



Nigel Dennis

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Draft Minutes of EuroCOP Congress – 24th November 2020 ; Zoom Meeting

Note taker; Mrs Kirsteen Brown.

1 Congress and Opening – Housekeeping

Nigel Dennis opened the meeting as the Chair ,welcoming delegates and observers and thanked them for attending. He asked the technical team to run through the protocols for interpretation and for submitting their votes via the online polls.

2 Determinations of number of Delegate and Votes

There are 27 Member Organisations which equates to 51 votes (**Distribution of the votes are described in EuroCOP statutes 7.5 refers)**

3 Determination of the Agenda

The poll was uploaded onto the screen and the attendees voted.

Poll – Yes 24 No 0

4 Address to Congress by the President Angels Bosch

5 Excom Report - President Angel Bosch

Angels confirmed that the EuroCOP ExComs mandate period had come to its end for this quinquennial of 2015-2020 as well as her mandate as President of EuroCOP. She took the opportunity to share with everyone a recap of this period, and to present her recognition for the contribution and support during these years.

In her report, you will not find a detailed description of each and every one of the numerous actions we have carried out during the past five years, as you already have this information in the reports the ExCom has been providing in each of the Committee meetings and that remain at your disposal. What you will find however in the present document is the recount of the most important actions, those that enabled us to position EuroCOP as the organisation of reference to provide a practical perspective and on the ground experience of policing issues.

While writing her report, she realised it was not the moment to be humble. She has been part of this organisation since 2002 and she could assure everyone, without any doubt, that EuroCOP has never been in such a strong position or listened to at such high level in the European Institutions as it is now.



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She confirmed this is the product of work, dedication and engagement. However, this satisfaction remains incomplete, as the demands to improve working conditions for Law enforcement in Europe never come to an end, because things are constantly changing and there is always something to improve. It doesn't matter whether you do it for five or fifty years.

She believes that when you represent your colleagues, the objective is but one: to serve them. To serve them from a double perspective: being useful, remaining at their service and working to make their lives better (on a material and non-material level), hoping that others will continue your actions. The past five years have been exciting and tough for us all: the years of the unprecedented migration crisis, the most savage jihadist terror attacks carried out in Europe – which some of our colleagues payed costly-; the raise in violence against law enforcement; ever-growing disinformation; COVID-19.

She stated that all these events had an impact on our daily work and you have to add the lack of resources the majority of European police forces face, caused by the years of economic crisis that preceded. In addition, the impact of the decision of the UK in 2016 to BREXIT will undoubtedly create challenges for the Police Service. It makes the importance of organisations like EuroCOP who are charged with lobbying policy makers across the European Commission to create an environment that supports Police Officers in their operational delivery.

She continued by reminding everyone of the most recent history of our organisation, so that we can understand how our position has evolved and why we are now representing our colleagues stronger than ever at the European Institutions. In 2012, when Anna Nellberg-Dennis was elected President of EuroCOP, the veil of smoke that enveloped EuroCOP was lifted. Until that moment, EuroCOP had no influence on the decision-making framework in Europe. Our organisation was a mere illusion, the voice of police officers was not heard at European level, we only listened to each other. Anna set out to change this and took on the support of a lobbying/counselling company that started opening doors for EuroCOP within the European Institutions. I have always been grateful for the courage Anna showed when she dared to point out the Emperor's nakedness. That was the beginning of the transformation of this organisation.

Despite not having the necessary organisational structure to cover our organisations needs, one of the mandates established by the Congress in 2015 was to end the collaboration with the consulting company – Fleishman & Hillard at the time. On top of that, another mandate was to increase the presence of EuroCOP and its lobbying capacity in the European Institutions in order to influence decision makers. In other words on one hand, the ExCom was mandated to increase EuroCOP's presence in the European Institutions, and on the other, the resources to achieve this task was being cut back.

A real challenge.

Moreover, even though their professional profiles did not match EuroCOP's real needs to carry out this task, the organisation tried by all means to maintain the Secretariat's jobs, bearing in mind their personal situation and dignity as well as a means of recognition for their years of work. This led to a worsening of EuroCOP's financial situation year after year, which didn't leave resources to hire external services. Now, we must not forget that we are Police officers from the start. We are not politicians, nor lobbyist, nor experts in international relations. We are, however, trade unionists. We are committed to representing our colleagues' interests to the best of our capability, no matter how much dedication and work that may require. That is exactly what we have done.



