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Draft Minute Autumn Meeting

9-11 November Torremolinos 2022

1 Housekeeping and Welcome - Nigel Dennis, Head of Office

Nigel welcomed everyone to the meeting here in Torremolinos and highlighted the housekeeping for the next few days.

2 Opening of meeting by Chair - Unn Alma Skatvold, Vice President

Unn Alma welcomed everyone to the meeting as the Vice President of EuroCOP and also the Chair of the Norwegian Police Union. She asked that everyone be on time after coffee and lunch breaks due to the very full agenda and as a mark of respect to the guest speakers who have prepared presentations for this meeting.

She welcomed each of our guests' speakers in turn and thanked them for attending.

It was confirmed that the determination of number of registered delegates and votes were counted.

20 Unions in attendance with 31 votes available.

Adoption of draft agenda

Agenda was adopted

Adoption of draft minutes of the EuroCOP spring meeting

Minutes were adopted

3 Welcome from the host country Javier Ojer, CCOO

Javier welcomed everyone to Torremolinos, he gave a brief insight into his past and his present role within the police. He informed everyone that collectively In Spain there are over 1 million members. He highlighted the benefits in being a part of EuroCOP and the work that was carried out through EPSU and EuroMIL, having gone to North Macedonia recently he understood fully the work that has been done but appreciated that there is also a lot to achieve not only in Spain but across Europe. He continued to say that due to the recent conflicts and tensions in Russia, the war in Ukraine and the rising cost of living as well as the most recent attack on an off-duty police officer in Catalonia last week, that the covid pandemic brought out the best and worst in us, he believes that we need to stick to together; stick out our chins, stand up and achieve our goals. He finished by saying it was more important now more than ever before that we worked together and that he hoped everyone enjoyed the sunshine.

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 Calum Steele

Calum began his last report as President at the same place he started every other report that he had given over the last two years, by reminding everyone of what was agreed at Congress 2020 as the three key strategic priorities in the 4-year action.

1. Raising EuroCOP's profile (internally and externally)
2. Establishing and building a foundation for developing a policy environment that supports police officers, and
3. Promoting and supporting policing best practice

He continued to say, "Since we last met in Gibraltar almost every county in Europe has been impacted in some way by the consequences of the war in Ukraine. The police officers we represent are not immune for the inflationary pressures driving costs up in all areas of life. With an average inflation rate of almost 11% across Europe, we know this winter will be difficult for many, and we have to do all we can to fight for our colleagues' rights as they begin to feel the pressure.

That is one of the many reasons why the significant curtailment on trade union rights for police officers is such an important issue for us. It is why we worked with EPSU and EuroMil over the past few years to identify the limitations faced by millions of police officers, military personnel and civil servants all over Europe.

The culmination of that research project was presented to a tri-party conference of our respective members in Skopje in September. That work would never have been possible without the support you provided. Whilst we have a better understanding on the complexity of the legislative frameworks that restricts the rights of so many of our colleges, we still have an uphill struggle to bring meaningful change in this area in the

immediate future. As our struggle in this is a common one, we will undoubtedly build on our friendships with EPSU and EuroMil into the future. I am of course delighted to be able to add my welcome to that of Unn Alma to our friends Emanuel, Antonio, and Najia from EuroMil and EPSU here today.

The final report from Ghent University has been published on our website and I would commend it to those of you who have not already read it. We will be considering the next steps for this work later in the meeting.

It was precisely because of the tacit support for Russia that our last meeting unanimously agreed we should write seeking the relocation of CEPOL from Hungary. An extract of that letter (sent shortly after our Spring meeting) reads.

EuroCOP has ... long held deep reservations in respect of the location of CEPOL within Hungary. We regret that those reservations continue and following our Spring Meeting on the 6th April, our members unanimously supported that I write to you seeking the withdrawal of CEPOL from Hungary. It is therefore precisely because we value what CEPOL stands for, what CEPOL can, and should be that we therefore have to ask you to act accordingly.

Policing is a cornerstone of any modern and progressive democracy. Policing is the defender of liberty, and the protector of human rights. Policing constantly has to manage the balance between safeguarding individual freedoms and the restrictions imposed by laws. It is the impartial investigator of crime, and without confidence in policing, our communities would not prosper.

