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Draft Minute EuroCOP Spring Meeting
5-7 April 2022 - Gibraltar

1 Committee Meeting Opening–Housekeeping

Housekeeping - Nigel Dennis – Head of Office

Unn Alma Skatvold, Vice President EuroCOP opened the meeting saying it was nice to see everyone again and it was also nice to see some new people. She continued saying, as you can tell English is not my first language, I am Norwegian, and I am the President of the Norwegian Police Union. For the purpose of this meeting being the Vice President of EuroCOP it is my role to guide everyone through the meeting.

One of the purpose of this Spring meeting is to go through the action plan and common goals set from Edinburgh, she advised that no question or remarks are off the agenda and we should all work together. She welcomed Martis Media and stated that they may wish to interview Member Organisations, and that they should take the opportunity to do so. She highlighted that there are TV cameras in the room these are for the recording of the Welcome from the Chief Minister of Gibraltar. She confirmed the process requested by the interpretation team when speaking and thanked everyone for joining the formally opened the meeting.

Minutes silence was held for those we have lost in the last year.

2 Determination of Numbers of Delegates and Votes.

Nigel Dennis confirmed that there were 23 organisations registered with a total number of 31 votes available.

3 Adoption of the Draft Agenda.

Agenda was adopted

4 Adoption of the Draft Minutes of EuroCOP November Meeting held in Edinburgh Scotland 2021

Minutes were adopted



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5 Welcome from Host Member Organisations, Gibraltar Police Federation & Gibraltar Defence Police Federation.

Maurice Morello, Chair of the Gibraltar Police Federation, welcomed the delegates to Gibraltar. He said it was an honour and a privilege to host the meeting with around 70 delegates in attendance. He confirmed that due to covid restrictions this was the third attempt to host the meeting here in Gibraltar with reference to Covid and now the War in Ukraine by Putin having an impact.

Mr Morello said it was a great venue to hold the meeting, . He confirmed that at the close of today's meeting there will be a tour of the rock and the historical sights of Gibraltar, this would be followed by a social dinner hosted by Royal Gibraltar Police Federation and Gibraltar Defence Police Federation and sponsored by the Gibraltar Government. He wished everyone an enjoyable time here in Gibraltar.

6 The Chair Invited delegates and or Observers of Member Organisations to take to the floor for a maximum of 3 minutes each to introduce themselves and their Organisation.

7 Presidents Address – Calum Steele.

“Colleagues,

I begin this report at the same place as I began my last report for our Autumn meeting in Edinburgh last November, and that is with a reminder of what Congress 2020 approved as the three key strategic priorities in the 4-year action.

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

Clearly, it is not possible to detail every single act that the ExCom are engaged in, but it is important that I share with you some of the most significant activities, not least where these have been in direct response to the concerns of members.

I hope you agree with me that the regular news round ups continue to represent effective communications from EuroCOP to members, and highlight some of the key activities within EuroCOP, and the institutions of Europe.



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

Last November a coroner's inquest here in Gibraltar ruled that two Royal Gibraltar Police Officers had been responsible for two unlawful killings following a collision at sea, as they were intercepting active drug smuggling operations.

That decision is shocking and threatens the cross jurisdictional and mutually supportive policing action to stem drugs flow into Europe. But equally shocking was the silence of senior officers from the Royal Gibraltar Police who did not speak in support of their colleagues. Had they found the courage to provide the leadership our colleagues in Gibraltar deserve, by providing vital operational context into the realities of how maritime operations work, it is impossible to consider the ruling would have gone the same way.

Our condemnation of this silence, as well as the critical context and support we were able to offer our colleagues and friends here in Gibraltar resulted in extensive media coverage on all platforms, and I commit to ensuring further support is provided as subsequent legal actions follow.

In January our joint video with EPSU and EuroMIL, in support of our collective call to have our members covered by the provisions of the predictable workers directive was published. This video represented the culmination of a coordinated lobbying effort by our organisations on this matter.