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She continued by saying she was sure you can value our presence in the European Parliament and the European Commission, as well as our influence in other organizations like the COUNCIL of Europe, ETUC, CEPOL or Europol and more as it is described in the report you've received.

We also have been supporting our MO in the front line for example in Greece and Spain, as well as in Portugal participating in the demonstrations organized by our colleagues, one of these with the presence of the full Committee in front of the Government residence in Lisbon.

During this 2020, it was becoming increasingly evident to the ExCom, that given the challenges that faced the Police Service and our membership, and in order to maintain our position to be a proactive and authoritative voice for the Policing community, that our organisation needed to engage professional strategic advisors that could assist us in achieving those strategic goals that matter to our membership.

The Excom decided last year to make significant changes to how the day-to-day model of running of our organisation would be managed moving forward. This has proved to be cost effective and streamlined to make the most of our resources.

Undoubtedly, any change in how we manage our organisation comes with its own challenges, which we are working through despite the restrictions placed on us by the pandemic.

Following a majority agreement by member organisations (M.O) at the Porto meeting this year, strategic advisors were engaged on a short-term contract on the budgetary limitations agreed by the M.O. It is important to highlight that in May 2020 EuroCOP established collaboration with Cicero/AMO for their support in our work regarding European Institutions. This enabled us to substantially improve the quality of our lobbying activities, especially concerning the preparation of all the necessary documentation for every meeting and subsequent follow-up of these meetings, focusing particularly on the European Commission, where decision-making takes place.

Our Strategic advisors will provide Congress with what has been achieved in partnership with the ExCom in the last 6 months. We trust from what is described in their presentation that you will see that we are building foundations with them that reinforces the original vision of EuroCO of promoting support for Police Officers across the European landscape with those institutions and policy makers whose decisions impacts not only on operational delivery but also the wellbeing of the Police Officers we all represent.

Moreover, since May 2020 we have had the support of the Head of Office, our colleague Nigel Denis, which has revolutionized our daily organisations daily work, coordination with Cicero as well as an adequate management of our communication, especially on social media and the press. Raising the profile of EuroCOP using its social media platforms has changed since January 2020. The ExCom concluded that in line with the direction provided by the 2015 Congress, there was a requirement in investment, on not only our web site but also how that platform interfaced with our other social media platforms such as Twitter and Facebook.

EuroCOP launched a brochure themed web site in the spring of 2020. We see this platform as one of the ways in which we are able to be more visible to our membership, European Union (Commission and Parliament) Council of Europe and the European Trade Union Confederation.

Angels continued saying that over the last 10 years, there have been numerous conversations within EuroCOP about the location of the EuroCOP Office, and if it should establish a satellite office in Brussels to strengthen what has been described



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as the “political work of EuroCOP”. Options were actively explored, and taking into account what could be achieved realistically that met the needs of EuroCOP’ strategic goals. The ExCom are also mindful of the Belgium legislative process that would allow us to set up an office at this location. Legal advice was obtained on this specific issue. The financial challenges of maintaining two office locations within the organisations budgets cannot be overlooked especially at a time of a reduced annual income.

It should not be forgotten that the departments and agencies of the Commission are based both in Brussels and Luxembourg. It was in Luxembourg in fact where we recently had the opportunity to have a face-to-face meeting with an EU Commissioner for example. Our offices in Luxembourg represent extremely good value for money, and are fit for purpose. Whilst not dismissing the principle of having two locations operated by EuroCOP, realistically it is not currently financially viable to follow that pathway. The cost v benefit, of such investment would have a significant impact on EURO COP’s ability in reality in meeting its objectives in the short to medium term.

Clearly the final decision on any move will come from you, the Member Organisations, but it is important that you are aware of the challenges that have to be overcome to make this a reality.

It would be remiss of the Excom not to mention within this report of those Member Organisations who for various reasons have taken the decision to not to renew their membership in 2021.

Their contribution both individually and collectively has been notable. The door will always remain open to them and other Police representative organisations to join us, and the Excom are disappointed that they have chosen this route

It is also with regret that some member organisations have not met their financial obligations to EuroCOP in 2020, which will lead to their possible exclusion of the organisation in accordance EuroCOP Statue 11.2. She hoped that the general perspective on the work carried out during the 2015-2020 period presented in her report would allow you to value all the effort. Now we are more efficient and well prepared for the future.

