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Draft Minute - Autumn Meeting 2021

22 – 24 November 2021, Edinburgh Scotland

Chair of Meeting; Unn Alma Skatvold, Vice President.

Coordinating Meeting; Nigel Dennis Head of Office.

Note Taker Kirsteen Brown.

1 Housekeeping – Nigel Dennis

Nigel Dennis confirmed that there was no planned fire alarms for today. He confirmed the number of member organisations that were in attendance and how many votes those delegates had in terms of voting in accordance with EuroCOP Statues (*9.5 refers*)

2 Chair open the meeting - Unn Alma Skatvold

Unn Alma Skatvold, Vice President opened the meeting and welcomed everyone to EuroCOPs autumn committee meeting here in Edinburgh. She said, "It is so very very good to see you all again live - to actually see you in person and to see that you all have feet!"

Unn Alma, gave a short introduction of her role within EuroCOP & her position of Vice Chair of the Norwegian Police Federation Union. She continued saying "I am the chairperson of this meeting and hopefully with all your help and participation we can all gain great benefit from coming together both in this formal setting and the other events that are planned in our coming together. We want you to enjoy and learn from this meeting and be revitalized on the benefits of belonging to this organisation. We should all bear in mind that we have not seen each other in almost two years, so we should be extra generous to each other both when it comes to understanding language and behaviour. It takes time to remember all the social guidelines! We are going to be together for three days now- and since the pandemic sadly has not ended, and actually it is getting more challenging in many places when it comes to spreading, we must still take our precautions. Wash hands, use sanitizers, keep our distance and pay attentions to other people's needs for distance. If at any time you don't understand the arrangements for our time together please do not hesitate to approach make contact with either myself or Nigel Dennis our Head of Office".

“The Security Alert in the UK has just been raised to SEVERE, so can I request that whilst we want you to enjoy your visit to the impressive city of Edinburgh you remain vigilant towards your personal safety. Take care of yourself and of each other.

Today we are going to stay here in this meeting-room, focusing on internal matters and also having some guests and external speakers. We are also going to have some group-work about our common action-plan, it has been translated into Spanish and English, and how we all have, or can make a contribution to it. You are having dinner on your own tonight, but Calum has assured me that there are a lot of fantastic dinner-places and pubs here in Edinburgh so go explore. If you need suggestions I am sure Calum and his colleagues from our host organisation the Scottish Police Federation will be of assistance”.

Unn Alma continued with the plans for the next few days, “tomorrow we are going on a visit to the Police Rehabilitation Centre, she was really looking forward to that. As they do not have anything like that in Norway, she was hoping it would be really interesting and she was hopeful that she could bring some ideas back home. She continued that Nigel will tell you more about this before we finish today. On Wednesday we are focusing on internal matters before we all head back home”.

She reminded everyone that they were “always welcome to speak and give the rest of this meeting your organisations opinion. Make sure we see your sign, wait until you get the floor, and also can I ask that speak reasonably slowly enough for our interpreters to clearly hear you. We have very experienced interpreters, but it will be helpful to them if we could. Before we open the meeting- We shall honour our fallen colleagues in Europe that have made the ultimate sacrifice to keep the citizen of Europe safe, they have given their life in the line of duty”.

She asked everyone to join her in a one minute of silence for those who are no longer among us.

She officially opened the meeting and she gave the floor to the Chair of our host organisation David Hamilton of the Scottish Police Federation.

3 Welcome - David Hamilton Chair, SPF

David Hamilton opened his welcome saying “On behalf the Scottish Police Federation can I extend a very warm welcome to you all.

It is a great honour for Scotland to host this meeting and I hope we can match the welcome, facilities and hospitality that we have enjoyed in other parts of our continent”.

He continued to say, “Scots are proud Europeans and we strongly align ourselves with the ideals and principles of the European project. Despite our country’s removal from the EU, the Scottish Police Federation’s commitment to EUROCCOP remains steadfast and it is an honour for us to have our General Secretary serve as EUROCCOP President. We know that this event will strengthen the bonds and promote the exchange of knowledge between all of our organisations, for the common good of European police officers”.

He said, “Now while the architecture, philosophy, science and engineering has earned Edinburgh its reputation as “Athens of the North”, I’m afraid its weather didn’t! So I’m sorry that we can’t emulate

the glorious days of Porto, Athens, Malaga and Malta. But what warmth the weather lacks will be found in our welcome and in our hospitality.

The world has changed dramatically since we last physically met in February 2020, just days before we moved into a global lockdown, and we faced new challenges to our safety, conditions and remuneration. We hope that this congress will be the catalyst for us to support, learn and inspire one another in our new world”

He also invited everyone to join him for dinner tomorrow where he assured us of some haggis, bagpipes and of course whisky, he stated that in the meantime, if there was anything that we could do for you to make your stay more comfortable please do let us know.

He finished by saying “Enjoy your time here in Scotland, we hope that you have a fulfilling conference and that you enjoy our hospitality, culture and friendship”

4 - Speech from Cabinet Secretary for Justice & Veterans for Scotland - Mr Keith Brown, Member of the Scottish Parliament.

“On behalf of the Scottish Government I would like to welcome you all to Edinburgh, as you hold your autumn meeting.

Coronavirus

Over the past 20 months police officers throughout Scotland, Europe and the world have had to struggle with the coronavirus pandemic.

I know that it has not been easy to enforce restrictions in your countries while the main aim is to keep everyone safe. We have had to ask our police to enforce laws, which would have been unimaginable just two years ago.

In Scotland, my Government, has worked closely with our Chief Constable, and he has been clear throughout that pandemic, that the use of the special powers afforded to police officers would be used as a last resort, and only where people are defying very clear and sensible advice, which is designed to protect them and other citizens from harm.

Police Scotland’s approach was based on the 4Es – where they would **Engage, Explain Encourage** and only then **Enforce** to protect the public health.

I also need to praise Police Scotland and the Scottish Police Authority for setting up an Independent Advisory Group on the use of coronavirus powers.

The IAG is independently chaired by John Scott QC and has provided advice and comment on how Police Scotland has policed during the pandemic and how the use of the new powers has impacted on the public and our officers.

The IAG has looked at a number of areas, including Border controls, the use of face masks and the policing of demonstrations. I welcome the comments of the group and their advice on Human Rights implications and public safety.

We currently have very few Coronavirus enforcement powers in place, but we can't be complacent, and we are keeping an open mind on what might be needed to ensure that our Health Service can manage over the winter.

I would like to thank Calum, David and the Scottish Police Federation for all their hard work during the pandemic. They have worked with Police Scotland to ensure that officer safety is at the forefront of everyone's thoughts when considering the health and wellbeing of officers.

They have challenged the service and the Government, on officer safety during the pandemic – and there has not always been agreement – but I welcome all the work the federation has done to support their members.

COP26

I would also like to thank the Federation for their involvement in the organisation and delivery of COP26.

COP26 was the biggest gathering of world leaders in one place, that Scottish policing has had to protect. However, along with protecting VIPs and COP26 delegates, Police Scotland always recognised that it had to allow peaceful protest.

It is a duty, set out in the under the European Convention on human Rights (ECHR) that the rights of people who wish to peacefully protest, or counter-protest, must be protected, balanced against the rights of the wider community.

We saw that Police Scotland provided a proportionate policing response to any protests - engaging with known groups to ensure their rights to peaceful assembly and protest were met.

While reassuring the public that any public order or criminality was dealt with swiftly and robustly.

Police Scotland is a rights-based organisation that puts their values of integrity, fairness, respect – and a commitment to upholding human rights – at the heart of everything they do.

I think that the work of Police Scotland during the pandemic and at COP26 highlights the value in the Scottish Policing model – based on the principles of Sir Robert Peel – that we police with the consent of the public and that the police are the public and the public are the police.

EuroCOP

I understand that this meeting is your first in-person meeting since the pandemic started. Although many of us have had to carry on our business remotely, I know many people work better when face to face with their colleagues and friends.

I can see from your meeting agenda that you will soon hear from Professor Sir Harry Burns and Professor Peter Watson. I know that you will find their inputs interesting and informative.

I also see that you will visit the Police Treatment Centre at Auchterarder tomorrow.

