

Statutes European Confederation of Police

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Article 1 The European Confederation of Police

- 1.1 The European Confederation of Police hereinafter referred to as EuroCOP is a Federation of Police Unions and Professional Police Staff Side Associations or Federations in Europe.
- 1.2 The Secretariat of EuroCOP shall be at a location determined by its members.
- 1.3 EuroCOP is independent from governments, political parties and philosophical, theosophical or religious communities or organisations.

Article 2 Aims and Objectives;

- 2.1 The aims and objectives of EuroCOP shall be to:
 - 1) safeguard, protect and improve the rights and interests of police officers in Europe
 - 2) develop co-operation and harmonious relations between its members
 - 3) co-operate with like minded organisations
 - 4) pursue improvement in the status, training and qualifications of police officers
 - 5) pursue improvements in policing standards
 - 6) ensure police officers enjoy the same civil rights as are enjoyed by other citizens
 - 7) secure the participation and influence of EuroCOP members in the administration, development and planning of policing initiatives

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Article 3 Membership

- 3.1 Application for Membership of EuroCOP shall be open to any police representative organisation in Europe interested in furthering the aims and objectives of EuroCOP.
- 3.2 An application for admission as a member shall require a recommendation from the Executive Committee and approval of 2/3 of the available votes at an ordinary committee meeting of the members.
- 3.3 Membership shall be limited to Full Member, Observer Member & Associate Member.
- 3.4 In order to become a full member an organisation has to fulfil the following conditions:
 - 1) The organisation is a national or other recognised representative organisation for police officers.
 - 2) The organisation is legally constituted in its own country as one which represents, and negotiates on behalf of its members in respect of their pay, conditions of service and welfare.
 - 3) The internal structures and composition of the organisation's bodies as well as decision-making procedures are transparent and governed by democratic rules.
 - 4) The organisation is financially sound and financed by regular subscriptions from its members
- 3.5 An organisation that is a national representative organisation of police officers that is restricted, due to national legislation, and not able to fully comply with the conditions of membership can apply to become an Associate member
 - 3.5.1 Associate membership shall be at the absolute discretion of EuroCOP.
 - 3.5.2 Associate members must shall comply with any conditions of membership as shall be determined by the Executive Committee.
- 3.6 An organisation that meets the conditions of membership and is in the process of considering application as a full member can apply to become an Observer member of EuroCOP.
 - 3.6.1 Observer membership shall be at the absolute discretion of EuroCOP.
 - 3.6.2 Observer membership shall be for a maximum of three years after which the observer member must seek full membership status or shall cease to be an Observer member.
 - 3.6.3 Observer members shall pay such a membership fee as may be determined by the Executive Committee in accordance with any direction from Congress.

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- 3.7 A Full member may, with the agreement of 2/3 of the available votes at an ordinary committee meeting of members, cease to be a full member, and shall instead become an Observer member.
- 3.7.1 Where an Observer member is accepted under the provisions of rule 3.7, that member may retain Observer membership for no more than 12 months, and shall during the period of membership be required to pay not less than 50% of the full membership fee.
- 3.7.2 At the expiry of 12 months an observer member accepted under the provisions of rule 3.7 must either seek full membership of EuroCOP, or resign

Article 4 EuroCOP Congress

- 4.1 Congress is the supreme authority of EuroCOP.
- 4.2 Congress shall takes place at a frequency not exceeding four years, and on dates and at locations as shall be decided by the Executive Committee.
- 4.2.1 The Executive Committee shall pay due regard to the views of the members prior to determining the date and location of any Congress.
- 4.3 Congress shall last not less than two, and not more than three days.
- 4.4 Congress shall be responsible for;
- 1) Agreeing the strategic objectives for EuroCOP.
 - 2) The approval and amending of the EuroCOP rules and standing orders.
 - 3) The setting of any criteria for membership.
 - 4) The setting of any criteria for fees for Associate and Observer Members.
- 4.5 The number of delegates and votes afforded to each full member organisation at congress shall be as follows;

Membership	Votes	Delegates
1 – 7,500	1	1
7,501 – 15,000	2	2
15,001 – 22,500	3	3
22,501 – 30,000	4	4
30,001 – 60,000	6	6
60,001 +	8	8

- 4.6. Delegates are expressly prohibited from splitting their vote(s) and, unless abstaining on the matter in hand, must cast their vote in its entirety either in support or in opposition of the proposal before the Committee. Member organisations can bring **up to** the maximum number delegates described in 4.5

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An extraordinary Congress can be convened to deal with matters of such importance that cannot await an ordinary Congress.

