



Conseil Européen des Syndicats de Police

Organisation Internationale Non Gouvernementale au Conseil de l'Europe

Executive Committee of Sarajevo

15 and 16 May 2009

Final Resolution

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The European Council of Police Unions (CESP) - *an International Non-Governmental Organization of the Council of Europe representing 300,000 policemen through 17 countries (13 members of the E.U.), representing 18 unions* - held its Executive Committee in Sarajevo, Bosnia and Herzegovina on 15 and 16 May 2009 on the topic of *"The Economic Crisis: its influence on the labour relations and social status of the police officers as well as its influence on the possible rise of crime."*

The economical crisis is not just a theory anymore; we are experiencing it in reality. Apart from opinions and assumptions which are theoretical, there are figures which show very clearly that this phenomenon has an effect on the whole of Europe. We call on all the European Institutions and all national Governments of the member states of CESP to take into consideration information which has been gathered in the meeting of this Executive Committee.

With the deepening of the economic crisis, the crime is raising which has a strong effect on the police work, they are exposed to more difficult circumstances; less material means/equipment is available to them. In order to cover the hours necessary to secure public safety, a duty of the police officers written in the legislations of all European countries, he/she have to work overtime.

The members of CESP insist on the current preferential retirement system of the police officers as well as on a long-term professional model and the current system of benefits. With the increased criminality, police officers are facing more difficult work surroundings without having the appropriate allowances and benefits. This situation creates dissatisfaction and frustration and affects the police officers in society. He/she has less time for his family and less financial means.

The lack of funds provided for the law enforcement will lead to malfunction of those institutions and will expose police officers to danger, e.g. cutting of running costs of vehicles, maintenance of police buildings, lack of protective equipment, etc. The authorities must not use money that is reserved for police personnel costs.

Authorities must make choices in the activities of their police forces to economize on their expenditure (instead of taking money that is reserved for police personnel). Above is not only a case for the police forces but also for local and national authorities. Safety is not only a responsibility of the local and national authorities but also at the European level.

In many cases demands that had been made by our unions and had been met and granted by the governments have now been postponed due to the financial crisis. CESP underlines that cuts in budgets assigned to the police force are a short term vision and instead of savings the price to pay at the end will be much higher, what seems to be a short term improvement of the financial situation could end up being much more costly for the society. And for these reasons CESP demands:

- Maintaining the original budgets assigned to the law enforcement, or even increasing them due to more of delinquency
- In case cuts are made, the government must take over responsibility for the safety of its citizens. In a crisis situation it isn't possible to attribute the lack of public security to the responsibility of the police.
- Governments of all countries of CESP members must refrain from taking any activities which may result in the decrease of the number of police personnel due to the economic crisis, having in mind that the specificity of the police profession and the absence of opportunities for their employment in other spheres.

Sarajevo, 15 May 2009

Annexes:

CESP gives its full support to:

- The Cypriot colleagues (CPA) for their fight in harmonizing of the police working hours with those of the civil services and the issue of a responsibility stipend to station commanders / key holders and department heads, matters which had been promised by the government within a certain period and are now postponed due the economical crisis.
- NPS (Bulgaria) in its efforts for Bulgarian policemen to achieve the salaries of their European colleagues.
- USPF (Bosnia & Herzegovina), IPTU (Serbia), FRSZ (Hungary), MPS (FYROM), SUP (Montenegro) in their effort to achieve the same income level/benefits average is more in line with our colleagues in the European Union.
- The competent BiH authorities should put an end to 7 years long agony of decertified police officers in such a manner as to revise each individual case and render decision on the labour and legal status in accordance with the documents previously adopted by the BiH parliamentary and executive bodies, positions and documents of international institutions (the Venice Commission, EU Human Rights Commissioner, independent European Stability Institute ESI, etc.)
- CESP condemns and requests immediate resolution of the status of decertified police officers since they have been deprived of their fundamental human right – the right to work.
- CESP condemns any interference of politics into the work of the police structures and interference of certain police managements in the work of trade unions and trade unionists.
- CESP reminds that in order to accomplish its mission the police needs to be able to act on its own initiative and must not be victimized by political pressure which restricts investigations.
- Additionally CESP sharply condemns the latent pressure on the union and members of certain union associations, and request from the Government its bodies and individuals who are the members of the police management to enable undisturbed freedom of union organizing and action in line with international conventions and national regulations.
- Independent Police Trade Union (IPTU) Serbia emphasizes that the existing position of police officers in Serbia is very bad and does not satisfy the minimum needs for acquiring living conditions. The wage of a police officer, who is employed for a period of at least ten years, is about 300 Euros. (*Minimum financial means for organizing living conditions for a family consisting of four persons is 450 Euros*).
- The Dutch police trade union ANPV is concerned about the increase of violence against police officers. People in common in this day and age accept less under stress. Through changes in society the authority of police and other civil servant changes rapidly. People in the streets accept less authority and more and more are confronting even attacking the police with violence and aggression. Because of the crises the violence increases. ANPV calls up on Governments to make legislations in which violence is dealt with firmly.
- The Spanish from SPP for the denounce of the Ministry of Interior of the Spanish Government due to its position against any kind of solution to the conflict existing for more than one year with the Spanish policemen. Originated by the lack of compliance of several agreements signed before the current economic crisis, discriminating the state police in comparison with the regional and local police bodies.

- The Independent Police Trade Union of Hungary, (FRSZ) calls to all European Institutions and to the Government of Hungary that the Law on the Service Relation of the Members of the Armed Forces (Hszt.) must not be changed in unfavourable way to the police officers.

Our rights granted in the above law should not be cut any longer, especially the preferred social and health care system as well as the conditions for retirement. Any change to that law would lead to unforeseeable fluctuation within the police force and many colleagues would leave the profession, which however would lead to the rapid rise of criminality and a decrease in public security and to an unstable society.
