



Nigel Dennis

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Spring Committee Meeting 28 April 2021 @ 10:30 – 13:00hrs via Zoom Platform

1 Committee Meeting Opening–Housekeeping

Unn Alma Skatvold, Vice President EuroCOP opened the meeting and thanked everyone for joining.

Apologies were received from Georgios Stamatakis Grigorgis Gerakarakos and Nigel Goodband.

A Minutes silence was held for all those Police Officers and Staff we have lost in the last year.

2 Determination of Numbers of Delegates and Votes.

Nigel Dennis confirmed that there was 20 organisations registered. This was broken down to 17 organisations with voting rights, 1 observer status, 2 seeking observer status with a total number of 29 votes available.

Confirmation of the voting mechanism per members:-

1 – 7500 = 1 vote

7501 – 15000 = 2 votes

15001 – 22500 = 3 votes

22501 – 30, 000 = 4 votes

3 Adoption of the Draft Agenda.

3A vote; Member Organisations; Adoption of Draft Agenda - Yes 21 No 0 Abstain 1

Agenda was adopted

4 Adoption of the Draft Minutes of EuroCOP Congress 2020

4a vote; Member Organisations; Adoption of Draft Minute of Congress 2020 - Yes 20 No 0 Abstain 0

Minutes of the 2020 Congress were adopted

5 Address to Committee by the President Mr Calum Steele



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Calum welcomed everyone to this the first committee meeting of 2021. A meeting which sadly we had to arrange online as the optimism that we might be able to meet in person by now had sadly come up against the reality of a further surge in Coronavirus infections across Europe.

He stated that we have all now been living with covid restrictions in some way, shape, or form for over one year now. And whilst we have all been living with them, our members have been working in exceptionally challenging circumstances policing them.

He said we have seen a shift in public tolerances as their patience has reduced with the passage of time and the complexity of policing has only increased as a result. As police unions we have to recognise that citizens across Europe are tired and frustrated that their lives swing from degrees of normality to virtual house arrest. And whilst we know these restrictions are imposed by politicians, it is our members who have to face the anger and hostility from the public.

He believes that we need to educate our political leaders that we are already seeing communities resenting and resisting the limitations on their freedoms, and that the public tolerance for restrictions is wearing thin. We have seen a rise in violent protest across some of our nations and our colleagues are at the front line facing extreme hostility, violence, and sustaining injuries. Yet despite this, we see a lack of joined up thinking and political leadership in how to reassure the public. An invisible virus cannot be defeated or suppressed to a level where it can be lived with, if all our countries are working at different speeds

He continued saying some of our countries are finally getting on top of their vaccination programmes but I cannot be the only person who is concerned that the effectiveness of the vaccines will be undermined by public gatherings leading to resistant mutations. It is beyond unforgivable that even now we still have officers asked to police in dangerous circumstances without proper protective equipment, testing, or vaccination. But despite the exceptional and unusual reality that covid has created we also have to remember that the “old realities” still remain.

He highlighted that our colleagues in the police service of Northern Ireland have had over 80 officers injured, many seriously as extreme sectarian rioting once again took hold in areas of Belfast. Beyond that again officers have seen their vehicles targeted with improvised explosive devices that can only have one intention – to murder officers.

And that terror once again also saw a female police worker murdered in Paris a few days ago and we mourn for her, her family, colleagues and friends.

He finished by saying these are the sad realities for the members we represent. They are asked to perform a role few other would be willing to undertake. They do so with courage and dedication and an increasingly obvious lack of political support and action. Quite simply they deserve better. And through EuroCop, and our own domestic police unions we will never rest in advocating for their needs.



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European Confederation of Police Spring 2021 Activity Report

Calum Steele – President;

As you recall Congress approved the 4-year action plan containing three key strategic priorities

1. Raising EuroCOP's profile (internally and externally)
2. Establishing and building a foundation for developing a policy environment that supports police officers, and
3. Promoting and supporting policing best practice

This report will identify what has been taking place in support of those objectives.

On the first, raising EuroCOP's profile I hope you agree with me that the regular news round ups that are circulated represent a considerable increase in communications from EuroCOP to members that both highlights some of the key activities within EuroCOP, and the institutions of Europe.

