



Nigel Dennis

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

www.eurocop.org

ExCom Meeting 9th December 2020; 15:00 – 17:00 CETs

DRAFT MINUTE

In Attendance

Calum Steele – President

Unn Alma Skatvold – 1st Vice President

Angels Bosch

Georgios Stamatakis

Nigel Dennis – Head of Office

Kirsteen Brown - Note Taker

Apologies for Absence

Mark Marshallsay.

Nigel opened the meeting and thanked everyone for attending.

Draft Minutes of ExCom meeting 14th October 2020

Minutes Approved

Matters Arising

Action 1 – Bank Accounts; Nigel confirmed that this is work in progress, managing the accounts and the introduction of the new one will hopefully simplify the process whilst maintaining transparency. Further update will be provided in the Treasurers report.

Approved



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Action 2 – Accountancy Services; Nigel stated that a basic audit has to be done and his suggestion would be to use someone from Luxembourg to do so for the financial year from 1 January – 31 December 2020.

Calum agreed and beyond that, he stated that we are an organisation that have agreed to produce annual accounts, and a discussion around the heading needs to take place with Mark. His suggestion for headings would be of a simple nature showing income and expenditure, investments, membership subscriptions, costs and travel/meetings etc.

He confirmed that prior taking over as Head of Office the Sage accounts system was previously used. Mark has now re-licenced this. This is a work in progress and it has taken some time to get this done. Mark is undertaking this work and it should be completed by the end of the year, which should assist with the headings.

ACTION - Approved

- **Action 3** to be discussed at Agenda item 6

Action 4 to be discussed at Agenda item 7

Action 5 Bi-election to take place at the next full committee meeting – Agreed

Treasurer's Update

[*emailed prior to the meeting*](#)

“First of all, can I just apologise for not being able to attend this first meeting of the new congressional period. Unfortunately, I already had an afternoon of meetings in the diary.

I do not have much of an update for you at this time, as nothing much has changed since my recent report at congress.

What I can tell you, however, is that I am currently in contact with a Mr Cedric Dos Santos from Prosys who hopefully will be able to sort out my access to EuroCop's Sage Accountancy software. I have the old EuroCop brick (I mean laptop) and can now ask Cedric to transfer the licence to my laptop.

The only other item to update you on is the new bank account we discussed, a UK based one that can be accessed in Europe. It looks like Santander (A Spanish Bank) is the favourite but unfortunately, with the lockdowns and tier systems in the UK, it



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has not been possible to physically attend a branch to speak to a business manager as yet. As soon as I am able, then I will make some headway.

Suffice to say, that all invoices and bills are still being paid in a timely fashion.

I will finish by wishing you all a safe and Happy Christmas and a better New Year and I hope to see you all soon”.

ACTION – Approval was provided to the Treasurer to open bank account with Santander

- Prioritising; What we must do? What Could do? What is not so important?

Unn Alma raised these questions;

A full and detailed discussion on the benefits of being a part of the ETUC, ITUC ETUF and the work that is involved in attending all of the meetings took place. She highlighted the importance of attending these meetings but also highlighted the large amount of work/time involved in the additional working groups that are associated with the main meetings.

Calum stated that the obligations placed upon EuroCOP as per the statutes, ie financial and financial orders/standing orders (that were confirmed at congress) should be prioritised. Furthermore, He believed it was particularly important to engage more with the Council of Europe and to understand and familiarize how it works for the benefit of the member organisations. Unn Alma said it would be helpful to have a clear definition of what meetings EuroCOP’s attendance was required and what ones were not required.

It was agreed that broadening the appeal to all EuroCOP members to ask them to attend these working groups and report back to the ExCom would allow a better understanding of which were beneficial or not for our Member Organisations and their membership.

Calum stated that it was unrealistic to ask Unn Alma to attend them all.

The proposal brought forward by Nigel was that Unn Alma be provided with the authority and responsibility to attend the main ETUC & ETUF meetings.



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She can decide if a representative is required on any of the sub groups/working groups, she then has the authority to disseminate to the Member organisations to seek volunteers to attend on behalf of EuroCOP.

Calum stated for the bureaucracy of standing orders, financial standing orders etc he is currently working on them and should be in a position to share in the next few weeks with the ExCom.

Calum would like to see an increase in the membership base. He confirmed that there has been an interest from the Superintendents of England & Wales, who have a membership of 1300 to become actively involved in EuroCOP.

He went on to say that we must encourage member from the Baltic States and Latvian countries to consider joining our organisation.

When the pandemic allows we must seek to increase our efforts to get our positive and collaborative messaging publicised so that lines of engagement with German and Polish police representatives bodies to return showing them what EuroCOP has to offer currently and what they would bring.

He believes that when we can physically meet that we solicit observers at meetings, as he believes that progressive unions and trade unions would find it difficult to turn down the offer as they see observations and watching what is going on as a good thing.

He has a strong desire that within his 2 years of office, he would have secured the Germans and the Poles back in and if possible have at least one Eastern European Nations whilst having an understanding of their limitations.

Angels Bosch said that in order to have new members we need to change the membership fees. Other umbrella organisations can't do the work that we can/are doing but they get members due to the low cost. We should highlight our position and change the fees.



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Calum confirmed that is why the new membership fee structure has been agreed.

Interms of demonstrating importantance EuroCOP is the reason, he made specific reference to the Council of Europe as the most significant individual member outcome that we have secured in past number of years was on behalf of Ireland that was secured through the Council of Europe. By maintaining our understating of how that body functions and the routes and escalation and the even processes, we can show member organisation that they have the option and ability to use EuroCOP to improve their situations should it be required.

