

Statutes European Confederation of Police

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Article 1 The European Confederation of Police

- 1.1 The European Confederation of Police hereinafter referred to as EuroCOP is a Federation of Police Unions and Professional Police Staff Side Associations or Federations in Europe.
- 1.2 The Secretariat of EuroCOP shall be at a location determined by its members.
- 1.3 EuroCOP is independent from governments, political parties and philosophical, theosophical or religious communities or organisations.

Article 2 Aims and Objectives

- 2.1 The aims and objectives of EuroCOP shall be to:
 - 1) safeguard, protect and improve the rights and interests of police officers in Europe
 - 2) develop co-operation and harmonious relations between its members
 - 3) co-operate with like organisations
 - 4) pursue improvement in the status, training and qualifications of police officers
 - 5) pursue improvements in policing standards
 - 6) ensure police officers enjoy the same civil rights as are enjoyed by other citizens
 - 7) secure the participation and influence of EuroCOP members in the administration, development and planning of policing initiatives

Article 3 Membership

- 3.1 Application for Membership of EuroCOP shall be open to any police representative organisation in Europe interested in furthering the aims and objectives of EuroCOP.

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- 3.2 An application for admission as a member shall require a recommendation from the Executive Committee and approval of 2/3 of the available votes at an Ordinary Committee meeting.
- 3.2.1 The members of the Ordinary Committee meeting shall pay due regard to the views of any existing member organisation from the same country as the applicant organisation prior to votes being cast.
- 3.3 Membership shall be limited to Full Member, Observer Member, and Associate Member.
- 3.4 In order to become a full member an organisation has to fulfil the following conditions:
 - 1) The organisation is a national or other recognised representative organization for police officers.
 - 2) The organisation is legally constituted in its own country as one which represents, and negotiates on behalf of its members in respect of their pay, conditions of service and welfare.
 - 3) The internal structures and composition of the organisation's bodies as well as decision-making procedures are transparent and governed by democratic statutes.
 - 4) The organisation is financially sound and financed by regular subscriptions from its members
- 3.5 An organisation that is a national representative organisation of police officers that is restricted, due to national legislation, and not able to fully comply with the conditions of membership can apply to become an Associate member of EuroCOP
- 3.5.1 Associate membership shall be at the absolute discretion of EuroCOP.
- 3.5.2 Associate members must shall comply with any conditions of membership as shall be determined by the Executive Committee.
- 3.6 An organisation that meets the conditions of membership and is in the process of considering application as a full member can apply to become an Observer member of EuroCOP.
- 3.6.1 Observer membership shall be at the absolute discretion of EuroCOP.
- 3.6.2 Observer membership shall be for a maximum of three years after which the observer member must seek full membership status or shall cease to be an Observer member.
- 3.6.3 Observer members shall pay such a membership fee as may be determined by the Executive Committee in accordance with any direction from Congress.
- 3.7 A Full member may, with the agreement of 2/3 of the available votes at an Ordinary Committee meeting, cease to be a full member, and shall instead become an Observer member.
- 3.7.1 A full member making a request under the provisions of statute 3.7 shall not be entitled to cast a vote in the subsequent deciding vote.
- 3.7.2 Where an Observer member is accepted under the provisions of statute 3.7, that member may retain Observer membership for no more than 12 months, and shall during the period of membership be required to pay not less than 50% of the full membership fee.
- 3.7.3 At the expiry of 12 months an observer member accepted under the provisions of statute 3.7 must either seek full membership of EuroCOP, or resign.

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Article 4 EuroCOP Congress

- 4.1 Congress is the supreme authority of EuroCOP.
- 4.2 Congress shall take place at a frequency not exceeding four years, and on dates and at locations as shall be decided by the Executive Committee.
- 4.2.1 The Executive Committee shall pay due regard to the views of the members prior to determining the date and location of any Congress.
- 4.3 Congress shall last not less than two, and not more than three days.
- 4.4 Congress shall be responsible for;
- 1) The strategic objectives for EuroCOP and action plan
 - 2) The approval and amending of the EuroCOP statutes and standing orders.
 - 3) The setting of any criteria for membership.
 - 4) The setting of any criteria for fees for Associate and Observer Members.
- 4.5 The number of delegates and votes afforded to each full member organisation at congress shall be as follows;