The centre is a great asset for our Serving and Retired Police Officers, where they can receive treatment following an illness or injury, with the aim of assisting their return to better health – and with timely and effective treatment – serving officers can return to duty with improved health outcomes, benefiting the officer and the police service.

I hope that you all enjoy the next few days in Scotland and that through your continued co-operation across the organisations you represent, can influence European policy debates on justice and policing, representing the views of your members, to keep all of our societies safe and secure.

EU

As you may know, Scotland is a proud European nation and the majority of our people did not vote to leave the European Union.

We have benefited from being part of the European Union (EU) for more than 40 years and although the UK's departure from this union undoubtable changes the way that Scotland engages with the EU, it will not change the EU's importance to Scotland, nor our commitment to it.

We will continue to collaborate across a wide range of issues on the EU's agenda, reflecting our shared values and goals. We aim to be good global citizen, and will continue to make a distinctive contributions in addressing global challenges, sharing our knowledge, skills and technical expertise for global good, being a positive voice in the world on global issues such as solidarity, tolerance, human rights and climate change.

Police Scotland has, for many years, shared their knowledge and expertise with our countries and they have recently set up their International Academy, which is seeking to build on these firm foundations.

The Academy strives to co-operate globally through relationships and partnerships, supporting our international partners towards achieving the United Nations' Sustainable Development Goals.

This will be achieved through international development programmes, and a wide range of training and development activities, both in Scotland and in collaboration with host countries.

Conclusion

Finally, I would like to wish you all the best for your conference – that you enjoy your stay in Scotland – and that through meetings such as this, you maintain your ongoing co-operation, benefitting the police officers you represent and the communities you serve”.

5 Invite all member organisations will take the floor for a maximum of 3 minutes each to introduce themselves.

Unn Alma thanked everyone for taking the time to introduce themselves and their Respective organisations.

6 Presidents Address – Calum Steele

Calum opened his address “Colleagues Congress 2020 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, and should be considered in conjunction with the Spring 2021 activity report shared on the 28th April. I have received no request to return to the lengthy and repetitive activity reports of the past, and hope this condensed approach continues to meet your needs”.

He stated, “It is already clear to the ExCom that the objective of Raising EuroCOP’s profile has already substantially been achieved, at least externally. Our Vice President, Unn Alma Skatvold is a highly respected and active member of the ETUC and ETUF.

Our participation is fulsome and dynamic. EuroCOP has supported and helped shape positions in respect of Farm Workers rights, and public procurement amongst others. These wider considerations demonstrate that EuroCOP is able to look at issues impact on our members in the widest, and most strategic ways possible. Some might ask why farm workers’ rights matter to EuroCOP but if we stop for a moment we can understand that the lack of such rights makes migrant and farm workers rich for criminal exploitation. Safeguarding their rights can help make our members jobs safe too. This kind of imagination reinforces that EuroCOP is more than a single-issue partner, and is able to use our own values and objectives, to support those of others. In short this is invaluable for the credibility of our organisation.

With our multilateral partners we have been co-signatories to correspondence raising concerns about a unilateral decision downgrading social dialogue opportunities with the European Commission.

The impact of this decision; effectively pushing more and more meetings to an online format, but with limited interpretation and translation, is a considerable risk to the voices of workers being heard. Our collective interventions have been heard and a series of multilateral workshops examining how to progress the issues are now being developed”.

He went on to say, “We continue our joint work with the EPSU and EuroMil on defending and strengthening trade union rights in public services, with the Mediterranean regional meeting taking place on the 14 and 15 September. Whilst the overall numerical participation in that event was lower than all stakeholders would have wished, it was nonetheless an important milestone in the wider project. As we gather in Edinburgh a further Eastern regional meeting just concluded in the past number of days.

Beyond that awareness of our organisation is growing amongst police unions in countries where we currently do not have representation. We had hoped to have potential new members joining us here today but circumstances Covid amongst others conspired against us at relatively short notice. Our Vice President has visited non-member police trade unions and our wider political contacts are facilitating introductions to others. As we all know new members cannot be taken for granted but the signs are encouraging that our membership will continue to grow”.

He continued, “In September, I took part in a European Police Congress organized by Behoerden-Spiegel, the largest independent newspaper in Germany. Sharing a stage with the International Police Association, the United Nations Police Advisor Luis Carrilho, amongst others, we responded to the policing challenges of the Covid Pandemic as one of the main features of the Congress for 1,500 international delegates.

Further recent meetings with members of the print and broadcast press in Brussels have been invaluable. Some of the biggest news organisations now have names and faces they can call on across the continent when issues of importance to our members and member organisations are unfolding.

On many occasions the issues will only be of particular interest to the one country but our European network can help support the delivery of a domestic message.

We listened to the feedback we received from some members about the frequency of the communications in respect of wider activities within the institutions of Europe and hope the new monthly news roundup is more suitable than the weekly download.

At the beginning of October, the Vice President, Unn Alma Skatvold and our Head of Office Nigel Dennis, and I attended multiple meetings in Brussels with representatives of the Commission, MEPs, and also representatives of the French permanent representative to the EU. The upcoming Presidency of the EU will be held by France and an early meeting to establish opportunities for cooperation was essential. The French presidency has made clear that they will have a heavy emphasis on law enforcement and the opportunities that meeting presented are very exciting indeed.

At every level of the name of EuroCOP is not only known, it is respected. We are sought out; our views matter. When we speak officials and politicians listen, and we are making a difference. Whether it's the revised EuroPOL mandate, the role of CEPOL, the role of big data and Artificial Intelligence for policing, or the revised code of European Police Ethics, EuroCOP is shaping them all.

In many ways this provides a seamless link to our second strategic objective”.

“As I have alluded to, the big-ticket issues, the revised EuroPol mandate, with the new PRUM framework, data and artificial intelligence, at its core; the role and purpose of CEPOL; the potential to revise the Code of European Police Ethics, have been at the core of our ongoing and recent discussions with MEPs, the Commission, and wider stakeholders. The written submissions have been made but our views on the final product continues to be sought.

In the past few weeks alone, we have met with:-

- Rob Rozenburg, Head of Unit for Police Cooperation, European Commission
- Dragos Tudorache MEP
- Eadaoin O'Sullivan from the team of Clare Daly MEP's
- Isabelle Pérignon, Deputy Head of Cabinet of Commissioner Didier Reynders
- Emma Udwin Head of Unit for Migration, Borders and Security, Secretariat General, European Commission
- Konstantinos Ntantinos from the office of Despina Spanou – Cabinet of Commission Vice-President Margaritis Schinas

We debated some of the finer details of each of these issues. EuroCOP is seen as both a valuable contributor, as well as a critical friend, and valuable ally.

Even after these meetings we made a final written contribution to the trilogue stage of the EuroPol mandate revision and in particular highlighted;

- No amount of technology can ever replace the important role that police officers working in, and with, communities bring.
- A revised code of police ethics and revised EuroPol mandate should be seen as complimentary to each other.
- Technologies need to be supported by proper, robust, and transparent, policies and regulatory frameworks that do not undermine fundamental freedoms, whilst at the same time not tying the hands of police officers.

- AI should not be feared if used as an intelligence tool (decision informing) as opposed to a decision-making tool

We also made further submissions on the issues of cross border police cooperation, after these meetings, as we risked missing key concerns that could have a direct bearing on our members. Specifically, we highlighted:-

- The importance of deriving public confidence from cross border police operations was not to be taken for granted.
- Fair and transparent processes for dealing with complaints required to be developed and established.

Beyond those specifics, the opportunity to seek to engage with the CEPOL management board; to help shape an Erasmus type programme for police officers, and to help inform the EuroPol innovation hub, have all been raised as further avenues for EuroCOP to explore.

Our meetings identified the existence of the European Internal Police Security fund, and whilst heavily driven towards technology and procurement cooperation, it is available to have bids made by local police services for funding to support security related activities and equipment at a local level. First time we became aware of such a fund.

We touched on the new challenges, or rather the renewed challenges that are already being visited on our borders. We discussed the criminal exploitation of women and children, and the inevitable conflicts police found ourselves in the middle of. How do we build community trust when those who are most critical of police officers are those least tolerant of robust policing to protect borders?

We discussed the emerging challenges global warming and what that will present for police services across Europe and asked if there were any considerations for the practical consequences of this.

These are all issues we need to step into the arena to debate or we will simply be left behind.

