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## **Spring Meeting - Draft Minute - Belfast - 26th - 27th April 2023**

### **Europa Hotel, Belfast**

#### **1 Housekeeping and Welcome - Nigel Dennis, Head of Office & Chair of Meeting**

The Chair welcomed everyone to the meeting here in Belfast and highlighted the housekeeping rules for the next 2 days.

#### **2 Opening of meeting by Chair**

The Chair opened the meeting by thanking everyone for attending, he was pleased to see some new members and invited everyone to take part, he believed that this was a opportunity to interact with each other, exchange ideas and take the occasion to collaborate with each other. He made reference to the gender balance and how good it was to see the numbers of females here today. He gave reference to Norway and the increase in younger members who attended their Conference's and, and this would be something he would like to see within EuroCOP in the near future.

#### **22 Member Organisation's in attendance 22 with 33 votes available. 1 Guest Organisation in attendance.**

Adoption of draft agenda

#### **Agenda was adopted.**

Adoption of draft minutes of the EuroCOP Autumn meeting 2022

#### **Minutes were adopted.**

**The Chair asked Conference to stand and observe a 1 minutes silence for all those Police Officers who passed since we last met .**

#### **3 Welcome from the host country Mr Liam Kelly, Chairman of Police Federation of Northern Ireland**

“President, Chair, Head of Office, Committee Members, Delegates, Observers, support personnel and honoured guests welcome to Belfast for your Spring 2023 Committee Meeting. Unfortunately, our weather is usually the opposite to your last meeting in Torremolinos, so I hope you have all brought warm coats and wet weather clothing!

However, I am confident our world-famous local hospitality and friendship will more than make up for the lack of heat and sunshine.

For those who don't know me I am Liam Kelly, current Chair of the Police Federation for Northern Ireland. I have been a police officer since 1994 and have been a fulltime Federation official since 2018. Last year, upon the retirement of my predecessor Mark Lindsay, I was proud to become our Federation's delegate at EuroCOP. Forever the opportunist, Nigel Dennis then happened to mention to me in Torremolinos that EuroCOP had never visited Belfast before for a meeting and, in a moment of weakness after an excessive consumption of alcohol, I agreed to be your host.....and here you all are!

I know you are all aware of the negative media headlines over the past few months about the security situation in Northern Ireland, particularly for police officers. I want to reassure you all that a full security assessment has been carried out and there is no specific threat to any of you as attendees at this meeting. Personal security advice has been provided within your papers for this meeting and I would ask you all to carefully consider the content. Common sense applies and if you are uncertain about any aspect, please feel free to ask advice from either myself or John Perry . It is our great pleasure to host you all in Belfast and we want you ensure you all to have a safe and enjoyable stay with us.

I don't intend to give you a history lesson about Northern Ireland policing but later this afternoon you will all get the opportunity to see a snapshot of our past by visiting our memorial gardens where you can personally reflect on the loss of life and ultimate sacrifice our fallen officers made as a result of policing in a divided society.

Northern Ireland is currently the only part of the United Kingdom where there is a terrorist threat graded as 'severe'. For the last fifty years all serving police officers here have been issued with a personal protection weapon for use both on and off duty. Terrorist incidents have thankfully declined over the last few decades but unfortunately there remains a small hardcore committed to terrorist ideals who retain both the capacity and capability to target and attack police officers.

The last officer killed in Northern Ireland was Ronan Kerr some 12 years ago when a bomb exploded under his car outside his home address. In the intervening years we have seen sporadic attempts of these type of attacks, improvised explosive devices being deployed and firearms being discharged at our officers causing both physical injury and psychological trauma.

In the last six months there has been a number of high-profile terrorist attacks on our police officers both on and off duty. Two months ago, Detective Chief Inspector John Caldwell was ambushed whilst off duty at a leisure complex in Omagh and shot four times by two gunmen in front of children (-including his 12-year-old son). Thankfully he survived and only last week was discharged from hospital so he can continue his recovery at home with his family. His life has totally changed, and he has a long struggle ahead both physically and mentally so I'm sure you will join me in wishing him well.

It would be reasonable to think that with an increase in the threat level and an upsurge in terrorist attacks on our officers that our service would be financed and resourced properly. Unfortunately, the PSNI has seen year on year budget cuts and a projected budget reduction of £150 million for 2023 which will effectively cripple our ability as a policing service. This is exacerbated by the fact we currently have had no functioning Government in Northern Ireland since February 2022. Due to this we are effectively being governed by the UK Government at Westminster who unfortunately are seemingly unsympathetic and aloof to our plight.

