000	p.m.
		Other expenditure related to e-Learning modules	p.m.	p.m.
313		<i>Total</i>	101,000	204,000

6. Evaluation

6.1 Objectives

To analyse and assess CEPOL's training activities for effectiveness and impact at different levels in line with established quality standards and predefined indicators.

6.2 Ongoing Activities

An in-depth analyses and assessment of the outcomes and results from the evaluation of CEPOL training activities held in 2009 will be carried out in 2010, with particular focus on the areas listed below.

CEPOL's evaluation system is based on Kirkpatrick's model level 1-3, in terms of elements and stages to be evaluated, adopting a methodology suited to CEPOL's structure and environment. These tools aim to assess the improvement of *knowledge* and *skills*, change of *behaviour* and *transfer* of these to the workplace, including networking and sharing of good practices.

The establishment of performance indicators in 2009 will facilitate the achievement of a more comprehensive assessment of the impact and efficiency of CEPOL activities.

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 (possibilities of sharing new knowledge with colleagues and the application of new knowledge/skills in the work environment);
- Maintenance of the network established during activities;
- The European Dimension (in content, country representation and trainers/experts);
- Participation rates and the reasons why countries do not participate.

6.3 New Activities

With the introduction of CEPOL's e-Net, a powerful information and communication tool became available to support the evaluation processes of CEPOL activities.

6.4 Human and Financial Resources

Human Resources (in person days based on 215 days per person per year)

	Programme Unit	Administration Unit
All activities	350	30

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
33		Evaluation		
	330	Evaluation and quality assurance	40,000	0
	339	Other expenditure	p.m.	65,000
33		<i>Total</i>	40,000	65,000

7. Common Curricula

7.1 Objectives

For a concerted approach in cross-border police cooperation, it is considered vital that the level and content of training in the different Member States are approximated and aligned with each other.

In compliance with this aim, the Council Decision 2005/681/JHA stipulates in Article 7 (b) that “CEPOL may 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 develop and provide training for trainers”.

Therefore it is CEPOL’s obligation to attach much importance to the development and the updating of Common Curricula as well as to the support of national implementation.

In 2010 no new Common Curricula will be developed. The emphasis will be on support to the national implementation.

7.2 Ongoing Activities

Ten Module Advisers are appointed; one for each common curriculum, working part time for CEPOL. The Module Advisers will be involved in the preparation and implementation of CEPOL courses on the specific Common Curricula topic. The course outcomes may be used for amendment of the Common Curricula. The Module Advisers will also support Member States with national implementation. The Module Advisers will be remunerated for these activities in accordance with Governing Board Decision 29/2006/GB.

In order to ensure a good semantic, syntactic and stylistic quality of the original English text and make available the most updated version of the Common Curricula in the official languages of the Member States, an editorial and translation service will be organised.

It is planned to improve the Common Curricula by cooperating with relevant EU agencies and institutions and seek their contribution in the development of the Common Curricula.

7.3 Human and Financial Resources

Human Resources (in person days based on 215 days per person per year)

	Programme Unit	Administration Unit
All activities	375	45

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
320		Common curricula		
	3200	Development of common curricula	35,000	5,000
	3201	Implementation of common curricula	36,500	12,000
	3202	Common curricula coordination working group	20,000	20,000
	3203	Updating of common curricula	124,000	p.m.
	3204	Translation of common curricula	50,000	66,000
	3205	Seminar for course organisers	18,500	p.m.
	3206	Editorial services for common curricula	8,000	5,000
	3207	Common curricula national coordinators meeting	32,000	20,000
	3209	Other expenditure related to common curricula	p.m.	p.m.
320		<i>Total</i>	324,000	128,000

8. Exchange Programme

8.1. Objectives:

- To promote and develop coordination, cooperation and mutual understanding;
- To develop professional networks on specific topics;
- To exchange knowledge, experience and best practices;
- To promote cascading of knowledge on specific expertise areas on national level;
- To improve understanding of police practice/training in other European countries;
- To promote international police and training expertise on specific priority topics

8.2 Ongoing Activities

The Exchange Programme implemented in 2007 and 2008 with financial support by AGIS had good results. Financial support for one year continuation of this activity is provided by the European Commission's Directorate General for Justice, Freedom and Security under the framework programme "Prevention of and fight against crime." The project duration is one year starting in July 2009 and finishing in June 2010. The exchange year includes the selection process, a preparation period, two exchange periods and the cascading activities.

