



## European Confederation of Police

Nigel Dennis  
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[www.eurocop.org](http://www.eurocop.org)

EURO COP – 59a Rue Principale L-5480 Wormeldange - Luxembourg

Autumn Meeting – 17<sup>th</sup> – 18<sup>th</sup>. April 2024

AX Palace Hotel Malta

### **Draft Minutes**

Housekeeping - Nigel Dennis, Head of Office

Opening of meeting by Meeting Chair Unn Alma Skatvold.

Heads of Office Nigel Dennis declared that there are **26** Member Organisation's in attendance, with **67** Delegates/ Observers in attendance. with **39** votes available.

### **Guests;**

**Dr Byron Camilleri Minister for Home Affairs , Security and Employment. Government of Malta**

### **Mr Angelo Gafa – Police Commissioner Malta**

**Mrs Tanja Rakusic Hadzic – Council of Europe Head of Criminal Law, Cooperation Unit Directorate General of Human Rights and the Rule of Law .**

**Police Firearms Officers Association – Mr Mark Williams & Mr Angelo Deponeo PFOA Training Services. – Mr M Williams Mr I Bradshaw**

### **Adoption of draft agenda.**

Agenda was adopted unanimously

Adoption of draft minutes of the EuroCOP Spring Meeting 2024

Minutes were adopted unanimously

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

Welcome from the host country **Mr Marlon Hilli Chairman Malta Police Union.**



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*President's Address (to the EuroCOP Spring Committee Meeting in Malta).*

*Valued representatives of EuroCOP's member associations, sisters and brothers.*

*It is my honour and pleasure to welcome you to the Spring Committee Meeting here in sunny Malta. It has been six months since we met in Spain. I thank you for your active participation during that meeting as well as for your dynamic input for the purpose of defining the direction of EuroCOP. This work is especially meaningful in light of the fact that EU Member States are currently preparing for this summer's European Parliamentary elections. I will touch back on this issue when discussing the EuroCOP Manifesto.*

*I would first like to thank the Malta Police Union for inviting us to your beautiful island and hosting this Spring Committee Meeting. It is a privilege to belong to a confederation that represents police officers throughout Europe and in very different operational environments. Despite differing conditions and challenges, our work shares many commonalities. It is a key task of the Malta Police, as well, to safeguard the daily lives of people and ensure that society is safe for all its members, as well as to ensure that legal certainty and the rights and liberties of Europeans are being realised day and night, also for those living and residing in Malta. The key task of the professional unions represented here, however, is to ensure the prerequisites and conditions for police officers and personnel to be able to meet the lofty demands of their work in the most effective and appropriate way possible. Our motto, 'to protect the protectors', is being realised within the daily work of our member associations every single day.*

*We must assure that police officers have the opportunity to participate fully in societal action and related decision-making and that they are not just listened to but actively heard. It is our task to ensure that wages, employment terms, working conditions and the occupational safety of police officers are at the proper level so that, both now and in the future, the ranks of law enforcement continue to attract the best of the best and to carry out their work as intended. It is at least as vital for us to ensure that highly experienced police officers remain on the police force and, at the end of their career, can transition smoothly to a well-deserved retirement. This is the task to which we are all committed. The most concrete example of this is the large group gathered here today, all of us ready to do our part. It is an arduous task and one that has been entrusted to us, specifically. I am convinced that when it comes to this task, our strength as a whole is much greater and more effective than the sum of our parts.*



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*Unfortunately, the police force in Malta is also facing significant challenges in their everyday work and I would like to highlight a few key points. The Malta Police Union has repeatedly emphasised the insufficient number of police personnel. A sufficient number of hands and eyes are necessary to ensure that, today, in this place, we too are able to operate freely in a safe society. Europe's internal security is undergoing constant changes, and it is EuroCOP's duty to remind decision-makers of the importance of internal security amidst this evolving global climate. Safety and security form the solid foundation for Maslow's hierarchy of needs, and this should never be forgotten. Without safety and security, there is no future for Europe today or ever. Security is the sum of many factors, not simply the provision of law enforcement alone, but it represents the last line of defence in the event of social disruption. Ultimately, the responsibility for safety and security rests with the police, and that responsibility is indivisible.*

