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
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ABOUT EURO COP

The European Confederation of Police (EuroCOP) is the umbrella organisation for 35 police unions and staff organisations in Europe. Based in Luxembourg, we represent the interests of over half a million police officers in 27 European countries. Today, EuroCOP is tackling issues from police cooperation across borders to a safer working environment for police officers on the street. We are determined to contribute to European policy debates and provide added value by giving a practitioners perspective. EuroCOP was established in November 2002, and is an independent, non-profit and secular organisation and has no affiliation with any government or political party. Financed through member contributions, EuroCOP is open to any organisation representing police officers in member countries of the European Union or the Council of Europe.

EuroCOP serves as the voice of European police officers in Europe. It represents over half a million police officers in 25 European countries¹ dealing with issues ranging from cross-border police cooperation to a safer working environment for police officers on the street.

The idea of a European police union reaches back to 1953, when EuroCOP's predecessor UISP was formed. Following a merger with SCOPE (Standing Committee of Police in Europe), EuroCOP was formally established in November 2002 and is currently based in Luxembourg. It is an independent, non-profit and secular organisation and has no affiliation with any government or political party. It is self-financed through contributions of its members.





CONSOLIDATING THE EU AS AN AREA OF FREEDOM, SECURITY AND JUSTICE

Introduction

In response to the European Commission's Public Consultation on the "Debate on the future of Home Affairs policies: An open and safe Europe - what next?", the European Confederation of Police (EuroCOP) has developed this policy paper. We have elaborated our position based upon EuroCOP Resolutions, position papers and the experiences of our members.

The next stage of creating an open and safe Europe will necessarily require a more coordinated, comprehensive and consistent strategy for European law enforcement. Europe's police forces have begun building a common culture of policing based on the core values of respect for fundamental rights, respect for the principle of the rule of law, and transparency and accountability. Yet creating a culture of European policing will not happen overnight, and significant efforts are needed to strengthen cooperation, and build trust and

solidarity between our European police forces. The diversity of European police forces offers significant potential for innovative approaches to fighting crime; however, we recognise that such differences have posed a challenge to enhanced police cooperation between Europe's member states. As such the future framework should take into account the various needs and structures of the different European police forces and provide the necessary flexibility.

Trust between police forces needs to be mirrored by the public's trust in those forces. Now more than ever, European law enforcement is under pressure to cope with the side effects of social instability brought on by the economic crisis. Without public confidence, the police will struggle to tackle this instability, threatening the fundamental basis of our democracy.



Our Goals

1. A Social Europe for the Police
2. Internal Security in Europe
3. Safety for the Police
4. Solidarity and Network building

Our Message

The changing nature of threats facing European countries means that Europe's police officers are playing increasingly diverse roles. Asked to do more, with significantly less, police forces today are finding themselves ill-equipped and demoralised. We must address this now, as the confidence of Europe's police forces is inherently linked to the confidence of European citizens in a safe and secure European Union.

To help support European policing deliver the service Europe needs, we believe that the EU needs to push for smarter

Schengen management, which means stronger enforcement and implementation. The EU should ensure the necessary tools and resources are available to police an area with open borders such as sufficient policing capacity, zero corruption, and adequate financial support. Furthermore, EuroCOP is seeking to stimulate EU-level discussion on police budgets, which have reached critically low levels during the recent economic recession, threatening police safety, capacity to deliver a high-level service and the overall security of the Union. Issues of police safety have highlighted the need for strengthened oversight of police rights. EuroCOP encourages the EU to advocate for police rights to ensure they are protected and operating within a respected environment.

As Europe's police forces strive to "work smarter," we believe that EU-level initiatives can ease challenges facing European member states. By working together we can conserve Europe's area of freedom, justice and security.

FORGING A COMMON CULTURE FOR LAW ENFORCEMENT

While recognising the fundamental differences that exist among police forces in Europe, as well as the sovereign right of EU member states to govern law enforcement within their territories, EuroCOP believes that given today's realities, Europe needs to move closer to a common culture for law enforcement. This should be reflected in the future framework following on from the Stockholm Programme, and supported by a number of concrete proposed measures or activities in various areas such as minimum standards, training, communication, legislative implementation etc., as set out in the following sections of this paper.

➔ The future framework should provide the next steps towards a common culture for law enforcement.

“On a micro-level, the state of policing in Europe reflects these divergent tendencies within the EU. The issues faced by our members range on the one hand from a lack of basic policing equipment (uniforms, vehicles), vehicles not being repaired, and a full recruitment stop in Spain – to a 3% increase in wages in Germany on the other hand. Despite these extremes, through continued dialogue and support, solidarity should be preserved and promoted.”

INCREASING TRUST AND SOLIDARITY IN EUROPE THROUGH ACCEPTABLE STANDARDS FOR POLICING

Some may question whether the EU needs another Stockholm programme; EuroCOP believes this is needed now more than ever. Trust and solidarity should be the founding principles of the follow-up to the Stockholm programme, but they are principles which are currently at stake due to the financial, and what some may call, democratic crisis. An increasing gap is visible between the level of trust in government and institutions between Europe's northern and southern countries. A gap can also be perceived between the levels of trust in political parties.²

Based on the experiences from our members, EuroCOP believes that the set-up of minimum standards for policing within the EU would contribute to increased trust and solidarity among member states. It recognises member states' sovereignty in this matter, but would like to see a future framework reference minimum standards as one of the

soft measures which the EU can undertake – for example using the Open Method of Coordination which is used in other policy areas.

Minimum standards should be set in the area of training (see page 4), health and safety (where police are currently exempted from the requirements of the EU Framework Directive 391 on Safety and Health at Work), equipment (to facilitate cross-border police cooperation), staffing levels (given that reduced staffing levels indirectly affect other member states in particular in the Schengen area), police budgets (as a minimum percentage of GDP) and quality of service (given that citizens need to expect a minimum level of police service throughout the Union). The EU has already moved forward in terms of mutual recognition and now needs to take the next step towards minimum standards.

➤ The EU should move from mutual recognition of internal security measures to providing minimum standards for law enforcement in the areas of training, health & safety, equipment, staffing levels, police budgets, and quality of service – to meet future European policing needs.

➤ EuroCOP welcomes the development of European training schemes and exchange programmes, and calls for these to be extended to officers across all ranks. 1/3 of all European police officers should receive some form of European training by 2020 and English courses should be a standard part of the law enforcement training curriculum.

EUROPEAN TRAINING OPPORTUNITIES FOR POLICE OFFICERS AT ALL LEVELS

EuroCOP fully supports the development of a European Law Enforcement Training Scheme (LETS) as proposed by the Commission. It welcomes the idea of proposing a standard EU level of knowledge and skills for all law enforcement officials on the EU dimension of law enforcement. While this is currently under discussion, other issues related to training still need to be further emphasised in the future framework, most notably: the need to train officers across all ranks, as police officers experience the international dimension of crime on a day to day basis and should be better aware of international cooperation. At the moment, the Stockholm programme promotes contacts between senior officials of the Member States through structures such as COSI, Euro-pol, and CEPOL, all of whom centre on high-level interaction.

EuroCOP would therefore support the development of exchange programmes, which seek to enhance in an active and practical manner, interaction between police officers, both between training centres, as well as between operational police units.

Second, there is a need to train officers' language skills at all levels, to facilitate communication, and to include this in the standard curriculum for trainee officers. Third, the need to extend the 'Erasmus'-like exchange programme for law enforcement currently provided by CEPOL to officers from all levels and to provide additional funding for so-called twinning projects not just with third countries, but also within the EU.

➤ EuroCOP calls for the European Union to establish a common framework for policing in the European Union by ratifying the Council of Europe Recommendation for a European Police Code of Ethics and incorporating it into the acquis.⁴



"A survey among EuroCOP's members has shown that training on a national level is declining. In Belgium, for example, the number of candidates entering the police academy reduced from 1,500 to 1,300 with the result that retiring officers are no longer replaced. In Finland, the drive to keep the unemployment rate among Police College graduates at a low level has led to sharp reductions in the number of training places for new cadets, down by 72% between 2010 and 2012.³"

A COMMON FRAMEWORK FOR EUROPEAN POLICING ENSHRINED IN THE EUROPEAN POLICE CODE OF ETHICS SHOULD BE MADE BINDING UNDER EU LAW.

EU citizens should be able to trust that wherever they find themselves in the Union, they can expect the same high standard of policing. The professionalism, integrity and accountability of European police forces in protecting citizens from crime and allowing them to exercise their fundamental rights peacefully should be to the same high level across the EU.

Europe's police forces are our guardians of democracy. As

such EU citizens must be able to trust European police forces to safeguard their fundamental rights in a publically accountable and independent manner.

This can be achieved by establishing common European principles and guidelines for the overall objectives, performance and accountability of the police when maintaining European security and protecting citizens' democratic rights in societies governed by the rule of law.



FURTHER PROMOTION AND EVALUATION OF INFORMATION EXCHANGE MECHANISMS

There are various initiatives which exist at EU level to promote information-sharing between law enforcement authorities. However, in line with the European Parliament draft report on the mid-term review of the Stockholm programme, EuroCOP believes that the current landscape of different instruments, channels and tools is complicated, leading to inefficient use of the instruments available.

Obtaining relevant information quickly at the time when it is needed is essential. While tools for information exchange have improved significantly over the years, a practitioners' perspective is needed in order to make better use of available tools for cross border information exchange. Systems should be able to be easily integrated within national IT infrastructures and the development of existing tools, enhancing their efficiency, should take priority over the development of new tools.

- EuroCOP would support the inclusion of the Prüm decision and the Swedish Initiative, adopted under the former third pillar, into the framework of the Lisbon Treaty.
- In addition, EuroCOP would support the setup of a working group on the practical aspects of European Information Exchange for Law Enforcement. This group would include experienced practitioners, potentially under COSI guidance, to identify shortcomings and areas for development.
- Across all areas in the follow up to the Stockholm programme, concerns around administrative burden should be taken into account.

AVOIDING EXCESSIVE ADMINISTRATIVE BURDEN

The future framework should take into account the existing administrative burden on law enforcement and the need to balance these tasks with operational police work. In the Netherlands for example, the same crime needs to be reported and entered into three different systems, a procedure which takes 1.5 hours to complete. New EU initiatives should replace, rather than complement national systems where appropriate, to avoid excessive administrative burden.



