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Autumn Meeting - Draft Minute – Torremolinos – 8th – 9th November 2023

Melia Hotel , Torremolinos

1 Housekeeping - Nigel Dennis, Head of Office

2 Opening of meeting by Meeting Chair Unn Alma Skatvold.

25 Member Organisation's in attendance, with **73** Delegates with **35** votes available. 1 Guest Organisation in attendance.

Adoption of draft agenda.

Agenda was adopted.

Adoption of draft minutes of the EuroCOP Autumn Meeting 2023

Minutes were adopted.

The Chair asked Conference to stand and observe a 1 minutes silence for all those Police Officers who passed since we last met .

3 Welcome from the host country Mr Roberto Garcia, CCOO

Thank you all, thank you Chair, Mr. President, and Mr. Head of office.

Good morning and welcome everyone back to Torremolinos. It is a real pleasure for me to have the opportunity to welcome you to my own land, to my beloved Spain. Last year we already had the opportunity to enjoy the climate and the typical gastronomy of this southern area, but for all those who have never visited the country or who could not come last year, let me recommend the pleasure of eating some espetos in a restaurant near the Malaga coast where we are. You will not regret it. And if you are lucky enough to have more free time or plan to return here during some vacations, be sure to visit El Caminito del Rey, a beautiful path that runs along steep cliffs along a beautiful river where you will enjoy nature and pass exciting moments crossing its suspension bridge.

But forgive me since I haven't introduced myself yet. My name is Roberto García, a member of the Mossos d'Esquadra, the national police force in Catalonia, for 21 years, a member of the most representative union in Spain, CCOO, and today I have the honor of speaking to you as a recently elected member of the Eurocop ExCOM at our last meeting in April in Belfast.

During these months I have been able to see from within the large number of issues that are being discussed at Eurocop, the great family to which we belong and the great human team behind it. I have to say that I am overwhelmed by knowing so closely the involvement and effort put in by our President, our Head of Office and the other members of ExCOM as well as our colleagues at Eurotran. I am proud and grateful to be able to work with all of you so thank you again for this opportunity you have given me.

And this is where I would like to focus a little more on this presentation, on the work being carried out at Eurocop. A work that has very diverse and distant roots. A work that comes directly from the different police forces of each and every one of our countries. During the time I have had to speak with some of you in other previous meetings, I have been surprised by the great cultural differences at the police level that exist between us, how different it is to work as a police officer in places that are geographically close but with ways of living and think so different. Each and every one of us has union functions appropriate to our territory. Different requests and demands according to our culture. But we also share many shortcomings. And that is precisely where Eurocop makes sense. It is precisely at this point where Eurocop has its strength. Think about what it means to be able to join the same demand with the signature of dozens of unions representing dozens of other police forces with thousands of agents from different countries and present that complaint collectively. Try to imagine what the members of the European Parliament might feel when they receive it. I am probably too optimistic, but you cannot deny that the power that comes from having the support of the union of so many police officers behind you is something to take into account. I am convinced that this is the appropriate path. I am sure that together we are stronger and that we can go further.

For this reason, I encourage you all to continue collaborating as before and thank you, with the permission of our president, on behalf of Eurocop, everyone for your work and effort. A work and effort that becomes more important every day due to the great instability that we have been experiencing in recent years. We have only recently emerged from a global pandemic, last year the war began in Ukraine and this year we are witnessing the war in the Near East. Events that, together with the strong inflation, the increase in interest rates and the possible internal problems that each of our countries may have individually, mean that our fellow police officers who are on the street must face new challenges, new social problems that end up having a direct impact on their work, their physical integrity, their families and their lives. Keep thinking about them. They need us and we are not going to let them down. We must keep the level of our demands as high as possible so that they feel more protected. It is our goal. They are our goal.

And with this I'm done. I reiterate my thanks to all of you for allowing me to be here today as a member of the Excom, to our president, to our Head of office and especially to the people who have

helped me during these years to become what I am today; Thank you Javier, thank you Auri and special mention for two absentees such as Manuela and Josean.

Enjoy the convention.

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The Chair Invited delegates and/or observers of member organisations to take to the floor for a maximum of 3 minutes each to introduce themselves and their organisation.

4 Presidents address

Dear Madam Chair, Committee Meeting representatives, invited guests, lecturers and experts and our visitors.