This is of course where the importance of our third strategic objective of promoting and supporting policing best practice is so critical”.

He confirmed, “I have already highlighted the opportunities we will be seeking to develop with the CEPOL management board, as well as seeking to shape an Erasmus style education programme for police officers.

We have already supplied written evidence on some of the practical considerations for enhanced cross border police cooperation, and see many of the issues we identified in those submissions, being relevant here. We must not be blinded or distracted by the political drive to work ever closer to the extent that the impacts on our members are simply lost in the process.

We remain supportive to the Occupational Health and Safety initiatives we committed to in the last congressional term, and we hope the learning we can all take from the rehabilitative facilities of the Police Treatment Centre in Auchterarder forms an essential part of this meeting proves to be invaluable to you all.

But before I finish I want to return to a number of issues I have briefly touched on as I believe these present opportunities like no other. They cannot be ignored and how we respond to them will be a key measure as to how our partners and members view us.

We need to develop strategies and positions on the new mass migration challenges. We need to do the same for building confidence that our police services understand the risks of not doing so. We need to ensure our organisations are not just alert to, but driving strategic and tactical decision making in respect on the impact of climate change on policing, for there can be little doubt this in itself will force the mass movement of people across the world”.

He concluded by saying, “Our action plan is subject to constant scrutiny and revision. I contend we need to reflect the challenges of tomorrow in what we are asked to do today”

He offered to take any questions.

Break

7 Legal Input - Professor Peter Watson

8 Medical/Covid 19 - Professor Sir Harry Burns – PowerPoint

Policing in Pandemics

“Error is the price we pay for progress.”

Accept and **Value** error

— **Alfred North Whitehead**

As someone twice vaccinated and a booster where do we stand today?

What do we know today?

A narrative that the police service, in Scotland or elsewhere, was overwhelmed by a pandemic and that it was impossible to have foreseen all that was to unfold is just not true. The review by Julian Laufs , Zoha Waseem Jill Dando Institute of Security and Crime Science, University College London, makes clear all the lessons were already there albeit ignored.

Overview

- Researchers around the world have for years studied the effects of **disasters and public health emergencies on policing organisations**
- The core question now, during this acute pandemic, is what **short-term and long-term recommendations** have arisen from all this research, so we can use that to help us
- Today am sharing what researchers have found to be the **best practices** identified in the literature for policing such emergencies.
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- The **four issues** have emerged:
 - o police-community relations

- the mental health and wellbeing of officers
- intra-organisational challenges,
- and inter-agency collaboration and cooperation
- First a bit of background on the paper

What is a systematic review?

- The papers I have referenced is a '**systematic review**' of all the published research since 1990 on how **natural disasters and public health emergencies impact police practice**
- The research looks at policing natural disasters and public health emergencies such as: flooding; earthquakes; hurricanes; outbreaks of Ebola, flu, and HIV; and training exercises
- This includes almost two thousand published studies they found 72 articles which are relevant to how policing works during natural disasters and public health emergencies, and have gathered these articles' conclusions and recommendations
- Will turn now to the first set of these recommendations

Police-community relations

- Research from **nine studies**, mostly on natural disasters, gives us three sets of recommendations:
- To improve **community compliance**:
 - police can put resource into **understanding citizens' changing behaviours** across time, from a reluctance to follow guidelines to breaking measures as a form of protest)
 - this especially pertains to where **socio-economically disadvantaged** communities will be disproportionately affected as time goes on (eg with ongoing support funding cuts), and **so where pro-active** engagement will help build relations before resistance against police can build
- In terms of **navigating different roles for police**:
 - in acute stages, such as early lockdowns, the police **can use their discretion to prioritise the maintenance of public order** over a heavy-handed 'legalistic' style of policing
 - *[this is something we have already seen in Scotland COP 26 and it's good to see the recommendations mirroring practice]*
 - care should be taken via PR teams to **avoid the media highlighting the police's role** in actual or perceived shortcomings in 'empathy' towards communities (eg visiting dying family members or humanely treating infected persons), which can have an adverse impact on public trust
 - plans need to be put in place to **provide accurate situational information** and space needs to be provided to combat misinformation which officers have encountered
- **Crisis communication** is the final element of police-community relations highlighted here:
 - a first recommendation is engagement on **social media** with the community, as this is where fast-moving communications can be shared, as well as tackling misinformation early, providing reassurance, pushing correct information, and helping build a sense of community resilience in partnership with police
 - this requires both **training for flexibility in response** as well as **preparing agreed rapid-rollout processes for social media engagement**, such as those to quickly tackle

misinformation; the latter needs funded, redesigned, and improved continually over prolonged periods of crisis

- in addition, this is a two-way process; a good presence on social media also helps provide early indications of emerging **strains on police-community relations** (such as anti-lockdown protests or civil disobedience of mandates)

Police psychological health and well-being

- The second group of conclusions focuses on the particular toll that the **external stress of a pandemic** takes on police officers
 - such as the particularly heightened and continuous anxiety about being in a **public-facing role during a dangerous time of infection or with decreasing public compliance**,
 - as well as **increased workload**, lack of rest, distance from family, and high-risk expectations
 - so even more than in normal times there is a continuous need to **acknowledge the work of police officers to increase job satisfaction**, as well as providing social support and maintaining officer wellbeing
- **24 studies** looked at this issue of psychological health across different disasters and emergencies
- **Five recommendations:**
 - continue to embed **pre-crisis training policies** to develop the skills needed for officers to prevent mental health problems
 - encourage and enable the **reporting** of mental health complaints and **destigmatising** the effects of high-stress events like a pandemic on mental health
 - recognise and enhance the **social networks** available to police amongst their fellow officers, as research has found a 'police culture' of social support from peers and supervisors helps increase resilience against external stress
 - rapidly expand appropriate **interventions**, such as counselling services, to officers and staff affected by Covid-19
 - dedicate adequate **mental health resources** to police officers and their families during and in the aftermath of Covid-19 to address officers' ongoing and changing fears and anxieties.

Internal organisation and resourcing

- Challenges of internal organisation often arise because **pre-disaster planning can never be fully perfect**, but the best plans can help stop unnecessary ad-hoc decisions
- **22 studies**, five more recommendations here:
 - **partner with experts** early on to both plan and to **set realistic expectations** of the police's role in public health emergencies at different stages of a multi-wave pandemic
 - make sure plans not just for the police but at higher levels take **existing abilities and both physical and human resources** into account
 - **determine minimum staff levels** with adequate resting periods and support mechanisms, and create staffing procedures to maintain them
 - some authors emphasise being ready to **question the effectiveness of standard protocols** if they presume single acute events rather than long periods of waves of worsening and lessening crisis, which may need newer and flexible **management practices** where this does not complicate routine policing

- ongoing disaster protocols will also need to **prioritise stress reduction and workload management** more highly than in standard protocols, and
- **work-from-home policies** should be allowed for officers where possible in risk groups to protect their health and alleviate administrative burdens
 - as police work is based on professional practice, knowledge and experience is often concentrated in longer-serving officers, who are also more vulnerable in a pandemic – having all that experience available but from a different location is preferable to not having the experience available at all due to infection
- **proactively prepare for campaigns to communicate crime prevention** efforts clearly to the public, to reduce the additional demand from Covid-19-related crimes
 - eg have cybercrime or domestic violence prevention campaigns and advertising funds prepared and sufficiently prioritised in order to accommodate shifting frontline availability
- and of course the literature recommends **triaging activities** and ensuring tasks are continually prioritised

Multi-agency collaboration

- Finally, pandemics **are complex** and require **coordinated operations**.
- Common issues have been identified with regards to multi-partner collaboration with the police, including the need to maintain a **national communication infrastructure** that facilitates collaboration, and to **critically assess shortcomings** and issues of inter-agency collaboration and communication in an ongoing manner.
- Most relevant today is the recommendation to repeatedly **take stock of collaborative efforts** and the most frequent interactions with partners, so that the police can:
 - allow for joint exercises and a **strengthening of the relationships** after the crisis
 - best practice suggests building on recent times by using relationships developed during the pandemic to **enable a more casual integration** in day-to-day operations, for example partnerships with local hospitals and healthcare providers in police training
 - undertake **future planning** with civil society groups and community organisations which are either new themselves or just new to collaborating with the police

Final thoughts

- more research is needed – and the experience of people in this room will certainly be essential to develop that research.
 - Many recommendations here should be familiar to you and some may well be old hat, but at least there is evidence of their need, and ideally there are some which will have sparked off further thoughts for you.
- eem. 2000. Policing in pandemics: A systematic review and best practices for police response to COVID-19. *International Journal of Disaster Risk Reduction*
- Laufs, Julian & Zoha Was 51 101812. 1-17. <https://doi.org/10.1016/j.ijdr.2020.101812>.