The CEPOL Exchange Programme 2009/2010 is organised as a multilateral activity. Each sending country also functions as a hosting country. Twenty-three countries participate. Each country can send two senior police officers and one trainer.

Each country appoints a National Exchange Coordinator. A Project Reference Group provides guidance and advice during the implementation. The CEPOL Secretariat is responsible for the coordination of the programme in close cooperation with the Member States.

Co-funding between CEPOL and the Commission will come to an end by June 2010. CEPOL will continue to implement this activity within its own budget.

The Stockholm Programme highlights (paragraph 4.2.1) the need for an exchange programme and for a sort of "Erasmus" programme for police officers. CEPOL aims to take an active role for the development and implementation of such an ambitious programme. A first priority might be to invite police officers, for example in charge of the operations (tactical level).

Consultation with the Commission will be started to approve the options for contributions from CEPOL to this aim of *The Stockholm Programme* and to clarify the necessary administrative and financial frame.

8.3 Human and Financial Resources

Human Resources (in person days based on 215 days per person per year)

	Programme Unit	Administration Unit
All activities	330	215

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
324		Exchanges	50,000	46,000
324		<i>Total</i>	50,000	46,000

9. External Relations

9.1 Objectives

Article 8 of the Council Decision 2005/681/JHA establishing the European Police College (CEPOL) deals with cooperation with other bodies as follows:

- CEPOL may cooperate with relevant bodies of the European Union in the field of law enforcement and other related areas and with relevant training bodies in Europe.
- CEPOL may cooperate with national training institutes of non-Member States of the European Union, in particular with those of the Candidate countries, as well as with those of Iceland, Norway and Switzerland.
- The Governing Board may authorise the Director of CEPOL to negotiate cooperation agreements with any of the bodies mentioned in paragraphs 1 and 2.

The priorities defined in chapter 6 of *The Stockholm Programme* will be taken into account for the further development of the external relations.

9.2 Ongoing Activities

The main tasks dealt with by the External Relations Working Group encompass:

- Cooperation with other European and International bodies;
- Cooperation with national training institutes of non EU countries;
- Follow-up of the Euromed Police II project;
- Follow-up of training activities involving external partners;
- Drafting of Cooperation Agreements and Memoranda of Understanding.

Plans for future cooperation with Frontex, Eurojust and Interpol will be developed. The cooperation with Eurojust and Frontex has resulted in a redesign of specific seminars regarding “Trafficking in Human Beings” and “Illegal Immigration” as well as one additional JIT seminar (Joint Investigation Teams).

9.3 Human and Financial Resources

Human Resources (in person days based on 215 days per person per year)

	Programme Unit	Administration Unit
All activities	160	45

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
325		External Relations		
	3250	Cooperation with non-member states	13,000	10,000
	3251	External relations working group	30,000	30,000
	3259	Other expenditure related to external relations	p.m.	p.m.
325		<i>Total</i>	43,000	40,000

10. Learning Methods and Processes

10.1 Objectives

To contribute to quality and common shared standards in CEPOL's education, training and learning activities.

10.2 Ongoing Activities

- Following the developments in education and learning in general and specifically in adult learning, including the use of learning technologies;
- Following developments in Higher Education (Bologna Process) and Vocational Education and Training (Bruges – Copenhagen Process) in general and specifically the developments regarding quality assurance;
- Contributing to learning activities for Trainers and Course Developers in the context of CEPOL;
- Following up the assignments of the Training and Research Committee as described in the committee action plan;
- Following up the performance indicators approved by the Governing Board.

10.3 New Activities

- 2010 is the milestone in the Bologna Process: stocktaking will take place with the aim of identifying potential benefits for CEPOL;
- Organising two seminars for Course Managers, Trainers and e-net manager;
- Survey the implementation of endorsed learning issues;
- Survey the application of the Learning Management System (LMS) in learning activities.