THE ASFJ IN A NEW POLITICAL AND ECONOMIC CONTEXT

TAKING THE AUSTERITY-SECURITY NEXUS INTO ACCOUNT

The capacity of national police forces to counter criminality is being seriously compromised because of the severity of the public expenditure cuts on police pay and budgets throughout the EU. While the extent of police budget cuts and austerity vary widely across the EU, the EU's open borders mean that decreases in Member States' internal security budgets have a knock-on effect on security within the wider region.

- The future framework should therefore include considerations on Europe's financial situation and its impact on EU internal security.
- Through the Internal Security Fund, resources should be reallocated according to Member States' policing needs.
- Additionally, European funding opportunities for national police forces should be presented in a clear and comprehensible manner.

"In the Czech Republic, for example, the average salary of a police officer in 2012 was below the 2007 salary level. The number of police officers has declined from 46,072 in 2005 to 38,559 police officers in 2012, adding significant work pressure. Czech police are not paid overtime hours up to 150 hours a year. The negative effects are especially visible in the availability of police services to citizens - fewer police officers on the streets, who secure public order and road safety. With even more complex administrative procedures, the time to solve cases is limited. One of the effects is that police do not have sufficient human and technical capacity to deal with emerging threats, such as cybercrime."



**STRONGER POLITICAL
LEADERSHIP NEEDED
TO DELIVER ON BOTH
INTERNAL AND EXTERNAL
SECURITY PROVISIONS OF
THE SCHENGEN AGREEMENT**

THE IMPLEMENTATION AND ENFORCEMENT OF EXISTING AND FUTURE LEGISLATION FOR AN OPEN AND SAFE UNION NEEDS TO BE MADE A PRIORITY.

The Stockholm Programme reflects Member States' vision for the future of European, freedom, security and justice, which balances the fundamental needs of its peoples: effective law enforcement strategies, individual rights, rule of law and international protection. EuroCOP fully supports that vision and acknowledges the steps that Europe has made towards realizing its goals over the past few years.

EuroCOP applauded the timeline and structure outlined in the European Commission's Action Plan Implementing the Stockholm Programme⁷ put in place to deliver such an ambitious programme; however, we were disappointed that the implementation of the Stockholm programme's priorities has not been achieved evenly across all member states, with some countries not fulfilling their agreed responsibilities as fully as others.

"For example, the European Commission has referred Spain to the EU's Court of Justice for not fully applying the EU Directive that establishes basic rules on protecting workers' health and safety to members of the Civil Guard ('Guardia Civil'). Spain is considered to be in breach of Article 7 of Directive 89/391/EEC, which requires employers to provide necessary staff and equipment to ensure that preventive and protective actions, such as risk assessments, can be carried out. While this is not a piece of internal security legislation, Spain's non-compliance with health and safety measures for the Civil Guard clearly affects the security situation."

- In order to develop the future framework for an open and safe Europe, more efforts are required to evaluate and enforce the implementation of EU legislation.
- The goals and implementing guidelines of the EU Internal Security Strategy should be incorporated within the future framework creating a European area of freedom, security and justice.

SUPPORTING THE ROLE OF THE EUROPEAN PARLIAMENT AND NATIONAL PARLIAMENTS

With the changes brought forward by the Lisbon Treaty, the European Parliament now holds a more important role as co-legislator in the EU AFSJ. As a democratic body directly representing EU citizens, the EP is well positioned to provide further legitimacy and accountability to EU decision-making in these fields.

In particular in relation to policing, it has the responsibility to hold the Council and Commission accountable in AFSJ decision-making, and to protect fundamental rights as laid

down in the Treaties and the now legally binding EU Charter of Fundamental Rights.⁸

"Police are a central element of a democratic society. Indeed one element in defining such a society is a police force that 1) is subject to the rule of law, rather than the wishes of a powerful leader or party 2) can intervene in the life of citizens only under limited and carefully controlled circumstances and 3) is publicly accountable."⁹

- EuroCOP believes that the European Parliament as well as national parliaments should be involved in the development of the future framework, and calls on the Commission and Council to fully internalise the full reach and scope of EP powers in the AFSJ domain in all future deliberations.

A blurred photograph of a police car at night, with its blue and yellow emergency lights flashing. The car is moving, creating a sense of motion and urgency.

RENEWAL OF THE EU INTERNAL SECURITY STRATEGY

In response to the European Commission's Public Consultation on the "Renewal of the EU Internal Security Strategy" the **European Confederation of Police (EuroCOP)** has developed this policy paper addressing the Commission's five key questions. We have elaborated our position based upon EuroCOP Resolutions, position papers and the experiences of our members.

Most European citizens are able to enjoy their daily lives in relative safety. However, at the same time, European countries are facing serious security threats that are growing in scale and sophistication. In addition, many of today's security challenges are cross-border and cross-sectoral in nature. In order to continue building a Europe that protects, the emerging threats and evolving challenges need to be addressed in a renewed strategy. A shared agenda for Mem-

ber States, the European Parliament, the Commission, the Council, agencies and civil society and local authorities is of utmost importance in this context. The coordination and further strengthening of our common efforts will help to make the EU more secure.

By preventing and protecting citizens from threats, Europe's police officers are rightly perceived as the guardians of safe societies. However, the evolving security threats and challenges force Europe's police officers to play increasingly diverse roles with increasingly diverse skillsets. When working together for a more secure Europe, it is crucial to consider the key role that police officers play while at the same time acknowledging the impact of changing security threats on European police forces.



Our Goals

1. A Social Europe for the Police
2. Internal Security in Europe
3. Safety for the Police
4. Solidarity and Network building

Our Message

The changing nature of the internal security threats facing European countries means that Europe's police officers are playing increasingly diverse roles. Asked to do more, with significantly less, police forces today are finding themselves ill-equipped and demoralised. We must address this now, as the confidence of Europe's police forces is inherently linked to the confidence of European citizens in a safe and secure European Union.

Taking into account the cross-border nature of today's security challenges, we believe that the EU needs to push for

smarter Schengen management – guarding the legitimate freedom of movement, while providing the right tools for tackling illegal cross-border activities in the Schengen area. Furthermore, EuroCOP is seeking to stimulate EU-level discussion on police budgets, which have reached critically low levels during the recent economic recession, threatening police safety, capacity to deliver a high-level service and the overall security of the Union. As guardians of safe societies, police officers deserve the appropriate support that is needed to carry out their tasks. A related issue that EuroCOP is seeking to address is the issue of health and safety of police officers.

As Europe's police forces strive to "work smarter," we believe that EU-level initiatives can ease challenges facing European Member States. By working together we can conserve Europe's area of freedom, justice and security.



1. Which specific challenges need to be tackled by EU action in the coming five years regarding international crime, radicalisation and terrorism, cybercrime and cyber-attacks, natural and man-made disasters? What role should the border security have in addressing those challenges?

European countries face a number of new and serious challenges. The threats of today and tomorrow are no longer easy to define and no single Member State is able to respond effectively to these threats on its own. As a result of the changing nature of the threats facing European citizens, Europe's police officers are required to play increasingly diverse roles with increasingly diverse skillsets. Cybercrime is the perfect example of an area which has forced police agencies to rethink the basic skills they need to do their job. Other major challenges, including trafficking and cross-border organized crime add to this changing landscape.

In addition to the challenges related to the new and varied skillsets needed to protect citizens, police forces are facing serious financial cutbacks, which have a significant impact on security. The capacity of national police forces to counter crime is being seriously compromised because of the severity of the cuts to police pay and budgets across the EU. While the extent of these austerity measures varies widely across the EU, the EU's open borders mean that decreases in Member States' internal security budgets have a knock-on effect on the security of the wider region. These differences between Member States hamper enhanced police cooperation in the EU and its ambition to create a common culture of European policing. In this context, the specific border management responsibilities and the related challenges of certain Member States should also be taken into account.

Reduced police budgets also means there is less money available for the equipment police officers need; this may result in failure to maintain their current equipment but in the worst cases uniforms, vehicles, even fuel for police fleets

can no longer be replaced or supplied. Lack of adequate financial resources recently led Spain's Catalan Government to ask police officers to pay for their own bullet proof vests. Such situations do not only put police officers olifie i

SPECIFIC CHALLENGES THAT NEED TO BE TACKLED:

- The **changing nature of threats** requires Europe's police officers to play increasingly diverse roles with increasingly diverse skillsets.
- The **necessary training, equipment and resources** required to adapt to these threats do not always correlate with the new and changing roles.
- Police forces are facing serious **financial cutbacks** which have a significant impact on security.
- Because of reduced police budgets, less money is available for the **equipment** that police officers need.
- **Differences in police budget cuts** across the EU hamper enhanced police cooperation in the EU and its ambition to create a common culture of European policing.
- Some police forces are finding themselves **ill-equipped and demoralized**.
- Police officers are exposed to **health and safety risks** on a daily basis and are facing a rising tide of violence while on duty.

"In the Czech Republic, for example, the average salary of a police officer in 2012 was below the 2007 salary level. The number of police officers has declined from 46,072 in 2005 to 38,559 police officers in 2012, adding significant work pressure. Czech police are not paid overtime hours up to 150 hours a month. The negative effects are especially visible in the availability of police services to citizens - fewer police officers on the streets, who secure public order and road safety. With even more complex administrative procedures, the time to solve cases is limited. One of the effects is that police do not have sufficient human and technical capacity to deal with emerging threats, such as cybercrime."



2. Taking into account the developments in the next five years, which are the actions to be launched at the EU level?

In the previous section EuroCOP identified the specific challenges that need to be tackled by EU action in the coming five years in order to define and combat current and future threats. The identified challenges are to a large extent inter-linked. This section will elaborate on a set of specific actions that need to be launched at the EU level in order to tackle these challenges.

While recognising the fundamental differences that exist among police forces in Europe, as well as the sovereign right of EU Member States to govern law enforcement within their territories, EuroCOP believes that given today's realities, Europe needs to move closer to a common culture for law enforcement. This should be reflected in the renewed Internal Security Strategy and supported by a number of concrete proposed measures or activities in various areas such as best practices, training, communication, legislative implementation etc., as set out in the following sections of this paper.