PSNI currently has around 6700 officers to provide the policing service to a population approaching 1.9 million people. For context when I joined in 1994 there were 13000 officers for 1.6 million people. In 2020 our previous Government committed to increasing the number of police officers to 7500 – regrettably it didn't happen. The budget cuts have already seen the PSNI having to stop recruitment and therefore officers leaving and retiring are not being replaced. It is projected that the number of officers could reduce to around 6000 by the end of this year if the deficit budget is not rectified and reversed. This is a dangerous situation both for our officers and the public. We cannot provide a safe, effective police service with this reduced resource whilst at the same time being expected to also pick up the slack in other public services. The time has passed for police to withdraw from filling the gaps left by risk adverse policies and practices in health and social public services.

So not only are PSNI officers under resourced and overworked but they have also been faced by swingeing cost-of-living pressures, delayed pay awards and inflation running over 10%. In the last year our men and women were also left in a painful financial trap.

It is worth remembering that police pay at the lower end of the pay scale has declined in real terms by 28.7% over the last decade. Last year's pay increase of £1,900 across-the-board failed to come close to correcting this imbalance. Due to having no Government it also was held back from payment for six months.

In the current pay round, along with colleagues in England and Wales, we've made the case for a meaningful increase of 17% to start to effectively address police pay erosion.

However, with no local Government and UK Ministers who know we have no industrial rights, we are fettered from pressing our case for a fair, timely, meaningful, and realistic pay award. Basically, they have us over a barrel! For as long as this iniquitous situation remains, police pay will remain a plaything.... a one-sided business where the

Government always holds all the aces. That is why my Federation are trying to make the case for police officers to have some industrial rights. The introduction of collective bargaining, some form of mediation and a return to an arbitration process would be a positive development but this will take a momentous effort and a change of legislation and political direction before it could ever become a reality.

Although as members of EuroCOP we are all divided by geographical location and borders, there is a great deal in commonality in relation to challenges and issues that we all face in policing in our respective countries.

Aside from reduced budgets and officers Terms and Conditions (such as pay, pensions, and allowances) we all share the real concerns about the rising levels of assaults on our officers and the inability of our judicial processes to properly punish and hold offenders to account. With the stresses and strains of being police officers there is an identified deficiency in providing ongoing occupational health and wellbeing support. Officers' health and safety is often compromised by unsafe systems of work and providing substandard and on occasions even no equipment. Draconian and protracted discipline investigations do not help either the police service or the officers involved.

Criminals are opportunists and are not held back by boundaries so neither should we. Meetings such as this one offers a fantastic opportunity to share our lived experiences and work closely together so we can learn and develop for the benefit of ourselves and the societies that we police. Of primary importance is policing should be seen by all of us as a family and it is important we make the necessary effort to look out for each other and after each other, especially when we are being treated so badly by our respective Governments.

In closing, it is an absolute pleasure to host your Spring meeting here in Belfast. Please enjoy your stay and I encourage you all to use this opportunity to network and build lasting positive relationships. Thank you."

**The Chair Invited delegates and/or observers of member organisations to take to the floor for a maximum of 3 minutes each to introduce themselves and their organisation.**

#### **4 Presidents address**

Jonne Rinne opened his first meeting as president by saying "Ladies and gentlemen, signoras i signores, dear EuroCOP Committee Meeting representatives and our guest lecturers.

It is our Organization's Honour and great Privilege to be hosted at our Spring Committee meeting by our colleagues from the Police Federation for Northern Ireland who represent Police Officers in the Police Service of Northern Ireland and whose well-known motto is "Keeping People Safe" of course this takes place in the beautiful and historic city of Belfast. Thank you very much for the invitation, Mr Kelly, and the entire Police Federation of Northern Ireland. It is a privilege and an honour thank you very much".

He continued to say that, "Whilst undertaking my homework on this famous Police Service for its acts of Courage during its period of service and that of its predecessor the Royal Ulster Constabulary, it struck me that it is currently enduring one of its biggest challenges of its history, that being that there is currently no Governmental Executive has been formed since the 2022 Northern Ireland Assembly election.

At the same time the PSNI is to reduce its numbers significantly by the coming months, and yet the PSNI are being asked to do more with a lot less.

When I look from the outside in, I can only extend my admiration in how this Police Service is managing to serve the population of Northern Ireland when set with so many challenges which are not of their making.

And of course, It would be remiss of me if I didn't make reference to John Caldwell. John Caldwell, who is a Detective Chief Inspector in the Police Service for Northern Ireland, was cowardly and brutally gunned down with multiple gun shots in February of this year at a sports complex in Omagh, Northern Ireland having been with his son and other children.

We wish John and his family all of our best wishes in his recovery process, which undoubtedly will be long an arduous journey, but with the support of his loving family, friends and colleagues from the Police Federation for Northern Ireland there will be light at the end of the tunnel".