Membership	Votes	Delegates
1 – 7,500	1	1
7,501 – 15,000	2	2
15,001 – 22,500	3	3
22,501 – 30,000	4	4

- 4.5.1 Member organisations with more than 30,000 members shall be entitled to additional delegates and votes commensurate with the additionality drawn from the table at article 4.5
- 4.4.2 Member organisations with more than 60,000 members shall be limited to 8 delegates but shall be entitled to cast the total number of votes commensurate with their membership.
- 4.6 Delegates are expressly prohibited from splitting their vote(s) and, unless abstaining on the matter in hand, must cast their vote in its entirety either in support or in opposition of the proposal before the Committee.
- 4.7 An Extraordinary Congress can be convened to deal with matters of such importance that cannot await an Ordinary Congress.
- 4.7.1 An Extraordinary Congress may be convened where the Executive Committee, or 50% of the member organisations request such, and where the Ordinary Committee meeting of the members decides by a 2/3 majority of votes to convene an extraordinary Congress.
- 4.7.2 Delegates to an Extraordinary Congress shall be the same delegates as for an Ordinary committee meeting of the members, but delegates shall be entitled to cast the number of votes for their organisation at an Ordinary Congress.
- 4.7.3 An Extraordinary Congress shall only deal with the matter(s) that necessitated that Congress.

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4.7.4 An Extraordinary Congress shall last not more than one day.

Article 5 Executive Committee & Principal Officers

5.1 The Executive Committee shall, subject to any direction or restriction laid down by Congress, be responsible for the day to day running and governance of EuroCOP

5.2 The Executive Committee is the executive authority of EuroCOP.

5.3 Subject to statute 5.4 and 5.4.1 there shall be one member of the Executive Committee for every 40,000 members, or part 40,000 members

5.4 Subject to the provisions of statute 5.6 The Executive Committee will comprise one representative from

- 1) the Northern Region
- 2) the Nordic and Baltic Region
- 3) the Southern Region
- 4) the Central Region
- 5) the Eastern Region

And

- 6) The President of EuroCOP

5.4.1 A member organisation with more than 60,000 members shall be entitled to appoint one member to the Executive Committee in addition to the number required by statute 5.3.

5.4.2 The Nordic and Baltic region includes Iceland, Denmark, Finland, Norway, Sweden, Estonia, Latvia, and Lithuania.

5.4.3 The Northern Region includes the United Kingdom, Ireland, France, Germany, Belgium, Luxembourg, the Netherlands, Monaco, Andorra, and Poland.

5.4.4 The Central Region includes Switzerland, Lichtenstein, the Czech Republic, Austria, Slovakia, Hungary, Slovenia, and Croatia.

5.4.5 The Southern Region includes Portugal, Gibraltar, Spain, Italy, San Marino, Malta, Greece, Cyprus, and Albania.

5.4.6 The Eastern Region includes Belarus, Ukraine, Moldova, Romania, Bulgaria, North Macedonia, Montenegro, Serbia, Bosnia & Herzegovina, and Kosovo* (*UNSCR 1244/1999).

5.5 With the sole exception of the member organisation from which the President is elected, no member organisation may hold more than two positions on the Executive Committee.

5.6 A regional seat on the Executive Committee need not be filled where the total membership of any region is less than 40,000 members, or where the members in that region agree that they do not wish to occupy a place on the Executive Committee.

5.7 The Members in each region shall only be able to vote for the Executive Committee member(s) to be appointed under statute 5.4

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- 5.7.1 Where, after elections for the positions under statute 5.4 fails to achieve the minimum number of members for the Executive Committee, or where further vacancies exist, candidates for the remaining seats shall be subject to election by the full members at the meeting.
- 5.8 A candidate seeking election to the Executive Committee shall intimate in writing his or her intention to stand for election to the Head of Office and shall give not less than 45 days' notice (save that on any occasion the timescales may be modified with the unanimous agreement of an Ordinary Committee meeting). For the purposes of this Statute 'in writing' shall include by facsimile or electronic mail.
- 5.8.1 A candidate must have a nominator and seconder from their electoral region.
- 5.8.2 In any regional election for the Executive Committee, each member organisation shall have one vote.
- 5.8.3 A member elected to the Executive Committee shall serve for a period of four years from the date of their election.
- 5.8.4 Subject to statute 5.8.5, a member of the Executive Committee may seek re-election once, after which they may not seek re-election unless a further period of two years has passed.
- 5.8.5 A candidate seeking election as President may do so without the limitations of statute 5.8.4
- 5.9 The President shall appoint a Vice President from within the Executive Committee.
- 5.10 The President, Vice President, and Treasurer shall be the Principal Officers of EuroCOP.
- 5.11 The Executive Committee will meet not less than four times a year.

