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

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DRAFT MINUTE OF COMMITTEE MEETING

15 SEPTEMBER 2020 @ 10 – 12AM VIA ZOOM PLATFORM

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1 Housekeeping Information; How the digital meeting will be conducted & welcome statement from the Chair of the meeting Calum Steele.

The Chair opened the meeting and thanked the technical support and the interpretation team for setting up the Zoom facilities to undertake this meeting. The agenda had been shortened in light of this and to allow some procedural matters in respect of the statutes and standing orders that need to be discussed to allow congress to take place digitally like this in November.

It was confirmed that there are 32 participants in the meeting.

President Àngels Bosch, opening remarks:

Àngels Bosch thanked everyone for attending and confirmed that during the global pandemic the ExCom haven't stopped working in relation to having an effective and functional EuroCOP working for the benefit of Police officers working conditions leading up to our intended digital congress in November. This being the last committee meeting before congress she was relying on the help of others, she welcomed the new collaboration with the decision makers, in regards to trading standards/migration issues. Àngels reiterated that EuroCOP are experts in their field, they are the voice of the police forces in Europe They are listened to by makers across Europe regarding Policing matters

She highlighted the current issue with violence against police officers in the press/social media – making reference to the rise of such events in the Netherlands as an example.

The ongoing issues at Camp Moria on the island of Iesvos were briefly raised at a meeting with representatives of the EU German Presidency It is a matter of record that EuroCOP raised these issues in a report to the EU in June 2018

The publication entitled "SBIRRI MALEDETTIE EROI" published by Praesi Edizioni the English version having been funded by EuroCOP at VSPB request has been delayed due to the pandemic however it is anticipated a first copy will be available by the end of the year.

Focussing on the meeting today; We will discuss the Draft Action Plan for the period 2020 -2024, a draft, of the proposed statutes to take our organisation into the next congressional period in the hope they will encourage other Police Trade Unions/ Federations to join EuroCOP.

She concluded that change has been created no matter what the future holds. We are United, we will hit it head on and fight for what's right! Welcome and please take an active part in the meeting.

Àngels Bosch welcomed the Defence Police Federation to their first meeting as members ,and the contribution and value they will undoubtedly be able to make to our organisation.



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2. Adoption of the Agenda

David Hamilton proposed the agenda and this was seconded by Claus Redder Maddsen , Maurice Morello and Eamon Keating all seconded it thereafter.

The Agenda was therefore adopted , without further comment or observation.

3. Report from the Executive Committee

The last 6 months have undoubtedly been an extremely challenging period for us all as we navigate our way in not only managing our personal lives in addition to carrying out those duties we all have in providing representatives services to our colleagues in the police service across the European landscape, during this ongoing global pandemic.

Your Excom have during the reporting period made significant progress in EURO COP's engagement with the European Commission and the European Trade Union Confederation.

We have had productive meetings with both the E.U (Home affairs) Commissioner Johansson in June, and representatives of the EU German Presidency in September. Arrangements are in place for members of the Excom to meet with the EU (Jobs and Social Rights) Commissioner Schmit, in early October. This provides us with the opportunity in making direct representations at the top of the Commission about the health safety and welfare of Police Officers across Europe.

These notable meetings raise the profile of EURO COP's mission in protecting the wellbeing of police officers and enhancing the positive image of the Police Service. (After the meetings with the Commissioners contact and professional relationships are built with individual Commissioner's Cabinet Staff to ensure that EuroCOP messaging is maintained in that area of responsibility)

We have successfully constructed and launched a new brochure style web site in collaboration with EURO COP's media consultants. This has significantly increased EURO COP's footprint on its social media platforms. We are aware that by doing so we are raising the profile of EuroCOP with EU policy makers, and more importantly making representations about our concerns about the health safety and welfare of Police Officers across Europe.