An extraordinary Congress may be convened where the Executive Committee, or 50% of the member organisations request such, and where the ordinary committee meeting of the members decides by a 2/3 majority of votes to convene an extraordinary Congress.

Delegates to an extraordinary Congress shall be the same delegates as for an ordinary committee meeting, but delegates shall be entitled to cast the number of votes for their organisation at an ordinary Congress.

An extraordinary Congress shall only deal with the matter(s) that necessitated that Congress.

An extraordinary Congress shall last not more than one day.

Article 5 Executive Committee & Principal Officers

5.1 The Executive Committee shall, subject to any direction or restriction laid down by Congress, be responsible for the day to day running and governance of EuroCOP

5.2 The Executive Committee is the executive authority of EuroCOP.

5.3 The Executive Committee will comprise

- 1) No more than three members from the Northern Region
- 2) No more than one member from the Nordic and Baltic Region
- 3) No more than two members from the Southern Region
- 4) No more than one member from the Central Region
- 5) No more than one member from the Eastern Region
- 6) The President of EuroCOP

And shall at no time comprise fewer than five members.

5.2.1 The Nordic and Baltic region includes Denmark, Finland, Norway, Sweden, Estonia, Latvia, and Lithuania.

5.2.2 The Northern Region includes the United Kingdom, Ireland, France, Germany, Belgium, Luxembourg, the Netherlands, Monaco, Andorra, and Poland.

5.2.3 The Central Region includes Switzerland, Lichtenstein, the Czech Republic, Austria, Slovakia, Hungary, Slovenia, and Croatia.

5.2.4 The Southern Region includes Portugal, Gibraltar, Spain, Italy, San Marino, Malta, Greece, Cyprus, and Albania.

5.2.5 The Eastern Region includes Belarus, Ukraine, Moldova, Romania, Bulgaria, North Macedonia, Montenegro, Serbia, Bosnia & Herzegovina, and Kosovo* (*UNSCR 1244/1999).

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- 5.3 With the sole exception of the member organisation from which the President is elected, no member organisation may hold more than two positions on the Executive Committee.
- 5.4 The Members in each region shall only be able to vote for the Executive Committee member(s) in their region.
- 5.4.1 A Member Organisation with more than 60,001 members shall be entitled to appoint one member to the Executive Committee, in addition to the number required by statute 5.3
- 5.5 A candidate seeking election to the Executive Committee shall intimate in writing his or her intention to stand for election to the Head of Office and shall give not less than 90 days' notice (save that on any occasion the timescales may be modified with the unanimous agreement of an ordinary committee meeting of the members). For the purposes of this Rule 'in writing' shall include by facsimile or electronic
- 5.5.1 A candidate must have a nominator and seconder from their electoral region.
- 5.6 The President shall appoint a Vice President from the elected members of the Excom
- 5.7 The President, Vice President, and Treasurer shall be the Principal Officers of EuroCOP.
- 5.8 The full Executive Committee will meet not less than twice a year with the Principal Officers meeting not less than four times a year. At least one meeting should where possible shall be in person.

Article 6 Head of Office.

- 6.1 The Executive Committee shall be responsible for the appointment of a Head of Office to assist with the day to day running of EuroCOP.
- 6.2 The Executive Committee shall pay due regard to the views of the members prior to the appointment of a Head of Office.
- 6.3 The Head of Office may be elected from amongst the members of EuroCOP.
- 6.4 The Head of Office shall be an additional ex-officio member of the Executive Committee.
- 6.5 The Head of Office shall act in accordance with any direction and responsibilities vested in him/her by the elected Principal Officers of EuroCOP including but not limited to;
 - 1) The provision of secretariat services to the Executive Committee, the subsequent Congress, any Ordinary Committee meeting, or other meetings held during his/her period of appointment.
 - 2) Lodging and filing with, and furnishing to, the appropriate authorities all such documents as may be legally required.
 - 3) Preparing briefing notes, papers, and reports as may be required from time to time.

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6.2 Treasurer

6.2.1 The Treasurer will be elected by the Member Organisation's with a term of office of 4 years

The Treasurer will be regarded as a Principle officer of EuroCOP

The Treasurer will act in accordance with the EuroCOP Financial orders and will manage the finances of EuroCOP, The Treasurer shall keep the Excom and Membership updated on the fiscal landscape of the organisation.