Our commitment to responding to the epidemic of violence as highlighted by our friends in ErNE at our last meeting saw me writing to members of the Civil Liberties, Justice, and Home Affairs (LIBE) Committee of the European Parliament calling for a sitting of that Committee to bring the deteriorating situation to light by raising a political debate. That letter sadly received a bland response from Commissioner Yvla Johannsen and we will be hearing from our friends in ErNE later in this meeting about what we do next.

Events in Ukraine have unsurprisingly dominated much of our thinking and actions in the past 6 weeks. This has been particularly evident at the ETUC, where we are addressing many of the issues on an almost daily basis. I will return to Ukraine shortly.

As you will know one of the things, I was particularly keen to develop was regional EuroCOP supported activity by members. Sadly, the pandemic has curtailed that opportunity but what we commenced in Edinburgh last November has left us with a solid foundation to build on. You



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will see more of that in the meeting later today, and our Autumn meeting is being developed with a strong focus on policy.

The short video you saw at the start of this meeting is a great illustration of what we do and why we are here. We will continue to build on our brand identity with more of this short sharp professional output.

Of course, it would be naive and indeed deeply offensive if we did not stop to reflect on the unimaginable horrors that we are currently witnessing in Ukraine. Whilst we are dismayed and often have no words, or at least no adequate words, for the carnage and devastation we are seeing on our screens on a rolling, minute by minute basis, we are at least not living with the realities and heartache of war.

I ask you, if you had to leave your home today, right now, right at this very second, not knowing when or if you would be back, and all you could take with you is what you could carry, what would you take with you? Where would you go?

This is the reality for 21st century Ukraine and it is shameful that even now our political leaders are still dragging their feet on treating Putin and the Russian state like the pariah they should be.

Our families have not been separated; our mothers, our fathers, sons, daughters, brothers, and sisters have not been brutalised and forced to flee. Our fellow countrymen have not had to defend our nations from a murderous regime that has no regard for human life.

Every living Ukrainian will have their own stories and their own personal experiences and loss. We owe it to each and every one of them to do all we can to ensure they are looked after, their country is protected, their freedoms secured, and to ensure those who perpetrated acts of violence and barbarity are brought to justice.

The evidence from Bucha in Kyiv is damning. Men, women, and children were bound by the hands and shot, their bodies were crushed by tanks, women and children were raped. Girls as young as 11 are reported to have had their vaginas torn. The bodies of the dead were mined, corpses litter the streets or have been buried in mass graves.

These are hard words to hear, they are harder to speak, but we cannot remain silent in the face of 21st century genocide; and we cannot remain passive either.

Our involvement with the ETUC and ETUF has never been more important. We are supporting efforts of the Federation of Trade Unions in Ukraine to remove the mouthpiece and apologists for Putin in the guise of the Federation of Independent Trade Unions in Russia from the ITUC.



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The ETUC is promoting the efforts of trade unions across Europe in responding to the Ukrainian refugee crisis. We know our own trade unions have a wealth of experience in finding solutions to the challenges the mass movement of displaced millions means for our domestic services.

We need to make sure our members are part of that European effort.

EuroCOP receives an almost daily updates on the situation in Ukraine – we will share these more widely as it is important the stories are told and that we never allow ourselves to become ambivalent to a war on our doorstep.

Russia shares borders with some of the nations of our member organisations. We must ensure they have every support, to protect them from a hostile aggressor.

We supported our colleagues in Lithuania a few short months ago, as it was apparent that migration was being used as a weapon to destabilise our countries by hostile neighbours', seeking to test our capabilities and our resolve.

I personally raised the risks of the exploitation of women and children in the last meeting we had in Brussels. I also raised the risks of increased flow of firearms into criminal hands, as well as a whole host of other criminal opportunities that are associated with those who miss no opportunity to prey on the most vulnerable. It is not surprising that these very issues are now reflected in the Council of Europe's own assessment of criminal threats due to the war in Ukraine.