Hungary has a shameful record on human rights. It is the only country in Europe which has not only failed to condemn, but has remained silent on, the horrors of war, criminality, and genocide being visited on the people of Ukraine. This is simply unforgivable.

Whether we like it or not, the continuing operating of CEPOL from Hungary legitimises the actions of the Hungarian government, whilst simultaneously causing considerable harm to the reputation of police officers across the continent. How in all consciousness can the delivery of European Police Training from a centre in Hungary, a country which remains silent on the rampant criminality on its very doorstep, be defended?

EuroCOP appreciates that Hungary is a member of the European family. It is precisely because of that familial obligation that EuroCOP has supported this action. When any member of our families finds themselves on the wrong path, it is incumbent on us all to steer them in the right direction.

I regret to report that the letter received a simple bureaucratic reply detailing the decision-making process that resulted in CEPOL's location".

He reported that just last week, along with, "our excellent Vice President Unn Alma Skatvold, and equally excellent presidential candidate Jonne Rinne, I attended the European Council Law Enforcement Working Party (LEWP) and pressed the case for the

importance of a European standard for the gathering of statistical data on violence against police officers. We promoted an approach similar to the LEOKA stats gathered by the FBI in the United States. The LEWP asked some challenging questions as to why this was an important issue for us, and I believe strong replies were provided highlighting that reliable data against set standards was essential to allow police organisations to understand the scale of the problem, as well as develop relevant training responses. Members of the LEWP appeared to support our call and we await the outcome of their final deliberations with anticipation.

We also pressed the case for greater attention to be paid to “green” or environmental crime, and the inevitable implications of climate change on policing”.

He continued to say, “Beyond these actions, I also addressed the Catalan Parliament in July on the subject of police oversight and scrutiny. That also provided the opportunity to highlight that our member organisation CCOO was the only union representing police officers in Catalonia to be a member of EuroCOP.

I attended the ErNE conference in May and addressed delegates on the work of EuroCOP. I also highlighted the leading voice of ErNE on the subject of Violence against police officers within EuroCOP and the vital role ErNE have played in keeping this subject at the heart of our activities.

We will be undertaking more work on this after the morning break, and again after lunch. There are almost too many examples of the upturn in violence to talk about but the exceptional violence in Southern Sweden over Easter, and the deliberate ramming of police vehicles in the Cherry Orchard area of Dublin in September show how little regard increasing sections of our societies have towards the police.

As Javier correctly identified in his opening remarks, the whole of Europe finds itself in a toxic cocktail of environmental factors that are the perfect ingredients for an increase in social unrest and disorder. The risks this creates for police officers are more than obvious”.

He spoke of the retirement of many members, “I was also honoured to be able to witness the love and affection for the retiring General Secretary Roberto Seijo who has been at the heart of ErNE for 26 years, and EuroCOP for many of them too. Roberto’s commitment to ErNE and his members is worthy of special mention and we wish him well in his retirement. It is of course also important to congratulate Sergio Gomez de Segura on his election to succeed Roberto and I wish you every success in this new role.

May also saw the retirement of another stalwart of police union activity, when Mark Lindsay retired from the Police Service of Northern Ireland. Mark’s retirement followed the PFNI conference which I was delighted to attend and see Mark receive all the praise he deserved. Mark has been succeeded by Liam Kelly who many of us know, and Damian Walsh, who is also here today has also been elected as Secretary. Again, gentlemen many congratulations on your new roles and I know you are a credit to your members.

Another of our longstanding colleagues, Nobby (Nigel) Goodband retired in August. Nobby was the Chair of the BTPF and friend of EuroCOP for the last six years. Nobby was succeeded by Stuart Cowan (a fellow Scotsman), and we wish him every success in his new role.

It seems 2022 is the year of change and in September I was privileged to attend the Swedish Police Union Congress which also saw the departure of their longstanding Chair Lena Nitz. Lena has been a powerful advocate for her members for 12 years as the Chair and is rightly revered by her colleagues. Lena has been succeeded by Katharina von Sydow who is also here today, and I wish Katharina and her new team every success as they take over the baton from Lena”.