Unn Alma has opened lines of communication with a German Police Representative organisation . She has shared all relevant information including the action plan and statues with them.

Unn Alma explained the internal process that is required to be undertaken by this organisation. Which gives time to work with local autonomous unions.

Nigel asked the members to be mindful of the concerns raised in connection with fees in relation to smaller and Eastern European countries in terms of membership fees, including travel costs for meetings. A discussion around EuroCOP's financial costs as well as travel costs were discussed.

ACTIONS

It was agreed by all that Unn Alma will be be provided with the responsibility and authority to manage and maintain EuroCOP relationships with the ETUC, ETUF and ETUI. She will disminate relevant information to the Excom on a regular basis and where she believes necessary revert back to the Excom for direction on voting within these forums

The Excom have the authority to disseminate sub group meetings to other member organisations who are expressing interest in joining EuroCOP so they not only see the



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work that being undertaken, along with the benefits (ie direct access to the Council of Europe and ETUC)

Calum to create a priorities list with risks (10 issues) to track progress and circulate using the red, amber, green system.

Strategic Advisors; Next steps

It was agreed at Congress that the new ExCom would make a decision on the partnership with Cicero/AMO having agreed a budget for lobbying for 2021.

A discussion around the current contract took place.

Calum was happy with the services provided and would suggest that instead of a 3-month short-term contracts that a rolling 4 months contract be drawn up. Thus allowing a 4-month period should either side wish to terminate.

Angels agreed with Calum's proposal.

Georgios asked if there would be any additional cost implications,

Nigel who is negotiating the terms of the contract confirmed that there would be no additional costs to have the contract rolling it would remain at £3,400 inclusive of VAT.

Unn Alma also agreed that she was happy with the services provided before and after meetings with preparation papers etc she has no issues to hiring them; she sought clarification on the process of hiring Cicero should the question arise in the future. Calum gave a full background report on their well-established working relationships with other unions mainly in the UK (prior to being taken over by the French company) that led Cicero being engaged by EuroCOP initially .

Nigel explained the previous lobbying company engaged by EuroCOP and was £69,000, in 2015 and the engagement of a further consultant at a cost of £10,000 per annum in 2015.

A cost benefit anylsis has demonstrated value for money by using Cicero/AMO



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There was no formal tendering process undertaken. Procurement was based on recommendations from like minded organisations to whom they provide a service for.

Action; Nigel to conclude negotiations on the architecture of a proposed contract for strategic advisory services provided by Cicero/AMO for EuroCOP that meets the specification as advised by the Excom, with the financial elements of any agreement reached, meeting the budgetary limitations set by Member Organisations for this type of service provider.

ETUC/ETUF - Update.

Unn Alma gave most of her update earlier in the meeting but confirmed that at a meeting she had on Friday there seemed to be issues of power between the ETUC & ETUF, which she is hopeful that have since been resolved, insofar as they will work closer together and build a stronger relationship. New meeting arranged for the New Year.

She took the opportunity to speak directly to the President of the ETUC in relation to the work of EuroCOP. Calum's election, the newly elected ExCom, our Action plan and priority issues. She also raised the matters concerning allegations of Police Brutality across the European landscape that have been published in the media recently.

Financial Standing Orders – Next steps

Calum stated this will be on the priority list and then liaise with Mark & Nigel to encapsulate all information that Financial Standing Orders required. He posed the question of what is required in terms of the Financial Standing Orders, do they need to be separate or should they be incorporated into one.

Preparation of the standing orders in respect of Congress, there was no direction or financial standing orders but these have been prepared. He envisages three documents - Standing Orders, Financial Standing Orders & Standing Orders incorporating financial standing orders.

Like the statues, we should seek the views of the member organisations before moving forward and be mindful of expectations. Nigel confirmed and audit takes place in February of each year.

Action; Mark to make preparation of accounts for 2020. Sage system initiated to provide the accounts to an auditor for approval before the work on the Financial Standing Orders can commence.



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Georgios made an observation on his available delegates attending committee meetings in respect of the Financial/Standing Orders.

A discussion around the numbers of members he had from 2015 – now. They sent four delegates, and now they only send one, as it fixes the financial issues.

A.O.B

Labour Lawyer

Unn Alma has been invited to a meeting this Friday from a lawyer from the solidarity centre in America. It is in connection with a project with the ETUC on Collective bargaining & black life's matter. He is looking to find police unions that are capable of working for the rights of officers as well as society.

ACTION - Calum will attend the meeting with Unn Alma.

- **ETUI**

Angels highlighted that as EuroCOP are part of the ETUC they have access to the ETUI training courses. They run specialist training, they are in charge of the organisation of the training course, and EuroCOP just need to identify the topic.

ACTION - this item will be placed on the agenda for the next meeting

- **Book Cops Dammed Hero's** – Nigel confirmed that the long awaited book was now ready for publication on line . He has a pdf copy of the book he could circulate if the ExCom approved this.

ACTION - Nigel to circulate the electronic link of the book and PDF copy to Member Organisations

- **Next ExCom Meeting**

Nigel will make it a priority to find an appropriate place to have a face-to-face meeting in the next 2-3 months.

ACTION - Nigel to look at venues for a face-to-face ExCom meeting in the next few months

Spring Meeting 2021

Nigel anticipates that the Spring meeting in March may need to be moved to the end of April due to travel restrictions within Spain.

ACTIONS – Nigel to liaise with the hotel in Gibraltar



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