Jonne reminded us that, "Such acts of gutless criminality remind us all of the sacrifices and acts of bravery that our friends and colleagues in the Police Service for Northern Ireland endure on a daily basis. As well as the professionals represented by our unions across Europe, as we speak. You, honoured trade union representatives, represent those who put their lives and health at risk every day and every night to protect the three basic rights, which are sacred and dear to us, and which make Europe a Europe and us as Europeans: democracy, security, and the rule of law."

He made reference to his predecessor, the esteemed EuroCOP ex-president Mr Calum Steele, he reminded all why we have gathered here today. We are here because at Congress 2020 we all committed to promote three key goals in connection with the EuroCOP four-year action plan:

1. To raise EuroCOP's profile (internally and externally)
2. To establish and build a foundation for developing a policy environment that supports police officers, and
3. To promote and support policing best practices

He continued by saying that It's been about half a year since we last met in sunny Torremolinos in Spain. He mentioned that a lot had changed in this time, but a lot has remained the same. The war in Ukraine is still going on, although we all certainly hope that peace will come soon to Europe. Nevertheless, the brave Ukrainian people continue

to fight and we, as one Europe, support them in the fight for freedom, democracy and peace. Slava Ukraine.

“Despite the war going on in Europe we, the professionals of internal security and policing, have to take care of the safety of the citizens both during and after the war. Regrettably, attention is often focused on external security and the activities of the army, although in fact the state of war has affected and will continue to affect the internal security of Europe, it will last for a long time, long after peace will finally return to Europe. To clarify this situation, we have a privilege to have the Head of Department of The European Serious & Organized Crime Centre Mr Liukku as a guest speaker. Mr Liukku will lecture us on the theme: The status quo of regarding the war in Ukraine and the effect on Europe internal security in the post war situation. I would like to warmly welcome Mr Liukku and thank him for participating in the EuroCOP Spring meeting.

In addition, we have also previously discussed how the weapons used in war of Ukraine change the security situation and challenge the European law enforcement both during and after the war. We all remember how the war in the Balkans affected security, especially after hostilities in Yugoslavia ended. Arms and ammunition flowed into Europe, and in Sweden, for example, we witnessed how criminal organizations carried out brazen attacks against money-transportations and money sorting centres. Some of the criminal operators were ex-soldiers who had served in the war zone, and who had transferred to the service of criminal organizations in the post-war situation.

Of course, Europe we are trying to avoid this situation after the war in Ukraine, although some may find the discussion on the matter timid or difficult, because as I stated earlier, sisters and brothers in Ukraine are fighting for freedom and democracy right now. On the other hand, we, the representatives of trade unions, who have been chosen by our union members to represent themselves and speak and promote the handling of difficult issues as well, do not have the right to choose what we talk about. Instead, we should be always careful about how we place our words. And we do understand our responsibility.

To combat this threat, I am pleased and honoured to welcome Stephanie Barnwell and Simon Conway from The Halo Trust to lecture us on Weapon marking registration. They are both very warmly welcome.”

He went onto to welcome Mr Jim Clark from Cheshire Constabulary who represents an organisation called COPs for Ukraine who will provide us with a presentation on what this organisation is undertaking and providing for Police Officers in Ukraine.

“Dear colleagues from all over Europe, during the last six months, the ExCom has continued to resolutely implement the Action Plan approved by Congress. As you all know the action plan was for 4-year period. We have achieved a lot, but there is still a lot of work left to fulfil the tasks and goals set for us. At the same time, however, it should be remembered that already in a year, we together will start preparing the next four-year Action Plan, so that it can be brought to Congress in the fall of 2024.

In addition to the implementation of the current Action Plan, the board has paid attention to both EuroCOP's communication and lobbying activities in Brussels, where the political decisions are and will be made. In order to be effective, we must be seen, heard and influence where decisions are actually made. At the same time, dear brothers and sisters, it is important that we can demonstrate that EuroCOP is an efficient and functioning organization both externally and internally. EuroCOP exists and operates only with the mandate of its members, and as long as we have your trust and support, we all can be effective.

When I was elected president of EuroCOP last fall, I stated that EuroCOP has only one direction and that direction is up. Up in visibility, up in efficiency, up in growth. In representing the European police force and the trade unions that represent by it, we are a central and active actor in e.g., through the ETUC. But at the same time, we must not forget that we still do not represent nearly all European police officers. We must grow. We need to expand. We should show the way to those who are still hesitating. We have to take responsibility for our part and bring Europe together again. And that ladies and gentlemen is what we will do.

In this work, I have the pleasure, honour and privilege to welcome the Gewerkschaft der Polizei GDP delegate led by its chairman Mr Jochen Kobelke as an observer to our meeting. Dear Mr Chairman, Kobelke: I am happy, proud and grateful that you have come as observer to our committee meeting. You are cordially welcome.