*Along with sufficient personnel resources, decision-makers must pay more attention to working conditions, well-being at work, wages and the social rights of police officers. The valuation of police work is not directly correlated with wages but it would be dishonest to claim that it doesn't matter when people consider what they are dedicating their life's work to. In addition to receiving appreciation for our work, we must receive fair pay that is sufficient to provide a good life for ourselves and our families. This is one factor that those considering a career in law enforcement surely take into account.*

*Our work is dangerous, so we must have access to the best safety equipment and appropriate training in order to perform our duties successfully. More attention must be paid to issues concerning well-being at work, recovery and the reconciliation between work and free time. Although this profession is considered a calling, we are still people: mothers, fathers and a living part of the society around us. We also have a civil life and the right to time off, even though we are police officers. This is the time to heighten our focus on management and the coping of our employees, when the security situation in Europe is changing. We must retain and maintain our operational capacity, especially when it comes to our police personnel.*

*Furthermore, police officers must have the right to have input in shared decision making and social influence. We are on the front line each and every day and we see the changes occurring in society more clearly than those who are making essential security-related decisions with regard to resources and budgeting. Our role in joint decision making is critical, and our voices must be heard. For this purpose, EuroCOP serves as our tribune within Europe and the EU Member States and, in particular, the EU Commission, where these decisions are being prepared and enforced.*

*As President, I have highlighted three key factors that must be considered now and in the future. Violence against police officers, the impact and after-effects of the war in Ukraine in terms of*



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*Europe's internal security, and climate change and its direct and indirect impacts. Climate change is having particularly concrete repercussions in North and East Africa. We have seen how migration from these areas has increased and how people are increasingly migrating north towards Europe. The police are also on the front line in this respect. Last year, hundreds of thousands crossed the Mediterranean Sea on their journey north. During peak years, more than one million refugees by year crossed the Mediterranean. Europe cannot close its eyes to this phenomenon and leave local authorities on their own to tackle a challenge that is expected to only worsen every year as climate change accelerates. Different crises and armed conflicts also increase the likelihood of mass migration. This must be taken into consideration in the resourcing of the authorities. We are expected to act, so we must have the proper tools to do so.*

*Ladies and gentlemen,*

*the Executive Committee of EuroCOP has continued along the path you have designated in order to fulfil the task to which it has been assigned. We have focused more attention on actively ensuring our influence in those arenas in which decisions are being prepared and enforced. Our co-operative partner EuroTran has been highly effective working together with the Executive Committee and our office management. Our position as a European influencer has strengthened as a result of hard work and determination. I wish to thank our office, EX-COM and co-operative partners for ensuring that our voice rings out louder than ever before in Europe.*

*The European voice is needed now more than ever, and to this end, I turn to you, esteemed members of EuroCOP. At its meeting in Brussels, the EX-COM of EuroCOP drafted a presentation of our Manifesto for the upcoming EU elections and related advocacy work. The basis of the Manifesto has been built on your input and highlights the key factors of our work; factors that I would ask each of you to emphasise in the upcoming elections and national debates leading up to the elections. Now is your time, our time, to emphasise our shared priorities and ensure that they are included in national election debates and races. The voter turnout for the Parliamentary elections is expected to remain quite low and I believe that one reason for that is that the importance of the elections has not been concretized for voters in the best and most appropriate way. This is our chance to make a difference. This is our chance to concretize the changes taking place in Europe and to motivate people to vote as a means of achieving concrete goals. Our goals.*

*The elections will be held during the summer of twenty twenty-four and, once over, the new Parliament and Commission will begin their work. If we succeed together in our national elections, our future work on the central level of the EU will be that much more significant. It is easier for EuroCOP to concretize for decision-makers those issues that are familiar to them. It is easier to commit to shared familiar themes than to previously unknown issues with which the elected parliamentarians and Commission representatives have no common experience. This is why I turn to you, our valued representatives, and I ask you to be active with regard to the Manifesto to be*