I stand before you, as autumn turns to winter and it is once again a pleasure and an honor, to see all Confederation representatives from different parts of Europe together here, under the Spanish sun. You have once again come a long way from different parts of Europe, to show your commitment to the common Confederation, and to make your own contribution to the fact that EuroCOP is the largest, most powerful and most effective community representing the police in all of Europe. Specially I want to thank for the opportunity to arrive as a guest to the beautiful country of Spain, and spend two days together once again in a wonderful setting.

On behalf of the EuroCOP EX-COM, we wanted to make sure that the program offered on these two days is expert, high-level and which brings you recent information about the situation in Europe and the Confederation's active work striving to protect the rights, safety, values, and position in society of European police officers.

First, however, I want to briefly recall last spring's meeting in Belfast. Even though we had to change hotel at the last minute, we had a memorable meeting with very important agendas. During the corona pandemic, we learned how important it is to meet in person and not just through a remote connection. However, a visit to the Memorial Garden and the laying of a garland's in the memorial grove's for those who have gave an ultimate sacrifice in the line of duty, made the occasion memorable. It was instantly memorable and will never be forgotten. Thank you for this honor on behalf of myself and the entire EuroCOP community. And thank you for your hospitality, goes to **Mr LIAM KELLY, CHAIRMAN OF THE POLICE FEDERATION OF NORTHERN IRELAND**

A lot has happened in Europe since we last met. We have heard of an increase in violence against the police, as well as general unrest and movement of people. In my last speech, I outlined three things that I consider topical and important in addition to the goals specified in EuroCOP action plan:

1. The effects of the war in Ukraine on the internal security of Europe during and after the war
2. Epidemic in Europe, by which I mean increasing violence against the police officers
3. Effects of climate change.

We can't ignore the roots of violence in the Israel – Palestine conflict which challenges any future peace in that region and the impact these hostilities are having across the whole of the European landscape, which is having a direct effect on those Police Officers we all represent. The Hamas attacks on Israelis and other nationals including European citizens, can never be justified.

Let's us all hope that in our lifetime, this region will be able to move past the cycle of violence. It will undoubtedly be a long and challenging journey but where there is hope there are possibilities and I hold on to that dream.

Unfortunately, regarding the first of these, we are still in the active phase of warfare. As we heard in Belfast, our brothers in different communities are doing important and irreplaceable work to help the people of Ukraine, who are fighting for freedom, democracy and a free Europe, protecting what is sacred and dear to all of us. At the same time, we, as police officers, must be ready to effectively and appropriately combat all phenomena's related to war and internal security of Europe. Once again, our members are on the front line when the effects of war are reflected in Europe's internal security. That is why it is important that e.g. The Halo Trust introduced to us in Belfast can continue its work efficiently, appropriately and with sufficient resources. After the war, the value of their work will be shown when we start together to track down illegal weapons to get them out of the hands of criminals and terrorists.

Violence against the police continues to increase, despite the fact that our organization, with the active and professional assistance of EuroTran, raises the issue and brings it to the attention of decision-makers, demanding a common European program to collect information on violence against the police through EuroStat and, most importantly: active measures to combat the phenomenon. We have repeatedly rejected the view that violence against the police is only a national phenomenon and can be solved nationally. We claim that it is an epidemic and we must respond to it as a community, emphasizing that there is a person inside every uniform. Someone's child, someone's parent, someone's sister or brother. These people have taken an oath to protect others. It is ours and has to be Europe's task to protect the protectors.

The police have to solve even more challenging problems now and in the future. Since the spring our members have risked their own lives to protect rescue operations in areas where the terrain has been engulfed by seas of flames during the summer, and where people had to be evacuated and taken to safety. Among other things, the situation in Sweden is very dangerous for both its citizens and the police officers on duty.

In Sweden, the country's army has already been asked for help and the cooperation and help of authorities from various neighboring countries is needed. Even in these situations, they are EuroCOP members who run where other people run away, risking their lives and health to perform their demanding and often dangerous police duties. For this reason, all European police forces must be equipped with sufficient human resources, the best-used equipment, adequate training, and ensure that in the event of danger and damage, adequate help is quickly on hand. We owe that to those working on the front line.