He spoke of EuroCOP’s involvement with the ETUC and ETUF in that it continues to go from strength to strength, particularly with the work of Unn Alma and Nigel. He didn’t say too much about that as Nigel would be delivering a report on this tomorrow. He did say that “However, it is important to note the critical role we play in ensuring unity with the European Trade Union movement, in supporting the responses to Putin’s aggression in Ukraine”.

He finished his report by saying, “Colleagues, I hope you agree with me that by any objective measure the activities of EuroCOP since the last meeting, and indeed since Congress in 2020 have more than delivered on

- Raising EuroCOP’s profile (internally and externally)
- Establishing and building a foundation for developing a policy environment that supports police officers, and
- Promoting and supporting policing best practice

Tomorrow we will welcome the applications from SIAT (Spain) and SIDepol (Romania) to join the EuroCOP family and I hope you all take the time to find our new friends over the breaks and into this evening.

I know many of you will be aware this is my last meeting of EuroCOP, not only as President, but in any capacity. I am due to retire from the police service early next year – I know – I know – I don’t look old enough! I will say more on that tomorrow, but for now I conclude my last activity report and ask if you have any questions?”

Calum offered to take questions, there were no questions from the floor.

5 Assaults on Police, the escalation of such events and the cultural responses - Dr Lee Johnson

Dr Lee Johnson gave a full and detailed presentation explaining his background; his current role in policing and then gave a very detailed insight into what he is trying to achieve in relation to assaults on police officers, he then took many questions from MO’s

and observers who gave very real examples of violence against the police in their respective countries and the problems that they are currently facing.

The Committee were then split into groups with the objective of bringing forward potential solutions as to the next steps for EuroCOP to highlight the increase in violence against Police Officers across the whole of the European landscape.

(Power point attached)

Feedback from groups

- *Data collection and analysis of that data
- *What we can do ourselves and what we can ask others to do.
- *Training
- *Legislative revision
- *EuroCOP create a strategic and operational action plan with contributions from every MO. The result from that work should then be discussed on a European level.
- *An information campaign targeted at the population, media, and politicians on the topic of violence against the police
- *Every incident from MO's (and other organisations not affiliated with EuroCOP) should be registered in a similar way. A similar European standard that we can make.
- *Raise awareness among our own unions/members. Information should be collected, systemized and shared.
- *We should collect information from every member organization/country on punishment levels for crimes related to violence against police, and see if we should suggest a minimum penalty for some offences where we see fit.
- *Work to implement bodycam as a standard tool for police officers.
- *Increase police numbers
- *EuroCOP must liaise with European Entities (Council/ Parliament), for the possibility to issue 1 European Law when it comes to punishments for assailants. and if not possible at least pressure the local governments to introduce these punishments,
- *Deterrence - Harsher penalties & legislations to protect police officers from violence.
- *Education - Community policing that engage with the public
- *At an officer level - Safety Training, Production of Victim Impact Statement (but not taken by the officer affected), Wellbeing Breaks
- *Organisational level - A Chief Officers Organisational Statement, requirement to collate data and pursue data to close the gap between recorded and actual assaults, Treat police officers who have been assaulted as Victims of Crime. Reflection of the serious nature of an offence by keeping assailants in custody where possible.
- *European level - Data Gathering framework is required that sets standardised data measurements. Must be top down, Serious Offence of a Crime Against the State if somebody carrying out the functions of state is assaulted.
- *Communication skills
- *Exposure of injured officers on social media is a problem.
- *Employer supports and back up the officers when something happens.
- *You divide the police in two groups. Those who work proactive and to who come in for the interventions

- * Maybe EuroCOP could do a “We are you” campaign to build confidence and to make awareness.
- * Presence in the community is essential.
- * Show figures - how much it costs in compensation, overtime, and sick leave on injured officers?

6 Nordic Model of Cooperation - Morton Mossin, Norwegian Police Union

Morton Mossin spoke of the characteristics of the Nordic model including regulated working life, a high degree of employment, a strong public sector, strong work incentives and requirements, free healthcare & education, Gender equality, small open economies and high taxes. He stated that different models are used within each country. It is reliant on cooperation between the government and the public. The tripartite collaboration includes public welfare, economic governance and organised working.