These reports have been warmly received and by their short and snappy nature are easily digested and a valuable resource.

One of the most important issues facing our members at this precise moment is of course vaccination and I wrote to Commission member STELLA KYRIAKIDES in December pressing the need for prioritisation for officers. Predictably the response laid out this was a matter for member states but our presence and pressure was noted. In many ways this also supports that important second strategic objective also.

This issue was recently covered in my recent letter to newspapers across Europe, which was also shared with member organisations in many languages for their own use. Thanks were given to Vicky Perez for her assistance in the translations. I need to express particular thanks to CCOO for their phenomenal efforts in publishing that communication to an exceptionally wide audience – the subsequent reaction to it on social media, in particular, was very supportive indeed.

Using social media channels and contacts in the Irish press I have again highlighted the unacceptable position for officers in Ireland where the Irish Government still does not afford them full bargaining rights on conditions for their members. I know our colleagues in AGSI and the GRA welcome this support.

We have supported one of our member organisations over their frustrations on the approach to social dialogue in Malta, and correspondence to and from the Prime Minister of Malta's office is testimony to that. This support was discussed in the Maltese parliament and subject



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to reporting in the Maltese press. Although unrelated to the purpose of the meeting, this issue was known to Commissioner Helena Dalli when we held our meeting in February, demonstrating how far our influence is being felt. The promotion of social dialogue also reaches into our third strategic objective.

Beyond that we have been reaching across borders courting new members.

Early in the New Year - Through the ETUC, where we are so very ably represented by the Vice President, we became aware of the deteriorating labour situation in Slovenia. Our Head of Office contacted Slovenian Police Unions to inquire as to the situation they faced. Following that engagement EuroCOP was able to fully endorse the ETUC position criticising the situation there. We are now fostering that important link with a potential new member organisation.

We have maintained warm relationships with a former member organisation SinaPOL and we look forward to welcoming them back to the EuroCOP family later today.

You will also hear later, on an issue we know is of importance to you all; that is the joint project with EuroMIL, EPSU, and EuroCOP on the promotion of Trade Union Rights.

I was pleased to be able to offer support to UNI Europa, the European Service Workers Union in their campaign for collective agreements across their sector and hope, along with our Vice President, to be able to join their conference later today and tomorrow as a guest,

And of-course, every single meeting and contact we make at European Parliament, Commission, ETUC, and ETUF level leaves an indelible mark.

It is almost impossible to separate activity into neat and tidy areas as supporting one strategic objective usually has an automatic benefit for another.

That is certainly true for our second strategic objective, where almost everything we are working on has a direct benefit to the first and third.

Our advisors at Cicero/AMO deserve acknowledging here. Their alertness to developing policy initiatives means EuroCOP is able to contribute not just at the formal parliamentary level, but also at the crucial development stages in advance of that.

There are numerous examples from the previous few months but to show a spread of the nature of our contributions I will touch on three – all very different and all highly relevant to policing in their own way.

On the 29th December EuroCOP submitted a response to the Victims' Rights Directive Road map. Road map contributions are deliberately short as they represent the very beginning of considerations at a European level. More detailed contributions can be made as the proposals themselves develop.



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The three headline issues in the EuroCOP response were

1. There is a need to analyse the available data across member states to better understand why gaps and differences in practice have arisen.
2. EuroCOP strongly supports improvements to the post crime experience of victims.
3. The responsibility to support victims should not fall solely on the police.

On the 18 January 2021 and in advance of a Council of Europe debate on Ethnic Profiling in Europe to be held on the 28th January EuroCOP wrote to the Rapporteur for the Committee on Equality and Non-Discrimination. EuroCOP's letter made the following observations.

1. EuroCOP welcomed the debate and recognised the timing was particularly relevant given concerns on racial profiling.
2. EuroCOP agreed that unlawful ethnic profiling was harmful for society and led to challenges for the police
3. EuroCOP supported investment in education and communication to address concerns over ethnic profiling.

Without being too blunt, the issue of race and concern over policing of black and minority communities has never been more relevant and is not something EuroCOP can afford to ignore. I will make this report available in document form after this meeting and will include a link to the COE debate on this subject for your information.