On a personal note, she said, “it has been an honour and privilege to represent her colleagues through these challenges, together with the colleagues composing the ExCom during these years. A team that deserves utmost recognition for the achievements reached during this period. EuroCOP had never before achieved so much with so little. I would like to thank all of you who have accompanied me during these years, making this outcome so positive. Thank you for your work and inspiration. Thank you for your support and criticism. I, personally, have worked to the best of my capacities and capabilities, and remembering that I am a police officer in very decision I took.

Our strength comes from our unity, as together we have a powerful voice which when channelled in the right direction is one of respected knowledge and authority”

She concluded by saying she was happy to answer any question you would like to do.

Max asked if Angels could confirm what member organisation she referred to in her speech. Angels confirmed that the information would be given the Treasurer report.

Messaged from the chat function:-



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Lena Netz – *Well spoken, thank you for a very very good job, as President Angels, and congratulations to all of us for overcoming the challenges we have had to deal with. It strengthens us for the time we have ahead for us to continue that work.*

Calum Steele – *Angels I know I have been sat beside you for most of the past 5 years and that I am not entirely impartial but for me that was an exceptional speech and report. It is a credit to you and EuroCOP can be eternally grateful for all you have achieved.*

6 Treasurers Report

Mark Marshallsay opened with saying it was with great pleasure that he submits his report to you at this 2020 EuroCop Congress. We are currently in very strange times. Times where digital meetings are now more common than face-to-face meetings and business as usual is a distant memory.

He said it was sad that we have not been able to conduct our business in the usual way of twice-yearly committee meetings where we can meet old friends and make new ones, where we can discuss the theme of policing, which is what unites us all. He went onto say although these times are strange, they are also cheap. If you are a treasurer, then cheap is good. The fact that we managed one Committee meetings in Porto, which was also combined with an Excom meeting, has resulted in reduced travel, accommodation or sundry expenses having been spent. Because of this, a far healthier surplus will be carried forward into the next congressional period, than previously expected.

Mark said, as you are probably all aware, we have lost some Member Organisations along the way, which is disappointing, however, we on the Excom understand the various constraints placed upon you all. It is important that this be put into perspective. Member Organisations leaving is nothing new and you will remember that around 5 years ago, the German Federation left EuroCop. This was a huge loss in income; however, EuroCop is still here and still functioning for the benefit of all our members and will continue to do so

I have adjusted the 2021 budget accordingly to reflect the loss of income, and was pleased to say that with a little effort, our expenditure should remain within our projected income and not affect any surplus. He believed that this has been possible due to the efforts of Nigel Dennis, our Head of Office, who has worked hard to streamline our expenditure. For example - decreasing IT costs and office costs, bearing in mind that it sits empty for a good part of the year. The fact that the office is not in constant use means savings on utilities. It is also apparent that a significant saving will be made in the area of staff salaries. Whilst I am on the subject of the office I think that it is only right that I offer my opinion on whether or not we change location, and I am aware that Brussels has been mentioned in the past. We no longer have full time staff based in the office. SLFP Belgium as we all know, have decided to remove themselves from EuroCOP. The impact of these two alone warrants no change, but coupled with the expense associated with moving and setting up a new office, does not make this financially viable.

I have worked closely with Henry Bautista, our auditor and concur fully with his report. Henry has already come up with some possibilities with regard to cutting our expenditure and increasing our income, all of which will be explored and



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considered if proved necessary. If re-elected, I shall continue to strive to keep our finances on track and in the black, working closely with Nigel Dennis and the rest of the new ExCom.

He thanked everyone for his or her attention.

Draft Budget 2021

	2020	2021
Income		
<i>Member Organisation Subscriptions</i>	293,097.73	218,794.53
<i>Bank Interest</i>	200	200
Total	293,297.73	218,994.53
Expenditure		
<i>Staff costs</i>	149,558	40,000
<i>Administration/Office/IT</i>	25,700	21,000
<i>Executive Committee</i>	20,000	15,000
<i>EuroCop Committees</i>	80,000	55,000
<i>Auditors</i>	2000	2,000
<i>Translation</i>	1,000	2,000
<i>Social Media</i>	30,000	25,000
<i>Lobby Work</i>	10,000	45,000
<i>Member Organisation Recruitment</i>	4,000	6,000
<i>Member Organisation Representation</i>	6,000	4,000
<i>Website</i>	N/A	1,700
Total	328,258.00	216,700.00