But there are more things we can do – there are things we must do – and we must do them now.

On the first day of the invasion, I wrote to the president of the European Commission urging an immediate withdrawal of CEPOL supported activities in the Donbass. Sadly now, some 40 odd days into this war, such a call now seems meaningless.

EuroCOP is a member of the International Council of Police Representative Associations. The International Council has called for every police force in every country to be able to receive evidence of war crimes from those within our own nations, who are receiving first-hand accounts of the atrocities taking place in Ukraine.

I have written to the President of the Council of Europe urging political leadership to ensure we that we are able to do all that we can to ensure the witness testimony of millions is not lost to time. Every single member of EuroCOP must press the same case with our domestic



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governments. At the most basic level, humanity demands this of us; We owe the people of Ukraine nothing less.

Beyond that however, EuroCOP has time and again raised the fact that CEPOL is currently based in Hungary. Hungary has a pitiful human rights record and is shamefully silent on the brutality of Putin's actions.

It is past the time that the European Union acted on the legitimacy it provides to Hungary by hosting the European Agency for Police Law Enforcement Training there.

Policing is one of the cornerstones of liberal democracies and cannot be permitted to be used as either a source of revenue, or political legitimacy for a county that has consistently shown an abject disregard for human rights and fundamental freedoms.

I believe EuroCOP must now redouble its efforts and seek the immediate relocation of CEPOL out of Hungary and seek your support to pursue such a course of action.

Calum asked if any Member Organisations objected to this course of Action?

ACTION – EuroCOP will redouble its efforts and seek the immediate relocation of CEPOL out of Hungary

We have to decide if the pervasive impact of Russian actions in our domestic politics and policy making is something that sits with the values we hold; if this is something that sits with our own personal values. If we do not act, and with one unified voice, policy decisions that will have a long-lasting and profound impact on our personal and working lives will be implemented regardless.

It is increasingly clear that the lines of separation between civilian policing and the security services will become more blurred in the years ahead. EuroCOP must ensure that our members voices inform those inevitable policy changes.

Every police officer knows that nothing changes like the police service. What our members are asked to do today would be unrecognisable to the police officer of yesterday. The same will be true for our experiences set against the policing demand of tomorrow.

As the effects of the crisis in Ukraine hits our own countries, we must ensure our members are at the heart of the policing response. They are the ones who will be innovating, fixing problems, and finding solutions as they arise.



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I wish to conclude by remembering our colleagues who have sadly lost their lives since we last met. We have already held a minute of silence at the commencement of this meeting, but I wish to highlight two specific incidents that serve as a stark reminder of what our members do – on and off duty.

Our letter to the members of the LIBE committee on the violence faced by police officers coincided with the brutal and senseless murder of two officers in Germany. Both shot dead in the roadway after stopping a car for a check.

We also remember our colleague in Lisbon who was kicked to death whilst off duty just a few short weeks ago. He and his colleagues intervened to protect others. They identified themselves as police officers and were targeted as a result. Sadly, he lost his fight for life in hospital a few days later.

The shock and tragedy of these acts reminds us there is no such thing as routine in policing. We never really know where the dangers and threats come from. Our communities are lucky to be served by such committed public servants. We are honoured to represent them.

Our thoughts and prayers are extended to all of the family, friends, and colleagues of those we have lost.

Thank you!"

8 Next Steps follow up from group work undertaken by Member Organisations in Edinburgh Group interaction with MO, – Unn Alma Skatvold / Nigel Dennis (1hour)

9 Summary of Group work - (Now What).

Going around the tables several ideas were shared with everyone of what they believed the main points of focus for the following year for EuroCOP should be, thus included: -

Develop Minimum Standards for pay, conditions across Europe, minimum standards for policing refugees, reinforcement rights to a private life/privacy across the European Landscape, Increase the number of meetings the MO attend, solidarity to help hear the European Voice of members, a creation of a Federation for Mediterranean countries similar to the Nordic, Safety & Security of police officers, develop better standards H&S and standards for Police Officers Common communication for wages & wage points, obligations that we face as the new normal, in relation to immigration increase of crime and War issues, Pensions, better education & training (CPOL) raising EuroCOP's profile, Social dialogue, Union representatives to have the same rights to allow them to do their job, corporate training with common ground/equal platform, Violence against the police, networking & resources that can be shared.