Article 7 President of EuroCOP

- 6.1 The President of EuroCOP will be elected by the members.
- 6.2 A candidate seeking election as President shall intimate in writing his or her intention to stand for election to the Head of Office and shall give not less than 45 days' notice (save that on any occasion the timescales may be modified with the unanimous agreement of an Ordinary Committee meeting). For the purposes of this Statute 'in writing' shall include by facsimile or electronic mail.
- 6.2.1 A candidate for President must
- 1) be supported in their candidature by their member organisation, and
 - 2) have a nominator and seconder from a member organisation, other than their own, and
 - 3) come from a member organisation that is a full member
- 6.3 In the event more than one candidate is proposed an election shall be by secret ballot.
- 6.3.1 Other than in an election that may require to be conducted under the provisions of statute 6.3.8 the voters will be supplied with a ballot paper and instructions on how to vote.
- 6.3.2 A vote may be cast by marking an "X" against a candidate's name OR by writing the candidates name.

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- 6.3.3 If the voter uses any mark other than "X" or writes the name of more than one candidate the vote shall be deemed void.
- 6.3.4 The number of eligible voters and votes will be determined in accordance with the usual procedures of the meeting at which the election is to take place.
- 6.3.5 Where there are more than two candidates, the candidate with the fewest number of votes shall drop out and further rounds of voting will take place until two candidates remain. The candidate with the most votes shall be declared the winner.
- 6.3.6 In the event of an equality of votes at any stage in the election the candidates will draw lots in a manner determined prior to the commencement of the election.
- 6.3.7 In the event of any candidate in any round of an election receiving the majority of the votes available, the election will end and that candidate will be declared the winner.
- 6.3.8 In the event it is not possible for an election to take place at a physical meeting of EuroCOP, the Executive Committee shall be responsible for putting in place an alternative form of voting that is capable of delivering a fair election.
- 6.4 The Presidential term of office shall not exceed two years.
- 6.4.1 Other than with the unanimous agreement of EuroCOP, no President may serve for more than 2 consecutive terms of office.
- 6.5 The first election under these statutes shall take place in November 2020. Subsequent elections will take place at the meeting prior to the expiry of the President's term of office, or in the event of retirement or resignation of the President, at the first available opportunity.

Article 7 Treasurer

- 7.1 The Executive Committee shall be responsible for the appointment of a Treasurer to assist with the financial management of EuroCOP.
- 7.2 The Executive Committee shall pay due regard to the views of the members prior to the appointment of a Treasurer.
- 7.3 The Treasurer may be elected from amongst the members of EuroCOP.
- 7.4 The Treasurer shall be an additional ex-officio member of the Executive Committee.
- 7.5 The Treasurer shall provide all reasonable assistance to the Auditor in the discharge of their duties.

Article 8 Head of Office of EuroCOP

- 8.1 The Executive Committee shall be responsible for the appointment of a Head of Office to assist with the day to day running of EuroCOP.
- 8.2 The Executive Committee shall pay due regard to the views of the members prior to the appointment of a Head of Office.
- 8.3 The Head of Office may be elected from amongst the members of EuroCOP.
- 8.4 The Head of Office shall be an additional ex-officio member of the Executive Committee.

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- 8.5 The Head of Office shall act in accordance with any direction and responsibilities vested in him/her by the elected Principal Officers of EuroCOP including but not limited to;
- 1) The provision of secretariat services to the Executive Committee, the subsequent Congress, any Ordinary Committee meeting, or other meetings held during his/her period of appointment.
 - 2) Lodging and filing with, and furnishing to, the appropriate authorities all such documents as may be legally required.
 - 3) Preparing briefing notes, papers, and reports as may be required from time to time.