7 Auditors Report

Henry Bautista said it was with great pleasure that he addressed you all today in the hope that you are all keeping safe and well, especially in these troubled times. The following is his summary report as EuroCOP's internal Auditor (since his appointment five years ago that was held at our last 4th Ordinary Congress meeting in Dublin, Ireland, in November of 2015) As you may well know many things have happened during this period, but he would briefly recap. Early from the start of his appointment, we lost several federations who abruptly left our membership. Our finances slumped and suffered because of this. The way we conducted business had to be reconfigured and we streamlined the organisation so that



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EuroCOP could continue to function with its programmed ideas and expectations. We had to be prudent and continued diligently planning and budgeting each year. At the same time making provisions for this, our following extraordinary meeting of Congress. We, nevertheless, had to impose the €500 travel limits and do away with the subsistence allowance. We also had to review our membership's compositions and fees. Our advice to the ExCom to meet on face time also helped our finances, together with their followed intuition in working together and cutting costs and expenses wherever they could, assisted in maintaining expenses down.

He continued that although Martis Media and our EUTC alliance are new costs, no one could doubt the increased exposure and promotion that EuroCOP has gained within the European Union, combined with the relentless lobbying work from our President and ExCom. Our improved website, communications and information sharing with our members and with the outside world through social media (Facebook and Twitter) has improved dramatically. Many know of the dilemma we had last year when both of our office staff chose to leave EuroCOP abruptly. Even so, our organisation kept with our employment etiquette and obligations, continuing honouring our employee's social agreements. The salaries of our staff were undoubtedly the heaviest expense for EuroCOP. Our registered offices in Luxembourg continue to be good value for money.

He confirmed that reallocation at this present time would be a nightmare, costly and time-consuming business, especially having to reregister our organisation in a new jurisdiction amidst the Pandemic. He was saddened and disappointed to inform you that this year we have had several police federations who have faulted their membership fees despite efforts in chasing them up to settle. These unfortunately have had to be struck off. A few other federations have also opted to resign their membership. Obviously, they must have had their own internal reasons for doing so. He hoped that they would reconsider and return to us soon.

He said to his colleagues, it's not all doom and gloom! We have managed to save money, approximately €100,000 from our previous hefty salaries' expenditure and the added luck of having Nigel Dennis as Head of Office. The COVID-19 Pandemic has resulted in further savings due to the cancellation of travel and accommodation costs on our summer conference and on this Congress, accumulating in our reserves to approximately €800,000.

As Auditor, it is nevertheless my duty to inform you that if we continue in this trend and status quo, EuroCOP's progress could be financially hampered. I understand that our ExCom have been working hard trying to attract back several big federations that have been previously with us and these would be great assets to our strength and fiscal position. My worry is that if we fail to attract these, Congress will have to seriously consider tightening our finances even further. We should nevertheless avoid at all costs having to dig into our reserves. Measures could well include having to decide to cut further expenditure and weighing up costs by: 1. having only one conference/meetings once a year, 2. A further review of travelling and accommodation costs, and 3. At worst scenario, a probable increase on membership fees. My advice is to continue searching and to increase income: 1. we need to increase our recruitment budget and strategy in order to proactively reach out and attract further European Police Federations. In numbers, we will continue to be considered serious, instrumental and a main player organisation in Europe. 2. To actively search and obtain or tap into any available European Funding. 3. Obtain sponsorship 4. Selling wares with our EuroCOP logo registered intellectual property.



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He has worked with our Treasurer, Mark Marshallsay and he fully supports the proposed EuroCOP Budget for 2021, which he believes if strictly adhered to, will break us even, resting some little profit for the ensuing year. The budget enables EuroCOP to be able to continue making efficient savings on staff costs and able to invest more on our lobby work!

He confirmed that he was recently approached by the ExCom as there was no interest in the Auditor's position and they asked if he would be interested to continue as such and to apply. As you may be aware, he is now retired from the Royal Gibraltar Police and from the Gibraltar Police Federation. However, he said it would nevertheless be an honour and privilege for him to continue as Auditor for EuroCOP. He believes that he has always had the organisations interests at heart, working so that EuroCOP can be able to financially achieve and meet its expectations. Undoubtedly, he said he will continue to do so if I re-elected by Congress. I

He took the opportunity to thank everyone for his or her continued friendship, support and trust throughout the years.