(Power point attached)

7 European Directive on Transparent and Predictable Working Conditions - NEXT STEPS - Nadja Salson, European Public Services Union

Nadja Salson highlighted the importance of cooperating and working along with EuroMil & EuroCOP. She invited member organisations to attend a third-Party Violence in Work conference on 25 November in Spain. She broke down the European Directive on Transparent and Predictable Working Conditions and explained each part in full detail.

(Power point attached)

8 Spanish Police Pensions - Miriam Pinillos, CCOO

Miriam Pinillos was pleased to share with all MO's that just 15 days ago that there was an agreement reached and signed called the framework agreement for 21st century administration here in Spain. She stated that this was a significant way forward for pensions for millions of public workers in Spain. She explained all the important points raised within the agreement and why they have been identified therein.

9 Election of President 2022-2024

Nigel Dennis confirmed that all member organisations were given a full opportunity to nominate individuals for the position. As of the closing date of 26 September 2022 Jonne Rinne, Chair of the Finnish Police Trade Union was the sole nomination to have fulfilled all the requirements set out in the statutes for being nominated for President and as such was elected with the full endorsement from MO's.

Speech from incoming President

Jonne Rinne started by saying he was proud, happy and thrilled to be the next president of EuroCOP, he gave special thanks to Calum for his contribution to policing in Europe. He stated that he had big boots to fill, and although the president may change the ExCom have the knowledge to help him in his post.

He believed that the ExCom have achieved the activities set out in the Action Plan and have raised the profile of EuroCOP.

2022 situation in Europe has changed, we have been taking care of our own since before the 2nd world war. Thank you from me and our countrymen to give back to Europe. He will continue the efforts previously made and he promises to take matters to the European Parliament, he will hear you (member organisations) he sees the president's role is to represent the common views of our MO's. He sees the future of EuroCOP grow in size and numbers, he believes that nobody wants to stay alone or be alone. He asks everyone to obey the statutes and standing orders and contribute to the great work of EuroCOP going forward.

10 EuroCOP ExCOM Northern Region and Southern Region Head of Office (EuroCOP Statute 5.7.1 refers)

A nomination was received as per the statutes for David Hamilton, Chair of the Scottish Police Federation to represent the Northern Region.

David Hamilton was approved by MO's and duly elected to the ExCom

A nomination was received from an organisation in the Southern Region who had undertaken due diligence of the statutes in regard to this matter, but it was decided by the EXCOM that there would be a Byelection to be held at the April meeting in Belfast due to the possibility of another organisation wishing to nominate a candidate to represent the same region. Nigel then asked that all nominations were to be submitted as per the statutes to him no later than 15 February 2023.

11 Welcome, from Chair

Calum Steele spoke on the violence on the police video that was shown the previous day, which was stated as a work in progress. He then showed some high-quality photographs from various countries and asked that each and every one of the MO's to source similar from each of their jurisdictions to help showcase the violence that police officers face. If they were also able to point the ExCom in the direction of Broadcast footage that would be much appreciated as it would create a more powerful message and make the video a success.

12 Head of Office Report - Nigel Dennis

Nigel opened his report by explaining his position in EuroCOP as Head of Office which is more similar to that of a General Secretary of this organisation. He started his report by saying, "Since we last met in Gibraltar, mine and that of the ExCOM's focus has been on raising the profile of the challenges of your membership on the European political platform and this momentum has continued unabated.

As you will be aware EuroCOP significantly invests in engaging a leading communication consultancy in H/Advisors Cicero, who assists us to shape our messaging across the European Political landscape, to ensure we have a competitive edge that allows EuroCOP

to be at the forefront of engagement with policy makers and regulatory bodies at the highest level of decision making, that form your memberships working life's.

This company's reach stretches throughout the European landscape and is not restricted to just EU countries which was an important factor when we engaged them.

We ensure that by registering our interest of emerging Policing issues with the Policy and regulatory bodies that impact on our membership, that we are able and adaptable enough to engage within those political channels that are available to us, and to be part of the technical discussions that evolve.

An example of this is the invitation of EU Law Enforcement Working Party which handles work relating legislative activities as well as cross border policing and related operational issues. We presented 2 topics - the epidemic of violence against Police Officers and the impact of climate change on Policing in Europe, which both impacts fully on everyone in this room.

To get to the stage of just getting through the door so that EuroCOP can have 'on the record' significant discussions with this high-level EU forum, requires considerable time and effort.