A full copy of the background to the debate can be viewed on the COE website or at the following link <https://pace.coe.int/en/files/28889/html>

Also, on the second strategic objective, although this could equally sit more comfortably in the third, is the work we have been doing in respect of the refresh of the European Code of Police Ethics and the refreshed EuroPOL mandate.

The Code of Police Ethics has featured in every discussion we have had with all members of the European Parliament, Commission and beyond. The refresh of the EuroPOL mandate has been a live issue for many months and was raised by my predecessor with Commissioner Ylva Johansson last Autumn. It is probably not unfair to say that the opportunity for EuroCOP to meaningfully contribute to these policy areas has never been greater than it is now. I will provide more detail on the code of ethics later in the meeting.

Finally, on this area. It is all too easy to listen to reports and receive papers and wonder if what we are doing makes a difference to legislators. We should take confidence that they do as the recent Commission press releases on human trafficking, and cross border cooperation in tackling organised crime both include the EuroCOP contributions that were made several months ago and in time of the previous congressional period.



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And now the third strategic objective where it would be easy to simply point to the work we are undertaking on the code of police ethics and the EuroPOL mandate. And whilst absolutely accurate to draw the link, this in itself does not cover all there is to report.

We remain committed to the Occupational Health and Safety event later in the year. We continue to develop the content and format for that event but are looking at musculoskeletal disorders and their impact on police work, and psychological issues that law enforcement officers face.

On the 15th of March Angles Bosch participated in a webinar in respect of public order policing, an issue that is highly relevant given the recent disorder in Catalonia. Speakers included the former chief constable of the PSNI Sir Hugh Orde and representatives from the offices of the police ombudsman's offices in both Catalonia and Northern Ireland. This webinar looked at refocusing public order from simple enforcement to a policing model built on freedom and safety.

Colleagues this is but a summary of the activities the Executive Committee has been involved in; there is so much more I could have added, from the work on disability rights, to the issues of hate crime, or to the more familiar issues of the challenges for our Greek colleagues due to migration.

I hope you like this format of a summary report rather than the pages and pages of materials that was the practice in the past. This report has been deliberately linked to our strategic objectives as ultimately that is what has been asked of us.

Should you wish a return to that format I will of course happily do so but it is my view this shorter format lends itself to easier upward reporting to your own member organisations.

Antoinette Cunningham acknowledged the new format and thanked the president and the ExCom for the work involved. Javier Ojes also gave thanks to the ExCom, he believes it highlights the initiatives and gives Trade Unions a boost certainly in Spain. It also gives visibility of EuroCOP and helps to differentiate EuroCOP from EuroPOL.

David Hamilton raised a question in terms of coordination of data in respect of PPE and vaccination processes in other organisations. Calum confirmed that a questionnaire had been circulated prior to the meeting and the responses will be discussed further on the agenda but the responses will be collated and shared amongst member organisations thereafter.

6 Treasurer's Report and 2021 Budget Submission (Mark Marshallsay)

Mark said it is with great pleasure that he report to you at this Spring Committee meeting.

He stated that although this global pandemic continues to roll on, it would seem that there is the proverbial light at the end of the tunnel. The vaccination programme in each of our



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respective countries should mean that actual committee meetings are on the horizon and not virtual ones.

EuroCop's financial situation is currently very stable. We do have the current lockdown to thank for some major savings over the year, especially since losing some bigger membership organisations.

He continued that with Nigel Dennis they have worked hard since our last meeting to cut unnecessary expenditure where we can and a couple examples of this is the Luxembourg office telephone contract, which has been renegotiated, with a saving of [REDACTED] euros every month and also the termination of the office photocopier, which now sits idle. This will save us [REDACTED] euros per month. Combined, this will be a saving of [REDACTED] euros every year. We will of course continue to look for further savings where we can.

He referred colleagues to the figures that he had produced, stating that it makes for pleasant reading, if there is such a thing with accountancy!!! The difference between the proposed budget for 2020 and the actual spend was an underspend of [REDACTED]. A significant saving, but as already stated, mainly down to the current pandemic and all the restrictions that come with it.