Lunch

9 Group interaction with MO, split into groups (1hour)

A copy of the Action Plan was circulated prior to the meeting to allow all MO to assist with this session -

Raising EuroCOPs Profile

With the EuroCOP Action plan 2020-2024 in mind please consider in your group the following questions –

How have you as MOs promoted EuroCOPs activities amongst your own members? How can you do this until we meet again?

How can we together better raise the confederation's profile both internally and externally?

Establishing and building a foundation for developing a policy environment that supports police officers

How can you as MOs provide inputs to EuroCOPs policy discussions in order to shape priorities and positions?

Have you played an active part on policy debates nationally? Share some experiences.

After the pandemic and all the experiences we have had the past couple of years – do we need to make changes to our agreed Action Plan 2020-2024.

Break

10 Presentations

Violence against Police - ErNE

Axon

11 Summary of the Day

Unn Alma stated how good it was to be back together and all have the opportunity to speak face to face again. She said it was a great day and it appears to her that everyone agrees with her sentiments. She thanked the Professors for both their presentations.

12 Draft Financial Orders

The Draft Financial Orders were circulated prior to the meeting. (1st November 2021.)

Head of Office Nigel Dennis explained the changes to those Financial orders are necessary due to the change in the model of operations of our organisation. Prior to submission to the Committee these draft orders have undergone due diligence undertaken by the Excom and the auditor.

No questions came forward from those present regarding Draft Financial Orders.

A vote on the content was taken.

Vote – The Draft Financial Orders were approved unanimously by the Committee

13 Auditors Report – Henry J Bautista

Unfortunately Henry was unable to attend the meeting, Nigel Dennis, Head of Office read out his report on his behalf.

“The following is my report as EuroCOP’s internal Auditor for 2019 - 2020. As you may well understand with the continuing COVID 19 pandemic restrictions these have been unavoidably delayed.

Due to EuroCOP’s accounting composition and domicile status in Luxembourg, I met with directors of Ernst & Young (EY) a globally well renowned accountants’ firm, for advice of the best current practice amidst the pandemic, in updating our members with our financial status. EY advised me that due to these special circumstances that we are currently globally facing, an internal audit could be virtually made with the pertinent executives and submitted for approval. A physical audit would need to be followed up as soon as matters returned to normality.

As a result of the above, the treasurer (Mark Marshallsay), Head of Office (Nigel Dennis) and I arranged to virtually meet via the internet on Wednesday 18th August 2021, where we had a thorough meeting.

Checks were made regarding continuing payments and receipts, current assets, Petty Cash and Bank and credit card statements, supported by emails with attached documents and photographs. The accounting files are currently being filed and appropriately managed by the Treasurer and Head of Office.

Expenses (Payments) and Receipts were checked and fell within the proposed budget for that year. We had two cancelled/postponed conference/congress events which substantial deposits had already been paid to the venues concerned .I am pleased to report that these payments remain in credit for our two upcoming conferences due in Edinburgh (Autumn Congress Meeting 2021) and Gibraltar (Spring Conference 2022).

Other expenses remained minimal. Regular direct debits and standing orders for the maintenance of the running of our office in Luxembourg and for the fulfilment of good financial order of EuroCOP continue to be made effectively.

As you may recall our Membership fees have somewhat dwindled because of several organisations unfortunately leaving. Despite this with good financial management in these extremely challenging times, your Organisation has managed to remain on budget and in the black, as the pandemic restrictions held our spending and the shortfall of our membership income balanced out.

Due to continuing travel restrictions arrangements still must be made with accountants in Luxembourg to have all entries in a spreadsheet or accounting package and for the accounts to be officially. The physical audit will be done whenever possible as soon as travel restrictions are relaxed/ lifted.

At the time of my Audit EuroCOP reserve and general bank accounts remain healthy with a total balance of €711,000 available to date.

One of the evident problems we have faced with, is that our current Luxembourg bank accounts does not have online banking facilities that are compatible with our current IT systems thus making it at times cumbersome and difficult in making or arranging remote payments. We have internally discussed and suggested to the ExCom opening a further bank account with online facilities so that our treasurer’s work may be made easier and having better control in handling payments, accessing monies and information.

Looking forward to the future:

It is evident that our finances have suffered because of the lower membership income which has totalled a decrease of approximately €90,000. We must therefore continue monitoring closely our expenditure vis a vis functioning as a leading organisation with our programmed ideas and aspirations”.

14 Treasurers Report – Mark Marshallsay

The treasurer stated “that his has been another financially prudent year for EuroCop with expenditure significantly down on what it would otherwise have been.

He was pleased to say that the loss of the Membership Organisations at the beginning of the pandemic has yet to negatively affect the finances, however he would keep a watchful eye on this as we move forward.

He said that the current figures make for pleasant reading, (if there can be such a thing in finances). He confirmed that as of the time of writing his report, across all accounts, they are still showing a healthy surplus of **649,477.55 euro’s.**”

He moved onto the budget saying “as you can see from the budget table and the more visually attractive pie charts that he had produced, saying that there was a significant difference between our income and expenditure for 2021. A difference of **39,429.65 Euro’s.** This underspend if you like, was mainly due to not having the major expense of committee meetings. The funding for this present day committee meeting here in Edinburgh was already secured from previous years and has sat on account with Scottish Police Federation. The proposed budget for 2022 looks very different when we factor in the Committee meeting planned in Gibraltar in April 2022, although a sizeable deposit has already been paid and is held on account. The charts give you an easier understanding of how the funds are broken down, rather than a list of numbers”.

He continued to say “the other main difference on the proposed 2022 budget is the return of EuroCop Representation. He said there is a need to reintroduce our recruitment budget to proactively reach out and attract more European Police Federations. We need to replace the member organisations we have recently lost and therefore increase our income to what it was and beyond.

Although we have a current healthy surplus, it is not working for us. The interest rates are very low and we get very little return for such a surplus. Now that the pandemic restrictions appear to be relaxing and travel and the meeting of people is that little bit easier, it is his intention to look into investing some of that surplus. He said that he has previously discussed this as an ExCom and Committee and the overarching feeling was that this was the way to go to ensure financial stability moving forward. He hoped to have a positive update for everyone about this by the Spring Meeting in Gibraltar.

Sponsorship was also something that we will be looking more closely at, and explored when it comes to our Committee Meetings. Nigel Dennis has had some success already with this, securing **5,000 euro’s** towards this Edinburgh meeting from Axon, which we are extremely grateful for and offer our sincerest thanks to Axon. He believes that we need to be box clever in the future and think about who are invited as guests speakers to our committee meetings. After all, whoever it is, will have access to 154,000 EuroCop members from 24 Federations across 16 countries”.

He continued to say that “on top of this we are always seeking ways to tap into any European Funding to help boost this organisations income. As the draft budget for 2022 suggests, there is a distinct possibility that expenditure will exceed income. Although this seems negative, he confirmed that we are in a healthy position so now was not the time to worry.

He said he would review the situation this time next year, and by then we will have hopefully attracted new membership organisations. However, If we fail to attract any serious sponsorship, European funding or new organisations, then we as an ExCom may have to consider tightening our finances even further to avoid using our healthy reserves”

He gave a few measures to be considered should this be the case;

- One face to face committee meeting per year with the other being conducted on a virtual basis.
- A further review of travelling and accommodation costs.
- Increase membership fees.

He continued, “Having said that, it is my recommendation to this committee that membership fees for 2022 remain the same at 1.34 Euro’s per member. He has come to this conclusion due to the past 18 months to 2 years being quite lean in expenditure due to the pandemic and us still having a relatively healthy surplus”

He hoped his report gave a sufficient enough insight into the finances of EuroCOP and helped to show that despite some minor setbacks and a global pandemic, we are still in a very stable position.