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*confirmed by this meeting. EuroCOP is not an organisation that does things for you. It acts and achieves in collaboration with you. Together, we are EuroCOP. Let's bring the themes of the Manifesto forth in connection with the elections and raise our collective voice for all of Europe to hear. This is the only way we can surpass where we are today to become even better and more influential tomorrow and in the future.*

*Another key issue under preparation is the EuroCOP Action Plan for the next four years, the groundwork of which has already been initiated by our EX-COM. The Action Plan is being built on a steadfast foundation that complies with EuroCOP's basic values and those objectives that have been set by our organisation on the basis of its statutes and standing orders. However, the Action Plan, as with EuroCOP itself, is a reflection of the current age and focuses its energy on those key issues that our membership views as important and which we wish in particular to prioritise. At this Spring Committee Meeting, we once again hope that you will be active and get involved to enable the administration to prepare a draft of the Action Plan for the autumn meeting that prioritises that which is essential and to which we can all fully commit. It will guide the direction of the administration and the EX COM's activities for the next four years and will be closely monitored by the next EX COM.*

*Brothers and sisters,*

*I wish that I could tell you that the challenges in Europe have largely been overcome. That the war in Ukraine has ended and life in Europe stabilised. That the economy is growing at a confidently steady rate, the rapid rise in inflation has taken a turn and the high interest rates have returned to a permanently lower level. However, this is not the case, unfortunately.*

*The war in Ukraine continues and Russia's hybrid strategies are having an impact throughout the Western world. My home country of Finland is preparing to combat instrumentalised migration, the likes of which were earlier seen in, for example, Poland and Lithuania. Finland shares a border with Russia that is more than one thousand three hundred kilometres long and the border has had to remain closed in order to prevent widescale instrumentalised migration from taking place. This has given rise to key and fundamental questions for our society and for Europe as a whole in terms of how international basic and human rights are being realised in modern times and when they and human distress are used to influence the activities of sovereign states and of our European Community as a whole.*

*Frontex is part of the solution but only a small part of it. We are facing bigger issues.*



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*Terrorist attacks have occurred and have resulted in a heightened level of risk in different parts of Europe and have forced law enforcement throughout Europe to prepare to prevent further serious terrorist attacks. A terrorist attack on Europe is an indirect attack on us all and everyone in Europe. Police guarantee security on the front line, including in the fight against terrorism, and need adequate resources and effective and appropriate legislation for this work.*

*As we prepare to prevent terrorist attacks, we must also ensure the safety of those who are entrusted with the role of safeguarding others. Violence against police officers is increasing as the risk of terrorism increases and the messages that EuroCOP has received in relation to this matter are particularly worrisome. EuroCOP does not condone police brutality in any form. At the same time, I separately emphasise that we do not condone any degree of violence against police officers. As police officers, it is not our duty to tolerate violence against us. That is not the purpose of our task or profession. We go towards what others run away from in order to perform our duty; a duty for which we place our own health and even our lives on the line during each and every shift.*

*We are not looking for a hero's cape or praise, we simply need adequate and appropriate tools and training. We need society's support as we carry out the difficult task of bringing safety and security to all European citizens. We need a common voice that will be heard so that decision-makers will have enough of the right information when they are making their decisions. We need, and indeed all of Europe needs, a strong joint organisation, and that is what EuroCOP is and seeks to be, today and tomorrow. We are and we will be stronger together. Let's make it happen once again.*

*Thank you.*

*Interventions were made during the meeting by*

**Dr Byron Camilleri** Minister for Home Affairs , Security and Employment. **Government of Malta**

**Mr Angelo Gafa – Police Commissioner Malta**

**Mrs Tanja Rakusic Hadzic** – Council of Europe Head of Criminal Law, Cooperation Unit Directorate General of Human Rights and the Rule of Law .