In partnership with our Strategic advisors we are publishing a weekly EuroCOP news roundup on policing issues across Europe which we trust are of interest and value

We have enhanced our profile and engagement with the ETUC and ETUF, and this is another way in which has enabled the Excom as your representatives to be part of the conversation at the heart of the Trade Union/intergovernmental debate.

The negotiated process of exiting the 2 members of staff in Luxembourg brought with it many challenges during the due diligence period , however it was successfully completed at the end of May. This was undertaken with the assistance of EuroCOP's legal advisors and in full compliance with Luxembourg employment legislation.

The Excom have had 3 formal meetings in the aforementioned reporting period, and the minutes of those have been published on EuroCOP's web site. We also have every fortnight digital meetings with EuroCOP Strategic Advisors Cicero

Nigel Dennis – Head of Office



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Observations – Excom Report

CCOO requested a copy of the Greek report and Angels confirmed the report has been sent highlighting our recommendations and she believes the situation could have been avoided had they listened. She made reference to the border with Morocco highlighting that European borders should be managed by Europe.

4 Adoption of the Minutes of the Spring Meeting Porto

David Hamilton proposed and Francisco Alonso seconded the draft minutes. No further comment or observations were provided by Member Organisations

Minutes of the Porto Meeting held in March 2020 were therefore adopted.

5 Explanation and discussion on Draft EuroCOP Statutes Mr Calum Steele, and members of the Excom.

Calum Steele reiterated that these are draft proposals at this stage and that it would be the decision of congress whether they go forward or not. He asked that if anyone had any amendments or any additional information they would like to be included to let within 2 weeks of the date of this meeting so that a meeting can be set up as soon as possible to discuss. The statutes have been written in English by someone that English is their first language which makes it easier to translate.

The main focus on the changes are to empower member organisations to take a much greater role (that many do not believe they are able to do); make changes to the ExCom, limit the terms of office, make it more attractive to new organisations to join, change the fee structure and capping fees to alleviate those that may be put off with joining due to the fees. A proposal that for large organisations with 40,000 members or more automatically get a seat on the Excom.

There is a clear desire to have regional activity in the future.

He insisted that the change in fee structure would be deferred for 12 months, it would indeed be pragmatic to change the fee structure once EuroCOP understood the fees and the effects the coronavirus has had.

We can continue to run 2021 based on some early calculations, it may show a slight deficit in budget but the savings by having digital meetings there would be a surplus this year but that will be delayed until next year.

He concluded that if anyone has anything to add to the draft statutes to do so within 2 weeks to Nigel Dennis Head of Office to enable the working group to meet to have a comprehensive approach for taking to congress.

CCOO – will formally write their questions/views but verbally stated that they believe it is important to remember the situation in relation to a Portuguese Trade Union requesting to join EuroCOP previously. They feel that for example a Trade Union in Spain request to join that currently members of Spanish Unions should have a say in whether they should be accepted or not and this should be written in the statutes.

The option to have members become observer members caused some confusion and they felt it should be the other way around. Calum confirmed that this was utilised by members over the years when full members found themselves in financial difficulty. This would be dealt with by a vote.



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Nigel Dennis brought to the attention of Member Organisations that future elections will require a motion and will be based on the current statutes. This is because the new ExCom will decide at congress on the new statutes and regionalisation.

David Hamilton asked for some more clarity on some of the roles. The Treasurers role was clear but a better understanding of the President & Head of Office would be appreciated.

Calum Steele thanked David Hamilton for his question and confirmed that the phenomenal work involved by Angels Bosch and Anna Nellberg Dennis (previous President). However the expectation to expect one person to maintain a commitment along side their employment commitment for an extensive period is an considerable expectation to expect one individual to manage . Over the last 6 months since the engagement of the Head of Office it has allowed the current EuroCOP Excom to move to a more professional footing which brought with it a more impactful and strategic led approach, which was necessary if EuroCOP was to have any chance of meeting its goals. The immediate impact in the change to the current model of operating has delivered tangible results which are visible to Member Organisations.