He took the opportunity to remind you all that over the next month or so, he would be sending out declaration forms asking for your respective organisation member numbers. This information needs to be returned to him, **no later than 15th January 2022**, when he would then follow up with an invoice for your membership fees. He asked everyone to please ensure **prompt payment of the fees by 01st February 2022**.

He finished by saying he has taken a mental note of the membership figures from Monday and look forward to receiving their declarations. He thanked the Head of Office Nigel Dennis and the rest of the ExCom for their continued support and also to Henry Bautista, our auditor for his sound advice.

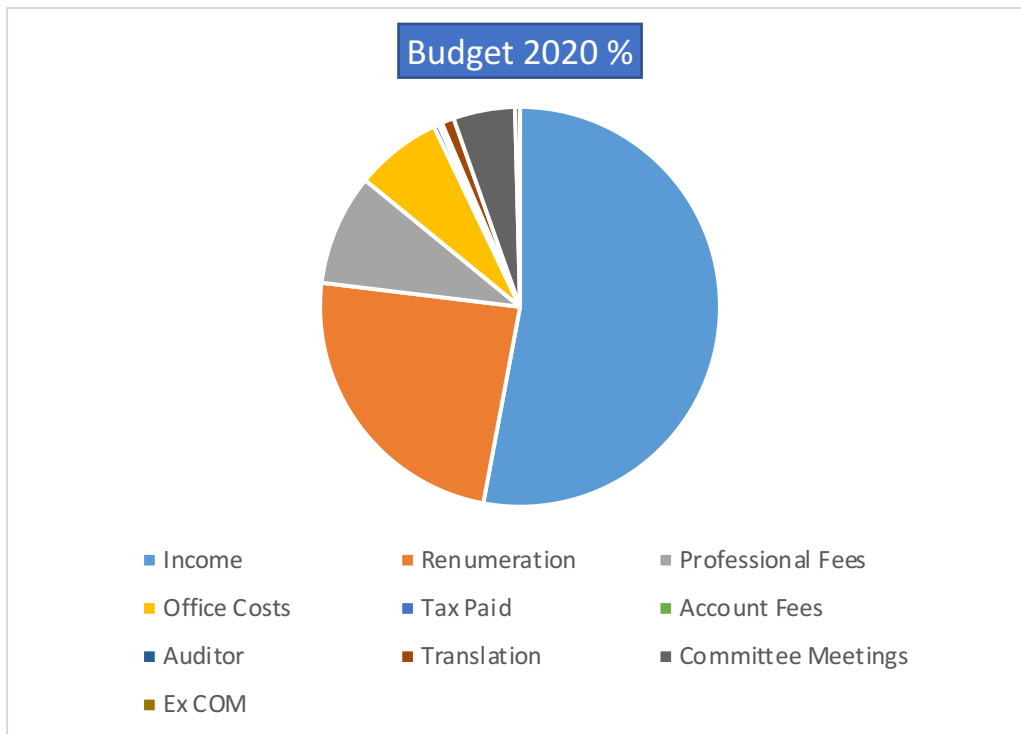
Statement of accounts/ budget & recommendation for next year’s subscriptions fee (**vote will be taken**)

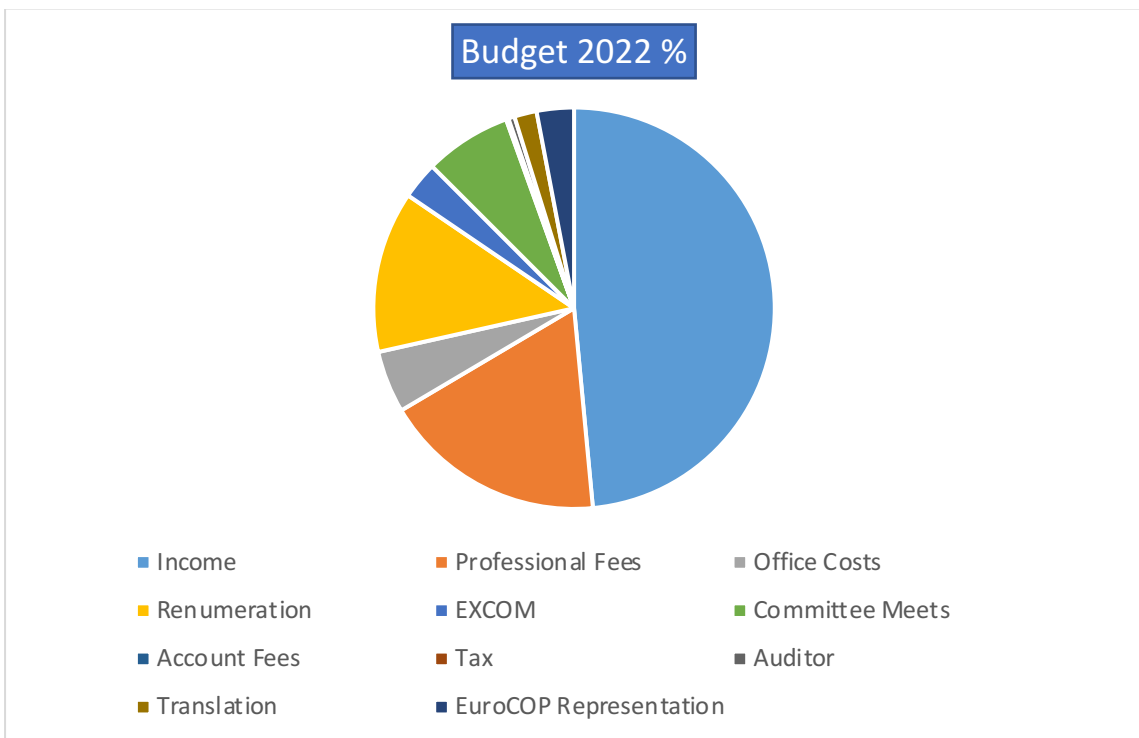
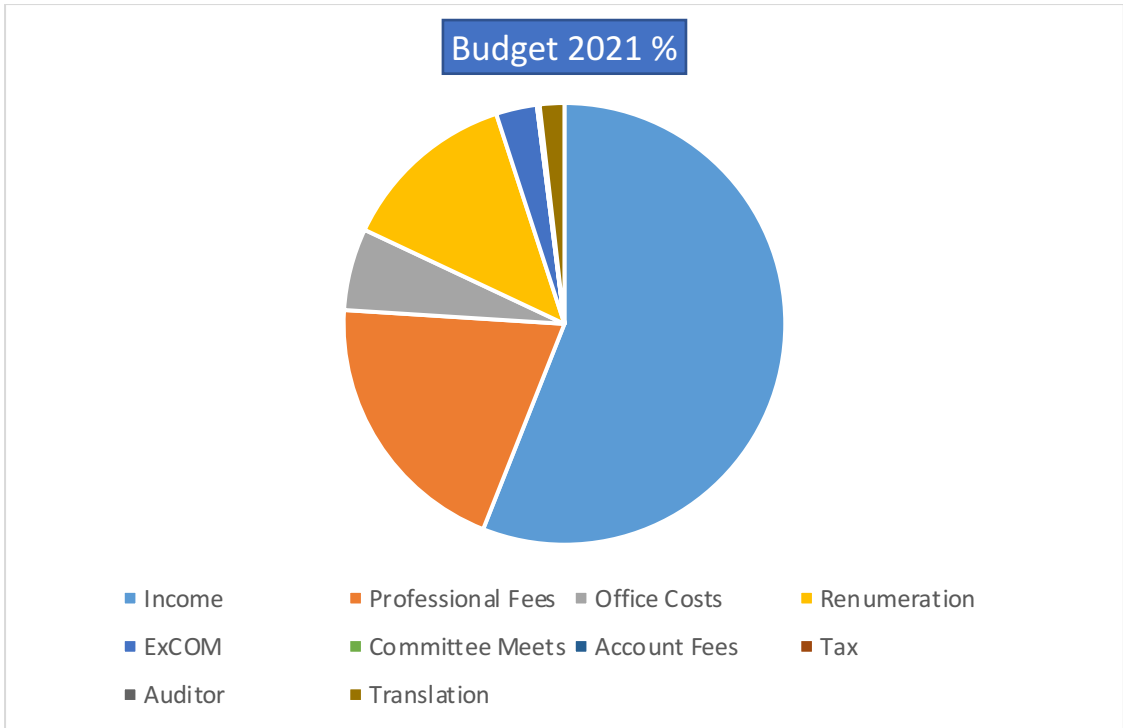
Vote - Unanimously Approved by the committee