In Europe, active measures have already been taken in cooperation between the employer and the employees, so that violence against the police can be tackled. Since the phenomenon is an epidemic that spreads across countries, the means to combat it must also be found between countries by benchmarking and adopting practices that have been found to be good and effective. Where there is a will there's a way. Nordiska Polisförbundet, together with the Nordic police commissioners, has launched a collaboration to combat violence against the police and to map and share the best and most effective practices. It is my pleasure and honor to warmly welcome The Commissioner of Norwegian Police: Benedicte Björnland to our meeting. Thank you for giving your valuable time to share your experiences with the whole community and a warm welcome to our committee meeting.

In the afternoon we will continue to discuss police violence and hear research on its true costs to our nations. I am pleased to welcome Mr. Luis A Garcia Segura from Nebrija University. Good decision-making, exactly the kind on which EuroCOP's decision-making is based, relies on reliable statistics, scientific research and scientific conclusions along with the experiences of our own members. Mr. Luis A Garcia Segura, thank you for sharing your knowledge in our community and a warm welcome to our meeting.

In addition to learning new things and sharing information and experiences, I hope that you are as motivated as always to do and invent new ideas together. Margareta and Dan from EuroTran are organizing a workshop today, where we really need your dedication to our common causes. You have information, views and insights. EuroCOP Committee Meetings are not an event's where you just come to hear new things, but a place where phenomena's are also discussed and where we share information together. Let's do this work together. Tomorrow we will hear EuroTran's expert presentation on how EuroCOP will raise its profile in the European Parliament Commission and the council of Europe. Thanks to both of our experts in advance, Margareta and Dan.

Let's also look to the future. EX-COM closely monitors the EuroCOP Action Plan 2020-2024 confirmed by Congress and the effective implementation of its goals. At the same time, we should turn our eyes to the autumn 2024 congress meeting and, in cooperation with you, start the preliminary preparation of the 2025-2028 Action Plan. Just by looking at the annual figures, we notice that when the action plan confirmed by Congress next fall comes to an end, we are already knocking on the doors of the 2030 decade. Our time frame for planning is long, but the changes in the world are fast and unpredictable. That is why we need to closely monitor the European situation and its changes and remain agile and ready for change. But preparing for the unexpected is a key part of police work.

Let's make this Committee Meeting memorable. Let's do it together. Ladies and gentlemen, thank you very much for your time.

5 Group work - Violence against Police

MOs were split into groups to discuss the information gathered from the meeting in Belfast. Eurotran ran this inactive session. The purpose of the group work was that within each group they would decide what their 3 priorities from the information collated in Belfast. Each Group presented their findings and provided their rationale for their decisions. This will inform the EuroCOP'S lobbying strategy on this subject and the construction of our European Parliamentary questions.

6 Presentation

The presentations from our speakers over the last two days can be found through the following link;
https://issuu.com/starkevents/docs/eurocop_2023_presentations?fr=xKAE9_zU1NQ

7 Head of Office Report - Nigel Dennis

Colleagues,

Since we last met in Belfast, allow me to share with you where as an organisation in my view we developing and shaping our strategic profile in a way that we anticipate will yield a positive reaction with those who have influence in shaping the political agenda.

Our profile, and visibility have noticeably increased, not only with our partners within European Trade Union Confederation, but also within the corridors of the European Commission, this clearly was evident recently when the LIBE Committee secretariat contacted myself directly for EuroCOP to provide a speaker to address the LIBE Committee Democracy, Rule of Law and Fundamental Rights Monitoring Group, this meeting was dedicated to discuss and to understand "The use of Force by the Police under the Rule of law".

Excom Member Angels Bosch presented on behalf of EuroCOP, and given her current role as a Public Order commander in Barcelona she was best placed to provide a real time operational perspective of the issue being debated on.

We were the only representative body asked to contribute by this EU Committee. This is a tangible step, albeit small, but when placed into context, quite simply the Policing sector in the European Commission & Parliament we have to work hard to have its voice heard amongst the large sectoral players both on the Union side and that of the employers representative bodies.

As the EuroCOP representative on the ETUC Executive I attend the quarterly meetings

I was joined by our President Jonne Rinne at the ETUC Congress in Berlin this May where he introduced EuroCOP to all the delegates, attending senior politicians and political commentators from across Europe at their 50th Anniversary. The visibility, profile and recognition aligns with our goals as set out in our 2020 – 2024 action plan. This is an ongoing process and collectively, we have to work hard to ensure that our voice, the representative voice of the Police Officer in Europe is heard and that our profile is maintained and enhanced by the professional way we go about our business with the European institutions, those who develop and construct policy, and those that have been provided the authority through the ballot box to make decisions that shapes our future life's and that of the Police Officers we all represent.