The new Excom will clearly determine how it will be shaped going forward, but the professional support network behind the EuroCOP Excom structure has led to a more diverse Excom, coupled with a potential regional development would have an appropriate balance on the presidency.

6 Discussion on EuroCOP Draft Action Plan 2020 – 2024 Members of the Excom and EuroCOP Strategic Advisors

Unn Alma Skatvold confirmed that everyone should have received a copy of the draft action plan. She made reference to the fact this one was much shorter than the previous one and more precise to make it easier to understand. The main points she wanted to highlight was that it was a draft/proposal to take matters forward to 2024. It was to create a safe environment for police officers in Europe. It supports all member organisations and requires all members to participate and use the action a plan. It sets out the goals for the ExCom and all member organisations. **To raise the profile of Eurocop it's important to know who we are, what we stand for so that others should listen to our voice.**

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She believes this action plan allows things to happen; find solutions, help each other's organisations and learn from each other in terms of culture and rights. If everyone does their part to make it happen.

Anna Nellberg Dennis thanked Unn Alma Skatvold for the update and confirmed it was much clearer to understand and that she liked how there was a distinction made for what the ExCom should be doing as well as member organisations.

She highlighted that there was an error in the use of the term "congress" and it should be replaced by "confederation". Calum thanked her for bringing this to his attention and that she was indeed correct and the amendment will be made.

Nigel Dennis brought to the committee's attention to the current statutes being held for 5 years with the new action plan for 4 years. They will correspond and will run in tandem with congress and committee meetings moving forward should the draft action plan and statues be approved by congress

Calum Steele confirmed the draft action plan and draft statues will be finalised and be circulated and made will be available in advance of the Digital Congress in November.



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7 Presentations by nominees for the forthcoming Excom Elections November 2020

Nigel Dennis requested each nominee put themselves forward for their respective positions within the ExCom in turn. Each had submitted documentation prior to the meeting and each gave a brief update on why they were standing for the positions and what expertise they brought with them.

Unn Alma Skatvold was joined in the meeting with her President Sigve Bolstad who fully endorsed her in standing for the position. She also confirmed that she had the backing of the other Nordic Unions.

Vaida Bratcher has intimated that she wishes to withdraw her candidacy, it is a personal decision.

Calum Steele was saddened that Vaida Bratcher was withdrawing her candidature, as he believed she would be a huge asset and would like to have a conversation to try and persuade her to reconsider.

Àngels Bosch stated that she wasn't going to put her name forward but due to the low numbers of candidates that are currently wishing to put themselves forward for election she did. She believes in the union and wants to continue to support the Excom and contribute to the new structure of the Excom in the coming years

Georgios Stamatakis was having technical challenges to connect. (His CV *has since been forwarded to all Member Organisations.*)

Calum Steele Gave a full update on his current position in the Scottish Police Federation and ICPRA and highlighted his engagement with the United Nations . He stated that he was keen and enthusiastic to make EuroCOP stronger and inclusive and that is the reason he is standing for the President and also to be a member of the EXCOM The draft statutes bring intent and desire to retain and bring in regional opportunities. He believes he is well equipped with the support of the current committee to make it successful and gives his endorsement to the committee to do so

Mark Marshallsay (Treasurer) confirmed his position to stand as Treasurer again, he spoke of the positions he has held at the BTP Federation and his relevant financial qualifications to continue, he believes still to be the best person for the post.

Henry Bautista (Auditor) confirmed although he is now fully retired from the police he would like to put his name forward to continue in the role as auditor. He believes the last 5 years performing the role has been a good one and that he is determined to look after the future of EuroCOP should congress decide in November.

8 Treasurer Report Mr Mark Marshallsay

"It is with great pleasure that I present to you my report for this committee meeting and I only wish that it was in person and not via lap top or computer screen.

This is only to be expected after the year that we have all had and the cloud of uncertainty that this global pandemic still brings.