	Actual Budget 2020	Actual Budget 2021	Draft Budget 2022
Income			
Member Subscriptions	276,670.79	205,692.08	194,076.45**
Bank Interest	200.00	200.00	200.00
Total	276,870.79	205,892.08	194,276.45
Expenditure			
Professional Fees	48,656.30	74,454.41	75,000.00
Office Costs	34,590.13	21,259.11	22,000.00

Renumeration	125,817.73	50,552.00	51,000.00
Executive Committee	1,481.80	13,134.49	13,000.00
Committee Meetings	28,113.15	0	35,000.00
Bank Account Fees	492.95	380.05	400.00
Tax Paid	1,650.00	116.47	200.00
EuroCop Representation	0	0	10,000.00
Auditor	301.47	0	2000.00
Translation	5,339.70	6,565.90	7000.00
Total	246,443.23	166,462.43	215,600.00

** in accordance with new statutes and using this year's membership figures.





15 Head of Office report – Nigel Dennis

Nigel opened his report by saying, “as some of you will be aware I commenced my role as Head of Office of EuroCOP on the 1ST March 2020 after serving nearly 40 years in public service as a Police Officer, the last 12 years of my service being the Chief Executive of the Civil Nuclear Police Federation. Like all of you, the challenges that you have all risen to in delivering a service to your individual

memberships during a period of unprecedented global uncertainty, where those you represent have been literally been on the front line of Policing will have undoubtedly looked at you as both individuals and as representative organisations, and asked the question. ‘how are you going to support us’? Those same challenges albeit to a far lesser extent faced this organisation”.

He continued saying that “The challenge undoubtedly has been daunting both professionally and personally to yourselves but as you sit in front of me today, which in itself is quite remarkable achievement given where we all were in March 2020, I trust you will allow me the opportunity to applaud and thank each and every one of you for the work you have undertaken for the benefit of those Police Officers you represent. Let’s celebrate your achievements and recognise that your collective and individual efforts voices do and have made a difference.

As the Head of Office of our Organisation my role is very clear; it is to work in partnership with the Excom as an ex officio of that body, and to ensure the daily functionality of EuroCOP remains of fit for purpose, both organisationally and strategically, to enable it be effective and impactful when called upon for the benefit of the Member Organisations”.

He stated that “We have been undergoing a transitional phase over the past 2 years and how EuroCOP operated in the past was no longer suitable or financially viable to be able to continue. We needed to change our Budget forecasts and I am extremely grateful that in our Treasurer Mark Marshallsay we have the right person whose professional expertise and diligent control of our finances has allowed us to navigate our way through this challenge. To continue to employ staff whose function and abilities could not fulfil a strategic purpose was no longer viable. As an organisation we had deal with it. We needed to become more focused on matters that impact on Member Organisation and their expectations and have the available skills, flexibility, and dexterity to meet the challenges that faced this type of representative Police body, rather spending time, effort and its finances on internal matters that clouded its direction. In essence sharpen the model of the operation of this organisation”.

He explained that “This transformation process would enable in a short period of time for the ExCom to have the ability to effectively raise the volume on Member Organisations expectations within the European political arena and hopefully raise their confidence in our capacity to deliver on our agreed goals, which are set out in our 2020 – 2024 Action Plan. This challenge was set against a backdrop of a reduced income and membership, and a global pandemic where remote working for those within the European political institutions we interact and engage with became the norm. However it’s how we reacted to this situation working in partnership with our strategic advisors Cicero/AMO. We listened, Observed from afar, and learned, collating information effectively, being proactive then Acted using the EuroCOP identified brand as the leading police representative voice that has the ability at a judicious level to actively engage directly with the European Commission and the Civil Service of that institution, along those parliamentarians and their staff within the European Parliament and the Council of Europe Professional focused presentation of our Membership collective goals and aspirations to the EU institutions are constructed in partnership with our strategic advisors. Our investment in this area is in my view essential if we are to have our message heard. Over the past year the cost versus benefit challenge in this area of expenditure has been met. There is an overriding requirement if this organisation wishes to maintain its profile and maintain its status in political European institutions based in Brussels Luxembourg Strasbourg that our expenditure in this area should be maintained. It will come as no surprise to you that lobbying at the level we need to achieve to be effective takes a considerable amount of time and effort just to get through the door. Photo opportunities with EU Commissioner’s and politician’s may make good copy on our social media platforms , but the hard miles of preparation in the attention to detail of our brief, ensures that our professional delivery is focused and gets the attention of the influencers and decision makers”.

He conclude by saying “Since taking on this role I have had to learn quite quickly that as an organisation we have to be realistic with our goals. I am both optimistic and ambitious about the future of this organisation but also pragmatic, about how we can move forward together building on a foundation of consensus and trust. Collectively as an organisation from my prism of vision we are developing with confidence, purpose and progressively moving forward, this continued development can only be sustained with your organisation’s active support and engagement and I am grateful to you all for the encouragement you provide myself. I would also like to place on record my thanks and appreciation to my colleagues on the ExCom who have provided me with the strategic support, guidance, and space to enable this organisation to effectively operate for the benefit of our membership”.

16 ETUC/ETUF report – Unn Alma Skatvold

EuroCOP partnership working with ETUC and ETUF

ETUC

Unn Alma explained that 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

She confirmed that “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”.

She highlighted that “EuroCOP is the only police-federation on European level that is a member of ETUC and ETUF. It is important that we are members, both because of the influence and knowledge, and because we can show for this when meeting policymakers and stakeholders.

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 the last months have been about the effects from Covid-19 and how that influences on sectoral level. As Malta have told us, social dialogue is an ongoing topic and EuroCOP have had our opinions and worries about that highlighted in meetings. As we are experiencing, also the other unions experience decreasing social dialogue in many of their member-organisations and the pandemic have not helped. This includes making thematic workshops about the important subject of sectoral social dialogue and EuroCOP has also signed a letter together with ETUF about this to the Commission.

We participate and show our support in different questions that not always is in our first priorities. For instance we signed a letter about the danger of working with asbestos. We have some members that this concerns, but it is also important to show our support to others in ETUF since we might need their support in other questions.

In the same way as EuroCOP lobby and have meetings with key-persons in EU, so do ETUF. We have seen that some of the representatives we have met in EU also have meetings with ETUF and hopefully

this strengthens the messages. We always mention our affiliation with ETUC and ETUF when we meet with policymakers.

Another ongoing and temperamental 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 ETUC. The discussions and some disagreement is on how political and close to the president the vice-presidents should be.

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

There are an ongoing fight for minimum wages in Europe has been a long and hard ongoing fight for ETUC. There are also internal discussions since not all of ETUCs member-organisations supports this. EuroCOP do not attend this discussions or working-groups since we don't have a common voice or policy in that question".

All together being a member of both, is very important to take part in discussions to voice our opinions. ETUC & ETUF are recognized at European Parliament and other political different levels which helps to raise our profiles.

Question in relation to training was raised, Nigel confirmed that due to EuroCOP being a member of EUTC and EUTF provides MOs the opportunity to free training through ETUI.

Calum stated that no other organization will ever be accepted on to the ETUC/ETUF as we are the voice of the Police in these organisations.