He explained the massive savings that we now make on staff salaries, means that we can now invest in other areas, such as political lobbying whereby CICERO have come into their own and an updated website, which is more professional, current and informative.

The most pleasing figure is that of the current surplus, which at the time of writing this report, sits at [REDACTED]

He finished by saying thanks to all those membership organisations that paid their fees promptly, it made his job so much easier. He thanked Nigel Dennis and the rest of the Executive Committee for their unwavering commitment to this organisation.

He wished all well and prayed that everyone stayed safe.



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	Proposed Budget 2020	Actual Budget 2020	Budget 2021
Income			
Membership Subscriptions	████████	████████	████████
Bank Interest	██████	██████	██████
Total	████████	████████	████████
Expenditure			
Staff Costs	142,558.00	113,937.73	40,000.00
Administration/Office/IT	25,200.00	26,178.29	25,000.00
Executive Committee	20,000.00	13,361.80	18,000.00
EuroCop Committees	80,000.00	28,113.15	55,000.00
Auditors	2,000.00	301.47	2,000.00
Translation	1,000.00	5,339.70	5,000.00
Social Media	30,000.00	24,896.30	25,000.00
Lobby Work	10,000.00	23,760.00	48,000.00
Website	0	8,411.84	1,400.00
Account Charges	500.00	492.95	500.00
Total	████████	████████	████████

Current Account – 30/03/2021

Spuerkess Luxembourg ██████████ Euros

Reserve Accounts.

Spuerkess Luxembourg ██████████ Euros

Volksbank Germany ██████████ Euros

Surplus Total ██████████ Euros



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Nigel Dennis confirmed that the continued maintenance of the employers liability on redundancy packages for staff has been removed, and whilst there is currently a reduced membership base, work is actively being undertaken in attracting more likeminded organisations to join.

6a Vote –

Do you accept the recommendations of the EXCOM to agree the draft 2021 budget submission? Yes 19 No 0 Abstain 0

Draft budget has been accepted

7 Application for Membership (by SINAPOL Observer Status) Application for Observer Status NPPSS (Statute 3.7 Refers) Both applications were recommended and supported by the EXCOM.

Armando Ferriera gave a full and detailed account of their membership status from 2005 – 2013 and the reasons why they left EuroCOP initially. He further gave reasons behind the decision to rejoin as observers, he gave his word to EuroCOP that they could count on Sinapol to help where they can moving forward.

Nigel Dennis explained the NPPSS are part of a wider organisation, they are currently dealing with internal challenges. This was the reason behind the request to change to observer status. They have assisted EuroCOP in the past from hosting committee meetings and their valued contributions in helping EuroCOP to spread the value of EuroCOP of what we do.

NPPSS at the time of discussion were having technical challenges with the line, however Vaida Bratcher the NPPSS spokesperson was able to join the meeting to confirm what Nigel had described was accurate and thanked him for his generous words of support.

7a Vote

Do you agree with the EXCOM recommendation that SINAPOL application for membership (Observer) be accepted?

Yes 20 No 0 Abstain 0

Welcome to SINAPOL with Observer status.

7b Vote



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Do you agree with the EXCOM recommendation that NPPSS application to revert to observer status be accepted in accordance with Statutes 3.7

Yes 20 No 0 Abstain 0

NPPSS's application was supported to revert to observer status in accordance with EuroCOP Statute 3.7

8 European Public Services Union (EPSU) EuroMIL and EuroCOP, presentation on Joint Project on Trade Union rights update.

Richard Pond European Public Services Union (EPSU) gave an insight on what EPSU does and who they support. He also gave some background information on the long standing issues faced by public service workers in relation to being able to organise, to collective bargaining and their rights to strike.

The transparent predictable working conditions directive was amended at the last minute to provide member states with the opportunity (should they want to) exclude a range of workers.

The purpose of the joint project to raise the concerns of the 3 basic rights of police officers at both EU social legislation level and the National level. Looking at both positive and negative cases.

The project will run through to end of December 2022. There will be 7 Key events; the launch conference will take place on 25/26 May, with 5 regional online seminars (maximising consultation, they have divided up Europe roughly into 5 regions) and a final conference September 2022. The hope is to bring together all key points of the project and make a decision where we go from here and to be able to highlight inconsistencies across the countries, and then highlighting cases to the ILO/Council of Europe. He stated that contributions from all Federations will be beneficial to the project and that they will also be including organisations outside the European Union.