CCOO asked again if they could identify the member organisation that have failed to make payments and due to the statuses now have left EuroCOP.

Nigel Dennis Head of Office confirmed the organisation in question was APG

UPOL then confirmed they have paid their membership fee as observers and will continue next year with the same status. He wanted to confirm to congress that they wish to remain a part of EuroCOP as observers.

8 ETUC/ETUF Report (UnnAlma Skatvold)

Unn Alma thanked EuroCOP for being able to transfer this meeting onto a digital platform. She highlighted how important it was to be a part of the ETUC/ETUF . She stated that ETUC is a large federation who wants to talk in one voice in Europe and to speak for all European workers, and that is why she felt it was important to include the voice of European Police Officers. Her position at the meetings is to help them understand the concerns of European Police officers; what we find important so that they remember when talking about the police.

The ETUF is the 10 federations that are a part of the ETUCS. Looking at her report you will see it has mostly been about the Covid 19 pandemic and how it has influenced European workers and how it has influenced us a police force and how we protect the public etc. How the police work cross borders, policing has worked during the pandemic.

The vaccine has been discussed in that should police officers be given priority not as individuals but to protect the public and society in general. We cannot afford to have many police officers sick or quarantined. EuroCOP has been lobbying that Covid 19 should be recognised as an occupational disease, and this would give frontline officers some assurance. She will continue to influence and raise the voice of EuroCOP in both these forums moving forward and it has become clear we are becoming a trusted and respected voice by our increased visibility within the ETUF/ETUC

Nigel Dennis confirmed there was some breaking news yesterday that the Commission will help with funding of a project in Trade Union Rights, which is being led by the European Public Services Union EuroCOP will be part partners, not financial partners but will have an observer status, another avenue for our voices to be heard.



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REPORT SUBMITTED

ETUC

The ETUC is the voice of workers and represents 45 million members from 90 trade union organisations in 38 European countries, plus 10 European Trade Union Federations. ETUF.

ETUF

There are 10 European Trade Union Federations (ETUF) affiliated to the ETUC. They represent workers in individual sectors, ranging from journalism and entertainment to the chemical and metal industries. The European Trade Union Federations are responsible for European social dialogue at sectoral level: the 35 different sectoral committees discuss issues specific to the industries they cover and can agree a wide range of initiatives. The ETUC, in its turn, is responsible for European social dialogue on the cross-sectoral level.

EuroCOP is one of the 10 federations in ETUF. That means that most of the dialogue and meetings regarding ETUC happens in ETUF. There have been several meetings together with the general-secretaries from the other federations and also with representatives from ETUC.

Topics in the last months have mainly been about the effects from Covid-19 and how that influences on sectoral level. Since the ETUF covers federations, the possible outcomes of BREXIT has also been discussed and the impacts it will make for the sectors that have members both in and outside of Great Britain.

EuroCOP has contributed different views into these debates. About BREXIT, the topic of crossborder-policework has been highlighted and we have been able to explain our concerns about the UK leaving the EU without a deal that covers the exchange of intelligence to ensure real time operational effectiveness needs to continue. Regarding the Pandemic EuroCOP has given information about how we work for both the vaccine for police officers and our effort in making Covid-19 recognised as an occupational disease.

In the same way as EuroCOP lobby and have meetings with key-policy shapers and makers in the EU, so do the ETUF. In October there was a meeting that EuroCOP as a part of ETUF attended with a special-adviser in EU regarding social dialogue and how to increase this in Europe. Different views from our perspective were used as examples relating to positive and negative social dialogue. These are just a few examples gathered from our committee-meetings when we use time to share experiences.

Another ongoing and constitutional debate is about the Vice-presidents of ETUC. One of the vice-presidents has always been from ETUF, but the role has changed under different presidents of the ETUC. The discussions and some of the disagreement is on how political and close to the president the vice-presidents should be.

EuroCOP differs from the other federations in ETUF, in so far that we don't organize from the private sector, the other federations do so. This means that some of the discussions are on the outside of our interest.

The challenge for minimum wages in Europe has been a long and hard ongoing dispute for the ETUC. There are also internal discussions since not all of ETUCs member-organisations supports this. In springtime, 2020 there was a vote in ETUC about this.