Article 9 Ordinary Committee Meetings

- 9.1 There shall be not less than two Ordinary Committee meetings of the members each year.
- 9.2 The Executive Committee shall determine the date and location for each Ordinary Committee but shall ensure that at least one ordinary meeting takes place in the country that holds the Presidency at the material time.
- 9.2.1 Wherever possible, the location of Ordinary Committee meetings shall rotate through the countries of member organisations.
- 9.3 Each Ordinary Committee meeting shall last not less than one day, and not more than two days.
- 9.4 Delegates at an Ordinary Committee shall be responsible for;
- 1) The approval of the annual membership fee
 - 2) The approval of the annual budget
 - 3) The approval of the annual accounts
 - 4) The appointment of an auditor
 - 5) Decisions on the acquisition or disposal of assets
 - 6) The appointment of members to any subcommittee established in accordance with statute 10.1
 - 7) Approve the terms of reference for such subcommittees
 - 8) The approval or disapproval of any application for full, observer, or associate member.
 - 9) The suspension, and conditions of suspension of any member.
 - 10) The expulsion of any member
- 9.5 The number of delegates and votes afforded to each full member organisation shall be as follows;

Membership	Total Votes	Delegates
1 – 7,500	1	1
7,501 – 15,000	2	
15,001 – 22,500	3	
22,501 – 30,000	4	2

- 9.5.1 Member organisations with more than 30,000 members shall be entitled to additional delegates and votes commensurate with the additionality drawn from the table at article 9.4.
- 9.5.2 Member organisations with more than 60,000 members shall be limited to 4 delegates but shall be entitled to cast the total number of votes commensurate with their membership.

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9.5.3 Member organisations with more than 120,000 members shall be limited to delegate votes commensurate with 120,000 members.

9.6 Delegates are expressly prohibited from splitting their vote(s) and, unless abstaining on the matter in hand, must cast their vote in its entirety either in support or in opposition of the proposal before the Committee.

Article 10 Sub Committees

10.1 The Executive Committee may establish any subcommittee for any purpose and duration, and size as appears to be appropriate for the good and efficient running of EuroCOP.

10.2 Participation in any subcommittee meeting may be video or audio conference.

10.3 If not appointed by the Executive Committee, a subcommittee must appoint from amongst its members a secretary and a chairing person.

10.4 A minute of any meeting of a subcommittee must be prepared and published for the information of the members.

Article 11 Finances

11.1 EuroCOP may raise, establish and maintain funds by;

- 1) Raising subscriptions from member organisations.
- 2) Borrowing money from members or any other person or persons or body corporate, etc., on such security and upon such terms as may from time to time be arranged by interest earned on capital and by commissions.
- 3) Acceptance of donations or gifts whether directly or by bequest providing the acceptance of such donations or gift shall not or shall not appear to affect or interfere with the impartial status of EuroCOP.
- 4) The sale of periodicals, articles or publications and such other matters or items which can be considered incidental to and compatible with the objects and purposes of EuroCOP.
- 5) Any other means as may be approved by Congress.

11.2 The member subscription shall be determined by the voting members at an Ordinary Committee meeting, following an annual recommendation from the Executive Committee.

11.2.1 Regardless of statute 11.2, 11.4.1, and 11.4.2 no member organisation shall pay a total subscription fee of less than 1,200 Euro per annum.

11.3 Subscription fees must be paid in full at the commencement of each year.

11.4 Member organisations in Andorra, Austria, Belgium, Denmark, Finland, France, Germany, Gibraltar, Iceland, Ireland, Lichtenstein, Luxembourg, Malta, Monaco, Netherlands, Norway, San Marino, Spain, Sweden, Switzerland, and the United Kingdom will pay 100% of the subscription fee.

11.4.1 Member organisations in Cyprus, Czech Republic, Estonia, Greece, Latvia, Lithuania, Poland, Portugal, Slovakia, Hungary, Italy, and Slovenia will pay 75% of the subscription fee.

11.4.2 Member organisations in Albania, Belarus, Bosnia & Herzegovina, Bulgaria, Croatia, Kosovo* (*UNSCR 1244/1999), Moldova, Montenegro, North Macedonia, Romania, Serbia, and Ukraine will pay 50% of the subscription fee.