2.1. INCREASING TRUST AND SOLIDARITY IN EUROPE THROUGH BEST PRACTICES FOR POLICING

Mutual trust and solidarity are important in order to address Europe's current and future challenges, but they are principles which are currently at stake due to the financial, and what some may call, democratic crisis. An increasing gap is visible between the level of trust in government and institutions between Europe's northern and southern countries. A gap can also be perceived between the levels of trust in political parties.³

Based on the experiences of our members, EuroCOP believes that the set-up of best practices for policing within the EU would contribute to increased trust and solidarity among Member States. We recognise Member States' sovereignty with regards to establishing best practices in this field, but would like to see a reference to best practices in the renewed Internal Security Strategy as one of the soft measures which the EU can undertake – for example using the Open Method of Coordination, which is used in other policy areas.

Best practices should be set in the area of training, health and safety (where police are currently exempted from the requirements of the EU Framework Directive 391 on Safety and Health at Work), equipment (to facilitate cross-border police cooperation), staffing levels (given that reduced staffing levels indirectly affect other Member States in particular in the Schengen area), police budgets (as a minimum percentage of GDP) and quality of service (given that citizens need to expect a minimum level of police service throughout the Union). The EU has already moved forward in terms of mutual recognition and now needs to take the next step towards best practices.

2.2. EUROPEAN TRAINING OPPORTUNITIES FOR POLICE OFFICERS AT ALL LEVELS

Training at EU level contributes to enhancing and approximating the quality and standards of law enforcement. EuroCOP therefore fully supports the development of a European Law Enforcement Training Scheme (LETS) as proposed by the Commission. It welcomes the idea of proposing a

“On a micro-level, the state of policing in Europe reflects these divergent tendencies within the EU. The issues faced by our members range on the one hand from a lack of basic policing equipment (uniforms, vehicles), vehicles not being repaired, and a full recruitment stop in Spain – to a 3% increase in wages in Germany on the other hand. Despite these extremes, through continued dialogue and support, solidarity should be preserved and promoted.”

ACTION: BEST PRACTICES FOR POLICING

- ➡ The EU should move from mutual recognition of internal security measures to providing **best practices** for law enforcement in the areas of training, health & safety, equipment, staffing levels, police budgets, and quality of service – to meet future European policing needs.

“A survey among EuroCOP's members has shown that training on a national level is declining. In Belgium, for example, the number of candidates entering the police academy reduced from 1,500 to 1,300 with the result that retiring officers are no longer replaced. In Finland, the drive to keep the unemployment rate among Police College graduates at a low level has led to sharp reductions in the number of training places for new cadets, down by 72% between 2010 and 2012.”

ACTION: EXPAND TRAINING OPPORTUNITIES

- ➡ EuroCOP welcomes the development, continued implementation and expansion of **European police training schemes**, and the recognition that they should benefit officials of all ranks of enforcement. 1/3 of all European police officers should receive some form of European training by 2020.
- ➡ **English language** courses should be a standard part of the law enforcement training curriculum in order to facilitate police cooperation across borders.



standard EU level of knowledge and skills for all law enforcement officials on the EU dimension of law enforcement. EuroCOP also fully supports the explicit recognition by the Commission in its 'Final implementation report of the EU Internal Security Strategy 2010-2014' that officials of all ranks should benefit from the European Law Enforcement Training Scheme (LETS) as police officers experience the international dimension of crime on a day to day basis and should be better aware of international cooperation. In addition, there is a need to train officers' language skills at all levels and this should be included in the standard curriculum for trainee officers. This would facilitate police cooperation across borders. Lastly, there is a need to extend the 'Erasmus'-like exchange programme for law enforcement currently provided by CEPOL to officers from all levels and to provide additional funding for so-called twinning projects not just with third countries, but also within the EU.

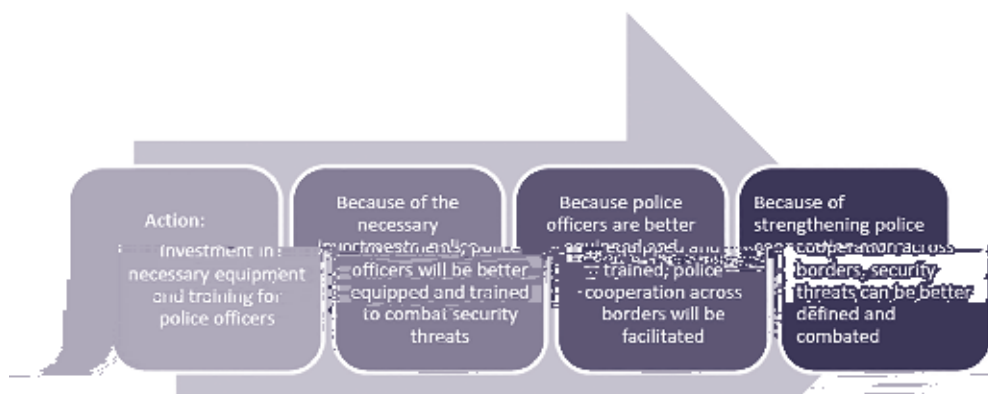
2.3. TAKING THE AUSTERITY-SECURITY NEXUS INTO ACCOUNT

As identified in the previous section, the capacity of national police forces to counter criminality is being seriously compromised because of the severity of the public expenditure cuts on police pay and budgets throughout the EU. While the extent of police budget cuts and austerity vary widely across the EU, the EU's open borders mean that decreases in Member States' internal security budgets have a knock-on effect on security within the wider region.

ACTION: CONSIDER IMPACT OF AUSTERITY MEASURES ON IN

- ➡ The renewed Internal Security Strategy should include considerations on Europe's **financial situation** and its **impact** on EU internal security.
- ➡ Through the **Internal Security Fund**, resources should be reallocated according to Member States' policing needs.
- ➡ European **funding opportunities** for national police forces should be presented in a clear and comprehensible manner.

ACTIONS HAVING A POSITIVE IMPACT ON INTERNAL SECURITY



3. Which specific research, technology and innovation initiatives are needed to strengthen the EU's capabilities to address security challenges?

There are various initiatives which exist at EU level to promote information-sharing between law enforcement authorities. However, EuroCOP believes that the current landscape of different instruments, channels and tools is complicated, leading to inefficient use of the instruments available.

Obtaining relevant information quickly at the time when it is needed is essential. As crime does not stop at the borders, it is of utmost importance that the sharing of information between police forces is further enhanced. While existing cross-border information exchange is functioning reasonably well, there is still significant room for improvement regarding co-ordination and standardisation. Fortunately, tools for information exchange have improved significantly over the years. However, a practitioners' perspective is needed in order to make better use of available tools for cross border information exchange. Systems should be able to be easily integrated within national IT infrastructures and the development of existing tools, enhancing their efficiency, should take priority over the development of new tools. By setting up a working group on the practical aspects of Euro-

pean Information Exchange for Law Enforcement, shortcomings and areas for development could be identified and cooperation between the practitioners would be further enhanced. Improving cross-border information exchange is not an end in itself. The purpose is to be able to tackle organised crime more efficiently. For this purpose, information sharing has to become quicker and will have to be done in a more comprehensive way at European level.

In terms of technology, law enforcement authorities will have to be one step ahead in order to create a more secure Europe. The level of sophistication of today's crimes therefore requires technology-oriented foresight and this must be made strategically relevant. In this context, ongoing research and investment in existing and new technologies is needed. For example, in order to address the developments in cybercrime, the European Union needs to assess if new technologies and investments in security infrastructures are needed. Within the police forces, awareness of modern technologies, especially digital and communication technologies, should be further enhanced through training.

INITIATIVE: SETUP OF WORKING GROUP ON PRACTICAL ASPECTS

- ➡ EuroCOP would support the setup of a **working group** on the practical aspects of European Information Exchange for Law Enforcement. This group would include experienced practitioners, potentially under the guidance of the Council Standing Committee on Internal Security (COSI), to identify shortcomings and areas for development.



4. What is needed to safeguard rights of European citizens when developing future EU security actions?

4.1. SUPPORTING THE ROLE OF THE EUROPEAN PARLIAMENT AND NATIONAL PARLIAMENTS

With the changes brought forward by the Lisbon Treaty, the European Parliament (EP) now holds a more important role as co-legislator in the EU area of freedom, security and justice. As a democratic body directly representing EU citizens, the EP is well positioned to provide further legitimacy and accountability to EU decision-making in these fields.

In particular in relation to policing, the EP has the responsibility to hold the Council and Commission accountable in decision-making around the EU's future Internal Security Strategy, and to protect fundamental rights as laid down in the Treaties and the now legally binding EU Charter of Fundamental Rights.⁵

"Police are a central element of a democratic society. Indeed one element in defining such a society is a police force that 1) is subject to the rule of law, rather than the wishes of a powerful leader or party 2) can intervene in the life of citizens only under limited and carefully controlled circumstances and 3) is publicly accountable."⁶

SUPPORT THE ROLE OF THE EUROPEAN PARLIAMENT AND NATIONAL PARLIAMENTS

➡ EuroCOP believes that the European Parliament as well as national parliaments should be involved in the development of the renewed Internal Security Strategy and calls on the Commission and Council to fully internalise the full reach and scope of EP powers in setting out the challenges, principles and guidelines for how to deal with issues of EU internal security.

4.2. A COMMON FRAMEWORK FOR EUROPEAN POLICING ENSHRINED IN THE EUROPEAN POLICE CODE OF ETHICS SHOULD BE MADE BINDING UNDER EU LAW

EU citizens should be able to trust that wherever they find themselves in the Union, they can expect the same high standard of policing. The professionalism, integrity and accountability of European police forces in protecting citizens from crime and allowing them to exercise their fundamental rights peacefully should be to the same high level across the EU.

Europe's police forces are our guardians of democracy. As such EU citizens must be able to trust European police forces to safeguard their fundamental rights in a publicly accountable and independent manner.

This can be achieved by establishing common European principles and guidelines for the overall objectives, performance and accountability of the police when maintaining European security and protecting citizens' democratic rights in societies governed by the rule of law.