6.3 Internal Auditor

6.3.1 Member Organisations shall elect an internal Auditor from amongst its membership at Congress for a period of 4 years

The Auditor will undertake an annual audit on the organisations compliance of its function and its financial management

The Auditor shall provide a report on the organisation function and its Financial Management to the Excom prior to the Autumn Committee meeting and to Congress which then be presented to Member Organisations by the Auditor

Article 7. President EuroCOP

7.1 The President of EuroCOP will be elected by the members.

7.2 A candidate seeking election as President shall intimate in writing his or her intention to stand for election to the Head of Office and shall give not less than 45 days' notice (save that on any occasion the timescales may be modified with the unanimous agreement of an Ordinary Committee meeting). For the purposes of this Statute 'in writing' shall include by electronic mail.

7.2.1 A candidate for President must

- 1) be supported in their candidature by their member organisation, and
- 2) have a nominator and seconder from a member organisation, other than their own, and
- 3) come from a member organisation that is a full member

7.3 In the event more than one candidate is proposed an election shall be by secret ballot.

7.3.1 Other than in an election that may require to be conducted under the provisions of statute 6.3.8 the voters will be supplied with a ballot paper and instructions on how to vote.

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- 7.3.2 A vote may be cast by marking an "X" against a candidate's name OR by writing the candidates name.
- 7.3.3 If the voter uses any mark other than "X" or writes the name of more than one candidate the vote shall be deemed void.
- 7.3.4 The number of eligible voters and votes will be determined in accordance with the usual procedures of the meeting at which the election is to take place.
- 7.3.5 Where there are more than two candidates, the candidate with the fewest number of votes shall drop out and further rounds of voting will take place until two candidates remain. The candidate with the most votes shall be declared the winner.
- 7.3.6 In the event of an equality of votes at any stage in the election the candidates will draw lots in a manner determined prior to the commencement of the election.
- 7.3.7 In the event of any candidate in any round of an election receiving the majority of the votes available, the election will end and that candidate will be declared the winner.
- 7.3.8 In the event it is not possible for an election to take place at a physical meeting of EuroCOP, the Executive Committee shall be responsible for putting in place an alternative form of voting that is capable of delivering a fair election.
- 7.4 The Presidential term of office shall not exceed two years.
 - 7.4.1 Other than with the unanimous agreement of EuroCOP, no President may serve for more than 2 consecutive terms of office.
- 7.5 The first election under these statutes shall take place in November 2020. Subsequent elections will take place at the meeting prior to the expiry of the President's term of office, or in the event of retirement or resignation of the President, at the first available opportunity.

Article 8 Ordinary Committee Meetings

- 8.1 There shall be not less than two ordinary meeting of the EuroCOP Committee each year.
- 8.2 The Executive Committee shall determine the date and location for each ordinary meeting of the EuroCOP Committee.
- 8.3 Each ordinary meeting of the EuroCOP Committee shall last not less than one day, and not more than two days.
- 8.4 Delegates to Ordinary Committee meetings shall be responsible for;
 - 1) The approval of the annual membership fee
 - 2) The approval of the annual budget

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- 3) The approval of the annual accounts
- 4) Decisions on the acquisition or disposal of assets
- 5) The appointment of members to any subcommittee established in accordance with rule 9.1
- 6) Approve the terms of reference for such subcommittees
- 7) The approval or disapproval of any application for full, observer, or associate member.
- 8) The suspension, and conditions of suspension of any member.
- 9) The expulsion of any member

8.4 The number of delegates and votes afforded to each full member organisation shall be as follows;

8.4.1.

Membership	Total Votes	Delegates
1 -7,500	1	1
7501-15000	2	2
15001 - 22500	3	3
22501 – 30,000	4	4
30,001 – 60,000	6	6
60,001 +	8	8

8.4.2 Member organisations can bring **up to** the maximum number delegates described in 8.4.1

8.5 Subject to the provisions of rule 8.4.2, delegates are expressly prohibited from splitting their vote(s) and, unless abstaining on the matter in hand, must cast their vote in its entirety either in support or in opposition of the proposal before the Committee.

8.6 Only one (1) Committee Meeting a year (Spring) in which hotel accommodation costs will be paid for Delegates by EuroCOP.

8.6.1 The number of delegates each organisations can send where hotel accommodation will be paid for are described. In 8.4.1.

8.6.2 This does not stop Member Organisations sending officials to the Committee Meetings/ Congress at their own costs. EuroCOP will not be responsible, for payment of any hotel Accommodation booked independently by Member Organisations for the Autumn Meeting.

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Article 9 Sub Committees

- 9.1 The Executive Committee may establish any subcommittee for any purpose and duration, and size as appears to be appropriate for the good and efficient running of EuroCOP.
- 9.2 Participation in any subcommittee meeting may be video or audio conference.
- 9.3 If not appointed by the Executive Committee, a subcommittee must appoint from amongst its members a secretary and a chair whose responsibility will be to report its function to M.O
- 9.4 A minute of any meeting of a subcommittee must be prepared and made available to the Executive Committee and for the information of the members.