Police Firearms Officers Association – **Mr Mark Williams**

PFOA Training Services. – **Mr M Williams Mr I Bradshaw**



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### **EuroCOP Spring Committee Meeting April 2024 – Matla.**

#### **Treasurers Report.**

*Good morning Conference,*

*It is fantastic to be here in beautiful Malta and present my report to you all.*

*It is pleasing to inform you that all member organisations have declared their membership numbers and more importantly, paid their subscriptions to EuroCOP.*

*Thank you for your prompt payments, it really is appreciated and makes my job so much easier, and of course, allows us to function on a day-to-day basis.*

*I will refer you to Appendix 1, which is the EuroCOP Membership Numbers and Income for 2024. A couple of comparisons for you, the total number of members for this year is **xxxx** which is down from **xxxx** members for 2023, a decrease of **xxxx***

*There may be several reasons for this decrease, retention of officers across all police forces is a significant problem, especially in the UK and I would imagine across the European landscape. Poor salaries would obviously explain a big part of this.*

*The more cynical half of me, may suggest that now the subscriptions have gone up, inevitably membership has gone down. No, I will stick with the retention theory.*

*Better news in Appendix 1 is the comparison in income, **255,993.01 Euros** this year compared to **201,398.13 Euros** for 2023. That is an increase of **54,594.88 Euros**. This really is a sight to behold (**well it is for a Treasurer**) and hopefully will be the turning point in EuroCOP'S finances. The increase of the subs to 1.59 Euros per member has paid off.*

*But, we cannot stop there. We must continue to evolve the finances and secure the future of EuroCOP. I have formally recommended to the ExCom that we should adopt a new financial order whereby there is an annual increase in subscriptions in line with European Inflation on 01<sup>st</sup> October of every year. Most years, this would mean a small percentage increase but conversely could also mean no increase, but at least a permanent process would be in place, which everyone will be aware of and eventually, used to.*

*The ExCom and I have a fiduciary duty to act in the best interest of EuroCop and its assets. This means, that by law, we must act.*



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*We are all aware of the rising costs of everything in our personal lives and this is exacerbated for this organisation, especially when it comes to hosting committee meetings twice yearly and other associated costs. For example, hosting this event has come with additional costs for Audio Visual which were in the region of **8,000 Euros**. An unexpected extra that was out of our control but a necessity to ensure the success of this committee meeting.*

*If this is to continue, we must do something now, so when the time comes, I recommend that you support this annual subscription increase.*

*Whilst we are on the topic of additional costs, we must seriously think about the necessity of holding two committee meetings a year. Moving forward we need to reflect and consider that holding our meetings around Europe twice a year, is expensive, costs are spiralling upwards, and I believe that it is more important to maintain the standards we have put in place in the last 4 years and concentrate on one, ensuring those standards are met. This would only be for the immediate future and once our finances are bolstered by the proposed annual subscription increase, this can be reviewed.*

*Moving on to our investments. Some great news here, finally the invested funds are starting to work for us. If we look at Appendix 2, we can see that at the time of writing this report, our invested funds stand at **141,239 Euros**. This is an increase of **17,837.32 Euros**, since the last committee meeting, as Appendix 3 demonstrates. I have spoken with Adam Griffin, our Investment Manager, and he has provided me with a few words.*

*The past few months has seen some very significant changes to the economic landscape most of which being favourably received by capital markets and particularly the Western world.*

*After two very bumpy years the corner was turned at the end of October 2023. Inflation, which had been responsible for the fastest set of interest rate rises seen for many years started to fall, almost as quickly as it had risen, this was mainly down to oil and food commodity prices correcting significantly notwithstanding the conflict in the Middle east and the ongoing Ukrainian conflict.*

*This resulted in a much clearer and more encouraging outlook for interest rates and when they might begin to fall, and the F.E.D (Federal Reserve) and other central banks began to change their tone and lay the groundwork for interest rate cuts this year. As things stand, June may see cuts by the F.E.D and the Bank of England possibly by May and this has helped the stock markets recover strongly. The E.C.B (European Central Bank) is being cautious but a cut in June is also anticipated from them*

*A third helpful dimension is that, although China continues to struggle some, policy intervention should help to stabilise markets there, and Japan, the world's third largest*





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economy, has finally achieved positive inflation and the stock market there has reached and passed its all time high last reached over thirty-five years ago.

All in all we have seen a sharp turnaround in sentiment and expectations with many of the more bearish or pessimistic commentators now seeing a good outlook for stock markets for at least the next couple of years as the new economic cycle takes hold.