EuroCOP took the view that it would be appropriate to abstain in the vote, due to our different national views and not having a united view on this in EuroCOP. It has not been debated or voted for, so we don't have a common saying in that case.



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Since March 2020 we have ensured that EuroCOP are not only more visible participants in the ETUC and ETUF processes through our engagement, the EuroCOP voice on matters that impact on our Member Organisations membership is being effectively delivered and most importantly listened to.

9 Strategic Advisors Presentation (Sarah Cuvellier)

Sarah Cuvellier gave an update on who CICERO/AMO are, and the services they provide. She went on to give a detailed overview of the partnership in what they do for and with EuroCOP in her PowerPoint presentation. She highlighted the many meetings and topics they have achieved in the short period they have been working with EuroCOP. Then gave some actions for moving the relationship forward in the future.

Nigel Dennis stated since the agreement was reached by the majority of Member Organisations in Porto to increase the budget in lobbying and the subsequent procurement of services provided by Cicero/AMO he was impressed with the level of engagement that they had achieved with the European political institutions in such a short space of time. He reiterated that this was a short-term contract and did not want to go beyond their mandate. It is for the Member Organisations to decide how this moves forward. On a personal level he believed the organisation has benefited gratefully from their services and thanked them for the work that they have done.

10 Motions to congress presented in the Excom's name (Calum Steele)

Calum thanked Nigel and confirmed that his speaking part would be relatively short. He read each motion in turn, highlighting the proposed amendments, and advised when they would be taking effect.

Questions raised-

Vaida Bratcher - Raised her organisation concern about travel costs and membership fees.

Calum Steele confirmed that the new ExCom would need to understand their fixed and variable costs before any changes were made. Giving themselves 12 months to do so. The view is to significantly reduce the membership fee to provide a significant slack/freedom towards joining EuroCOP. The working assumption is to hold meetings at a cost of 400 Euro for all members.

Lena Nitz – Statue 3.21 would like to make sure the purpose of this is not to add a veto to the statute

Nigel Dennis confirmed that this is a consideration only; and for the avoidance of any doubt he would like to make it clear this proposal isn't to introduce a veto.

She also requested a copy of the figures from the Treasurer's report.

CCOO Spain – looking for clarity on the motion in relation to contributions of 1.34 Euro. Is he correct in assuming the member organisations will have to manage/pay for their travel costs in 12 month's time as they won't be reimbursed by EuroCOP.

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Calum thanked colleagues, for their questions.

He confirmed that a vote would need to take place but the intention is to reduce the membership fees considerably that would then accommodate the non-reimbursement of travel costs by EuroCOP. His view is to reduce the 1.34 Euro per member fee.

Anna Nellberg Dennis - commented that she would rather see membership based on competency rather than geographically and asked how big the ExCom is likely to become.

Calum thanked her for her views and her question. He confirmed that just now it is one member per 40,000 members but states that that could easily be one member per 20,000 or 60,000. He believes that every single member organisation represented here today is competent and that the view is to spread the load by giving an opportunity to have regional consideration at the ExCom.

If EuroCOP were fortunate enough to include Eastern Europe, he believes that the ExCom would have a fuller knowledge of the complexities facing those in Eastern Europe.

Lena Nitz – raised a question in relation to part 3 of the action plan.

Nigel thanked Lena for this important question and confirmed that cross border policing will be the golden thread in our discussions with European Parliamentary institutions, The Excom of EuroCOP are completely focussed on this subject matter and it will remain high on our agenda.

ACTION - Treasurer to email the figures from his report

A That congress approves the Excom's committee activity report and discharges
the action plan from Congress 2015

Poll – Yes 22 No 3

B -That Congress approves the Treasurers financial report as a true and accurate
record of EuroCOP's finances

Poll – Yes 24 No 2

C -That Congress replaces the existing statutes with the new statutes (as supplied
to Member organisations on 27 October 2020) in full, and that the statutes take
effect from the end of congress 2020 subject to statutes 11.2.1, 11.4 44.4.1,



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11.4.2 and 12.3 taking effect not less than 12 months after the conclusion of Congress 2020.

Poll – Yes 17 No 5

Max Hoffman challenged the number as not being a two thirds majority. Calum requested that those that voted No to come forward so that the exact numbers of votes could be counted.