The University of Gent – Belgium will provide an introduction at the launch conference, to set the scene and encourage input from a national level from the start, highlighting main issues and members face on trade union rights, with contributions from European Commission on transparent predictable working directive, International Law Officers (ILO) and the hope to have two MEP's, as well as a member from our organisations. He will send draft agenda and invitations will be sent in due course.



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Unn Alma asked what he would like from the members online today, he confirmed that if they could promote and highlight the project in their respective countries, the benefits of the online conferences there can be more participants.

Calum Steele thanked Richard for the very informative input and gave his support and pressed upon members to maximise the opportunity to improve social rights, and also the right to strike or take industrial action for our member organisations. He gave a brief on assistance in regards to presentational successes at Counsel of Europe notably AGSI despite that success difficulties still prevail. EuroCOP also interjected in the past few months in frustrations on collective ability of social dialogue for police officers in Malta, various limitations placed upon rights on police officers across Europe.

The opportunity to utilise this initiative with EPSU, comes along very rarely he believes that EuroCOP would be doing a huge disservice to our members if we did not take part in this project. He continued that there are lots of relevant information for all our member organisations and in order to get the best picture possible that we offer fulsome support in this initiative and he asked everyone to participate as fully as they possible can

Nigel Dennis stated that having monitored social media platforms he can see the challenges that member organisations face in regards to conversations in social dialogue, this project gives everyone a platform to do so and also the opportunity to raise those issues, he said it's a great opportunity to be heard with the hope of making a difference.

9 Discussion on the challenges of social dialogue with employer bodies during the Covid 19 pandemic and the impact on Health and Safety for Police Officers during this pandemic.

Nigel Dennis spoke of the challenges of social dialogue for police officers and trade unions in so far as not being included in the initial conversations/discussions. He made reference to a meeting that he and Angels Bosch had attended with EU Commissioner Schmitt (*Jobs and Social Rights*) Governments are saying they are having meaningful and purposeful conversations when in actual fact they aren't. He requested that member organisations share information and instances so that they can collate evidence that then can be put back to Commissioner Schmitt.

He stated that EuroCOP can only try to influence if they have the opportunity to get into that dialogue. He made reference to the assistance requested by Malta and confirmed that EuroCOP were able to write directly to the Prime Minister of Malta in order to support them.



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Antoinette Cunningham AGSI, David Hamilton SPF, Armando Ferriera Sinapol, Lena Nitz Sweden & John Parker, GRA all shared their current experiences in their respective countries.

Nigel Dennis ensured all member organisations that Excom members represent all member organisations at meetings we do this as a collective. We speak as one, we do it as a collective for the police service in Europe. We have strategic advisors that give us full briefings prior to the meeting so we know what strategic areas we need press to achieve our goals for the benefit of our Membership.

Due to the nature of this topic it was suggested that discussions would continue at the next meeting, Unn Alma asked that if any Members Organisations have examples of the breakdown of social dialogue with their Governments please could they bring them forward for the attention of the Excom.

Covid 19. Questionnaire

Nigel Dennis thanked those 11 members that took the time to submit the questionnaire prior to the meeting. Colleagues have spent time to interrogate their own systems and their own national governances. He stated that there is a lot of evidence there, in particular the last question on whether covid is classed as an occupational disease in some countries it is but others it's not.

He thanked everyone for the speed of getting those back to him. He wants to wait for a few more weeks and then he will get it academically evaluated and circulated. He also wants to share the findings with all member organisations to enable everyone to assist with their own challenges.

EuroCOP: proposed draft Code of Police Ethics document

Calum Steele shared the draft code of ethics document on the screen. He stated that there has been a very strong move across the institutes of Europe particularly the parliament and the commission. He thinks in some extent driven by concerns over police use of force, whistleblowing, black lives matter movement and other type events that raise concern about policing to look to see what the European Institutions can do to stamp their mark on policing



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styles deployed across Europe. He made reference to his predecessor Angels Bosch who was particularly keen in perusing as President was encouraging a refresh of the European Code of Police Ethics which hasn't been updated in close to 20 years.

