



# Conseil Européen des Syndicats de Police

Organisation Internationale Non Gouvernementale au Conseil de l'Europe

## FINAL RESOLUTION

Rimini (Italy)

The Executive Committee of the Conseil Européen des Syndicats de Police representing 19 European countries out of which 16 are members of the European Union (300.000 Police officers), has met in Rimini (Italy) from 10 to 12 May 2007. On this occasion the theme, "Special Rights for a special Profession", has been discussed. (This topic will be issued on a separate document).

CESP declares that the profession of the police officers has special characteristics.

- ◇ **A permanent availability at all the time and in all places – especially during criminal investigations – meaning availability during day and night, days off, public holidays or during vacation.**
- ◇ **The unpredictable matters of a crime and combat against it**
- ◇ **The permanent life risks**
- ◇ **Enormous psychological pressure and emotional stress during police activities**
- ◇ **The unhealthy circumstances of the police officers activities**
- ◇ **Strict working rules which do not allow any other paid activities whereas non paid activities have to be approved.**

CESP claims that its profession needs specific Rights.

It considers the revised European social Charter of professional and social Rights applicable to all citizens, as well as the police officers.

- ◇ **The rights of reconciliation of the professional and private life.**
- ◇ **The rights to relaxation and leisure activities.**
- ◇ **The rights to just payment according to the effective work load.**
- ◇ **For those police officers who are involved in union activities to have the unrestricted rights to execute their duties.**
- ◇ **The rights to collective negotiation.**

CESP demands that all these rights are also applied to all European police officers.

In cooperation with all its members CESP will prepare the Document of minimum labour and social standards for police officers in European Countries.

This Document will be presented to all European Institutions especially to EU Commission and Council of Europe and to all Governments.

CESP will do the best and try to assure the adoption of this Document by all Governments of the CESP's members Countries.

After adoption it should be respected and obligatory basic document also for all Countries in the process of joining EU.

CESP gives its full support to:

### **Union of Independent Police Trade Unions of Bosnia and Herzegovina**

CESP claims that the domestic and international institutions in Bosnia and Herzegovina have to :

- Continue the process of Police reform in Bosnia and Herzegovina on earlier defined European principles with the main goal to establish unique, well equipped and politically independent Police forces in Bosnia and Herzegovina.
- Adopt Law on social care of eventual surplus of employees in present Safety Agencies.
- Ensure possibilities for Union of Independent Police Trade Unions of Federation Bosnia and Herzegovina, member of CESP, to take active part within the process of creation and realisation of Police reform in labour-law and social areas.

### **Cyprus Police Association**

CESP demands that the Republic of Cyprus proceeds immediately to the modification of the legislation which concerns the retirement of special constable and supports CPA in all its efforts in this respect. The fact that 715 members of CPA have to retire at the age of 55 but only receive their pension at the age of 63 is unacceptable and it's against all equality provisions as mentioned in EU legislation.

### **Malta Police Association**

CESP underlines the fact that MPA has started negotiations with the Government on better working conditions in 2004. During this period only a few meetings were held and no significant results were achieved.

CESP gives its full support to MPA in regard to the right on Trade Union organizing within the Police forces and positive development of the general situation in Malta.

### **Natzionalen Politzeyski Syndicat**

The CESP welcomes the entry of the Republic of Bulgaria to the European Union and congratulates the National Police Trade Union in Bulgaria on the progress achieved.

Simultaneously, it notes that being an EU Member State, the Republic of Bulgaria is obliged to take into consideration the recommendations of the European Commission and of the International Labor Organization, as well as the prohibition of any form of discrimination stated in Art. 13 of the Treaty.

It is inadmissible that, through an act issued by the Minister of Interior, the Bulgarian policemen are treated unequally and non-equivalent against the other citizens.

CESP firmly decided to observe what the Republic of Bulgaria respects the protection of the human and civil rights in the Republic of Bulgaria.

The Executive Committee of the CESP.