Ladies and gentlemen, there are enough challenges now and in the future. In March, I presented to the ExCom my views on what we should pay special attention to, along with the recent Action Plan. I consider that as the president of EuroCOP I have not only the right to do, but also the duty to do this. My findings do not contradict the Action Plan implemented by the ExCom in any respect, but they emphasize the change that is constantly happening around us and where we should always be at the heartbeat. I would like to highlight three of these key points for you.

Along with the post-war situation, we have persistently kept the violence against the police officers as a major topic, and yet that epidemic is sadly still growing in Europe. I was able to accompany the EuroCOP delegation to concretize this phenomenon to the Law and Enforcement Party of the European Commission last fall, and our message was strong: it is not a national problem that we heard before that can be handled by national means alone. It is a problem affecting the whole of Europe, which the political decision-makers must tackle together and with determination.

We have heard about attacks on police and rescue personnel in the last six months. To highlight only a few cases, I would like to emphasize, for example, the New Year's events in Germany, where both the police and rescue personnel were under attacked. I heard similar reports from the rest of Europe as well as from Greece, where the grief and despair after the tragic train accident was unleashed on the police. Police officers were injured, and police cars were burned. And still during the spring, the police have also

come under attack in France in connection with the pension reforms, just to name a few individual cases.

The police - due to their duties - are often the target of citizens' outbursts of anger and despair.

At the same time, however, people seem to forget that there is a person inside every uniform. Someone's mother or father, someone's spouse, brother or sister. The police are an institution, but the police officers are people who have the same rights as those whose rights they define in their work. Violence against the police is not an "occupational hazard", and this fact must be made clear to all decision-makers. EuroCOP is the defender of its members when governments and decision-makers fail in their task to act proactively or when they still hesitate in their decision-making. And we do this task with great determination now and in the future with the help and support of you - our esteemed members. We do this together.

The third key issue is climate change believe it or not it undoubtedly it causes criminality, e.g., for those operators who try to circumvent the tightening regulation aimed at climate protection and thus try to get an unfair advantage for themselves in relation to those operating in accordance with the law. But as far it is an even bigger phenomenon. According to the World Economic Forum Global Risk report 2023, Global Risks ranked by severity over the short and long term considers that one common risk for both two and ten years is Large-scale involuntary migration.

Climate change affects, among other things, the climate of North and East Africa in particular, and the fact that living conditions in the region are becoming more challenging. In the Spring the current issues in Spain were highlighted. Almost every week we read in the news how hundreds of refugees are rescued from the Mediterranean. When the effect of the climate change intensify it will have an even greater effect on people moving to Europe in the hope of a better living conditions and for a better life.

We already saw in connection with the large-scale immigration of 2014 and 2015 how that accelerating migration affects Europe and how it affects European police operations and our members. The police are an authority whose statutory task is to check and control the people's entry into the country. The police are an authority whose task is to secure e.g., the security of refugee camps, as we have noticed in the case of Greece. The police are an authority whose task is to investigate the conditions for being in the country and, if necessary, to arrest those who are in the country illegally. The police are an authority whose statutory duty is to enforce the legally binding decisions of the courts and, at the very least, to deport people from the country.

In all these cases, the police are met through negation. In all these situations - as I stated earlier in my speech - people's disappointment, anger, sadness and despair are directed directly at the police.



Thus, all the three big issues mentioned above have a central effect on European police activities now and in the future. All three have a key impact on European countries, citizens and police officers who are members of our unions and members. We have to actively work on all three of key points mentioned, so that they don't get buried in the "noise" and go unnoticed by the decision-makers. Thus, EuroCOP is needed now and in the future even more, and we must be a larger and more influential player."

He finished his speech by saying, "Ladies and gentlemen. In this context, it is a justified moment to remember those who have worked tirelessly and devoted themselves to the tasks of EuroCOP and to achieving its goals but have since retired. In this context, I would like to highlight our ex-president Calum Steele and his dedication to our organization. Calum if anyone has earned, his retirement. But his Legacy remains, and his achievements will be remembered for a long time.

Along with Calum, another representative of the Scottish Police Federation and member of our ExCom, David Hamilton, has moved on to spend his well-deserved retirement days. I want to wish these gentlemen both peaceful retirement days and a good health.

At the same time, I would like to thank you for the opportunity to speak at the beginning of the Spring Committee Meeting. On behalf of myself, the ExCom and the entire EuroCOP family, I wish you a good, active and effective committee meeting. Let your voice be heard because only together can we be more than the sum of our numbers.

Thank you very much."

He asked if there were any questions from the floor, none were asked.

## **5 Group work - Violence against Police**

MOs were split into 4 groups to discuss the information gathered from the meeting in Torremolinos. The purpose of the group work was that within each group they would decide what their top 3 priorities would be, at the end of the session each group would present their priorities to the floor.

The overall top 3 topics would allow the ExCom to pass onto Eurotran (our public relations/ lobbying company) to take these very important issues forward on our behalf.