10.4 Human and Financial Resources

Human Resources (in person days based on 215 days per person per year)

	Programme Unit	Administration Unit
All activities	260	15

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
323		Learning Methods		
	3230	Working group on learning	40,000	22,000
	3231	Sub-groups to the working group	11,000	0
	3239	Other expenditure related to learning methods	p.m.	p.m.
323		<i>Total</i>	51,000	22,000

11. Research and Science Activities

11.1 Objectives

- To support training and education for senior police officers by collecting and disseminating relevant information and research findings;
- To support the developing of a 'European Approach' to the main problems facing Member States in the fight against crime, crime prevention and the maintenance of law and order and public security;
- Activities in this area are valuable CEPOL products with strong influence on other products (courses, seminars, conferences, common curricula, e-Learning modules, etc.);
- To encourage and establish new cooperative channels among scientific experts, research projects and practitioners.

11.2 Ongoing Activities

Annual CEPOL European Police Research and Science Conference

The 2010 CEPOL European Research and Science Conference will deal with the topic of European police science between global and regional perspectives. It will be the 8th event since the beginning of the conference series in 2003.

Scientific Symposium

In 2010, CEPOL will organise one research symposium for 20 experts on a selected topic to be specified.

CEPOL will seek cooperation with ESRIF to contribute in the preparation and delivery of the Conference.

Research Symposia

In 2010, CEPOL will organise one research symposium for 20 experts on a selected topic to be specified and one research symposium as a follow-up of the 2009 Research Symposium, with the extension of police practitioners.

Network of National Research and Science Correspondents

Support the network of national "Research and Science Correspondents" as well as in opening and developing channels of communicative exchange and closer cooperation between scientists and researchers on the one hand and trainers, lecturers and course organisers on the other.

CEPOL Research Award

CEPOL will award a prize for outstanding achievements in the area of research and science in accordance with award criteria during the 2010 CEPOL European Police Research and Science Conference.

Research and Science Publications

CEPOL will prepare, edit and publish four issues of the European Police Science and Research Bulletin and the Encyclopaedia (Handbook) of European Police Science.

Research and Science Resources

CEPOL will seek cooperation with the EUCPN in order to establish a link between the resources of the EUCPN and the e-Library of CEPOL.

Research and Science Survey and Study Projects

The follow-up survey on Police Research and Science on the European Union will be finalised. The survey on European Police Education (SEPE II) will be implemented.

11.3 New Activities

Collection by survey and dissemination of good practice and research findings in the specific fields of

- Public-private partnerships in the field of policing;
- Use and training of electroshock weapons.

CEPOL will seek cooperation with ESRIF to contribute in the preparation and delivery of these activities.

11.4 Human and Financial Resources

Human Resources (in person days based on 215 days per person per year)

	Programme Unit	Administration Unit
All activities	350	40

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
321		Research and Science		
	3210	Research and science events	85,000	90,000
	3211	National correspondents	32,000	22,000
	3212	Research and science working group	40,000	36,000
	3213	Cooperation and promotion	4,000	3,000
	3214	Research and science info seminar	36,000	p.m.
	3215	Sub-groups	18,000	4,000
	3216	Research and science publications	18,000	6,000
	3217	Research and science survey projects	15,000	12,000
	3219	Other expenditure	5,000	2,000
321		<i>Total</i>	253,000	175,000

12. Communications

12.1 Objectives

- To support Articles 5, 6, 7, 8 of Council Decision establishing the European Police College;
- To ensure the planned and sustained effort to establish and maintain goodwill and mutual understanding between CEPOL and its publics.

12.2 Ongoing Activities

- Produce and distribute a number of corporate publications (Annual Report, Work Programme, Promotional Brochure, etc.);
- Maintain, update, develop, promote and provide training on e-Net (specifically maintain and update the website);
- Provide editorial support within the Secretariat and the wider network on key documents;
- Supply branded CEPOL items to Member States to use for promotional purposes;
- Create and disseminate timely news releases and newsletters;
- Provide an updated presentation for Member States;
- Take part in the Head of Information and Communications Agencies Network;
- Provide communication support to CEPOL projects.