17 A.O.B

Resolutions brought to the Committee meeting to discuss

ErNE

"Violence is not an occupational hazard! Several years ago, EuroCOP began a campaign with this tittle and used the black and blue ribbon as its' identifying symbol. A decalogue was produced containing 10 points, which have defined the line of work and commitment acquired by the member organizations, to confront acts of violence against police officers. The work of the EuroCOP executive culminated in the European Parliament 2019/2569 Resolution, dated February 14, 2019, which under points 8-9 and 10, recognizes the difficult working conditions of police officers, the constant increase in the aggressions suffered by the officers on duty, condemns this violence and urges the responsible authorities to guarantee the safety of officers. More than 10 years have passed since the initiative was taken to denounce this situation of violence, and the truth is that neither the actions carried out by EuroCOP, nor the resolution of the European Parliament have managed to reverse the situation. Quite the contrary, we have seen an increase in violent aggressions against police officers in all European countries. During the past 10 years, and as a result of the economic crisis suffered in Europe, we have observed with concern how: - The workforce of police officers has been drastically reduced, in some cases up to 10%, due to the retirement of officers, and the lack of hiring of new ones. - Work teams that had a coercive nature have been limited as they were esteemed detrimental, but they are not being replaced by other alternative teams. - The working material of the officers, vehicles, PPE, etc ..., is not renewed often enough. 22/11/201 1 VIOLENCE IS NOT A JOB RISK Once recovered from the economic crisis, the situation did not improve for police forces, because the crisis itself generated an increase in complaints and social tension, which has been materialized in increasingly violent citizen

demonstrations, where frustration was released by targeting law enforcement, who are suffering ever more severe attacks. In the last year and a half, the health and social crisis caused by the Covid_19 Pandemic has increased this tension, which has exploded in recent months, again placing the focus of violence on police officers. In the case of the Euskal Polizia, composed of local police and the Ertzaintza, to which I belong, during the last year, we have suffered a multitude of continuous and indiscriminate attacks, leaving numerous officers injured. These incidents have increased exponentially, being particularly violent on the weekends, when groups of young people gather to consume alcohol in different points where illegal parties are organized, (they are restricted by anti-Covid government measures). These events can gather large and numerous groups of people. In the first gatherings of this sort the people would scatter as soon as the police arrived, for fear of being identified and punished, but because the authorities did not apply the corresponding dissuasive measures, added to the loss of authority of the police, there is now a lack of fear of being reported, and therefore in police confrontation. It has arrived to the extent that they await the arrival of police to initiate riots, throwing objects, burning street furniture, etc. causing injured officers, destroying furniture and creating public insecurity.

22/11/201 2 VIOLENCE IS NOT A JOB RISK In the cases in which the perpetrators are detained and identified, we find that the judicial rulings do not consider these acts as "attacks or injuries of law enforcement officers", because the prosecutors "party" is not represented in the trial, the public administration would have to be present and act as private plaintiff. Therefore these acts end up being tried as administrative misdemeanors and not as offences, leading to very lenient sanctions and delayed rulings. Obviously, this tacit impunity "feeds" those groups' aggressive attitude and normalizes the situation of violence against the police, so that the attacks on the officers become, as we have already said, "just part of the Party". We must highlight that after the pandemic, we have seen an increase of up to 42% in attacks on police officers and this problem is not exclusive to the Basque Country, the same situation is occurring in the rest of the country; Navarra, Catalonia, Madrid and other autonomous communities as well as at the European level, in countries such as Sweden, Brussels, the Netherlands or Paris. From ErNE we have asked the Public Prosecutor and the Judiciary, to strictly apply the law, and the sanctions it lays out, demanding at the same time that they are consistent with the acts denounced. The involvement of the Security Counselor of the Basque Government and of the different municipalities has also been requested, so that the Department itself can represent the "party" defending the police officers, but unfortunately, none of these requests have been answered. We have taken our plea to the Minister of the Interior of the Government of Spain, requesting their involvement, as well as that of the Minister of Justice so that the Law can be properly applied, taking into account resolution 2019/2569 of the European Parliament, but we have not received any solutions.

22/11/201 3 VIOLENCE IS NOT A JOB RISK In short, in none of these instances have measures been taken to correct the current situation, and the reality is that every weekend police officers end up in hospitals and taking sick leave as a result of the mentioned attacks. All of this has a significant cost, first of all human, for the injured officers, but also material, as these officers often have to take sick leave and the damages caused to street furniture. Moreover, it also has a very high cost in terms of authority, the constant disrespect of a certain part group of citizens and the abandonment of the Public Administration are generating a significant sense of powerlessness among members of the police. Our union, ErNE, is currently taking on the defense of its members in court, representing the "party" in cases in which any of its members are attacked and injured, but this is not enough. We understand that the responsibility of the different Administrations is to ensure public safety, and this also implies ensuring the safety of its police officers, making it easier for them to carry out their work in the best possible conditions, including their health. It is the prosecutors, judges and members of the governments who must take on this responsibility. Due to this clear loss of authority of the entire European police force, the scant involvement of governments and judicial authorities, from ErNE we ask EuroCOP to take the necessary steps, so that

RSP 2019/2569 is implemented by all member countries, urging the different governments to apply it. 22/11/201 4 VIOLENCE IS NOT A JOB RISK The problem we are facing is a problem that affects all European police forces, and the causes are similar in all countries, so we understand that the measures to be applied must be the same. Without forgetting that this problem also triggers greater insecurity for citizens who protect those who protect. The main objective of a trade union organization is to look after the interests of its members, both in terms of working conditions and economic ones, but it is also to look after the health and safety of the workers it represents. For this reason, it is necessary to use all the tools available, mainly negotiation and dialogue, but if those do not work, it is permissible to resort to other tools, such as social pressure. EuroCOP, on behalf of the organizations we represent, has taken the negotiation to the highest levels, as demonstrated by the European Parliament 2019/2569 resolution, but it is not having the result that we all request. For this reason and as a measure to support the efforts that we hope will again be carried out by EuroCOP, from ErNE we propose to go one step further, and call a demonstration before the European Parliament in Brussels, to denounce the situation we are suffering, and demand compliance with the resolution adopted. A rally called by EuroCOP would attract the attention of the media, getting the media coverage we need. Understanding that the petition requires a period of reflection by the member organizations, we suggest that a vote be held on the last day of the Congress, in which the following questions are answered. Are you for or against holding a rally? If so, is the end of February a good date? Thank you very much for your attention.”

Calum Steele put the following proposed text to the committee

Statement on the Violence faced by Police Officers across Europe
24 Nov 2021

“At the meeting of the members of the European Confederation of Police (EuroCOP) in Edinburgh between the 22 and 24 November, the increased frequency and severity of acts of violence against police officers was presented for discussion by Ertzainen Nazional Elkartasuna Sindicato Independiente de la Policia Vasca, (ErNE) from Spain.

At that meeting members unanimously endorsed the following statement to be sent to all members of the European Parliament and the Committee on Civil Liberties, Justice and Home Affairs (LIBE).

Members unanimously endorsed the calling for a debate by the European Parliament on the epidemic of violence against police officers, noting that the failure to do so to date was shameful.

Members further endorsed that if a debate is not to take place, that EuroCOP should consider the option a formal demonstration against this failure in the future”.

“Police officers across Europe are facing some of the most serious acts of violence against them in many years. The increase in the seriousness of violence has been matched by an increase in the frequency of incidents where violence occurs. It is beyond shameful that the use of weapons against officers in deliberate and sustained attempts to cause severe injury to is now commonplace.

Legislative changes in many countries have required police officers to work for longer and it is not uncommon to find officers in their sixties, facing violence from much younger and stronger attackers. This increases the risk of serious injury yet further.

Police officers in all countries have found themselves in the middle of enforcing politically designed Covid restrictions on the citizens of Europe. This was not something they asked to do but carried out their duty because that is what the overwhelming majority of the citizens of Europe expect them to do.

Police officers are acutely aware that at times these restrictions have been challenging for us all. They know that they were and are not universally accepted and the protests were inevitable.

Police officers are all too aware that their actions are subject to intense scrutiny. They are all too aware that criticism of what they do, is an inevitable reality. Politicians are all too quick to condemn police actions based on populist agendas yet remain depressingly blind and silent on the violence epidemic being visited on the officers who are simply doing their best to keep the citizens of Europe safe.

EuroCOP deplores the deliberate silence of those who cannot bring themselves to not only condemn what is inherently wrong, but who also fail to support those doing what is right.

We have seen debates in the European Parliament condemning the use of force by police officers, and whilst some members used the opportunity to voice support for officers, we have not seen any debate being led, or action orchestrated, on the violence police officers face. This shames us all. Now is the time to change that and a parliamentary debate on this issue is no less than police officers deserve.”

He suggested that we send this statement to all members of the European Parliament to seek a debate on the topic and thereafter will share the statement with media outlets.

He believes that giving the parliamentarians the opportunity to debate the issue on the violence against police, he believes that it would be effective to use the political route first and then if that were to fail, then should a demonstration be required this can be arranged in the spring.