So positive news and another reason why it was so vital to invest some of our funds. But, if possible, I would like to go further and invest more funds. This will only be possible if we are realistic and accept my proposed annual subscription increase.

So, where do we stand at this present time. At the time of writing this report, we have a surplus of **xxx Euros** and I am certainly more optimistic about our finances, than I was this time last year. The goal now is to build on this and ensure that there is never anything but optimism and positivity around our financial position.

Thank you.

### Election of Mr Jonne Rinne as President

Esteemed EuroCOP Spring Committee Meeting.

I stand humbled before you, but not with a humble mind. I have served our community as President since twenty twenty-two and have been nominated for the next term from twenty twenty-four to twenty twenty-six. I wish to thank you for the confidence you have placed in me and to show you every single day that I am worthy of that confidence. It is only through hard work and collaboration that EuroCOP lives, grows and evolves. This is the stance I committed to in the past, and to which I am still committed today and will continue to be in the future. I am most humbly grateful for your trust.

However, this work is most certainly not carried out alone. I wish to show special appreciation for the EX COM members, both long-standing members and those who have recently joined our ranks. Co-operating as a whole has made us stronger collectively than we could ever be on our own. The contributions and professional competence of you all help to guarantee that we fulfil our task every day of the year.



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I would like to express my deepest gratitude to Vice President Unn-Alma Skatvold. You have been an indispensable partner to me in my work as President. My sincerest thanks for that.

I also express gratitude to our co-operative partners, Starks Event and EuroTran. Without your commitment to our common goals, none of this would have been possible. Through your work and diligence, you have contributed to a better future for European police officers. I am extremely grateful for your work input and I hope that our co-operation will continue to be as fruitful as it has been to this point. Your work has great significance and is highly valued by myself and the entire EuroCOP community.

I would also like to especially thank all representatives of the European police unions. You have shown that you are worthy of the trust placed in you by your own members and us as a whole when carrying out your valuable work all over Europe. Challenging times call for extraordinary people and you have proven that you can count yourselves among that group. Your faith in our shared endeavours has ensured that EuroCOP is stronger and more influential now and in the future.

In challenging times, you need a stable base and EuroCOP is, indeed, on a solid footing. Let us take heart in this and, together, build a stronger and more dynamic EuroCOP and a better future for the police forces we represent.

And last, but definitely not least, in front of this esteemed group, I wish to thank Mr. Nigel Dennis. Your dedication and commitment to the activities of EuroCOP continue to amaze me each day I have the privilege of working alongside you. You live and breathe European law enforcement and, without any thought for yourself, you go above and beyond what we might expect from you.

You have proven to be a loyal employee whose expertise and competence are genuinely appreciated. Underneath the sophisticated behaviour and impeccable appearance of a gentleman beats the heart of a solid field officer. A heart that endeavours to perform its task every day in pursuit of shared objectives. I have not thanked you nearly enough. But I do it here and now. Thank you, Nigel, for your work and invaluable input. It is appreciated by us all. Let us continue this valued co-operation now and in the future.



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Honourable EuroCOP Spring Committee Meeting, our task remains incomplete. In this time of crises, look to the future with confidence and carry out our mission as the advocate for police officers throughout Europe. If our task were easy, someone else would have done it already ages ago. Do not become discouraged, but believe in yourself and each other. The future calls for action and we are the right people for the task.

I thank you for your confidence and I hope to continue proving I'm worthy of that confidence now and in the future.

Thank you.

### Head of Office – Report to Spring Committee Meeting Malta 2024

Colleagues,

I would like commence my address to you all by thanking the Malta Police Union in extending an invitation to hold our Spring Committee meeting here in their country and their hospitality and generosity has been warmly and greatly received by our organisation. I trust by our attendance in Malta has had a positive impact on the work you do and also of your friends and colleagues in the Police Officers Union here in Malta.

If like myself you measure the success of representative organisations like ours, not by the eloquent words we may generate from this platform or elsewhere, but from the successful outcomes on the actions you as Member Organisations (MO) have directed the Excom through to myself to carry out in the name of EuroCOP, and in ensuring that those mandated policy directions are delivered upon, along with managing its limited resources effectively and efficiently.