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11.5 Member organisations with more than 60,000 members will be entitled to a 50% reduction on fees due under statute 11.4, 11.4.1, or 11.4.2 for each member over 60,000 members.

11.5.1 Member organisations with more than 120,000 members will not be required to pay any fee for each member over 120,000 members.

Article 12 Use of Funds

12.1 Congress shall prepare and adopt policies and statutes regarding collection and expenditure of EuroCOP funds and assets.

12.2 EuroCOP funds may be used to defray expenses lawfully incurred for the purpose of representing members in all matters that align with the objectives of EuroCOP. Without prejudice the generality of the foregoing various EuroCOP funds may be put to the uses set out in the following paragraphs of this statute.

- 1) On all matters as may be incidental or conducive to the objects of EuroCOP.
- 2) On the costs of the meetings of Congress.
- 3) On the costs of the Ordinary Committee meetings of EuroCOP, and its subcommittees.
- 4) On the costs of the meetings and activities of the Executive Committee and Principal Officers.
- 5) On the maintenance of office premises including but not limited to the provision of furnishings and equipment, the payment of due taxes, the retention and payment of persons consulted in an administrative, professional or advisory capacity, and generally in any matter which Congress as the ruling body shall deem necessary to enable EuroCOP to carry out its functions.
- 6) To grant honoraria to members of the Executive Committee.
- 7) On the making of any gift or donation to any body, only where doing so furthers the good name and reputation of EuroCOP.
- 8) To pay any expenses as may be approved in advance by the Executive Committee to members discharging duties on behalf of EuroCOP.

12.3 EuroCOP funds may not be used to reimburse any expense incurred by members travelling to or from an Ordinary Committee meeting, or an extraordinary meeting of Congress.

12.4 EuroCOP funds may not be used to reimburse any expense incurred by an observer or associate member.

Article 13 Suspension and Termination of Membership

13.1 An organisation may resign their membership provided not less than three months' notice of the intention to resign has been provided to the Executive Committee.

13.2 An organisation not providing three months' notice may have their membership terminated after a recommendation from the Executive Committee to the next Ordinary Committee meeting of the members, where;

- 1) An application is made in writing providing not less than three months' notice of the intention of termination by a member organisation or,
- 2) A member organisation fails to pay its membership fees without good reason or,
- 3) A member organisation breaches the statutes of the EuroCOP

13.3 A member organisation that has provided written notice in accordance with statute 13.1 shall be able to continue to act as a full member of EuroCOP but may not vote in any matter that might impact on the finances of EuroCOP, or in any election.

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- 13.4 An organisation that resigns its membership, or has its membership terminated shall not be entitled to receive any reimbursement of fees paid in the event resignation or termination takes place part way through the year.
- 13.5 Member participation in the activities of EuroCop may be suspended where payment of membership fees has not been received or an agreement, secured in accordance with statute 3.7.2, has not been adhered to.

Article 14 Complaints & Conduct

- 14.1 EuroCOP shall establish and maintain procedures for the investigation of complaints or allegations of misconduct on the part of any member, member organisation, or individual acting on behalf of EuroCOP.

Article 15 Language

- 15.1 All correspondence with and within EuroCOP shall be in English, unless the Executive Committee agrees otherwise.
- 15.2 All written information from EuroCOP to member organisations as well as documentation for meetings of the bodies of EuroCOP will be disseminated in English.

Article 16 Dissolution of EuroCOP

- 16.1 The Confederation may be dissolved by Congress ONLY with a two-third majority of votes cast AND two-thirds of member organisations voting in favour.
- 16.2 In the case of dissolution, the Confederation's assets will be divided among the member organisations in accordance with their membership numbers, after settlement all obligations towards the Confederation's staff and all debts and liabilities towards third parties.
- 16.3 In the event of dissolution, the EuroCOP brand, corporate identity, and intellectual property will pass to the ownership of any dissenting members in a dissolution vote.

Article 17 Amending the Statutes

- 17.1 Subject to statute 16.2 these statutes may be amended or replaced by Congress only by a two thirds majority.
- 17.2 These statutes may be amended or replaced at one Ordinary Committee meeting of the members by a 3/4 majority, provided more than one year has passed since Congress, and where the next meeting of Congress is more than one year away.

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