It was put back to the committee from ErNE that this point be include in the agenda for Gibraltar they still would like the opportunity to have a demonstration, he suggested that they work on the text and present the objectives in a better format.

Approved Unanimously by the Committee that the letter to be sent before the recess in parliament

CCOO

Explanatory statement:

In Spain, public security is made up of three different layers: state, regional and local. State public security is made up of the National Police Corps and the Civil Guard. Regional/autonomous public

security is composed four police forces, which have competences in their respective territories (namely, the Ertzaintza in the Basque Country, the Foral Police in Navarre, the Mossos d'Esquadra in Catalonia, and the General Police Corps the Canary Islands). And, finally, we also have local public security.

The passage of time is irreversibly linked to our physical and psychological deterioration. This also applies to the police forces. It is therefore not judicious to offer such a public service at certain ages, publicly occupying certain positions, no matter how well a police officer is physically and mentally. The issue here is not so much whether a policeman/woman believes that he/she is in perfect condition, as the perception the citizen has of their capacity to fulfill specific requirements after a certain age.

In 2010, Spain approved to lower the retirement age of the Ertzaintza, the police force of the Autonomous Community of the Basque Country. A year later, the Spanish Government approved a regulatory procedure by which any group of workers who met a series of requirements regarding labor mortality, morbidity, accidents and hardship could reduce their retirement age, by applying certain reduction coefficients. In December 2018, as a result of this reform of Spanish Social Security, the Government of Spain approved this measure for all local police throughout the country.

Since many years ago, both the Civil Guard and the National Police Corps have a special regime which regulates their transfer to the police reserve after a certain age. Since 2011, new promotions of both bodies have been aligned to the rest of the police forces.

Thus, of the three dimensions of public security, only the regional one – except for the Ertzaintza – is pending the approval of these reduction coefficients that, on the one hand, would allow the rejuvenation of the police workforce, and on the other, would guarantee the quality of the public service provided.

Motion:

The **Federation of Citizenship Services of CCOO** submits the following motion to the Committee of the European Confederation of Police (**EuroCOP**) for approval in the following terms.

The European Security Conference -EuroCOP-, meeting in its Autumn Committee in the city of Edinburgh (United Kingdom) urges the Government of Spain to approve the reduction of the retirement age of the Foral Police, the Mossos d'Esquadra and the General Corps of the Police of the Canary Islands, to align their conditions to the ones of the Ertzaintza and the whole of the Local Police of Spain. By approving the retirement of these police forces, the hardship and risk of the police profession has already been recognized. To avoid any discriminatory and unequal treatment with respect to the rest of the police forces that have pending their recognition, we urge the Spanish Executive to approve this.

Presented and withdrawn due to reaching a government approval. They would like to amend their motion to allow all Europeans the right to retire early.

Calum gave an insight into the retiring age in the UK but agreed that a universal age for retiral across European members should have an agreed position, for European members to reduce the pension age of police officers.

Angels Bosch referred to a previous document that was written by Nigel Dennis, she highlighted that she wouldn't specify an actual age of what that should be, but stated that for most European countries they have a retiral age of under 60.

Gary Thwaite gave an update on pension age for CNC, he requested to be included in the support of EuroCOP's position for their reduction of the retiral age.

BTP believes there should be a middle ground as they have a retirement age of 55 although they have asked for it to be increased to 60. They have shared that officers from other forces retire and then join the BTP.

Armando Ferreira

In Portugal Police Officers retire 6 years before the national retirement age. At the moment Portuguese police officers retire at 66 and 6 months, next year will be 66 years and 7 months, this will continue to do this until they reach the age of 70.

It was suggested that there be a Map to show a true picture of all situations in each of our countries in respect of pension age of police officers.

Malta confirmed that if you joined at 18 years old you can retire at 43, but the pension is frozen until 65. They would not want to reduce the term of 25 years' service.

At their next negotiating meeting they are looking at the Cost of living and request for it to be increased for retired officers.

Calum Steele, stated that this is not a matter for European parliament, it is for member states to deal with. However, he suggested that the statement re violence in police, should include some information in relation to the old age of police officers and what challenges they bring, this should be incorporated into the paper further officers bring, to hope that would allow discussion to have with the European parliament.

Calum Steele will look into collating information on pensions on behalf of MO's, he alluded to an idea that we have a Sharepoint set up so that information can be saved to a single point for sharing.

Approved Unanimously by the Committee

NPPSS

Request for support for the construction of the physical barrier.

Today, Lithuania is facing an unprecedented crisis, which has forced it to strengthen border security with Belarus. In addition to various organizational measures, officials from other Border guards units were seconded to this border and additional technical resources were allocated. In addition, forces from the Public Security Service, the Police, and other institutions have come to the aid of border guards, and officials from the European Border and Coast Guard Agency (FRONTEX) are working on the border with Belarus as well.

To our knowledge, there are currently around 300 police officers and even around 1,000 border guards working in the border area. Growing tensions with the regime in neighbouring Belarus are endangering police officers, and we believe that this crisis can only be halted if a physical barrier is built. Nevertheless, back in October, European Commission President Ursula von der Leyen told European leaders that Brussels would not allocate funds to build barriers to detain migrants at the EU's borders, including on the border with Belarus.

Given that the physical barrier would allow police officers significantly reduce their workload, we ask The European Confederation of Police (EuroCOP) to urge the European Commission to try to find the necessary funding for the construction of the border with Belarus. Only by building a physical barrier will it be possible to better protect police officers as our officers are now in danger and are constantly turning to the NPPSS for support.

Respectfully
Chairman
Saulius Džiautas

Calum Steele put to the committee that he write to all Lithuanian MEPs; committee on immigration and asylum and LIBE committee sharing the following statement, and request further meetings to take the matter forward.

Statement on the situation on the Lithuanian and Belarusian Border
24 Nov 2021

“At the meeting of the members of the European Confederation of Police (EuroCOP) in Edinburgh between the 22 and 24 November, the deteriorating situation on the border between Lithuania and Belarus was presented for discussion by the National Association of Officers’ Trade Unions (NPPSS) from Lithuania.

At that meeting members unanimously endorsed the following statement to be sent to the members of the Committee on Migration, Refugees and Displaced Persons, as well as the Committee on Civil Liberties, Justice and Home Affairs (LIBE) Committee of the European Parliament. The statement will also be sent to all Lithuanian members of the European Parliament”.

“The deteriorating situation on the Lithuanian and Belarusian border ought to be a matter of concern for the whole of Europe. There can be little doubt that police officers on the border are on the frontline of sustained attempts to destabilise the region.

As the pressures on the Polish border with Belarus appear to be abating, in part due to the reinforcement of border protection measures, the risk of the transfer of hostility to the Lithuanian Border is already being felt.

Police officers in the area are already exposed to exceptional workloads and the associated risks this creates. The safety of police officers is at risk and the dangers they encounter and are exposed to are intolerable.

The institutions of Europe cannot consider that this is an internal issue for a member state, and should provide all necessary assistance to FRONTEX and the Lithuanian Police to safely respond to the challenges on their borders, and to demonstrate an unwavering commitment to the safety of those who work there”

Approved Unanimously by the Committee

17 Conclusion of the meeting

Unn Alma requested Jonne Rinne to close the meeting on behalf of the Member Organisations on how the conference went.

Jonne thanked David Hamilton Chair and all of the Scottish Police Federation, he stated that last night was a night to remember, the national galleries seen in lights; the dancing, laughing, the food, everyone being there and for the hospitality.

He said that Monday was a great contribution and he said that we are as our Head of Office has stated that whilst we can talk the talk, but we need to walk the walk. We need to tell our members what we are doing. Social media is important and he encouraged MOs to use their social media platforms to promote what EuroCOP is doing and achieving .

He continued that yesterday they visited the PTC and for 120 years they are doing everyday job, but they are making member's life easier when they are in trouble, something we need to honour and should make that help available to our officers.

Today we make our opinion clear, we are supporting our members, we share our common problems, we work together, the board are doing a great job and we are supporting you like you are there for us.

He finished by thanking everyone for all their hard work and we will continue to do so in the future. He told everyone to relax and enjoy their Christmas time with their family and he very much looks forward to coming back together in the spring time to work together.

Date of Next Meeting

5-7 April in Gibraltar

A vote of thanks was given to the Chair by the President.