As the leading Police Representative Confederated body within Europe, we must use our voice effectively, competently and professionally. We do this by investing in the professional capabilities of communication advisors who have a clear understanding and appreciation of EuroCOP's mission and what EuroCOP represents.

A lot of my work as I am sure you can appreciate as the only full-time office bearer of EuroCOP is to ensure that the momentum of our messaging and our visibility is maintained throughout the year and this organisation to be sufficiently adaptable to manage change effectively within the resources available to us.

ETUC / ETUF

As Head of Office, I represent EuroCOP at these bodies. Our membership of these organisations is absolutely essential if we are to be seen as an effective confederation representing our membership of Police officers on the European Stage.

We should never take our membership for granted and its importance, on the European platform of social dialogue with the European institutions. so, the requirement to invest time and to support other Trade Unions on matters that directly or indirectly impact on issues that you deal with on a national level is important to us all.

It will come as no surprise to you all that the cost-of-living crisis in Europe and the lack of yearly salaries increases that match the current rate of inflation are hot topics at the moment, especially within the Public Sector. You can see the level of frustration evolving whereby profits are increasing but salaries are decreasing in real terms. Strategies are being worked to challenge these inequalities, and I get the sense that alternatives to large scale demonstrations are being worked on to meet these challenges.

At the last ETUC a slide was shown about demonstrating, He stated that for 5,000 demonstrators – 0 members of parliament will notice, for 10,000 – minimum response and for 100,000 demonstrators might get some notice. So where demonstrating has its place its not always the best way.

For our membership once again the Police Officer will be in the middle of the anger felt by those being engulfed by the current hardships whilst themselves suffering those same hardships.

I would encourage you all to register on the ETUC web site to see and appreciate the volume of work that is undertaken by this organisation and to which EuroCOP are a part of.

EuroCOP and the Media

As M.O you can play an important part of this Organisations messaging profile. We are all aware of the power of social media that can generate an insight and awareness of the challenging work of the Police Officers you represent and how these different platforms can influence the debate.

It is however clear, despite our investment in this area that collectively we need to improve on our messaging to meet our cost v benefit outcomes. What we have done in the last 5 years is good but not good enough, I look to you all to achieve that goal by actively engaging with our platforms be-it on Twitter or Facebook.

When appropriately used the power of the media when effectively used by EuroCOP can spark a response that lights a debate which sends a clear message, that EuroCOP will objectively go on record in support of its MO.

2 good examples of this in the last 6 months was when our President Calum Steele went on record to the written press on matters of deep concern to our MO both in Malta and Gibraltar and didn't shy away from being blunt but professional in his messaging.

Trust me when I say if the President of EuroCOP goes on record to a journalist and makes the following statement for example "that Malta Police are seen as being too close to the state", and also goes on record with the written press that Senior Officers of Gibraltar have failed their Officers, it gets a reaction, he said that perhaps that what we need to do more of.

We have a voice that we manage proficiently and effectively for the benefit of our membership.

As you will hear from our Treasurer this organisation cannot escape from the harsh financial realities that everyone of us in this conference room are facing currently with cost-of-living crisis which in the main has been brought about by the unlawful war in the Ukraine executed by Putin. Despite losing 3 organisations in 2021 which clearly impacted on our finances we have achieved so much in the last 2 years because we are focusing

on a clear mandate that was provided to the ExCom through the agreed Action plan 2020-2024.

The professionalism in how we are now constructing our committee meetings, the effective way we are now consistently presenting our message through our delivery to policy makers and regulators, across the whole of the European landscape, in which we ensure that we are well briefed, and laser focused on our goals

One of our successes has been our collaborative engagement in a European Commission Funded joint project with EPSU and EuroMIL on Trade Union Rights, over the last 2 years I have been engaged on this project which cumulated with a conference in Skopje North Macedonia in which 100 Trade Unionist from the 3 organisations across the whole of the European landscape, which in my view was an outstanding success. We are committed to continue with this partnership. I trust you found the input from our EGPU colleague Nadja Salson who has been one of the driving forces of this project both informative and beneficial.