Of all the topics up for discussion, 11 issues from the 24 available were highlighted as important with the top 3 topics being No 22 - Campaign to build confidence and build confidence and to make awareness with most votes, No 9 - Work to implement bodycam as a standard tool for police officers & No 10 - Increase police numbers were jointly second most important topics for MO's.

Prior to the guest speakers taking to the stage, a short Introduction from Jochen Kopelke, President of the German Police Trade Union (GDP) was given.

The ExCom had invited him as a guest to attend the spring meeting to see first-hand where EuroCOP is at this time and the opportunity to listen to the similar topics of interest

that may arise in Germany. As a MO that had left EuroCOP, he stated that he had a genuine interest in policing and was delighted to be here to listen into our discussions and that he would be delighted to feedback what he had learned to his organisation.

## **6 Presentation by Mr Liukku - Head of Department, European Serious & Organised Crime Centre**

Mr Liukku's gave a presentation on the status quo regarding the war in Ukraine and the effect on Europe's internal security in the post war situation. He spoke in great detail on Europol's tasks and services, serious organised crime threats in the EU, the War in Ukraine and internal security.

Mr Liukku took questions from the floor.

## **7 Presentation the Halo Trust, Stephanie Barnwell & Simon Conway**

Stephanie & Simon delivered a very informative presentation on the work of the Halo Trust where they gave some background information on the Trust, insight into some instrumental events/attacks and the associated issues with weapons used and the need for the implementation on a comprehensive weapon marking and registration system for such weapons.

Stephanie & Simon took questions from the floor.

## **8 Mr Jim Clark - Cops for Ukraine**

Jim gave some background information on how he became involved in the charity. The intention of this project is to use the Global Police Family to raise as much money as possible to purchase and deliver essential humanitarian aid and equipment to our Ukrainian Police colleagues and their families.

They wish to utilise the Global police family and their equipment support/procurement systems to obtain appropriate equipment to deliver to our Ukrainian Police colleagues and their families. This will be carried out with nothing more than total integrity and using the most cost-effective methods making sure it gets the most appropriate end user.

He asked if there were any questions from the floor, none were asked.

## **9 ExCom Election - North & Southern regions**

The chair explained the reasons behind the nomination who came from the Southern region. It was noted that at the closing date there was only one nomination for Roberto Garcia, CCOO, Southern Region, Roberto was duly elected to the ExCom.

Due to the retirement of David Hamilton, a vacancy arose for the Northern Region, David Kennedy from the Scottish Police Federation was the sole nomination and was duly elected to the ExCom. (**Roberto Garcia & David Kennedy will serve for a period of 4 years from the date of this election 27/4/2- Article 5 .8.3 refers**)

Following Roberto Garcia & David Kennedy election they provided all MO's a further background of themselves.

## **10 Treasurer's Report Mr Mark Marshallsay**

Mark Marshallsay greeted conference saying it was his pleasure that he once again presented his report to the MO's.

He began with a couple of positive notes, firstly he was very pleased to say that the majority of member organisations had paid their annual subscriptions promptly, which he said was always a great help and he thanked everyone for that.

Secondly, he was even more thrilled that we finally have our invested funds up and running, after many obstacles and hurdles that needed to be overcome. We have initially invested 125,000 Euros and he will watch with interest, to see how this performs before making any decision to invest further funds.

He attached our Client Valuation Report from our investment portfolio, (Appendix 1) which he thought was beneficial for you to know and understand. The summary of our account (page 1) shows that we have already made more money since the investments started in January of this year, than we made in interest from bank accounts last year. Asset Class Allocation (Page 2) shows that the majority of our funds have been invested in Equity (47.65%) and cash (32.96%). Geographic Regions Allocations, or where our funds are invested (Page 4) shows that Europe (63.02%) is the main region of investment, which we thought was imperative, as we are a European Organisation. Investment Allocation (Pages 5 & 6) describes how our funds have been divided into shares and who with. He thought that everyone would agree with him that this is detailed and more importantly, uncontroversial.

He stated that Nigel Dennis and Henry Bautista (Auditor) attended the British Transport Police Federation offices in London on Tuesday 28th February 2023, and they were able to finally carry out the internal audit of the accounts for 2020 and 2021. Henry has submitted a comprehensive report explaining this, so I will not go into any more detail, suffice to say that we are now back on track after COVID 19.

He continued to say that the audit highlighted something that he suspected for some time now, and that is the fact that our newly instigated Financial Orders are not working for us, in fact they are working against us. Although the initial principle behind them was of good intentions, the desired effect had not been achieved. It was clear that because of these new financial orders, the income for EuroCOP had been severely affected, mainly due to the lower percentages that some organisations now pay, but the desired effect of enticing bigger organisations into the fold had not yet worked and he believed that we cannot sustain this much longer without cutting back on our services and committee meetings.