So with this in mind allow me to update you on the successful results we have achieved since we last met, that you as M.O directed us to undertake.

We have identified and secured a co working office space close to the European Parliament within our finite financial resources, which has already allowed the Excom to have face to face meetings at our office with representatives of EU Belgium Presidency and with senior



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representatives of The Department for Migration and Home Affairs. Not an insignificant milestone as this has been a goal for this organisation for some time. Now its incumbent on us all to build on these opportunities , building relationships with the European institutions is a vital element of how we make ourselves relevant within the European Bodies in Brussels

One of the outcomes of this meeting has been an invite to present to the Council of the EU – Law Enforcement Working Party ( Police )

The presentation will include the following;

- **Short presentation of EuroCOP position paper** on violence against police officers;
- **An example of best practice**
- **Initial proposal of the EU wide database and its functionalities:**
  - **Intelligence gathering:** Collection of data on violence against police; examples of best practice;
  - **Collection of data:** Establish compatible national systems to collect data on violence against police officers;
  - **Repository of data:** ask Member States to share data with Eurostat in order to establish a repository of comparable data at EU level;
  - **Maintenance of data:** keep data safe and up to date; request Member States to exchange data on a yearly basis;
  - **Data analysis:** To request Eurostat to aggregate data and analyse it in order to understand roots of the problem, identify trends and the most common forms of violence;
  - **Awareness raising:** organise an EU awareness raising campaign.

We have also since we last met in Spain we have increased our lines of engagement and visibility with EU parliamentarians from across the political landscape along with senior EU civil servants, developing connections, whilst creating an atmosphere and understanding of our goals with them and the pathways we are promoting in order to make progress on our goals, which were set by you the Member Organisation's. We listen and learn with each and every opportunity. These relationships take time to evolve and gain trust and understanding.

I would like to take this opportunity to thank both Dan Wolf and Margereta Przybyla of Eurotran who have over the past year managed the brief we engaged them on, and achieved on those key performance indicators we set at the beginning of our business relationship we have with them.

With the limited financial resources we currently have at our disposal I ensure that they are used efficiently and effectively . Navigating the corridors of the legislative process in Brussels and Strasbourg can be technically complicated and time consuming, and this is why with our type of organisation we require our colleagues from Eurotran who are an essential part of our team , to assist



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and advice us, as lobbying is increasingly seen at a European level as part of the political decision making process and thus part of the legislative process.

One of the directions you provided to the Excom following the unlawful invasion of Ukraine by Russia, was to look at ways we as an organisation can establish links to Police Trade Unions in Ukraine. You will recall we received a presentation from COPs for Ukraine in Belfast which was very well received from the feedback I received.

Moving forward a year we are collaborating with the ETUC and ETUF in contributing financially to a Trade Union summit for Ukraine in Lublin Poland on the 23<sup>rd</sup> April in which Trade Unions from Ukraine are the attending, discussions will focus on but are not limited to restoring the Trade Union role in Ukraine through social dialogue.

I shall be representing EuroCOP at this event .

The European Trade Union Movement through all its affiliates have donated large sums of money to ensure where possible the work of the unions can continue in Ukraine albeit in an environment that the Putin regime are attempting through illegal means to destroy.

There is not an M.O in this room whose country is not affiliated in some way to the Council of Europe. It's important we invest some of our resources to promote and advance our agreed goals in this influential European institution , and lets be clear we have not optimised, or explored how this institution in recent years can possibly assist us in some of the challenges you all face as Police representative organisation's in defending your Organisations rights and that of your members.

EuroCOP have participatory status as Non Governmental Organisation. As you will be aware the CoE was established to promote Democracy, Human Rights and the Rule of law. So when the question arises which I am acutely aware occurs from your local Shop stewards/Representatives who are no doubt the back bone of any Trade Union/ Staff Association as to why you are members of this organisation when your country is not a member of the EU , the answer may I be bold enough to suggest is to respond as follows; but our country is a member of the Council of Europe and they are signatories in upholding democracy the rule of law and human rights which impacts on our membership.