No Member Organisations came forward

SPC Catalonia – felt it was strange to have been given the results so fast. He felt that they needed to know what the votes were. He requested the voting rights of each member organisation and what they are entitled to carry as per the statutes.

UPOL – stated that they were observers but felt it was very important to know how many votes were actually used and how many were no votes to work out their value.

Nigel Dennis; then read out every Member Organisations , how many members they had individually declared to EuroCOP and how many votes they were entitled to. Confirmation was given by Calum Steele, that with the number of delegates who have declared to vote; the number of votes available and that those that vote still provided a two-thirds majority vote.

There were no more questions forthcoming from other Member Organisation and therefore the voting continued.

D -That Congress approves the member ship fee be set at 1.34 Euro per member per organisation for 2021

Poll – Yes 26 No 1

E -That congress approves the draft Action Plan as published

Poll – Yes 24 No 3

F - That Congress directs the Executive Committee to develop new financial and standing

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orders for EuroCOP, and for these new orders to be prepared in sufficient time to ensure approval by the next Spring meeting.

Poll – Yes 26 No 1

G -Emergency motions (TBA) – 7.4 of the Statutes refers The Chair informed Congress that no Emergency Motions had been received in accordance with EuroCOP Standing Orders .

Nigel Dennis (Chair of Congress) confirmed that as per the statues that all ExCom members were required to stand down from their current position and then stand for re-election, thus meaning that they would be standing down from any current/legal responsibilities.

Do you approve to discharge of the ExCom from the 4th Congressional period?

Poll - Yes 24 No 2

Juan Jose Liaguno took to the floor to thank everyone for their support over his time at EuroCOP.

Although this was not the way in which he would have liked to have, he bid everyone a fond farewell in his retirement.

He took the opportunity to thank Angels in her role as President and highlighted the difficult mandate that she and the ExCom had overcome during their time in office. He highlighted the extra work that was placed upon the ExCom with the end of the collaboration with the consultancy firm. He gave an oversight of the difficult situations that the ExCom have overcome he believes that EuroCOP is stronger now and that they have improved their image at a European level. He wishes the new ExCom all the very best for the future. He confirmed that they have supported Angels in her candidature for the ExCom position.

Nigel Dennis Head of Office thanked Juan Jose for his valued contribution to EuroCOP and for his wise counsel not only during Committee Meetings and Congress, but also in private. He wished him a long and happy retirement.

Prior to Calum Steele taking to the floor to speak, the SPC Catalonia representative asked to speak to the committee. The Chair provided SPC the floor.

Juan Francisco Crespín of the SPC Catalonia stated they were not happy with the treatment they perceive they have received from EuroCOP in regards to the statues and specifically in relation to the recommendation letter which has caused internal debate within his organisation . The SPC believe that, Angels Bosch has done an excellent job, and although small, they felt that they have contributed a great deal to EuroCOP but feel the value of SPC is not regarded. He



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stated that this has created discontent amongst members. Juan Francisco Crespín went on to state that SPC have yet to come to a decision in this matter.

No Member Organisations offered further comment on what the representative from the SPC had described.

Post Script SPC have undoubtedly through their membership provided a valuable contribution to this organisation over many years. It is a matter of record that all Member Organisations received at the same time the documentation requesting nominations for candidates, the list of candidates and the supportive documentation required for the election to take place for the election to the Excom for the 5th Congressional period to take place.

11 Election of the EuroCOP President - Candidate

Calum Steele

Calum gave a short speech. He appreciated that most people here would know him for many years. He stated that the EuroCOP is close to the Scottish Police Federations heart and to his personally since re-joining under the presidency of Anna Nellberg-Dennis. He spoke of his knowledge of trade union movement in policing. He referred to his years of police service and of those 17 years being a permanent official representing various organisations at Domestic, National & International levels as well as at high bodies in the world like the United Nations, International Labour Organisation as well as Domestic, UK & European governments. He finished by saying that he would be deeply honoured if you were to endorse his candidature.

Poll – Yes 21 No 3

Congratulations were conveyed to Calum.

12 Election of the Treasurer - Candidate

Mark Marshallsay

-

Poll – 22 Yes No 2

Congratulations were conveyed to Mark.

13 Election of the Members of the ExCom



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UPOL asked **SPC Catalonia** if they would be supporting Angels for the ExCom position, to which their representative Juan Francisco Crespín reiterated that they are still holding meetings regarding this question and at this time they couldn't confirm if they were supporting or not.