He informed everyone that since 2020 we had lost several organisations which in turn resulted in a loss of some 84,000 euros in income. Although we have gained some new organisations, which was great news, they are small in numbers and do not go anywhere near to covering the loss.

Although Nigel would go into more details and recommend that we review the financial orders, but in summary he fully support the recommendations to revert the minimum payment back to 2000 euros and to scrap the percentage payments for geographical areas. To try and convince the larger organisations to join, I fully support a cap of 60,000 euros.

He urged everyone to support these proposed changes so EuroCOP can sustain itself and continue to develop and move forward as we cannot eat into our surplus, but we must add to it to prevail for years to come.

The next point he wanted to speak on was done so with the greatest of respect and with no intention of offending anyone, but as Treasurer, he felt that it must be said, or else he would be doing this organisation a disservice. That each year, when member numbers are due, there were discrepancies with what numbers had been given before. He stated that this organisation survives on one source of income which is paid annually and cannot rely on monthly top ups. It was crucial that the correct figures are given, so the annual income is a true reflection of membership.

He reminded all MO's of the increase in subscription fees that are due in 2024, which were agreed at the last committee meeting. That increase of 25 cents will apply from next year, which is 25 cents per member taking the fees from 1.34 euros to 1.59 euros. Thus, making a difference to our financial situation, but unless we change the financial orders and safeguard our reserves, this will not be enough.

He concluded by reiterating that our reserves at the time of writing this report were a surplus of 549,115.09 Euros, which includes our invested funds.

He asked if there were any questions from the floor were requested, none were asked.

**The Treasurers Report accepted by MO - No Questions were received from the floor.**

The Chair asked if the recommendation by the treasurer to implement the maximum fee of annual membership to EuroCOP irrespective of size of organisation to be a cap of 60,000 Euros being implemented and a vote took place.

**Vote was carried - No MO present indicated a vote against the proposition or registered an abstention**

The Chair also asked MO present if the recommendation by the Treasurer to change the % fees to revert to the previous 100% be reinstated. ( Articles 11.4 - 11.5 refers )

**Vote was carried. No MO present indicated a vote against the proposition or registered an abstention**

### **11 Auditors Report - Mr Henry Bautista**

He informed MO's that on Tuesday 28th February 2023 he attended the British Transport Police Federation Offices in West Dulwich, London, where he met our Treasurer, Mark Marshallsay and Head of Office, Nigel Dennis. It was the first time they had physically met for EuroCOP's internal audit in these past two years of restrictions with travel and the pandemic.

He stated that EuroCOP's accounts for the year ending December 2020 and December 2021 had been drawn up and presented by our accountants Wonnebauer under German Taxation Laws with corresponding filed receipts and payments (which had been sent by courier from Luxembourg to our treasurer's office in London).

#### **Accounts for the year ending December 2020**

The accounts showed that EuroCOP's membership receipts for the year ending in December 2020 were a total of €284,708.11. Our total Bank balances amounted to €684,665.15 but a net loss for the financial year of €4,152.12 has been drawn up.

He wanted it noted that this period of accounts included both EuroCOP's former office staff employees, who were employed by EuroCOP until the end of May 2020.

He said that one of our bank accounts included a Social Account provision of about €115,000 for these two employees in the event of a mutually agreed employment termination. A certain amount of financial recompense is required by Luxembourg legislation depending on the period these 2 employees were employed by EuroCOP.

He continued to say that alongside this, Member Organisation's had agreed in 2015 for a social plan payment in the event of a mutually agreed termination similar to that of a redundancy payment plus any disbursement fees such as legal fees that followed this process and as shown in the following year's accounts was used for this purpose.

#### **Accounts for the year ending December 2021**

These accounts showed that EuroCOP's membership receipts for the year ending in December 2021 were a total of €209,980.08. Eleven federation members of EuroCOP had left from the previous year, thus approximately €75,000 less than the previous year in membership fees.

Compared with this year's (Jan 2023) EuroCOP membership receipts stands at €201,920.73, our income has decreased €8,059.35 further!

Our total Bank balances dwindled in December 2021 to €570,326.51 with a net profit for the financial year of €531.19. It should be noted that although a minor net profit is shown for this period, we were in complete lock down with no EuroCOP physical conferences arranged with minimal lobbying expenses.

He said that it was his duty to inform the MO's, and as you may deduce from the mentioned figures, the evident decreasing trend.

Although this is an audit report from 2020 and 2021, 2022 accounts are continuing with this similar downward trend. Furthermore, we are now going through a global financial crisis with ever increasing costs due to the Ukrainian Invasion, fuel costs and increased day to day living.

We therefore must seriously and thoroughly consider EuroCOP's complete financial structure and affairs vis a vis required accomplishments. If we are unable to increase EuroCOP's membership, unfortunately, a review/increase in membership fees will be required.