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Calum confirmed that

Calum referred to the online library of resources that ILEC currently have. He will liaise with the host organisation in Australia to see if EuroCOP can import some of the information to our website.

**10 Mr Ken Pennington; The Conflict in Ukraine and its implications for Europe.
(PowerPoint Presentation attached)**

Ken through his PowerPoint presentation gave an insight into his career. Starting as a police officer, the various roles he undertook before studying Terrorism in St Andrews University and how his journey evolved through country to country and the roles in which he undertook in each of them to where he ended in Ukraine a few weeks ago.

He highlighted in depth what life is like in Ukraine and the problems that they face and will continue to face, and how it will touch all of us across Europe.

THE LONG ROAD TO UKRAINE





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He took questions from the floor.

11 Treasurer Report Mark Marshallsay.

Mark opened his report saying, it only seems like a few days since we last met in Edinburgh last year. But in that time, quite a bit has taken place.

At the time of writing this report, only one member organisation had payment of their membership fees outstanding. I would like to thank the rest of you for your prompt payments, it really is appreciated and makes my role that little bit easier.

As you can see from the table in Appendix 1, the income for this year sits at **200,082.60** Euros and our membership total is **157,413** across Europe. This is compared to the table in Appendix 2, where the income was **209,980.08** Euros in 2021 and a membership total of **156,945**.

Although the membership numbers have increased slightly this year, our income has decreased due to the new financial orders coming into effect, whereby some member organisations now pay 75% subscription, due to their geographical locations.

I will keep a watchful eye for the remainder of this year and will make an informed recommendation regarding the level of our subscription fees at our November committee meeting, these fees were last raised in 2017.

Our current surplus is **733,617.21** Euros at the time of writing this report. A healthy surplus which still gives us some breathing space.

As mentioned in my previous report, some of this surplus can and should be put to better use, earning EuroCOP more income. We have moved a few steps closer to investing a significant proportion of these funds. An investment policy has been created and this has been circulated to you all. More detail of this will follow later in this session, however, I would urge you to vote in favour of adopting this policy.

Article 2.5 of EuroCOP Finance Orders sets out the responsibility of the ExCom in regard for the financial management of financial resources and assets, to that end we have secured the services of an Investment Company to act as our wealth managers – Close Brothers Asset Management, and their Managing Director, Mr Adam Griffin will be making a presentation to you shortly.

It is imperative that we move forward with this, we need our funds to work for us and not just sit in an account, doing and earning next to nothing.

My November report, later this year, will review this year's budget and will set the budget moving forward with any recommendations that come with it.

My gratitude as always goes to Nigel Dennis and the rest of the ExCom for their support. Thank you for listening and I hope you all enjoy the rest of your time here in Gibraltar.



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Mark took questions from the floor: -

Gary Thwaite from the Civil Nuclear Constabulary asked if the membership figures were capped, as bigger organisation have to pay more. Calum quoted from the Statutes at 11.5 Member organisations with more than 60,000 members will be entitled to a 50% reduction on fees due under statute 11.4, 11.4.1, or 11.4.2 for each member over 60,000 members.

Nigel Goodband, British Transport Police Federation asked if there was a fee to be a member of ICRPA he confirmed that there's a flat fee of \$2,500 USD per year.