COMMON FRAMEWORK FOR EUROPEAN POLICING

➡ EuroCOP calls for the European Union to establish a **common framework** for policing in the European Union by ratifying the Council of Europe Recommendation for a European Police Code of Ethics and incorporating it into the acquis.⁷

5. How can the EU's foreign policy improve the security within the EU and/or your country?

While it is officially not part of the EU's foreign policy, the Schengen agreement has a large impact on Europe's internal and external security and does therefore indirectly influence foreign policy needs. EuroCOP supports all the rights deriving from an area of freedom, security and justice ambitions of the EU's Schengen agreement; however, there is a need for the EU and national governments to deliver the political commitment towards the dual focus of the Schengen treaties – internal policing and external border controls. In today's economically challenged times, social imbalances within and between Member States and EU border countries are becoming ever more evident.

Internally, the potential for social unrest has never been more prevalent, and Europe's police forces are charged with keeping citizens safe in this fractious environment. Now more than ever we depend on governments' commitment to ensuring domestic security in order to prevent the spread of potential social discontent across Member States. In a borderless area, EU citizens must be able to trust all Member States to accept their share of the responsibility for internal security and fighting crime. The same is true for the external dimension of EU Home Affairs policy, which remains a core means of identifying and addressing potential threats to European security comprehensively.

STRONGER POLITICAL LEADERSHIP NEEDED TO DELIVER ON BOTH INTERNAL AND EXTERNAL SECURITY PROVISIONS OF THE SCHENGEN AGREEMENT

➤ EuroCOP calls upon the European institutions to **strengthen its efforts** to ensure the full and effective implementation, enforcement and evaluation of the Schengen agreement as part of the future framework.

EuroCOP welcomes the agreed increase in **funding** for EU Home Affairs policy. To support Member States in their efforts to enhance the EU's internal and external security, funding should be more evenly distributed according to needs, especially to those countries that could be considered vulnerable - either due to their geographical position or economic status. Solidarity should underpin the rationale for the redistribution of funds.

➤ In addition, European internal security funding should not just be used for technological equipment; IT systems etc., but also focus on employing the **necessary resources** to control these assets, including increased policing capacity.

Furthermore, EuroCOP supports continued EU initiatives for **capacity building in 3rd countries**, which are essential to enhancing solidarity, promoting European and international standards, as well as boosting security.

Finally, EuroCOP supports **increased operational cooperation** in the following areas: border control and immigration, the fight against organised crime (including terrorism), as well as financial crimes (tax evasion, money laundering).





COUNTER TERRORISM

The European Confederation of Police (EuroCOP) recognises that Terrorism has always posed a threat to freedom and to the way of life enjoyed by our citizens in free democratic societies. The cornerstones of free and democratic society must be pro-

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EuroCOP calls

EuroCOP calls for a reassessment of the decisions taken to reduce police numbers across Europe. The delivery of public safety has to be the number one priority for any government. Reductions to police numbers have been driven by economic policy and not public safety. It is simply impossible to believe that reduced police numbers make us any safer when all our nations are facing a new level of threat.

EuroCOP calls for all police officers to be equipped with adequate and effective tactical and personal protective equipment to enable effective responses to terrorist incidents. The police cannot protect the public if they themselves are not protected.

EuroCOP calls for all European police officers to receive practical and theory training and resources to deal with terrorism. We believe that this training should be coordinated by the European Police College (CEPOL) to ensure standardised training is designed and delivered in all police forces. We believe this training should be delivered to the highest possible standards in light of recent experiences.

EuroCOP calls for the free flow of information and intelligence between all European police forces, InterPol and EuroPol. If investment in technology is required to facilitate this, it must be made without delay.

EuroCOP recognises that all governments make choices and at this time polices are being pursued across Europe to drive down the cost of policing and security. We believe this policy is flawed and risks the safety and security of our nations and also undermines our future economic success.

Events in Paris, Belgium and in recent memory in the UK, have seen armed forces deployed on our streets at times of heightened threat. Armed forces contain some of the most courageous men and women and they provide a vital role in the defense of our nations but they are not and never should be considered as an acceptable patrolling response as a consequence of diminished police capacity.

Police officers are independent of Government. They are not subject to political control; our armed forces a not.

The freedoms and way of life enjoyed across Europe include the separation of the maintenance of law and order and justice from government. We should not allow that to change for any nation that needs to rely on its armed forces for a policing response is demonstrating that terrorism is already changing our way of life.

EuroCOP considers that the delivery of policing requires to be considered as a whole package. The police should not be expected to divert resources from day to day activities to deal with the threat of terrorism. Removing police officers from routine street duties harms our communities and makes them less safe.



^ A police officer was killed in the street during the Charlie Hebdo terror attack. Police officers are targeted by ISIS.

< Shield of lead BRI officer who entered the Bataclan to free hostages during Paris attacks. Could you be able to stand behind that shield?

PROVIDE ADEQUATE RESOURCES, TRAINING AND EQUIPMENT

Police officers are highly trained, highly skilled, professional public servants and keeping citizens safe should be the top priority for any Government. Commitment to that priority cannot be demonstrated by replacing these highly skilled, accountable police officers with cheaper, more poorly trained and less accountable alternatives.

Europe's police officers play a crucial role on the frontline of the fight against terrorism and it is essential that they are provided with the appropriate support, training and resources needed to carry out their duties and to keep European citizens and themselves safe and secure for the long term future.

Reducing police budgets also mean that less money is being made available for the essential equipment police officers need. This may result in failure to maintain their current equipment but in the worst cases uniforms, vehicles, even fuel for police fleets can no longer be replaced or supplied. All European member states have to act like a chain. If only one of the players of this chain is not able to do his job and guarantee security at the common level, all the structure is programmed to fail.

Training has also been reduced significantly for police officers needing to expand their skills to adequately address the evolving European security environment, or the skills to use the equipment necessary to combat contemporary threats. To protect our police officers on the street, it is vital that they have the skill sets to overcome the security challenges we face in Europe today.

Thought should be given in the first instance to give basic training in the understanding of roles required by Police Officers, specialist units and other multi agencies. Often the first Offi-

cers on the scene are not specially trained anti-terror units but response officers from the local force who are not equipped or trained to deal with a deadly determined attacker(s).

Local police officers should receive basic training in how best to assist in the initial phases of an attack with a tactical approach and the emphasis being on them not becoming casualties wherever possible, and to report back on the terrorist capability such as numbers of attackers, weapons carried etc.

Local Officers should be afforded the opportunity to observe training given to specialist units and other agencies which would help all parties to understand each other's roles and responsibilities with discussion groups to identify possible flaws in contingency plans, such as interoperability of radio systems and channels to allow adequate communication.

Properly funded, well-resourced and motivated police officers working in and with our communities have shown time and again that this is the best way of delivering safety and security. Safe communities thrive and prosper. They provide opportunities for our children and enrich our nations. They are the building blocks to defeating terrorism and extremism.

EuroCOP believes the time has come for a significant investment into training and equipment for police services in this increasingly uncertain world.

EuroCOP believes that our nations have been reluctant to share intelligence in the past and that opportunities to detect those intent on harming our communities may have been missed. The sharing of intelligence should be a key consideration in the fight against terrorism. Terrorism knows no borders and our intelligence systems should not be hindered by them.

Two years after the Charlie Hebdo attack, on January 7th, 2015, EuroCOP needed to know how Governments made a reassessment of the decisions taken to reduce police numbers, training and equipment to face that new level of threat. To gather the 2017 data, EuroCOP invited its Member Organisations to cooperate in the study answering a 3- ITEM questionnaire.

The situation in Europe has changed significantly during the last few years. Terrorism is a big point on each agenda of the governments in the EU. The attacks in Brussels, London, Paris, Berlin etc. are still in the mind of every citizen in Europe. Police officers are now more than ever involved with the terrorist issue, but are all police officers who have to deal with this scenario trained adequately?

The answers from our MOs show that in most of the countries only Special Forces get adequate training to deal with that situation.

Unfortunately, the training provided by the respective Governments falls way short of what is required by general response Officers who often have to deal with these situations in the first instance. It is essential that all police officers will be trained how to respond in a terrorist attack, for the safety of the public, their colleagues and themselves.

Furthermore the equipment in some countries has to be improved to give all concerned the best chance of defeating the threat, often due to the lack of finances it is not possible to achieve.

ALLOCATE ADEQUATE FINANCIAL RESOURCES

In addition to the challenges related to the new and varied skillsets needed to protect citizens, police forces are facing serious financial cutbacks, which have a significant impact on security. The capacity of national police forces to counter crime is being seriously compromised because of the severity of the cuts to police pay and budgets across the EU. While the extent of these austerity measures varies widely across the EU, the EU's open borders mean that decreases in Member States' internal security budgets have a knock-on effect on the security of the wider region.

The changing nature of the internal security threats facing European countries means that Europe's police officers are playing increasingly diverse roles. Asked to do more, with significantly less, police forces today are finding themselves ill-equipped and demoralized. It is therefore of utmost importance to ensure that police officers have the adequate resources, equipment and training to combat these changing threats.

We can also see that the number of police officers decreased in the countries during the last year. The number of terrorist plots does not decrease, in contrary these have increased from day to day.

It is a fact that training and equipment of police officers will be decided on cost often as we know heavily influenced from the government of each country.

There is no legislation on an EU level which encompasses how police officers have to be trained or equipped in order to deal with a terrorist attack in the respective EU countries.

ENHANCE CROSS-BORDER POLICE COOPERATION

The differences in policing styles between EU Member States hamper enhanced police cooperation in the EU and its ambition to create a common culture of European policing. In this context, the specific border management responsibilities and the related challenges of certain Member States should also be taken into account.

While recognising the fundamental differences that exist among police forces in Europe, as well as the sovereign right of EU Member States to govern law enforcement within their territories, EuroCOP believes that given today's realities, Europe needs to move closer to a common culture for law enforcement. This should be reflected in the renewed Internal Security Strategy and supported by a number of concrete proposed measures or activities in various areas such as best practices, training, intelligence-sharing, legislative implementation etc.

Unfortunately, EuroCOP is well aware that we can never preclude situations of extreme violence and police officers undertake the risks of their job knowingly. However, it is important to acknowledge the role of police in tackling the changing European security environment, engage in dialogue with all the relevant stakeholders, and ensure that Europe's police officers can face these new challenges cooperatively, successfully and safely.