Internal Audit

I just want to say a few words in front our Auditors address to the meeting

It is an extremely important part of our financial processes that an annual internal audit takes place on the previous year's accounts. Due to factors outside the direct control of myself, the Treasurer Mark Marshallsay and the Internal auditor Mr Henry Bautista the process of internal audit has not been achieved, as all the relevant spreadsheets and invoices have been unavailable in a format that accorded with our new accountant's process of accounting.

Moving forward our accountants have now completed their work for 2020 and are nearing completion of the 2021 accounting period. It has been agreed that the internal audit will take place at a location agreeable to all parties as soon as all the documentation is accessible for Henry Bautista to carry out his function of internal audit.

Employment Status - Head of Office

As you will all be aware, as Head of Office my role not only includes the day to day effective and efficient management of our collective alliance as a confederation of Police Unions/ Staff Associations, but by virtue of that role I am also an ex officio of the ExCom with all the responsibilities that function entails.

On the appointment of new accountants to our Organisation and having previously obtained independent legal advice in Luxembourg on the employment status of the Head of Office it become clear to myself and that of the ExCom, that in the role that I am engaged in with EuroCOP, is that I am viewed by Luxembourg employment legislation as an "employee" of EuroCOP and not that of a consultant (ie Freelancer as was previously envisaged in 2020)

Following a meeting of the ExCom of the 15th July 2022, it was determined that the role of Head of Office moving forward should be that of “employed status”, and that appropriate measures should be undertaken by the newly appointed accountants to ensure that EuroCOP is fully compliant with Luxembourg employment legislation, and all necessary actions required to achieve that status are carried out and are backdated to March 2020.

I have accepted these terms.

Finally, I want to say a few words about our exiting President, Calum Steele, who I have known for many years. We all know he is an excellent orator and word smith, which he puts to good use skilfully and effectively. But his skills in his ability to grasp the detail of an issue and successfully communicate that to whatever level of his audience is one I am sure you agree with me is to be admired.

Calum cares about the people in Policing. He has invested a significant period of his Police Service in being a leader of his home organisation the Scottish Police Federation, and his membership have benefited from his wise counsel over the years as have we in EuroCOP. It has not lost me that Calum has for the past 7 years been either the Vice President and President of EuroCOP, and he has been at the forefront of navigating this organisation through some turbulent times. We owe him our gratitude and friendship and wish him all the success and good health in whatever pathway he follows in the coming months and years.

Calum I am sure over the coming weeks you will receive many richly accolades, embrace them all as you deserve everyone, as you are one special person who is admired, and loved by many.”

Nigel offered to take questions, there were no questions from the floor.

13 Treasurer's Report Mark Marshallsay

Mark Marshallsay thanked everyone for their attention and said it was his pleasure to see everyone again, here in sunny Torremolinos. He didn't intend for everyone to listen to his dulcet tones for too long, as he believed there were far more interesting subjects!

He continued by saying, “It's that time of year where I have drafted a proposed budget for the next financial year. This is demonstrated in appendix 1 and appendix 4. I have also produced appendix 3 which illustrates the actual budget used for 2022, which is what the draft budget is based on. The expenditure for 2022 has caused no concerns for me and is more or less in line with what we were expecting although the current financial climate is significantly changing.

The use of these charts is a great way of conveying a list of figures more clearly and simply. What is glaringly obvious, is that our yearly expenditure is now slightly more than our income, and this is expected to worsen over the next few years as the cost of living continues to soar.

Nigel and I, will of course, endeavour to cut costs where we can and are always looking at ways to do this. We will review all costs and see if we can streamline in any way.

With the year-end fast approaching, at the time of writing this report, we have a surplus of around **594,191.11** Euros. Still a healthy surplus although now beginning to slowly decrease.

As I have already mentioned, EuroCOP is subject to the higher cost of living and increase in bills, as much as the next organisation or person. There has been no increase in subscriptions since 2017 and although we have managed through savings made due to the global pandemic, now is the time to be prudent and consider raising the subscription level. After consultation with the Ex Com and Henry Bautista, our Auditor, it is my recommendation that 2023 subs remain the same, as we still have that healthy surplus, however we cannot continue along that path, so in 2024 it will be my recommendation that the subscriptions increase by **0.25** cents per member, which based on this year's figures, will produce extra income in the region of **35,000** euros.