Candidates:

UnnaAlma Skatvold – Poll Yes 21 No 1

Georgios Stamatakis – Poll Yes 18 No 5

Angels Bosch – Poll Yes 20 No 4

Nigel Dennis, Head of Office congratulated the new ExCom members. He thanked them for giving up their time by taking on the role and by assisting him in doing his job.

14 Election of the Auditor - Candidate

Henry Bautista

Poll - Yes 24 No 0

15 Address by the new President

"It is a tremendous honour to be elected as President of EuroCOP and I thank you all for your support. I look forward to working with you in promoting the vital work you do, and advocating for police officers across the continent.

I would also like to specifically thank Angels for her relentless commitment as president over the preceding five years. what a rollercoaster that has been. But under her stewardship there can be no doubt that the hard work and decisions she has led, has left EuroCOP more resilient than ever before.

Police unions, associations, and federations rightly champion the voice of their members in every corner of Europe, and through EuroCOP, our dedicated ExCom, and network of exceptionally talented police union personnel across our nations, I will ensure those voices are heard loudly and clearly in the very heart of the continent's democratic institutions.

All Europeans deserve the best police services they can get, and at a time when the challenges facing us all are unprecedented in modern times, it is a testament and credit to officers that public confidence in them remains high.

That being said, we cannot be blind to the realities of the challenges we face.



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The blight of terrorism remains an ever-present danger, the Coronavirus pandemic has catapulted police officers into a public health enforcer role, and our colleagues continue to face extreme danger every single day.

We have to recognise that Brexit in whatever form will change the face of European law enforcement cooperation and we must do all we can do to ensure that our citizens do not suffer as a consequence.

We cannot ignore the real challenges created by the re-emergence of a migration surge into Europe, and we must ensure police officers have the tools and training to combat increasingly sophisticated criminal networks.

Beyond these real challenges that present themselves we also have to recognise that challenges of perception are no less significant for us.

We do not have to agree but we cannot ignore the concerns that have come to the fore about police use of force and violence, and also the BLM movement.

We have already witnessed debates in our European institutions about these issues and I hope you can be reassured that we have already taken action to seek out, and meet those who took part.

We realise perceptions can be formed from single events and we must ensure that our informed voice and knowledge helps to educate those who may criticise, and reinforce support from those who instinctively believe in the good and value of the police.

Policing has become the intersectional public service, and is now far more than just crime and arrests.

Police officers' step in to the gaps created by other services and are the ultimate safety net for society.

Whilst that is to the credit of our members it has taken its toll.

Police officers are overworked, they are suffering physical and mental ill health, and they are running on empty.

The value and contribution of police officers is often taken for granted, and that has to change.

We are not blind to the inevitable attention that will be turned to public servants pay as the world looks at the financial shock created by coronavirus and we must coordinate our efforts to make sure the commitment and often sacrifices of our members are met with more than warm words.

EuroCOP has been a force for good for over 18 years. Its influence in that time has gone from strength to strength and I am confident that in the years that lie ahead it will continue to do so. The police officers of Europe deserve nothing less."



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Nigel Dennis gave his personal thanks to Angels Bosch as her presidency in EuroCOP comes to an end. It has been a privilege to work with her and thanked her for her support in this newly created role. With Calum Steele as our President we shall and go from strength to strength with the foundations that your predecessors have built over the years and with Member Organisations continued support which is essential for the effective management of EuroCOP the future is a positive one EuroCOP. He appreciated that this is not the environment in which to conduct effective meetings for this type of organisation. He has taken on board the frustrations and observations that have been made during congress.

Max Hoffman -VSPB was provided the floor VSPB have taken the decision to leave EuroCOP after being a part of EuroCOP for a significant period

Max thanked Nigel very much and appreciated the work involved in putting together the congress like this. He stated that it was his great pleasure to be a part of EuroCOP but his organisation has decided to leave, as they do not have trust in part of the way things are moving in the years ahead or some of the things that have happened in the past. He said that did not mean he would not keep in contact with everyone, as they are all police officers in Europe. He gave his very best wishes to the new ExCom and told everyone to stay safe.

The Chair, Nigel Dennis closed the meeting at 13:02 hrs and thanked everyone for attending.

The next meeting will be in March 2021 hopefully in Gibraltar. Further information will be circulated in due course.