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Having said that and as the old saying goes, every cloud has a silver lining, and every Treasurer worth his or her salt, will look for a silver lining. That silver lining has come in the form of a substantial decrease in expenditure throughout this current year.

Due to the postponement of the Summer/Autumn Committee meeting in Gibraltar this year, we have made significant savings on the cost of travel to this event as well as the incidental expenditure that would have occurred if the event had gone ahead.

The deposit made for the accommodation and facilities, has been kindly rolled over to next March by the Sunborn Hotel, however, this stills means that financially, EuroCop has only had to pay for one committee meeting for this year and not two. This means that our financial situation is in a far better place than it would have been.

May of this year, saw the departure of both Claudia and Silvia from the office in Luxembourg. I for one, would like to thank Claudia for her service to EuroCop and for the initial support, she gave to me.

Their departure, of course, means further savings on staff salaries. I am fully aware that the new Head of Office is still an expense, but this expense is far less and the office, covid 19 pandemic permitting, is now, far more efficient and effective.

The extra money saved from the office staff salaries, has allowed for the much needed updating of the EuroCop website and more importantly, the collaboration between EuroCop and Cicero. This collaboration has proved very successful and in my opinion, offers value for money. Since April of this year, with the assistance of Cicero, this organisation has made more roads into the European Parliament and European Commission, than ever before. Rubbing shoulders with these influential people will only empower EuroCop and enable us to better the terms and conditions of our members across Europe. I see this as priceless.

Our financial situation is stable and we have a healthy surplus of 760,800 euro's. Once we are back to some sort of normality, I will explore the possibility of investing some funds, as mentioned in my previous report.

May I take this opportunity to remind you all that accurate membership numbers are required by Friday 15th January 2021 and prompt payment is expected by Monday 01st February 2021. If you are experiencing any problems with this, please do not hesitate to contact either myself or Nigel Dennis. Your cooperation and expediency in this matter will be greatly appreciated.

Finally, I would like to say thank you to the Executive Committee for their continued support and to you, our members, for your loyalty and support to this organisation”

Henry Bautista agreed with the report and agreed with the plan of action, he appreciated the aspiration of EuroCOP and its members and what to expect for the future. He understood the need for a leaner cost effective EuroCOP but asked the committee to be cautious, in respect of members paying their own way to conferences - attendance/interests may decrease and to be careful that decisions are not being taken by larger wealthier organisations as that would not be a true reflection on EuroCOP or indeed policing in Europe.

The report was adopted unanimously by the committee, without further comment or observation

9 Proposed Arrangements for EuroCOP Congress



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Nigel Dennis confirmed that congress in November will run in a similar format to today's meeting from 10am– 1pm on 24 November 2020.

He also confirmed that the contract for the Gibraltar meeting has rolled over to next year and hopefully it will be a face to face meeting taking place on 2-4 March 2021.

The hotel contract for Congress in Edinburgh this year will also roll over to next year and has been secured.

Nigel Dennis has asked that any social media posts published by EuroCOP if felt appropriate by Member Organisations are retweeted by their respective comms department.

10 A.O.B

Francisco Reina Monterero informed the committee that he will be stepping back as a representative on the committee. He was unsure at this time who his replacement would be. He intimated that this was a personal matter and he has asked to be replaced. He thanked everyone on the committee on a personal and professional level for their assistance over the years.

Calum Steele wished Francisco Reina Monterero all the health, wealth and happiness in the future and expressed the committee's appreciation to him for his commitment and time given.

11 Closure

The Chair of the meeting Calum Steele closed the meeting thanking everyone for their time, patience and tolerance over the past few months. He confirmed that we will manage congress in this format and that the health at this time for family, friends and loved ones is more important. During what can only be described as extraordinary period and regardless of policing, family is much more important to never forget the support provided to allow us to do our jobs. EuroCOP appreciate all that you do on their behalf.