In the past 6 months we have been visible in our collaboration with other ETUF's in challenging how social dialogue should be managed with the Commission moving forward (Explain), and I am grateful to our colleagues from Eurotran, who have provided me with targeted professional advise and guidance in this area.

EuroCOP are working collaboratively with our partners in the ETUC and the ETUF on a joint correspondence to the President of European Commission in relation regarding Social dialogue and how it's managed moving forward.

I can assure you when both bodies collectively come together and who have a cumulative membership of over 45 million people across the whole of European landscape, the Commission has a tendency to listen to our concerns.

The ETUC agenda is extensive and one of its primary focus currently is on rejecting a return to cuts that punish working communities which include the Police Officers you represent, an observation that sometimes is lost amongst the heat of the debate..

This approach is being undertaken in an effort to expose decision makers who are endorsing this pathway. The ETUC has also launched a campaign called Austerity watch along side a campaign on a "Fair deal for Workers"

GOOD NEWS

EU Finance Ministers have delayed a decision recently on a new budget rules which would require at least 45 billion euros in cuts next year. Such cuts has the potential to kill jobs and lower wages and push the economy towards another recession

We have since we last met we have made targeted submissions on the EU Consultation process on Firearms markings and the consolation process on the Visa Suspension Mechanism.

These submissions to the consultation process will have implications across the whole of the European landscape which in turn will have a knock on effect on our membership whose countries sit outside the EU.

My mantra in all of my dealings and interactions with likeminded organisations and the institutions of Europe and with all to whom I come into contact with is that we “EuroCOP” are integrity driven, and solution focussed.

You will recall in Belfast I advised you of the importance of our organisation having a foot print in Brussels, and the rationale behind it, is quite simply is that along with Luxembourg and Strasbourg, Brussels is the seat of the European Commission and a number of the principal European Institutions.

All of the other 10 ETUF have a footprint in Brussels which allows them the flexibility of meeting the policy creators and influencers, along with the decision makers within the European Parliament in a venue close to their place of work.

We have identified a co working office space very close to the European. Parliament which comes within budget that is acceptable to our Treasurer, this allows us the use of office space for up to 6 days per month along with use of meeting rooms and associated facilities.

To be clear it is the recommendation of the Excom that we maintain our registered offices for the present time in the Duchy of Luxembourg, alongside securing a co working space in Brussels, to do otherwise would impose significant legal costs on EuroCOP which would require amendments to our current statutes to comply with Belgium legislation. You have just heard from our Treasurer and the fiscal challenges we are currently travelling through, however this expenditure can be managed

The EXCOM, has previously taken detailed legal advice on this specific issue, which they have reviewed and this has reinforced their recommendation to you in this matter to proceed in securing a working space in Brussels.

Those of you who attended our Committee Meeting in Belfast, will recall we took a vote on to set a maximum fee of 60,000 Euros irrespective of the size of organisation alongside this an voting structure that provides 8 votes to that organisation. This required a change of Statutes

I am happy to take questions

No questions were received from delegates present.

8 Treasurer’s Report Mr Mark Marshallsay & Internal Auditor’s Report

Mr Marshallsay (Treasurer) presented his report to Member Organisation’s present. It has been redacted for the purpose of the publication of these minutes.

Mr Henry Bautista (Internal Auditor) Presented his report to Member Organisation's present . It has been redacted for them purpose of the publication of these minutes.

The Treasurers Report and Internal Auditors Report was accepted by MO No Questions were received on either report from the delegates present .

9 The following questions were presented to M.O organisations to vote on;

(It should noted that M.O had previously been advised of the matters to be voted on)

1 – To secure co working space in Brussels close to the European Parliament, whilst maintaining our Office in Luxembourg.

Unanimously agreed

2 – Maximum annual fee of 60,000 Euros to be enacted into the Statues / Financial orders, irrespective of membership size of organisation, No organisation shall have more than 8 votes either at a Committee meeting or Congress.

Unanimously agreed

Closure of Meeting by the President

Jonne Rinne, President closed the committee meeting thanking all delegates for their engagement and support and reflected that as a unified and consolidated group of Police Representative bodies we are stronger together working towards our common goals.

Note Date of next meeting; Malta; 17th & 18th April 2024

Venue – AX The Palace Hotel , High Street. Sliema Malta