EuroCOP asks for the following:

That the respective countries in Europe recognise that there is a lack of training for front line police officers who are often the first responders.

Create legislation through the EU which places a requirement on the respective governments to provide adequate funding to enable satisfactory training for all police officers when dealing with a terrorist incident.

Encourage extended co-operation across the member states to decide on best practice for training and equipment so that the best possible standard is achieved across the whole of Europe.



REFUGEE & MIGRATION CRISIS

Idomeni, Moria, Calais, Köln, Lesbos, Lampedusa, all of those places became very famous in the World and this due to thousands people coming to the European shores to look for a better life. More than a million people already arrived in Europe. As the above map shows, there 4663 people missing in one of the World biggest grave yards.

The picture of Alan Kurdi, the drowned infant being picked up from the beach on the 2nd September 2015 shocked the world. And what has changed from that time? Policy makers debating. In the mean while people drowning in the Mediterranean are still increasing.



This is the reason why Eurocop is publishing this paper. Every death is one too much.

The European Confederation of Police (EuroCOP) recognizes that Europe is regarded as a safe place to live and work. Our nations are welcoming of others and are intolerant to injustice and inhumanity. We also recognise that as a consequence of this, others have always sought to better their way of life whether purely on economic grounds or simply seeking refuge from persecution, danger or war by wanting to live and work in our countries.

EuroCOP considers that regardless of the reason for so many seeking to come and live in Europe that the impact and pressures on our nations and in particular our police forces, is the same.

Police officers are on the front line of seeking to manage a crisis that risks overwhelming many of our nations. No nation should be expected to deal single handedly with this problem simply because they happen to have a border on the periphery of Europe. The borders of the nations of Europe are European borders and should be regarded as such.

EuroCOP considers that in addition to the potential humanitarian problems presented by in excess of one million refugees/migrants entering Europe in 2015 alone, many policing challenges that are yet to be fully understood. We have no indications to expect numbers will be any less in 2016.

Police Officers have not been trained to deal with the complex issues created by the refugee/migration crisis and some of our police forces are simply overwhelmed by the volume of people coming to our shores.

Many of those arriving are traumatised and have lost loved ones (including children), many have been victims of crime. We have no doubt that many (including children) are being exploited and trafficked into slavery or prostitution and consider it likely that amongst those who are already here will

EuroCOP calls

EuroCOP calls upon the European Council to put in place funding and the mechanisms to enable the development of specific police training for the management of refugees, it must be made without delay.

EuroCOP calls for the immediate creation of a pan European research initiative to measure the long term psychological impact on police officers who are dealing with fellow human beings in extreme circumstances.

EuroCOP calls for police forces to cooperate in the sharing of current best practice and that proper mechanisms are out in place to manage the health, safety and welfare of those dealing with this crisis.

EuroCOP calls for the European Commission and the European nation states to implement existing contractual obligations and rules to ensure that the influx of refugees is better organised all over Europe. This will allow for a reduction of the tremendous daily strain for police officers and other public services.

EuroCOP calls for an increase in police officers across Europe. At this time those that are left are heavily overloaded and there are simply far too few police officers to deal with the current challenges and effectively tackle illegal migration, human trafficking and international crime.

EuroCOP believes it is incumbent on all European governments to find workable solutions to managing this challenge. It is not for EuroCOP to determine how many are accommodated and in which nation but we do not consider that at this time the European burden is being borne equally by the nations of Europe.

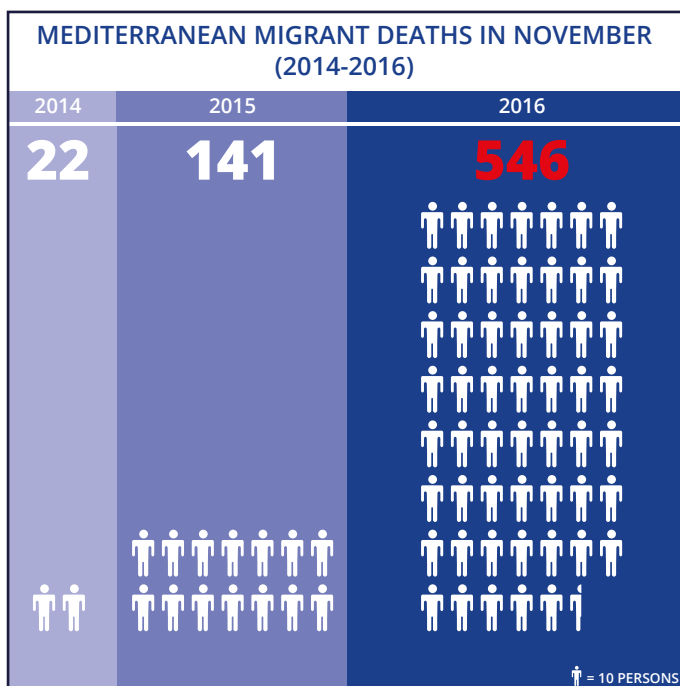
EuroCOP continues to observe that the reduction in police officers throughout Europe is a policy driven by finance and not one driven by need or demand. It is impossible to believe that the new demands created by over 1,000,000 new people entering Europe in little over a year can properly be managed by police forces who were already struggling to cope with falling numbers and existing demand.

EuroCOP asks the European decision takers to act. Politicians and media should not use the human suffering as a propaganda but act on resolving the problem.

be violent criminals whose identities may never be uncovered. We cannot imagine the horror that so many have witnessed and the psychological impact this has had.

Police officers are faced with duties that include shepherding fellow human beings behind fences and into camps or driving them to other places away from their own internal borders.

Police officers are dealing with fellow human beings who lack adequate clothing, food or shelter to be able to survive. It is and remains a key humanitarian challenge to all European countries to grant refugees a safe and decent shelter, even if only on a temporary basis.



Eurocop wants to see EU policy take a humanitarian approach that challenges the often xenophobic national discourse that plays on the perceived threat posed by “irregular migrants”. Migrants are human beings with exactly the same fundamental rights as EU citizens, which must be respected and safeguarded irrespective of a person’s legal s

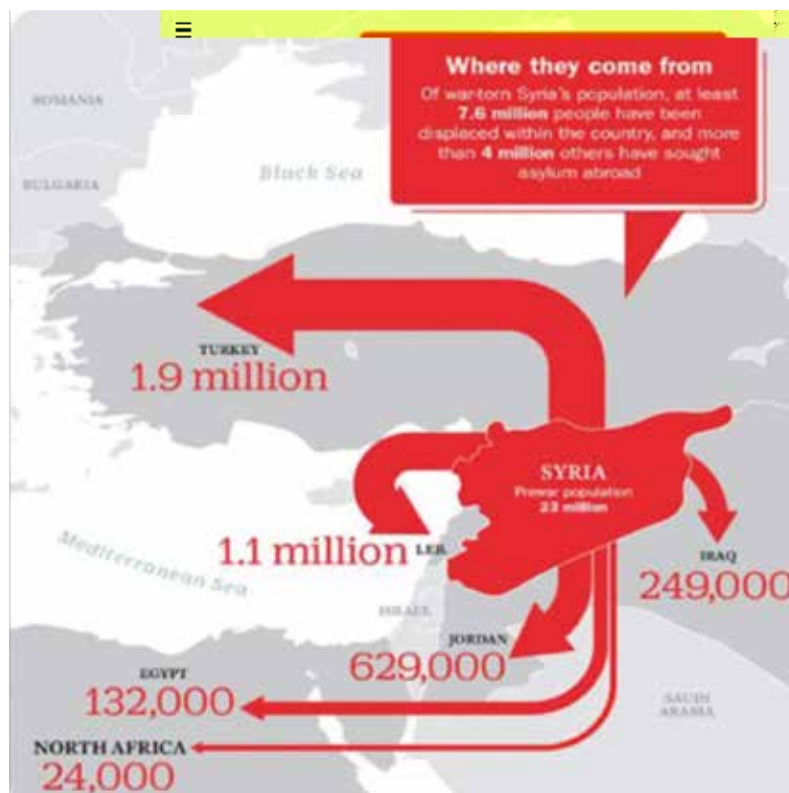
AS A COLLEAGUE

- ➔ Eurocop wants to remind people that police-officers are not social workers and not trained to deal with the refugee's problems. A better network around them should help them to better deal with the humanitarian problems.

Eurocop asks for our Greek colleagues and other colleagues working in refugees camps:

- Better **health** follow-up:
 - ✓ In every First-Aid course the first rule is to make sure that before helping others your own security and health is not in danger. This seems to be forgotten in some countries.
 - ✓ Vaccinations against diseases so that they don't get infected and infect their own family
 - ✓ Better anti-bacterial protective clothing.
 - ✓ Better education in dealing with symptoms of most for coming diseases.

- Better safety follow-up:
 - ✓ Making sure that there is enough police officers on the field to deal with revolting refugees and that officers don't have to work too long hours.
 - ✓ Making sure that Police-Officers have enough training so they know how to react in those situations.
 - ✓ Because borders are closed people are blocked in those camps and have to wait too long for an answer. Make procedures quicker and more transparent.
 - ✓ Frontex's mandate and resources must be strengthened in order to improve search and rescue operations. Frontex should play a bigger role in the registration at the external borders.
 - ✓ Frontex's should play also a bigger role to help people at the end of the procedures with a negative result. And bring them back to their continent on the most humanitarian possible way.





EU POLICING, DATA RETENTION & SECURITY


Current and future security threats to European society are no longer easy to define or combat. An example is the rising trend in criminal organizations turning to the Internet to facilitate their illegal activities. Cybercrime is a fast-growing area of crime that encompasses a wide range of criminal activity (e.g. email scams, identity theft and child pornography) that present real threats to Europe's citizens. In 2014, EUROPOL emphasized that the EU will remain a key target for cybercrime activities because of its relative wealth, high degree of Internet penetration, its advanced Internet infrastructure and increasingly Internet-dependent economies and payment systems. One of the main challenges of cybercrime is that cyber criminals can easily attack a large number of victims without being identified, whereas in the off-line world criminals are typically phy-

sically present at the crime scene. Cybercrime is therefore the perfect example of an issue that has forced police agencies to rethink the basic tools and skills they need to do their job. Moreover, parts of the Internet that enable criminals to remain anonymous, known as Darknets, are increasingly hosting hidden services and marketplaces devoted to traditional types of organised crime, such as the drug trade, selling stolen goods, weapons dealing, compromised credit card details, forged documents, fake IDs, and the trafficking of human beings. In order to combat serious crimes and to protect citizens from online criminal activity, police officers rely on the ability to detect and investigate the traces resulting from any electronic communications related to crime. Without this ability it becomes increasingly difficult to uncover criminal activity in online networks.