On a more positive note, it is very pleasing to see new organisations expressing their interests in joining EuroCOP and as we know, some are here today, and you are very welcome, and I look forward to seeing you in the future...and giving you an invoice.

The process into investing some of EuroCOP's funds is now well under way with Close Brothers but has not been without difficulty. There are many hurdles that have to be overcome when investing large sums of money and checks have to be carried out on all Directors and authorised signatories, who in this case are the ExCom. All of the ExCom had to provide proof of identity and address to the compliance department at Close Brothers. This proved to be a challenge to find proofs which were easily accessible for non-UK residents which were acceptable to the compliance department.

It has been explained that compliance department have tightened up their rules, post-pandemic and in part because their processes are driven from a UK perspective where resources such as Companies House, which can help to provide accounts and proof of incorporation for UK based companies, do not apply to EuroCOP, being registered in Luxembourg. I think that we have finally navigated the difficulties and will soon cross the finish line. It has been agreed with the ExCom that **150,000** euros be set aside for initial investment.

In January 2023, I will contact you all again for your membership numbers and ask that you provide me with that information by the deadline of 15th January 2023. I will then send out an invoice for the membership fees, which are expected to be paid by the deadline of 15th February 2023. Prompt payment is greatly appreciated.

Thank you to Nigel, Henry and the rest of the ExCom for their continued support, but more importantly, thank you to all of you, the members who ensure that this organisation continues to thrive".

Mark offered to take questions, there were no questions from the floor.

Appendix 1

EuroCOP Budget 2023

	Draft Budget 2022	Actual Budget 2022	Draft Budget 2023
Income			
Member Subs	194,076.45	200,081.60	200,081.60
Bank Interest	200.00	200.00	200.00
Total	194,276.45	200,281.60	200,281.60
Expenditure			
Professional Fees	75,000.00	90,484.99	90,000.00
Office Costs	22,000.00	24,146.42	25,000.00
Remuneration	51,000.00	54,872.00	55,000.00
Executive Committee	13,000.00	4,331.11	10,000.00
Committee Meetings	35,000.00	32,318.30	33,000.00
Bank Account Fees	400.00	300.00	300.00
Tax Paid	200.00	1,548.72	1,000.00
EuroCOP Representation	10,000.00	3747.34	5,000.00
Auditor	2,000.00	0	1,000.00
Translation	7,000.00	4305.26	5,000.00
Total	215,600.00	216,054.14	225,300.00