Expenses will need to be reevaluated in order to streamline our organisation by cutting "unnecessary" costs but also taking into consideration that these will not hamper EuroCOP's functions/direction.

Costs of conferences

We need good value for money, especially when marketing and lobbying in Europe and a competitive tendering process for our digital engagement.

We used to have an employee who prepared up to date accounts. The expense in the preparation and audit of EuroCOP accounts have now had to be outsourced. This needs to be discussed if we are satisfied with the current arrangements and if we are getting the best value for money.

Further income sources will need to be sought, sponsors or European funding.

It was also evident that the number of reported members from member federations of EuroCOP have been considerably dwindling. We discussed that there was no mention or anything in place in EuroCOP's Financial Orders and concluded that there was a required need to verify this and have it in place.

It is therefore proposed to the ExCom and member federations, that the following should be included/considered in our Financial Orders, i.e., that there should be corroborating measures in place so that reported member numbers of each federation should be supported by a signed copy of their latest official financial accounts.

It was further noted that EuroCOP has never had an insurance in place for hosting conferences and cover for attending delegates, observers, or invited guests and speakers or whilst travelling.

Neither is there any adequate insurance cover in place for the ExCom, Office or post bearers whilst participating EuroCOP events or travelling or no appropriate cover for Professional Indemnity insurance for that fact.

We understand that this is an extra added expense for the organisation but this something EuroCOP should seriously consider in consequence of any eventuality.

I would like to thank you all for your continued trust and support. Thanking you for your kind attention.

He asked if there were any questions from the floor were requested, none were asked.

## **12 Head of Office Report - Nigel Dennis**

“Colleagues, I suspect like all of you in the last 6 months since we met in Spain you have met head on the differing challenges, you have in your roles as leaders of Police Trade Unions and Staff Association’s, trying to meet your membership’s expectations of not only of your organisation but also of you personally in how you lead with your team and navigate and manage their trust in your abilities to deliver on the goals your expected to meet on especially during this challenging period across Europe where the cost of living crisis is impacting on your membership along with the war in Ukraine.”

He said he understood the challenges that they all faced, as he had walked in their shoes and appreciated what they do was not easy. He trusted that over the last couple of days, meeting colleagues who face similar challenges on a daily basis has been a valuable experience, and that everyone could take away a positive outlook for the future of our organisation as a force for good and of benefit for all Police Officers across the European landscape.

He continued to say that collectively we are stronger together working as a team for the betterment of the rights for Police Officers across the whole of the European landscape, and long may that continue.

He made reference to his position as EuroCOP’s representative on the ETUC Executive Committee, where he provides advice and information to the ExCom and takes their direction on how to proceed on behalf of EuroCOP.

He said, “Our strength as an organisation has developed over the last 3 years in that our ability to manage change, in an ever changing Political landscape in Brussels and Strasbourg collaboration and development of our relationships with other European Trade Union Federations (ETUF’s) of which there are 10, is an integral part of the role and has been one of my main focuses to ensure that EuroCOP are part of the debate on many issues. Teamwork and understanding the challenges faced by our friends in other sectorial areas is an important part of that role so as a police representative body our views are taken into consideration.

He stated that where they can, they will co-sign and lobby and work together with the other ETUF’s on matters such as the European Commission recommendation on strengthening social dialogue in the European Union and how financing of the essential committee’s impact work undertaken by Confederations like EuroCOP. Another example of this is that we have also supported the concerns of the European Trade Union Confederation (ETUC) to counter the far-right narrative”.

He highlighted the success of the 2 year EU funded Joint project with EPSU and EuroMil on Trade Union Rights in the Public Service, whereby it demonstrated to him how much could be achieved by collaborative partnerships, and he commend you all to read our next steps publication on Trade Union Rights in the Public Sector which can be found on our web site. The final report had gone to the commission today.

He continued to say “when your members are calling for either the right to take industrial action or take industrial action as it already their right with restrictions which it is in as a small number countries you can lead them you to this publication which is underpinned by academic study by Gent University as to the journey we are on in respect to such matters. Uniformed Public service workers do have a strong voice, the challenge we all have is how to increase the volume of that voice effectively and powerfully within the constraints of national legislation.”

He said “May I be as bold to suggest that collectively we could use utilise to greater effect the Council of Europe and the International Labour Organisation (ILO).

EuroCOP as a registered International non – governmental organisation is entitled to lodge complaints under Complaints procedure of the European Social Charter.

For the sake of complete clarity both the UK & Norway are members of the Council of Europe and the International Labour Organisation in fact both countries were one of the founder member states of both international organisations. So, there are no member organisations present today, he believes that do not have a pathway through EuroCOP to file a complaint to the CoE Committee of Social Rights.