"We understand the complexities and sensitivities of data retention, and the fine balance between ensuring our security and protecting our freedom. For EuroCOP though it is essential that the police are given the best possible tools and opportunities to do their job".



Total value of transactions
€ 3.5 trillion

Fraud: 
€ 1.33 billion

Payment card transactions are the most widespread noncash payment method used in the EU. In 2012, the total value of transactions made by debit and credit cards issued within the Single Euro Payments Area (SEPA) amounted to EUR 3.5 trillion. In the same period, criminals acquired EUR 1.33 billion from payment card fraud (PCF). This represents 38 cents lost to fraud for every EUR 1000 worth of transactions.

(Sources: EuroPol The Internet Organised Crime Threat Assessment 2014)

DATA RETENTION & COUNTER TERRORISM

In recent debates on European counter-terrorism measures, the importance of access to data by the police and intelligence agencies is often addressed. In various EU Member States there have been calls from politicians to (re-)introduce data retention laws. Because of the significant growth in the possibilities

afforded by electronic communications, data relating to the use of electronic communications are particularly important and therefore a valuable tool in the prevention, investigation, detection and prosecution of serious crime and terrorism.

EU POLICY FRAMEWORK

Data Retention Directive

Following the terrorist attacks in Madrid in 2004 and London in 2005, several EU Member States adopted legislation providing for the retention of data by service providers and the national provisions varied considerably. To harmonize the EU efforts in the investigation and prosecution of the most serious crimes such as, organized crime and terrorism, the Data Retention Directive (Directive 2006/24/EC) was adopted.

The Directive required operators to retain certain categories of traffic and location data (excluding the content of those communications) for a period between six months and two years and to make them available, on request, to law enforcement authorities for the purposes of preventing, investigating, detecting and prosecuting serious crime and terrorism.

ECJ Case

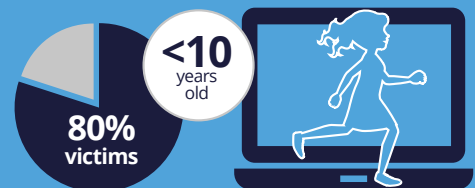
On 8 April 2014, the EU Court of Justice declared the Data Retention Directive invalid (joined Cases C-293/12 and C-594/12) because the scope of the surveillance it allowed included all individuals, which went beyond the bounds of proportionality. In particular, the Court held that the Directive seriously interfered with the rights to privacy and personal data protection of individuals, guaranteed by the Charter of Fundamental Rights, and also failed to establish limits on access by competent national authorities. However, the Court also acknowledged that ensuring public security may depend to a great extent on the use of modern investigative technologies. It therefore considered that data retention serves, under clear and precise conditions, a legitimate and general interest, namely the fight against serious crime and the protection of public security.

EUROCOP RECOMMENDATIONS

- ➔ European Union Member States need an EU instrument in place to harmonize the efforts in the investigation and prosecution of the most serious crimes. In the context of current and future security threats and to ensure a coherent and coordinated EU approach, EuroCOP calls on the European Commission to review the Data Retention Directive.
- ➔ When reviewing the Data Retention Directive or considering a new proposal, EuroCOP calls on the Commission to take into account all interests involved in order to ensure fundamental rights are protected and citizens remain secure. EuroCOP therefore looks forward to participating in a consultation process where stakeholders can cooperate to find solutions that serve these goals.
- ➔ For police officers to do their job, it is important to have clear regulations that stipulate under what circumstances stored data information can be requested. In order to enhance cross border police cooperation in the EU, it is also critical to implement an EU approach to data retention in order to avoid different national requirements which create uncertainty and hamper cooperation.

POLICE CASE STUDIES

If police officers were allowed to connect owner data to IP addresses, various serious crimes could be solved (or prevented from occurring). For example in Sweden, the police are increasingly reviving “cold case” investigations to retrieve information about cases of serious crime that happened in the past (more than a year ago). There are various cases where the lack of clear data retention rules has hampered these investigations. This means that the chance of solving cases of serious crime drastically decreases. Moreover, in Germany there have been several cases where child abuse and the spread of child pornography were openly discussed in a chat room. In all cases, the IP addresses of the accused provided the only investigative leads. Due to not being able to access data through the provider, offenders could not be prosecuted. As a result, other acts of abuse could not be prevented. According to EuroPol, in 2014 80% of victims of child sexual exploitation online (CSEO) were younger than 10.

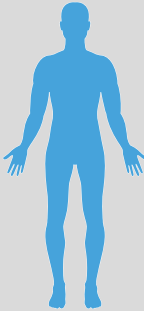




HEALTH AND SAFETY OF EU POLICE OFFICERS


The very nature of policing and the varied duties performed by police forces to ensure public safety, means police officers are exposed to health and safety risks on a daily basis. The EuroCOP 2014 Members Survey has found that EU police forces are observing very specific work-related illness amongst their officers as a result of their work environment, and exposure to physically and mentally extreme situations. Common examples of workrelated diseases include depression, burnouts,

cardiovascular diseases, PTSD and stress. In Belgium, the Netherlands and the UK, health and safety concerns relate primarily to sick leave caused by workload and understaffing. Elsewhere in Europe health and safety concerns are tied to the lack of proper equipment and training. Whereas exposure to extreme situations is often considered "part of the job", EuroCOP is particularly concerned about the underlying reasons for these work-related illnesses identified in the 2014 survey.



Reasons for work-related **physical illness**, identified by the national police forces, include:

- Exposure to dangerous situations
- Poor equipment
- Lack of physical training
- Stress



Reasons for work-related **mental illness**, identified by the national police forces, include:

- Stress
- Personnel cuts
- Job insecurity
- Extreme incidents
- Work environment (work shifts, workload etc.)
- Lack of support from Management / scrutiny by external agencies

The 2014 EuroCOP Members Survey also raised concerns about inequalities between the police health and safety facilities on offer across European Member States, as well as the quality of equipment. It is important to emphasize that these

differences between Member States hamper enhanced police cooperation within the EU and its ambition to create a common culture of European policing.

DID YOU KNOW?

- Workload and understaffing have a significant impact on sick leave, which is for instance relatively high for police officers in The Netherlands compared to other organizations.
- Some Spanish police officers are not allocated personal bulletproof vests even in Malta.
- Up until 2012 the Irish government did not recognize the EU Working Time Directive as applicable to the police. Since then, rosters have changed and are currently undergoing a pilot phase.
- The Belgian police force has a 30% shortfall of police officersabilities.

DUTCH CASE STUDY

In 2014, Dutch police chief Gerard Bouman drew attention to the fact that more police officers suffer from post-traumatic stress disorder (PTSD) than was previously understood. The Dutch National Police expects to refer 1,500 to 2,500 police officers suspected of suffering from PTSD, for treatment

every year. Emeritus Professor of Psychiatry Berthold Gersons, at the Academic Medical Centre (AMC) of the University of Amsterdam, also concluded that 7% of the police officers suffer from PTSD.

EU POLICY FRAMEWORK

Acknowledging that specific working conditions may have detrimental effects on the safety and health of workers, the Working Time Directive 2003/88/EC further regulates the working time and working conditions.

The Directive provides for instance that Member States “shall take the measures necessary to ensure that every worker is entitled to a minimum daily rest period of 11 consecutive hours per 24- hour period”.

However, according to Article 17 (3), derogations may be made from several provisions of the Directive for civil protection services that would include police officers.

The 2015 EuroCOP members’ survey, which focuses specifically on implementation of the Directives across Europe, highlights major discrepancies between Member States. For instance in Denmark and The Netherlands the Health and Safety and Working Time Directives are reportedly well implemented whereas various issues of concern were raised in Spain.

The health and safety of workers is currently regulated at the EU level by the Safety and Health of Workers Directive-Council Directive 89/391/ EEC.

This Directive provides that Member States “shall pay particular attention to encouraging improvements, especially in the working environment, as regards the health and safety of workers, and shall set as their objective the harmonisation of conditions in this area, while maintaining the improvements made”.

However, pursuant to Article 2 of the Directive, certain specific public service activities, including police officers, can be interpreted as exempt from the requirements of this Directive.

EN E-002416/2016 Answer given by Ms Thyssen (Euro-secretary) on behalf of the Commission (15.6.2016)

The Framework Directive applies to all sectors of activity, both public and private. In light of its wording, and its objective to encourage improvements in the safety and health of workers at work, its scope must be broadly construed with the result that the exceptions of Article 2(2) must be interpreted restrictively.

As regards the public sector, the EU Court of Justice has for example held that the activities of the police, public fire services and doctors in primary care teams, insofar as they are carried out under normal circumstances, fall within the scope of the Directive.