EuroCOP's executive committee as well as advisors in Cicero believe there's some opportunity to utilise a call to refresh the code of police ethics. To instil within that code some ethical principles that apply not only to police officers but also to police forces as employers.

For example we think it is unethical that employers would not allow human and civil rights for police officers, or police officers to enjoy free human and civil rights particularly when it comes to freedom of association and collective bargaining. We also think it is unethical where police officers, our members, who raise concerns are not being supported by their own police forces. We all know the difficulties that members who engage in whistle-blowers can encounter in the organisation they can often be marginalised, stigmatised and all too often they find that the mental anguish and stress of challenging wrong doing has a negative and detrimental impact on their own health and as a consequence the likelihood of the individuals be willing to support whistle blowing or engage with whistle blowing diminishes as a consequence.

You will recognised when you receive the document that we have suggested fairly significant improvements and at a time where police forces and police leaders preach very freely on ethical standards for police officers, that it's difficult for them to argue that some of these ethical principles should not apply to them as police officers. We are confident that we can certainly make the argument at European level as to why these principles should be maintained in a European Code of Police Ethics. Thereafter if adopted by the European Institutions particularly the European Parliament Levy Committee which is examining this it will through the back door provide some safeguards and things we can point to as trade unions when it comes to our own police forces asking and placing expectations on police officers.

He played tribute to Angels for the phenomenal work she did in her time in office on this, as was an enormous help and assistance to the executive committee of today.

He finished with the hope that the general principle of seeking to apply some ethical standards and principles on the organisations that we work for as well as the members that we represent is a direction of travel that you will support and endorse not least when it comes to the support and the removal of the restrictions on human and civil rights of police officers.

He has asked that any views or comments on the document be submitted by email.



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10 ETUC/ETUF – Update

UnnAlma Skatvold highlighted the benefits of being a part of the ETUC/ETUF and that EuroCOP are the only police organisation that are represented in the EUTC and having a seat at that table gives membership to the ETUF. It is important that we get feedback from members so they can take to the ETUC & ETUF. She stated that it has allowed us to add social dialogue to the agenda for the next meeting

She mentioned the importance of collective bargaining, public procurement – effect on police force and our members and what they work with, because we know that work related crime, black economy, grey economy are effected by rights. EuroCOP are trying to make as much of an influence as we can, with the EPSU project, the ETUC have on the table it all correspond so it's important to be a part of this.

It was also noted that EuroCOP are a part of the Brexit Task Force more information will be given after the first meeting.

Calum Steele gave thanks to UnnAlma for her time and contributions at both ETUC/ETUF it takes up an phenomenal amount of time and through the extension of the network that available through ETUC/ETUF that your contribution to both of those forum EuroCOP are reaping the rewards and benefits from your contribution that we couldn't have imagined a few yeas ago.

11 Summer Committee meeting Gibraltar 24th - 26th August 2021 - Discussion

Nigel Dennis has spoken to colleagues in relation to the Gibraltar meeting and although they are currently covid free it was felt that it is still too much of a risk to travel for this meeting and his recommendation would be to postpone this face to face meeting and have an extended meeting in November in Edinburgh.

Mark Lindsay PFNI agreed and seconded the proposal.

All members present were content with the proposal as described by the Head of Office and supported by the Excom , that the Gibraltar Summer Committee Meeting be cancelled

12 AOB / Closure

Calum Steele closed the meeting by saying that this was probably the best VC meeting he had, suppose there was an inevitability about that as we now refined and adapted to online



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meetings, it doesn't change the fact it is still suboptimal way of conducting business of EuroCOP but you are content that the issues that we are bringing to these virtual meetings are entirely relevant and in line with what your expectations would be, given the realities of the world that we are facing at this time. He alluded to the ongoing work with EPSU, ongoing with the European Code of Police Ethics, the ongoing work with mandate for Europol. All of these things are in their own right are front & centre what drives EuroCOP at this time. There has been a number of documents that will be circulated after the meeting and that Vicky would assist in interpreting them into various languages for further dissemination. He thanked everyone for their patience, diligence and contributions to today and a vote of thanks was given to the Chair.