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Member Organisation	Date Submitted Numbers	Members Declared 2021	Paid	Amount in Euro's
AGSI	05/01/2022	2,175	25/01/2022	2,914.50
BTPF	20/12/2021	3,095	18/01/2022	4,147.30
POU-GWU Malta		1,389	28/02/2022	2,000.00
GRA Ireland	01/02/2022	11,385	02/02/2022	15,255.90
Landssamband Logreglumanna	14/01/2022	845	10/03/2022	1,200.00
Odborovy zväz Policie Slovakia	11/01/2022	10,055	19/01/2022	10,105.27 (75%)
PFNI	05/01/2022	6,857	21/01/2022	9,188.38
Politiets Fellesforbund	13/01/2022	12,672	21/01/2022	16,980.48
Politiforbundet i Danmark	11/01/2022	12,048	21/01/2022	16,144.32
Suomen Poliisijärjestöjen Liitto r.y.	14/01/2022	9,101	18/01/2022	12,195.34
Svenska Polisförbundet	14/01/2022	20,062	28/01/2022	26,883.08
P.F.P.Greece	15/01/2022	24,376	20/01/2022	24,497.88 (75%)
UPOL Spain	12/01/2022	5,200	15/02/2022	6,968.00
CNCF	07/01/2022	1,500	20/01/2022	2,010.00
ErNE Basque Region	15/02/2022	3,400	17/02/2022	4,556.00
NPPSS Lithuania	Membership	Withdrawn		



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FSC-CCOO Spain	31/01/2022	5,500	03/02/2022	7,370.00
SPF	14/12/2021	17,000	21/01/2022	22,780.00
GDPF	16/12/2021	90	20/01/2022	1,200.00
GPF	14/12/2021	237	21/01/2022	1,200.00
Malta Police Association	15/12/2021	573	18/02/2022	1,200.00
SINAPOL	18/02/2022	1560		1,045.20 (50%)
LIDA Latvia	14/01/2022	2,605	11/02/2022	2,618.03 (75%)
ELA	21/01/2022	3,200	25/01/2022	4,288.00
DPF	18/01/2022	2,488	03/02/2022	3,333.92
	Total	157,413	Total	200,082.60

APPENDIX 1

Number of Members & Membership Income 2022



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Member Organisation	Date Submitted Numbers	Members Declared 2021	Paid	Amount in Euro's
AGSI	19/01/2021	2279	27/01/2021	3,053.86
BTPF	16/12/2020	2849	26/01/2021	3,817.66
POU-GWU Malta	14/10/2021	1389	15/10/2021	2000.00
GRA Ireland	30/04/2021	11,458	30/04/2021	15,355.00
Landssamband Logreglumanna	25/01/2021	793	09/06/2021	2000.00
Odborovy zväz Policie Slovakia	20/04/2021	10,068	28/04/2021	13,491.12
PFNI	22/12/2020	6769	25/01/2021	9,070.46
Politiets Fellesforbund	12/01/2021	12,603	21/01/2021	16,888.02
Politiforbundet i Danmark	28/01/2021	11,898	08/02/2021	15,943.32
Suomen Poliisijärjestöjen Liitto r.y.	28/01/2021	8987	29/01/2021	12,042.58
Svenska Polisförbundet	12/01/2021	19,675	29/01/2021	26,364.50
P.F.P.Greece	15/01/2021	23,987	22/01/2021	32,142.58
UPOL Spain	08/02/2021	5,200 (50%)	07/04/2021	3,484.00
CNCF	04/01/2021	1200	25/01/2021	2000.00
ErNE Basque Region	13/01/2021	3194	25/01/2021	4,279.96
NPPSS Lithuania	10/05/2021	1660	18/05/2021	556.10



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FSC-CCOO Spain	27/01/2021	5,500	08/02/2021	7,370.00
SPF	14/12/2020	17,000	22/01/2021	22,780.00
GDPF	16/12/2020	88	16/02/2021	2000.00
GPF	21/01/2021	240	05/03/2021	2000.00
Malta Police Association	15/01/2021	421	16/03/2021	2000.00
SINAPOL	03/05/2021	1506	28/05/2021	378.38
LIDA Latvia	15/12/2021	2578	08/02/2021	3,454.52
ELA	21/01/2022	3,200	25/01/2022	4,288.00
DPF	14/01/2021	2403	26/01/2021	3,220.02
	Total	156,945	Total	209,980.08

APPENDIX 2

Number of Members & Membership Income 2021



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12 Mr Adam Griffin Managing Director - Close Brother Asset Management PowerPoint Presentation



13 Proposed EuroCOP Investment policy.

European Confederation of Police Investment Policy Document was circulated prior to the meeting.