Undoubtedly there will be times when all your avenues relating to a challenge that are available to you at a National level have been exhausted ,however there is the potential for you all to explore other avenues within the European structures to which your countries are signatories of and to which you as Members of the European Confederation of Police have access to.

The Police in terms of numbers are small in relation to other sectors such as manufacturing hospitality etc but we have a voice and there are times we need to increase the volume of that voice in a constructive and professional way so that the message of our Member Organisations is heard. The direction of that voice must always come from you the Member Organisations (MO). The ExCom through myself manage the day to day running of the organisation, but it is you the MO who provide the strategic pathways through the agreed action plan and the direction we will take is an unchanging mandate and guarantee I give you.”

Dan Wolfe gave a short explanation on the slide to MO's titled “Tentative issue prioritisation: pick our battles” and the reasons behind the information shared.

Nigel continued by speaking of the allegations of corruption that have been levelled at named MEP's and the former General Secretary Luca Visentini of the ETUC who had disclosed he had taken money from the main suspect in the Qatar gate bribery scandal



which is more commonly known as the cash for influence scandal, an event which undoubtedly had shaken the European Parliament to its core.

Luca Visentini was suspended from his newly elected role as General Secretary of the International Trade Union Confederation (ITUC) in December having only been elected to the post in November 2023 in March of this year, he has been permanently removed from this position.

With this the focus of the minds of the current leadership of the ETUC was to the integrity of how their processes and finances have been managed over the period of time Visentini was in office as General Secretary of the ETUC, and if any other parties were involved in such matters.

The new General Secretary Esther Lynch has brought the ETUF's together as soon as she could after this news broke and provided us with an up-to-date situation report, and the actions the leadership were undertaking in respect of legal advice and independent financial auditors. They took on board our advice relating to the wider optics of this situation and how professional public affairs advise should be invested in to manage the narrative in respect of this matter.

He was pleased to report that as far as the current ETUC leadership is concerned they managed the situation effectively and efficiently during the immediate aftermath of this situation breaking and have subsequently put in place processes immediately on the advice of the external auditors and legal advisors which in the main dealt with internal administrative processes.

Nigel has been involved with the organisation since 2010, and he said there has been an ongoing debate about the location of our current office. Now having been in post since the beginning of 2020, it was clear to him that we should have a footprint in Brussels, but he was also acutely aware of the legal and fiscal challenges that potentially come with such a move especially at the present time given the increasing cost of rental options in the area of Brussels we would wish to be located at.

The bottom line was fiscally it would be challenging at the current time to move from our current location in Luxembourg, however his advice to the ExCom and Member Organisations was that Brussels is where we should be and that they should find the funds to move there sooner rather than later.

He continued his report in relation to the contracts of the lobbyists & Media Team that came to a conclusion at the end of 2022. He stated that a tendering process started for new contracts for both services as requested by the ExCom in November 2022 and that the ExCom at their March 2023 meeting evaluated all the submissions and presentations and determined the following outcome:

A 2-year contract with a 1-year break clause will be offered to

1 – Lobbying/ Advocacy services – Eurotran – Conseil SARL

## 2 – Social Media - Stark Events.

It was noted that they have secured an improved contractual service provision on both contracts at a reduced annual cost, and he was pleased to report that both contracts had now been signed.

He highlighted that both Organisations had been present during our 2-day Committee meeting and he trusted that some of you would have had contact with them the during this period.

He concluded his report saying that “With the proposed changes in the financial orders will have a knock-on effect of our current Statues I refer to 4.4.2 for example and the ExCom will present a recommendation to you at our next meeting in November 2023.

With a new President in place along with new members of the ExCom, we shall continue to strive to attract new Member Organisations and we seek your assistance in achieving that goal.”

He asked if there were any questions from the floor were requested, none were asked.

### **13 Presentation by Bethan Mann, Starkevents**

Bethan gave a short presentation on Strakevents plans for the Digital Engagement Strategy for EuroCOP and how they plan to get information to EuroCOP’s audiences.

She believed that there are 3 audiences - Current members, potential new members and the political governmental and public affairs communities you wish to influence. She highlighted the need to use the appropriate channels to discuss matters with each of those effectively for the benefit of EuroCOP.

### **14 Closure of Meeting by the President**

Jonne Rinne, President closed the committee meeting thanking PFNI for their hospitality here in Belfast. He spoke of the trip to the memorial garden and the impact it had on him and the opportunity to represent police in Europe to lay a wreath from all, that we will forever remember the fallen officers and their bravery.

With a lot of work to do, he looks forward to working together to be successful along with the new elected members of the ExCom, he thanked the delegates and observers for attending, the lecturers for speaking, the ExCom members and interpreters for all their hard work.

Take care of yourself and your loved ones and wished everyone a safe trip home.

**Note Date of next meeting; 7th – 9th November 2023 Melia Costa DEL SOL Torremolinos Spain**