Article 10 Finances

- 10.1 EuroCOP may raise, establish and maintain funds:
 - 1) By means of subscriptions from member organisations.
 - 2) By borrowing money from members or any other person or persons or body corporate, etc., on such security and upon such terms as may from time to time be arranged by interest earned on capital and by commissions.
 - 3) By acceptance of donations or gifts whether directly or by bequest providing the acceptance of such donations or gift shall not or shall not appear to affect or interfere with the impartial status of EuroCOP.
 - 4) By the sale of periodicals, articles or publications and such other matters or items which can be considered incidental to and compatible with the objects and purposes of EuroCOP.
 - 5) By any other legitimate means as may be approved by Congress.
 - 6) There will be a minimum and maximum subscription fee for membership to EuroCOP.
 - 7) A Minimum full Subscription fee shall be set at 2000 euros (Two Thousand Euros) and a Maximum Subscription full membership fee, shall be set at 60,000 Euros (Sixty Thousand Euros) for any organisation with a membership that exceeds 60,001.
- 10.2.1 The member subscription shall be determined by the voting members at an ordinary meeting of EuroCOP, following an annual recommendation from the Executive Committee .

Article 11. Use of Funds

- 11.1 Congress shall prepare and adopt policies and rules regarding collection and expenditure of EuroCOP funds and assets.
Without prejudice the generality of the foregoing, EuroCOP funds may be put to the uses set out in the following paragraphs of this article.

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- 1) On all matters as may be incidental or conducive to the objective of effectively managing the daily business of EuroCOP.
- 2) On the costs of the meetings of Congress.
- 3) On the costs of the meetings and activities of the Executive Committee and Principal Officers.
- 4) On the maintenance of office premises including but not limited to the provision of furnishings and equipment, the payment of due taxes, the retention and payment of persons employed by EuroCOP in a professional or advisory capacity, and generally in any matter which Congress as the ruling body shall deem necessary to enable EuroCOP to carry out its functions effectively
- 5) To grant honoraria to members of the Executive Committee.
- 6) On the making of any gift or donation to any body, only where doing so furthers the good name and reputation of EuroCOP.
- 7) To pay any expenses as may be approved in advance by the Executive Committee to members discharging duties on behalf of EuroCOP.

11.3 EuroCOP funds may not be used to reimburse any expense incurred by members travelling to or from a Congress, ordinary committee meeting, or an extraordinary meeting of Congress.

11.3.1 EuroCOP funds may not be used to reimburse any expense incurred by an observer or associate member.

12 **Article 12 Suspension ; Termination of Membership ,& Interpretation of EuroCOP Statutes**

12.1 An organisation may resign their membership in writing, provided not less than three months' notice of the intention to resign has been provided to the Executive Committee.

12.1.1 A member organisation can be suspended on the recommendation of the Executive Committee to the next ordinary committee meeting of the members where;

- 1) A member organisation fails to pay its membership fees without good reason or,
- 2) After an organisation breaches the rules of the EuroCOP

12.2 **Amending the EuroCOP Statutes**

These statutes may be amended or replaced by Congress only by a two thirds majority.

These rules may be amended or replaced at one ordinary committee meeting of the members by a 3/4 majority, provided more than two years has passed since Congress, and where the next meeting of Congress is more than two years away.

12.3 **Interpretation of EuroCOP Statutes**

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Where there is ambiguity of the EuroCOP Statues , the Executive Committee in the first instance will seek to understand the problem that these Statutes have sought to address.

It will seek a comprise on the interpretation that will be acceptable to Member Organisation's by virtue of a vote on the issue where a two- third majority will be required on a change of interpretation of a specific EuroCOP Statute.

Article 13 Complaints & Conduct

EuroCOP shall establish and maintain procedures for the investigation of complaints or allegations of misconduct on the part of a Member Organisation or an individual acting on behalf of EuroCOP

Article 14 Language

14.1 Correspondence

All correspondence with EuroCOP shall be in English, unless the ExCOM agrees otherwise.

14.2

Working Language

All written information from EuroCOP to member organisations as well as documentation for meetings of the bodies of EuroCOP will be disseminated in English.

Article 15 Dissolution of EuroCOP

By way of written motion provided to the Head of Office 45 days prior to a Congress by a Member Organisation which is seconded by another Member Organisation that is not within the same region of the originator of the proposal the dissolution of the Confederation may be decided by Congress with a two-third majority.

In the case of dissolution, the Confederation's assets will be divided among the member organisations in accordance with their membership numbers, after settlement all obligations towards the Confederation's staff and all debts and liabilities towards third parties.