

*Brussels,*

*Dear Mr Rinne,*

*Police officers play an indispensable role in safeguarding life, internal security and democratic values in the European Union. We recognise that in carrying out these responsibilities, the police frequently operate under particularly demanding working conditions and may be exposed to risks of violence as well as highly stressful situations. This profession therefore deserves the highest standards of protection for their safety and health at work.*

*In the European Union, a comprehensive body of legislation exists in the field of occupational safety and health (OSH). Member States are primarily responsible for the enforcement of their national measures transposing the relevant EU OSH legislation. The resourcing, organisation and functioning of police services is also the responsibility of Member States. The Framework Directive nonetheless applies to all sectors of activity, all professions and all types of OSH risks. Even if the Directive is not applicable where characteristics peculiar to certain specific public service activities, such as the police, conflict with it, the safety and health of workers must be ensured as far as possible in the light of the objectives of this Directive.*

*Employers are required to ensure the safety and health of all workers in every aspect of work, including through risk assessment, preventive and protective measures, and the provision of appropriate personal protective equipment, information, and training. Preventive and protective measures must be adapted to workers and must address the specific risks to which they may be exposed, including those arising in police services.*

*Moreover, the Commission is working on several initiatives to protect mental health, including at work. In 2023, the Commission adopted the Communication on a comprehensive approach*

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*to mental health which included, as one of the flagships, a peer review on legislative and enforcement approaches addressing psychosocial risks at work. As part of the ongoing review of the Workplace Directive, the Commission is looking at how to better address psychosocial risks at work.*

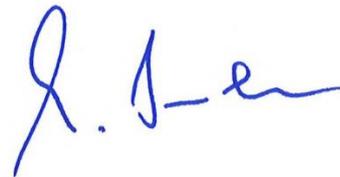
*We would like to express our sincere appreciation to all police officers, where the occupational hazards are an integral part of the job – which at times requires putting one's life and wellbeing on the line to protect and safeguard others. One preeminent responsibility of this College of Commissioners is to equip law enforcement with modern investigative tools and stronger digital capabilities, to reduce the exposure of police investigators to risky situations such as those that arise in the context of infiltrating criminal groups. Commissioner Brunner regularly visits the police when going to Member States, to learn about the main challenges and obstacles faced. You can count on our full commitment to reducing the number of situations where police officers have to place themselves in risky situations.*

*Thank you for your outreach. We hope that this letter responds to some of the concerns you raise. The relevant services in the Directorates-General for Employment, Social Affairs and Inclusion and for Migration and Home Affairs are available for a meeting to continue the exchange.*

*Yours sincerely,*



*Roxana Minzatu*



*Magnus Brunner*