12.3 New Activities

- To develop a strategy for communications to highlight the key areas that need to be addressed to raise awareness of CEPOL;
- Develop a language policy for the website and publications;

12.4 Human and Financial Resources

Human Resources (in person days based on 215 days per person per year)

	Programme Unit	Administration Unit
All activities	480	30

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
371		Information, Publications, Materials		
	3710	Publications	49,500	40,000
	3711	Activity support	40,000	20,000
	3712	Marketing materials	8,000	8,000
	3719	Other expenditure	p.m.	2,000
371		<i>Total</i>	97,500	70,000
372		Translation, Interpretation and Editorial Services		
	3720	Translation services	40,000	35,000

	3721	Interpretation services	p.m.	p.m.
	3722	Editorial services	10,000	10,000
	3729	Other expenditure	p.m.	3,000
372		<i>Total</i>	50,000	48,000
322		Electronic Network (e-Net)		
	3220	Equipment, operating expenses, services related to e-Net	68,000	68,000
	3221	Consultancy related to e-Net	31,000	20,000
	3223	Electronic network working group	20,000	-
	3225	Sub-group(s) to the electronic network working group	8,000	-
	3226	National e-Net managers' meeting	32,000	20,000
	3229	Other expenditure related to e-Net	p.m.	p.m.
322		<i>Total</i>	159,000	108,000

13. Euromed Police II Project

Launched in spring 2007, the Euromed Police II project has a total budget of 5 million euro for three years. In 2010, the project will finalise its activities.

13.1 Objectives

- 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 and through dialogue, to legal convergence and to the setting-up and consolidation of networks;
- The training of senior police officers in correlation with the analysis and remarks appearing in the annual Europol 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 cybercrime).

The definition of priorities within chapter 6 of *The Stockholm Programme* linked to this project will be taken into account for the further negotiations and planning for the current project and possible future projects for this region.

13.2 Ongoing Activities

At the beginning of 2009, due to the situation in the Middle East and on the request of the European Commission, the project was postponed until 1 May. In order to be able to organise all the actions initially planned the EC was asked for an extension of the project until the end of 2010. Until further information, the planning of the activities will consequently be based on a period that will go until June 2010.

An information meeting of the General Directors of Police is planned to take place in Jordan, if allowed by the EC, and in connection with this meeting, a meeting of the liaison officers from EU and MEDA countries concerned will prepare items for the meeting. Within the fight against drugs topic, this last meeting could be organized on this specific topic.

In case the project is extended until the end of the year 2010, four additional seminars and other study visits could be organised.

13.3 Human and Financial Resources

Dedicated Human Resources: 5.5 staff members

Human Resources (in person days based on 215 days per person per year)

	Euromed Project II	Administration Unit
All activities	1,182	180

Financial Resources

Article	Item	Heading	Appropriations 2009	Appropriations 2010
381		<i>Euromed Police II</i>	<i>p.m.</i>	<i>p.m.</i>

Annex A: Overview of the Allocation of the Human Resources

Activities	Programme	Administration
Governance	560	80
Courses and Seminars	545	540
e-Learning	440	180
Evaluation	350	30
Common Curricula	375	45
Exchange Programme	330	215
External Relations	160	45
Learning Methods & Processes	260	15
Research & Science Activities	350	40
Communications	480	30
Total	3,850	1,220
Euromed Project II	1,182	180

Annex B: Identified Risks on the Activities

Activities	Identified risks	Risk	Planned management activities
Courses and Seminars	<p>1. Economic situation in Member States</p> <p>2. Decrease of participation in the courses</p> <p>3. Inefficient synergy in the cooperation with other European stakeholders</p>	<p>1. High</p> <p>2. Medium</p> <p>3. Medium</p>	<p>1. -</p> <p>2. Permanent monitoring of the development.</p> <p>3. Monitoring the process. Close and proactive communication with the stakeholders.</p>
e-Learning	<p>1. Lack of awareness</p> <p>2. Lack of acceptance of the LMS system</p>	<p>1. Medium</p> <p>2. Medium</p>	<p>1. Active promotion</p> <p>2. Offering additional trainings and active communication</p>
Evaluation	-	-	-
Common Curricula	<p>1. Contracting problems</p> <p>2. Implementation process</p>	<p>1. High</p> <p>2. Medium</p>	<p>1. Negotiations with the Commission</p> <p>2. Implementation of the NCCC; Active promotion. Permanent monitoring</p>
Exchange Programme	Economic situation in the Member States	High	-
Learning Methods and Processes	Lack of implementation	Medium	-
Research and Science Activities	Lack of Acceptance of the e-Library	Medium	Active communication with Member States; Monitoring of the process
Communications	Lack of awareness of CEPOL	High	Continuation of promotion at Secretariat level and within Member States

Annex C: Calendar of 2010 Courses and Seminars

See attached annex