EUROCOP RECOMMENDATIONS

- EuroCOP strongly encourages further discussion of sector specific legislative initiatives on the health and safety rights of police officers at the EU level. It is crucial that the appropriate working conditions are in place to reduce work-related illnesses as much as possible.
- Working conditions can be varied and imbalanced across the EU. Increasingly, police officers are not provided with the same health and safety rights as other European workers. EuroCOP believes that the main driver to redress this imbalance needs to be political will and the proper implementation of current EU health and safety legislation.
- EuroCOP stresses the need for the health and safety of police officers to be addressed at the political level to enable information-sharing and best practices on the prevention of violence against law enforcement officers and the reduction of their exposure to extreme situations, allowing them to perform their duties safely. The capabilities of European police forces depend to a large extent on the appropriate working conditions.
- EuroCOP calls on EU policymakers to recognize the particularities of police work and to ensure that police officers are provided with the appropriate working conditions (including equipment and training) to carry out their duties and to keep citizens and themselves safe and healthy.
- EuroCOP believes that it is of utmost importance for injured police officers to have equal access to the necessary medical and psychological support across the EU Member States.
- EuroCOP recommends including police officers in all the European legal acts especially those which are related to work places, equipment, signs and personal protective equipment.
- Directive topics in which police officers are related to the risks they are exposed:
 - The OSH Framework Directive
 - Workplaces, equipment, signs, personal protective equipment
 - Exposure to chemical agents and chemical safety
 - Exposure to physical hazards
 - Exposure to biological agents
 - Provisions on workload, ergonomical and psychosocial risks
 - Sector specific and worker related provisions
- Directive 89/391/EEC about personal protective equipment at the work place
- Directive 2009 / 104 /EC of the European Parliament and of the Council
- In addition to the Framework Directive, a series of individual directives focusing on specific aspects of safety and health at work were adopted. Nevertheless, the Framework Directive continues to apply to all areas covered by the individual directives. Where individual directives contain more stringent and specific provisions, these special provisions prevail. Individual directives tailor the principles of the Framework Directive to:
 - Specific tasks (e.g. manual handling of loads)
 - Specific hazards at work (e.g. exposure to dangerous substances or physical agents)
 - Specific workplaces and sectors (e.g. temporary work sites, extractive industries, fishing vessels)
 - Specific groups of workers (e.g. pregnant women, young workers, workers with a fixed duration employment contract). Police officers are a specific group of workers and have to be considered to create an individual directive.
 - Certain work-related aspects (e.g. organisation of working time)
- The individual directives define how to assess these risks and, in some instances, set limit values for certain substances or agents.
- In addition, some EU directives based on Article 114 of the Treaty on the Functioning of the European Union relate to safety and health aspects. On that legal basis, a series of technical directives under the so-called 'New Approach' were adopted whereby the European standardisation organisations — European Committee for Standardization (CEN), European Committee for Electrotechnical Standardization (CENELEC) and European Telecommunications Standards Institute (ETSI) — set and update European standards on a regular basis.
- Notwithstanding all the efforts and improvements done by the European Union in this area, the work of police officers is not mentioned in any directive. Therefore, EuroCOP demands that a specific directive is introduced making provisions for the work place, equipment, signs and personal equipment for police officers, and to include the work of the police to the directives mentioned in this paper.

- EuroCOP calls on EU policymakers to recognize the uniqueness of police work and to ensure that police officers are provided with the appropriate working conditions and especially training and equipment such as body armour, Taser, and body worn camera which should be standardised to best serve and protect the public and Officers.



There has been a change in policy for most European countries during the current austerity period with regard to pension age and benefits for Public Sector workers including Police Officers.

Police Officers by the very nature of their work are in most cases unable to continue within their operational role beyond already agreed limits like many Public-Sector workers who have a less physically and mentally demanding position.

The Policing role requires Officers to deal with dangerous often physical situations where individuals or groups are under the influence of drugs and alcohol or are suffering from mental health issues, therefore the training and level of physical fitness required needs to be maintained throughout their career. Violent Crime and Terrorism are increasing and therefore the emphasis is even greater that Police Officers have the requisite skills and fitness levels.

The roles expected of a police Officer are wide and varying from their key tasks of preserving life and property to dealing with road traffic collisions, sudden deaths, investigation of violent crime which often lead to liaison and support of victims and their families.

Shift work is required by the very nature of 24/7 policing and as such a recognition of fatigue and a detriment to health whilst working unsociable hours.

Work involving long hours or abnormal night-day schedules has been in existence for centuries. There is evidence to suggest that such schedules are here to stay. The main physiological consequence of such shift schedules is disruption of circadian rhythm which can have a deleterious effect on performance, sleep patterns, accident rates, mental health, and cardiovascular mortality. Reproductive outcome effects may be linked to disruption of menstrual cycles. Individual issues such as sex, age, and personality are also important.

Very often there is little or no recognition that the family life of Police officers is affected by the associated factors of police work, unsociable hours and the frequency of missed family events or holidays due to continual shift work. Officers due to the nature of their work often deal with traumatic events that no matter how well individuals deal with personally have habits of transferring into their respective private lives.

The empirical data also shows that post age 60 the physical capability to undertake the type of exercise that is required to sustain the required minimum level of fitness, and to offset the natural decline in fitness with age is greatly reduced, regardless of the motivation of the individual. The factors that influence this ability include physical problems such as joint pain, reduced mobility, decreased muscle strength, and reduced lung capacity reducing the individual's capacity to exercise and maintain the required level of fitness.

The fitness data suggests that the rate of decline in aerobic capacity can accelerate when over age 60, since other physical limitations such as loss of muscle mass (sarcopenia) and arthritis all make it harder for an individual to undertake the quality and quantity of exercise needed to sustain their physical capability. It could be argued that sarcopenia, the medical term used for known decline in muscle mass/strength with age generally accepted as being about 5% per decade, will potentially place older officers at risk if activities requiring physical strength are required.



EUROCOP RECOMMENDATIONS

➔ EuroCOP asks that recognition of the unique roll of police officers is factored into any pension changes, especially retirement ages or any review carried out by the relevant authorities.

➔ That cognisance is given to empirical data around the physical ability of people declining with age which has a significant impact on Police Officers being able to carry out frontline roles.

➔ Age brings about a greater susceptibility to disease and this has a much greater bearing on those who perform a physically and mentally challenging role such as a Police officer, this must also be assessed when considering a sensible retirement age.

➔ EuroCOP asks that Police pensions throughout Europe allow officers to retire with dignity before any physical decline through age, therefore maintaining an effective and fit for purpose workforce.

AGE & DISEASE

As Police Officers age, they are therefore susceptible to disease in line with the general populace which again would impact on deplorability and the ability to maintain the required standard of fitness and training.

Assumptions can be drawn from examining empirical evidence relating to disease prevalence in the general population.

Disease	Male 59	Male 69	Female 59	Female 69
Asthma	8.13	8.84	11.46	12.24
Cancer	2.12	5.58	4.8	7.97
Coronary Heart Disease	6.02	15.33	2.35	7.42
Chronic Kidney Disease	0 m 2405C00030020040 1	0.5	0 m 2405C00038d	1.41 g

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SOCIAL RIGHTS FOR THE POLICE

Cornerstone of democratic life

The agenda and advocacy efforts of EuroCOP, the umbrella organization for 35 police unions, federations and associations in Europe, are increasingly dominated by concerns about the trade social rights of police officers across Europe. Over the last few years, police organisations in Europe have seen the gradual erosion of their rights; rights which are not only guaranteed in international treaties such as the International Labour Organization (ILO) conventions but are also enshrined in the Charter of Fundamental Rights of the European Union (EU) as well as the European Social Charter.

The rights provided in the EU's Charter of Fundamental Rights are also protected by the European Social Charter, which guarantees social and economic human rights and has been signed by 47 states. In order for police officers to fully enjoy the benefits of their rights, such as just conditions of work and fair remuneration, it is of

utmost importance that all obstacles hampering the exercise of police union rights and the right to freedom of expression are removed.

While the EU's Charter of Fundamental Rights and the Social Charter provide citizens with the right to freedom of assembly, association, collective

and action, different European countries

EUROPEAN CHALLENGES

Two recent cases in Europe highlight how EuroCOP members have faced serious restrictions of their rights.

⇒ **In Portugal, the President of our member organization APG/GNR** was suspended from his professional duties for 25 days after making statements to the media in his capacity as a trade unionist. EuroCOP was able to raise its concerns about these astounding restrictions to freedom of speech with the office of the Portuguese Minister of the interior and boost awareness of the case at the APG/GNR Press Conference.

These cases show that enhanced advocacy and awareness raising efforts regarding our social rights are needed. EuroCOP is actively engaging with European policymakers to address these issues and raise awareness about the different national conditions for law enforcement employees and their organisations in EU Member States, which could lead to unequal opportunities for law enforcement employees to exercise their rights.

⇒ **The Association of Garda Sergeants and Inspectors (AGSI) in Ireland** was not allowed to enjoy full trade union rights, including the right to join an umbrella organisation. In June 2012, EuroCOP lodged a legal complaint against Ireland with the European Committee of Social Rights. The Committee concluded in December 2013 that the complaint was admissible under Articles 5 and 6 of the European Social Charter (the Charter). The Committee also found that Irish legislation failed "to ensure the sufficient access of police representative associations into pay agreement discussions," as required under Article 6§2 of the Charter, and held that "the prohibition of the right to strike of members of the police force amounts to a violation of Article 6§4 of the Charter."

EUROCOP'S KEY MESSAGES

- ⇒ The Charter of Fundamental Rights of the EU applies equally to law enforcement officers and imbues them with the right to be a member of a trade union, including activities in elective bodies of these unions, and to negotiate and conclude collective agreements.
- ⇒ As Europe struggles to emerge from the economic crisis, Member States have not only made cuts to public spending, but they have also targeted social rights including those of the police officers fighting to keep social order.
- ⇒ The right to freedom of expression is the cornerstone of democratic life. The right to exercise this freedom is even more important today where, in the context of the financial crisis, police officers are being asked to do more with significantly less resources.
- ⇒ EuroCOP calls upon the EU and its Member States to respect and enforce the values and rights encompassed by the Charter of Fundamental Rights and the Social Charter and help build knowledge and understanding of their tenets amongst police forces across Europe.



REGULATION OF THE PRIVATE SECURITY INDUSTRY

BACKGROUND

The European Confederation of Police (EuroCOP) developed a position paper on this subject in 2008 following proposals in Switzerland (highlighted by VSPB and FSFP) which sought to replace the railway police with a private security provider. In addition, this approach could have led to the private security companies having full access to information within the Schengen Information System (SIS) as well as the then National Swiss Police Information System (Ripol).

Following representations by EuroCOP to the Justice & Home Affairs Directorate of the Council of the European Union, assurances were secured that the Swiss Government would not provide access to the SIS to private security companies in contravention of the Schengen Conventions but this did not happen.

PROPOSAL

The 2008 position paper identified and sought to address many issues and with little exception these remain valid today. However in light of the increased encroachment of private security providers into the police and law enforcement arena, it is proposed EuroCOP updates its position paper as follows;



The European Confederation of Police (EuroCOP) recognises that there are multiple layers in the provision of safety, security, policing and justice to the citizens of Europe. We recognise that many businesses and citizens have a desire to complement the policing and security services provided by the member states and support that they should be free to do so within a regulated framework.