As I have previously advised you at the Excom's direction, I am EuroCOP's representative on the ETUC Executive and represent EuroCOP at the General Secretary's meeting of the European Trade Union Federation.( ETUF's )



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The ETUF's are part of the structure of the ETUC with the responsibility for European Social Dialogue at a sectorial level. The 35 different sectorial committees discuss specific issues relating to industries they cover and can agree a wide range of initiatives.

There are times when we can come together in the spirit of collective solidarity to address issues that impact on all of us. An example of a recent success came about when the President of the European Parliament agreed to our collective request to the withdrawal of Amazon Lobbyists access to the European Parliament as this company repeated refusal to attend Parliamentary hearings on working conditions in their Warehouses.

We undertake due diligence on all requests to come together as a collective and co sign letters to the EU Commission and Parliament in a spirit of solidarity, however on matters that are of a sectorial technical nature we opt to abstain. As I am sure you will appreciate there is a lot of cross sectorial challenges that exist for a lot of the ETUF's but representing Police interests sets us apart from the majority, so we are extremely careful and undertake due diligence on every request.

EuroCOP the organisation directly employs myself and the work I undertake in between meetings has to be targeted and focussed, as we as an organisation simply do not have the capacity or the financial freedom to spread our wings as much as other European Trade Union bodies are able to do given the size of their memberships and the volume of highly talented professionals they directly employ whose skill set is one to admire in how they hold those in power and influence to account.

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 at "EuroCOP" are integrity driven, and solution focussed, and whilst I have the ambition, determination and energy to promote the rationale and purpose of our organisation it requires the active engagement of all M.O to maintain our professional visibility to those institutions we wish to influence in their decision making processes.

As your representative it's important to myself that when EuroCOP puts its name and reputation behind an issue we proceed with the values and cultural responsibility we share of being professional, responsible and an accountable organisation that above all is membership led organisation.

### **Up coming Elections**



## European Confederation of Police

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I would like to remind colleagues that later this year at our Congress meeting in November we have elections for the position of Treasurer , along with positions on the Excom and also for the post of Internal Auditor.

For the positions on the Excom this will be the first time since the statutes were amended in November 2020 of how the the election process will be run and I would urge all interested parties to take note of how that process will now be run and this can be found in EuroCOP Statutes - Article 5

The integrity of the process is essential and I would urge all Member Organisations who are seeking to nominate a candidate to approach myself in order they have a clear understanding of the requirements of the process.

The closing date for nominations to reach my office is by 17:00 hrs on Friday 9<sup>th</sup> August 2024.

I trust you all have noticed the increase in our visibility on our social media platforms. This has been achieved by Stark Events who are able to turn the content we provide them into visually friendly versions which focus on the key points and bring the work we undertake in the name of EuroCOP making it user friendly.

The data that we we collate on how our footprint on these platforms is progressing provides us clear evidence that in all the formats we engage in; X, instagram , Facebook, LinkedIn and not forgetting our Website clearly shows we are on an upward trend.

It would be totally remiss of myself if failed to thank the work of Ann Stark and Bethan Mann in placing on record my personal thanks and that of EuroCOP in their work as Events Organisers in working with myself in bringing our meetings around Europe together . Their professionalism and advice in their field of expertise is one to which I am extremely grateful for.

Finally our team of interpreters Vicky Perez and Alejandra Mantecón del Olmo, who have been working for EuroCOP for many years and are essential members of our group along with Stark Events and Eurotran in what I would describe as Team EuroCOP. All of these colleagues contributions play an essential part in making EuroCOP the organisation we have today.

I am happy to take questions from the floor - Thank you .



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Dan Wolf of Eurotran supported by Nigel Dennis provided M.O an overview of the proposed EuroCOP manifesto in front of the European Parliamentary Elections being held in June 2024 which had been constructed following discussions with all MO over a 12 month period

A vote was taken to as follows ;

Do MO agree with the proposed EuroCOP's Manifesto for the European Parliamentary 2024 elections as presented ?

This proposal was unanimously approved by all delegates from MO present.

Nigel Dennis  
Head of Office  
European Confederation of Police