Mark stated that the following Investment Policy had been adopted by the; European Confederation of Police (EuroCOP) by the Member Organisations at the Spring Committee Meeting 2022 Investment Policy.

The Investment Policy of EuroCOP is to increase income in line with inflation while preserving the real value of capital sums invested. The portfolio is to be invested on a Low / medium risk basis. The performance of the portfolio is to be compared with your Comparator C2 TR GBP which is a natural successor to the MSCI WMA Balanced Total Return Index.



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Bond investments must be of investment grade or higher. Bonds are to be Sterling, Euro or US Dollar denominated. At least 70% of the bond/cash element of the portfolio is to be Euro denominated. No single holding, other than cash, may represent more than 3.5% of the total value of the portfolio at time of purchase. Any single holding investment representing 5% or more of the total portfolio value is to be highlighted to the EuroCOP Executive Committee (ExCom) at the time of each report. No single holding may represent more than 7% of the total value of this portfolio.

No investment shall be made into companies that are involved in illegal activity of any kind. No direct investment in companies with a red Human Rights – Controversy Flag.

The portfolio is to be screened quarterly to ensure that it complies with this policy in all respects and the method of screening is to be recorded.

This investment policy will be regularly monitored and reviewed by the EuroCOP ExCom.

VOTE – No abstentions or objections, vote carried.

ACTION – To engage with Close Brothers Asset Management in relation to Investment Policy.

DAY 2 – Nigel Dennis took over as chair of the meeting.

14 Head of Office Report / Arrangements for Election of President - November 2022.

Nigel Played a short video on the Joint project. With EPSU and EuroMIL

Nigel Dennis spoke on the joint project that EuroCOP are in partnership with, with European Public Services Union (EPSU) (8 million members) and EuroMILL (100,000 members).

He said that the Project have had 4 online regional meetings on Defending and Strengthening Trade Union Rights in Public Services. The final meeting of the project will be face to face and will be held in Skopje North Macedonia on the 22 & 23 September 2022.

He confirmed that this was a two-year, European Commission funded project that had been exploring the challenges of asserting and defending trade union rights for all public service workers, including civil servants, police, and military personnel. It had provided an excellent opportunity for our three federations to work together and has included a focus on monitoring the transposition of the Transparent and Predictable Working Conditions Directive.



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He continued to say that there will be funding available to pay for Travel and Accommodation for Member Organisation whose countries are in the EU. (MO whose countries are not members of the EU are still invited to attend however funding for travel and accommodation costs are not available), he encouraged MO to attend this event.

He asked that anyone who wished to attend as part of the EuroCOP delegation to let him know so practical information could be sent once he had received it.

He continued by saying, "I am future focussed for this organisation, and with the support of yourselves as member organisations, I am determined along with my colleagues in the ExCom that this European Police Representative body's voice is appropriately heard.

As the Head of Office or as other organisations describe the role he undertakes as the General Secretary, he said that he was quite rightly challenged at our last meeting when he described EuroCOP as the leading Police Representative Body in Europe. He has reflected on this and given our status as the **ONLY** police representative body within the ETUC and ETUF.

He said, "Our Organisation has participatory status as an International nongovernmental organisation within the Council of Europe. We have the ability to file complaints against member states of which there are now 46 after Russia was expelled on the 16th of March, so having taken all of this into consideration, I remain of the view that we are the leading Police Representative body within geographical Europe who has a voice that can be heard and listened to. I am however acutely aware that collectively as representative bodies we are only as good as the contributions we can all make to make this organisation go from strength to strength".