EuroCOP recognises that the delineation between policing and general security functions have become increasingly blurred in recent years and we consider that this presents dangers in terms of public accountability and trust, as well as legitimacy and wider community confidence. We consider that clear separation of function and purpose is essential to safeguard the legitimacy of policing and private security provision alike.

Private security providers are private companies driven by economic interest. They must not be put into a role where their legitimate interest of achieving economic profits may conflict with the public interest. The safeguarding of fundamental rights and freedoms should never be determined by the ability to pay. This is one of the things that also Amnesty International is willed to defend. They must be guaranteed by the state through public bodies and subject to parliamentary scrutiny.

It is necessary to know the number of troops and private security companies each member state has authorized, and also the number of police officers serving in each of them.

By doing so we can compare the troops and police officers in our country against the number of them in each of the other ones.

These data are essential to report the increasing privatization of all public services that generate benefits for businesses and private investors, in this case public safety, to the detriment of public services.

EuroCOP has real and legitimate concerns, over the vetting, skills and training provided by private security providers and believes the further absence of a regulated framework in this area represents a significant risk to the public.

Police and private security providers increasingly work in similar areas, albeit performing differing tasks. It is essential that where this occurs the primacy of police in upholding of the law is not interfered with. No police officer should be subject to any direction from any private security provider and no private security interest should in any way seek to interfere with the impartial upholding of the law.

Private security providers or their employees should only be given powers beyond those of any other citizen under strictly limited circumstances i.e. in the immediate vicinity of private premises that are particularly endangered or if their own security cannot be guaranteed otherwise. Where private security employees are afforded additional powers, these should be subject to precisely the same scrutiny as is extended to police officers.

Private security workers should wear a uniform that is clearly and obviously distinguishable from that of any public service and the police the police and emergency services in particular. No Private security worker should wear any uniform item of clothing on which the word "police" is displayed in any capacity.

The role of private security providers should be clearly defined by law.

Legislation should establish a fit and proper standard for providers of private security services as well as for those who may be employed by them. Where any such provider or employee does not meet these standards, they should not be permitted to work in any role that is likely to bring them into contact with the general public.

Private security providers should operate under licence. The conditions of such a license should be determined by parliament but should include regular mandatory training on publicly certified training courses, and independent public oversight.

Where the activities of workers in the private security industry are likely to bring them in contact with the public, this should be conditional on the obtaining of a license. Such a license should be time limited and only granted after the successful completion of a publicly certified training course, including examination.

Training, including continuous training should take place under conditions that enjoy public confidence. Failure to comply with training requirements should ultimately lead to the withdrawal of the license.

Public liability insurance should be a mandatory requirement for all private security providers. The levels of such insurance indemnity should be independently assessed for adequacy and the ability to deliver effective remedy.

A publicly available national register of complaints against private security firms and their agents should be maintained and subject to independent scrutiny on a regular basis.



ACCEPTABLE STANDARDS

European Nations are increasingly interconnected in an ever-increasing globalised world. The Policing of the European Union requires improved interoperability between member states. Many nations within the Europe have moved to National standards throughout their Police forces or are moving to one National Police force to ensure that standards are maintained throughout their nations. The development of a National standard is viewed as a positive and essential requirement in relation to the Security and Counter terrorist response of the European Union and also to combat serious and organised crime.

European Guidelines for acceptable standards for Policing would assist European nations to ensure that they have common principles and common standards in areas that are common to all Police organisations throughout Europe. The EuroCOP Action Plan states that it is EuroCOP's desire to achieve a common and regulated European Standard for Policing by 2025. A EuroCOP working group has identified that the establishment of a European standard for Policing is essential for the efficiency and effectiveness of Policing for Europe.

The Key Areas of Policing that have been identified by a EuroCOP working group as forming areas which should form the acceptable standard areas for Police organisations within European Union are as follows:

➔ Personal and Public Safety (inclusive of Ethics and values)

- Human Rights
- Equality and diversity
- Criminal Justice Systems
- Health and Safety
- First Aid
- Police Officer Personal Safety – Fitness for duty
- Roads policing and driver training
- Custody Considerations

➔ Crime and Investigation (inclusive of community engagement, crime prevention and forensics and evidence gathering and Information Communication Technology)

- Knowledge of the law
- Arrest Procedures
- Interviewing
- Case Preparation
- Cybercrime and Fraud
- Crime scene management
- Effective partnerships with communities
- Use of Police Radios
- Use of Police Information Networks

➔ Public Protection (inclusive of Intelligence and Counter Terrorism)

- Child Protection
- Domestic Abuse
- Human Trafficking
- Vulnerable Adults
- Intelligence Gathering (Europol and Interpol considerations)
- Use of Firearms and less lethal options
- Public Order
- Counter Terrorism
- Major Incident (Disaster) Management
- Leadership and strategic command
- Immigration

If a European acceptable standard for training and continuation training could be agreed through the development and expansion of the European College for Policing this could assist in ensuring an acceptable standard for Policing is maintained throughout the European Union. A certification that European Police forces have met these standards for new entrants into their Police organisations and are maintaining these standards with their serving Police officers could become a motivation for European Police organisations to comply with these standards. Certification could also become the pre-requisite for European Funding for Policing from the European parliament in the future as a motivating factor for Policing organisations to comply and work towards these European standards. Certification would provide Police organisations with the credibility expected by the Public whom Police officers serve.

EuroCOP calls upon the European Parliament to consider the following matters

- ➔ To agree a guideline for the acceptable standards of training, continuous learning and performance of Police officers who operate within the European Union.
- ➔ To consider the expansion and development of the European College of Policing to assist to ensure that acceptable standards and training for Policing can be agreed and maintained throughout Europe.
- ➔ To ensure that the member states of the European Union are supported and guided to ensure that acceptable standards for Police officers who operate within the European Union can be achieved through a non-legislative mechanism such as certification by 2020.



Supporting Evidence includes:

- UK College of Policing National Policing Curriculum
- CEPOL European Policing Training Curriculum
- Spanish Policing Training Curriculum



Image seen around the world. — Associated Press/To Vima

VIOLENCE AGAINST POLICE OFFICERS

INTRODUCTION

The European Confederation of Police (EuroCOP) supports police officers in the upholding of the law, the preservation of peace and the protection of the rights of citizens in a democratic society governed by the rule of law.

States can not take charge in all cases of compensation determined by the courts in their favor, when the offender is insolvent, and must initiate a long judicial procedure Patrimonial Responsibility Administration. This situation is not just for the police officer.

EuroCOP avers it is the first duty of any government to protect its citizens and welcomes that European democracies embrace this responsibility through independent police forces working in and with the support of our communities.

EuroCOP recognises that on occasion, the preservation of peace, the upholding of the law, and delivery of the safety of citizens will occasionally require the police to use force and other coercive powers. We fully support that where this occurs, such instances should be subject to independent scrutiny to ensure continued confidence that the police operate within the law and with public support.

However EuroCOP vehemently rejects any suggestion that violence against any police officer should be consider as an occupational hazard and believes it is incumbent on any civilized democracy to take a stand against such actions. Attacks on police officers deprive communities of police officers and come at a considerable cost to taxpayers.

Police officers are at the cornerstone of protecting the rights of others and are the most valuable asset in any police service. Fit and healthy police officers are crucial for delivering successful policing that attracts public trust and confidence. Police officers who are subject to violence may be unable to return to work and ultimately face financial hardship. The Employer has a moral, medical and material responsibility to look after the health, safety and wellbeing of their officers.

CONSIDERATIONS

- EuroCOP considers that violence against police officers is not only an unacceptable violation of the personal integrity of a human being but also constitutes a deliberate attack on society and the democratic principle of the rule of law.
- EuroCOP considers that information and data is the key to understanding the impact and costs of violence against police officers and that government should actively promote the gathering and reporting of police assault statistics.
- EuroCOP considers that diminishing police budgets, falling police numbers, communication difficulties and an insufficiency of training and equipment risk exposing police officers to increasing instances of violence.
- EuroCOP considers that the psychological impacts of exposure to violence are seldom understood and that police leaders routinely only give consideration to the physical effects of violence.
- EuroCOP considers that promotion of self-defence and officer safety training, and the availability of modern effective equipment can help mitigate the effects of attacks on police officers and the democratic principle of the rule of law: violence against police officers is violence against the Nation
- EuroCOP considers that increased political language of intolerance and hostility can create resentment in communities and can unnecessarily increase tensions. Police officers regularly find themselves between rival groups and often become a common enemy and exposed to greater risks of violence as a consequence.

ACTION

EuroCOP calls for governments to compel the recording and publishing (as a minimum requirement) details of the number and types of assault against police officers. EuroCOP also calls for such information to include the types of injury sustained and periods of absence from work as a consequence.

EuroCOP calls for additional independent investigation into instances of assault on police officers. All employers have a general duty of care to their employees and only by investigating the circumstances surrounding assaults can police leaders be in a position to identify and implement improved preventative measures.

EuroCOP calls for a wholesale introduction of a risk management approach to all aspects of policing. Proper appreciation of risks and dangers will ensure police leaders are better placed to identify control measures and minimise the risk of officers being exposed to violence.

EuroCOP calls for mandatory officer safety training for all police officers. Such officer safety training to be delivered not less than once per year and to include first aid training and risk awareness.

EuroCOP calls for all suspects in cases where police officers have been exposed to violence to be brought before the courts. EuroCOP further calls for any assault on a police officer to be treated as an aggravated offence.

EuroCOP calls for compensation and welfare programmes to be established so that in all instances where a police officer is injured as a result of an act of violence, that officer can be guaranteed to be fully supported in their recovery and return to work, and not suffer financial hardship through injury. "The state has to take care of the compensation determined by the courts in cases of insolvency of the offender."

EuroCOP calls for the development of a respect agenda, where the behaviours and actions of those who promote intolerance and violence can be challenged at every opportunity. Respect for every citizen should be a fundamental element in a free and democratic Europe and should be promoted by all.

EuroCOP calls for investment into research programmes to help better understand the causes of violence with a view to developing intervention strategies to prevent violence from occurring in the first placesuch as: Legal protection – Psychological and medical help – and why not a new and dedicated law article for this?





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