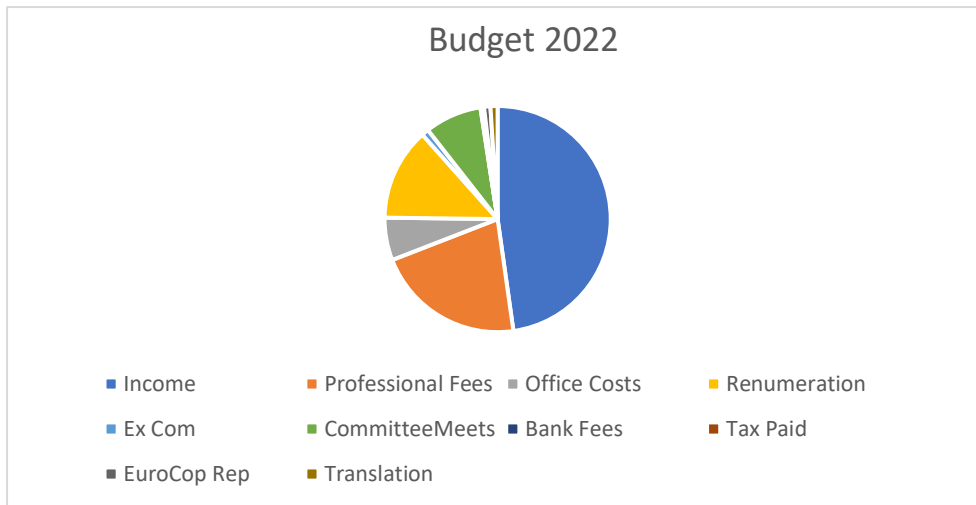
APPENDIX 2

Number of Members & Membership Income 2022

Number of Members & Membership Income 2022 Member Organisation	Date Submitted Numbers	Members Declared 2021	Paid	Amount in Euro's
AGSI	05/01/2022	2,175	25/01/2022	2,914.50
BTPF	20/12/2021	3,095	18/01/2022	4,147.30
POU-GWU Malta		1,389	28/02/2022	2,000.00
GRA Ireland	01/02/2022	11,385	02/02/2022	15,255.90
Landssamband Logreglumanna	14/01/2022	845	10/03/2022	1,200.00
Odborovy zväz Policie Slovakia	11/01/2022	10,055	19/01/2022	10,105.27 (75%)
PFNI	05/01/2022	6,857	21/01/2022	9,188.38
Politiets Fellesforbund	13/01/2022	12,672	21/01/2022	16,980.48
Politiforbundet i Danmark	11/01/2022	12,048	21/01/2022	16,144.32
Suomen Poliisijärjestöjen Lita r.y.	14/01/2022	9,101	18/01/2022	12,195.34
Svenska Polisförbundet	14/01/2022	20,062	28/01/2022	26,883.08
P.F.P. Greece	15/01/2022	24,376	20/01/2022	24,497.88 (75%)
UPOL Spain	12/01/2022	5,200	15/02/2022	6,968.00
CNCF	07/01/2022	1,500	20/01/2022	2,010.00
ErNE Basque Region	15/02/2022	3,400	17/02/2022	4,556.00
NPPSS Lithuania	Membership	Withdrawn		
FSC-CCOO Spain	31/01/2022	5,500	03/02/2022	7,370.00
SPF	14/12/2021	17,000	21/01/2022	22,780.00
GDPF	16/12/2021	90	20/01/2022	1,200.00
GPF	14/12/2021	237	21/01/2022	1,200.00
Malta Police Association	15/12/2021	573	18/02/2022	1,200.00
SINAPOL	18/02/2022	1560		1,045.20 (50%)

LIDA Latvia	14/01/2022	2,605	11/02/2022	2,618.03 (75%)
ELA	21/01/2022	3,200	25/01/2022	4,288.00
DPF	18/01/2022	2,488	03/02/2022	3,333.92
	Total	157,413	Total	200,081.60

APPENDIX 3



APPENDIX 4



Auditor's Report Henry Bautista

"Good morning colleagues, Nice to see you all and back addressing you today. For those who do not yet know me, I am Henry Bautista, Internal Auditor for EuroCOP.

As our treasurer, Mark, and head of office, Nigel, have duly reported to you, the transition between the departing of EuroCOP's office staff compounded with the duration of the Covid pandemic and its restrictions has delayed our financial processes together with the presentation of final accounts.

As you may be aware EuroCOP is domiciled in Luxembourg and obviously we must abide with law requirements.

Although we have recently had accounts finalised for the financial year ending 2020, we have decided that it would be also best, to wait a little bit further for the finalised EuroCOP accounts for the year ending 2021, which I have been told will be ready imminently.

As per our transparent policy, and upon receipt of both financial accounts and supporting documentation, I can confirm that as my principal function as Auditor for EuroCOP, I will be conducting an internal audit on both past respective years and will be reporting back with my findings to the ExCom and you the members.

This will in fact save unnecessary audit expenses and at the same time kill two birds with one stone.

In the meantime, I can safely report that our organisation and bank reserves continue to be buoyant. Thank you, conference."

Henry offered to take questions, there were no questions from the floor.

Application for full membership of EuroCOP Sindicato Independiente De la Agencies Tributaria – SIAT & Sindicatal Democratic Al Politistilor (SIDEPOL) Romania.

Both applicants spoke on the reasons behind why they wanted to become full members of EuroCOP they both complied with the rules and statutes and the ExCom had no issue in putting their request to the MO for endorsement.

Both were approved as full membership

Application from Spain Guardias Civiles to become observers of EuroCOP

A speech was given to express their interest in becoming observers.

Application was approved subject to application being received for observer status.

Committee Meeting Closure

Calum Steele asked that the MO endorse a proposal from the ExCom that an offer is made to members of Ukraine to become members of EuroCOP without fees.

MO fully endorsed the proposal.

Calum closed the meeting by giving a heartfelt thanks to everyone for their support over the years as President and highlighted the good work that has been achieved. He wished everyone a safe trip home.