Nigel request that you inform the ExCom of any problems, or concerns that you face to allow them to voice them at these forums.

Nigel went on to express his appreciation for the work they have undertaken and as an organisation, he said we have clearly defined our targets that were described in our Action Plan 2020 – 2024, and as we approach the halfway stage of that process it was appropriate that we looked at what has been achieved and of those outcomes what we would mark as a success or could and/or should improve on.

When he looked around the room today, he stated that he would like to see younger colleagues, to tell us what it's like on the front line of operational Policing and to share their experiences on how the cost of living crisis is impacting them and their families , and to encourage them to come to our meetings, as he believes we can do so much more with their views and experiences.

He believes that EuroCOP can achieve the following and requests that all MO work together to enable us to: -



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Raise EuroCOP's profile

Establish and build a foundation for developing

A policy environment that supports police officers

Promote and support policing best practice

Election of President – November 2022

EuroCOP is always evolving and is currently working well with the MO's and the current ExCom.

The rules for election of President were changed in 2020 in relation to the reduction in the term of office from 5 years to 2 years. This was due to the vast commitment, time and effort that was involved in the role.

Any nominees that wish to be considered for the post must send their nomination from their own organisation together with a nomination from another organisation (as per the statutes) to be considered for the role.

He confirmed that nominations will close on 26 September 2022 and the election will take place on 9 November 2022.

If any prospective nominees would like further information on the role, please contact Nigel.

15 ErNE – Next steps Violence against the Police.

Ainhoa Martinez, from Ertzainen Nazional Elkartasuna Sindicato Independiente de la Policia Vasca, (ErNE) stated that Violence against the police is increasing and something must be done to stop it. The biased image shown by the media makes this situation worse. She asked Who protects those who protect?

She believed a gathering before the institutions in Brussels would send a clear and loud message. This gathering was suggested in the past, but due to COVID, it was decided to wait. Now that things are better, we could convene a gathering whenever the ExCom deems appropriate.

We heard from the floor that In Portugal there were 4,000 attacks on police officers in one year – yet 95% were not sent to jail. In Norway, since 2002 violence on police officers have tripled.

Calum Steele thanked ErNE for their persistence in bringing this matter to their attention and he confirmed that he will personally make contact with them to produce a template that will be circulated to MOs to gather data to enable EuroCOP to take this very serious matter to the European Parliament.

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He referred to the lack of acknowledgement of the issues raised within the letters he sent in November 2021 to Commissioner Johansson. He referred to Covid but stated that that is not an excuse for any delays, that there will always be a crisis to deal with.

He believed that the concerns seem to be for the aggressor rather than victims – police officers.

The sentiments and concerns were shared by other MO's and the ExCom were thanked for taking this matter forward.

Nigel Dennis also stated that he will raise the issues at the ETUC, he is hoping with the collective help and support of others in hearing our voice will help in that Violence against the police is unacceptable, it is wrong, and it has got to stop.

16 CCOO – Retirement Map

Javier Oher Alonso presented the map to the delegates explaining that they are still fighting for a better retirement age and pension for members in Spain.



MAPA JUBILACIÓN EUROPA INFOGRAFÍA 27.03.2022.pdf

Angels Bosch stated that this is the 4th time the topic has been raised. Calum thanked Angels for her question, and he reiterated his earlier statement of yesterday that he will liaise with the ILEC host organisation in Australia to see if EuroCOP can import some of the information to our Website, as now it is replied heavily upon memory of those that have been around for some time to recall what has been done on the subject.

17 Conclusion of Meeting

Nigel thanked everyone for attending and the contributions that they have given over the past few days and for the work they do at their federations/unions. He wished all a safe journey home.



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Calum asked for anyone who wished to attend the face-to-face meeting on the joint project to give their details to Nigel ASAP.

The next meeting will be 8-10 November in Torremolinos.