

The Hellenic CEPOL Unit of the Hellenic Police Academy

Emblem: the owl (glaux in ancient Greek), the favoured animal of the ancient goddess of wisdom Athena (Minerva in Latin), has been used as the symbol of wisdom and science across the ages. In this occasion the owl is “resting” on a branch of the EU stars thus representing the spirit of European Cooperation in Learning and training while at the same time standing next to the emblem of the Hellenic Police Academy, clearly stating that “paideia” is based on three elements: nature, learning and practice.

A. Establishment

Greece has been part of the CEPOL network since it began in 2001. The Hellenic CEPOL Office was initially founded in 2001, as part of the Department of Training Studies of the Police Academy. The Hellenic CEPOL Unit was founded in June 2006, as an independent unit within the Hellenic Police Academy, after CEPOL began operating as an EU Agency. The Hellenic CEPOL Unit is the official CEPOL contact point for Greece.

B. Historical Background

Until today (January 2011), the Hellenic CEPOL Unit has organised 12 CEPOL Seminars, in which almost 270 senior officers from the EU Member States and Associated Countries were trained, with internationally acknowledged success, various Committees and Working Groups Meetings, preparatory meetings for training activities, study visits e.t.c. The Unit has been part of European Projects as the DaVinci Programme, the AGIS Exchange Programme, The Euromed Police Project I and II and various other regional and international programmes. Finally, the unit also works with the Association of European Police Colleges (AEPC) as well as on international cooperation with police academies and organises courses for officers from foreign academies.

During 2009, the Hellenic CEPOL Unit organised one CEPOL seminar and hosted two meetings.

During 2010, the Hellenic CEPOL Unit organised two CEPOL Seminars and one CEPOL/Euromed Police II Seminar and hosted two meetings.



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C. Personnel

The team has four full-time staff members working on CEPOL matters and five experts who work on a part-time basis.

The Hellenic CEPOL Unit team includes:

Dimitrios Krieris (*Rank: Police Major*)

National Contact Point (full-time CEPOL), representative in CEPOL Governing Board meetings as well as Committees and Working Group Meetings, Course Manager

Kleanthis Papagiannopoulos (*Rank: Police Lieutenant A'*)

Euromed Police Project II Coordinator, National e-Net Manager, representative in CEPOL Governing Board meetings as well as Committees and Working Group Meetings, Course Manager and Administrator (full-time CEPOL)

Dimitrios Giannakis

Administrative Assistant, specialised on foreign documents (full-time CEPOL)

Alexandra Siampali

Administrative Assistant, secretary (full-time CEPOL)

D. Activities

Below you can find an overview of some of the most important activities organised by the Hellenic CEPOL Unit from 2008 until today:

1. Seminar Held on Community Policing

Community Policing (CEPOL reference: 2008/93 and 2007/37b) was the subject of the second step seminar held in Athens, Greece on 26-28 February 2008. The first step was organised in Latvia.

The main aims of the seminar included:

- To continue to develop an innovative and sustainable Community Policing approach;
- To describe new innovative and viable developments of Community Policing;
- To share good practices and methods;
- To use topical scientific based knowledge in the sphere of Community Policing;
- To focus on managing partnerships and participation and to propose “good practices”;
- To ensure cooperation, define its easiness and complexity as well as usefulness;
- To formulate challenging action plans for future developments in National Police forces;

- To enhance networking and cooperation between participants, trainers, policing professionals and educational developers within other European Police services.

Six trainers from five countries and 22 participants from 17 countries took part in the seminar.

The first day of the seminar was dedicated to introductory and practical issues, including: “Police Officer of the Neighbourhood” and “The Practical Implementation of the Community Policing Concept in a Belgian Police Zone”. Day one finished with a study visit to the archaeological site of Acropolis, where the participants had the chance to see by themselves the practical and daily approach of Community Policing in an area of major interest.

The second day of the seminar was dedicated to several practical issues and approaches concerning Community Policing, including:

- Community Policing: The Criminology Approach to Community Policing;
- Community Policing: The Start in Portugal - A Tactical Approach;
- Community Policing Realisation in Latvia - Theory and Practice.

Two workshops followed and the day finished with a study visit to the Centre of Police Operations of the General Police Division of Attica.

Gabriel Mc Intyre, a participant from Ireland, said: “I found the seminar very well structured, informative and with good content. There were excellent speakers on relevant topics.”

One of the experts, Hugo Guinote from Portugal, stated: *“It is fundamental for every police officer to be in the place where modern democracy was born; between the walls you can hear the whisper of human rights, the appeal of peace and security, of safety and harmony, a breeze of freedom. We all conclude that Community Policing is starting a new phase. It is no more in its childhood, it is now entering a grown-up phase, meeting new concepts and trying to incorporate them in the same future police model.”*

The seminar was organised by the CEPOL unit of the Hellenic Police Academy.

2. Seminar Held on Public Order & Crowd Management (Security during Summits)

Public Order and Crowd Management (Security during Summits) was the subject of CEPOL seminar (reference: 31/2008) held in Athens, Greece on 14-17 April 2008. Attracting 31 participants from 18 member states, the main objectives of the seminar were to:

- Improve international police cooperation during large scale events by establishing professional contacts with other counterparts within relevant European police services;

- Organise security measures and implement plans for crowd management during large scale events;
- Raise awareness of recent European developments, recommendations and guidelines;
- Allow participants to gain insight and knowledge regarding the practical usefulness of particular methods and tools and the evaluation of recent national and international events.

The seminar was led by six experts from four countries. The first day was dedicated to the Olympic Games 2004 and the Eurovision Song Contest 2006 (both events took place in Athens, Greece) and Eurobasket 2007 (which took place in Madrid, Spain). Participants visited the Greek Police headquarters Crisis Management Division.

The second day of the seminar was dedicated to the G8 Summit 2007 (which took place in Heiligendamm, Germany) and the UEFA Champions League Final 2007 (which took place in Athens, Greece). Participants also visited the Olympic Sports Complex (OAKA) in Athens.

To better involve participants, during the first two days an innovative workshop-come-exercise was held. It combined directed video scenarios of incidents and required the participants to react to real-time situations by considering a number of questions.

The third day of the seminar was dedicated to Policing violent anti-globalization protesters and to presenting and discussing the lessons learned from the exercise. Participants also visited the archaeological site of Acropolis, in Athens as well as the Centre of Police Operations in the General Police Division of Attica/Athens.

On the final day, the workshop's outcomes were reported and recommendations and conclusions drafted. Closing the seminar's workings, the Director of the Hellenic Police Academy, Mr Vasileios Moysis, presented the certificates to the participants.

David Sumner, a participant from the United Kingdom, *highlighted four things that had made an impression on him - the hospitality from the Greek hosts, the superb and professionally managed seminar and the pride in Greece and Greek Policing, as well as having the opportunity to learn about European policing. He said: "You have taught us a lesson in welcome, friendship and police professionalism. Thank you all so much."*

One of the experts, Mr Jesus Gomez from Spain, stated: "The objectives of the course have been fulfilled completely. The seminar was of a very high level and the organisation was perfect. Thanks to the hospitality from the Greek CEPOL unit, I felt as if I was at home."

The seminar was organised by the CEPOL unit of the Hellenic Police Academy and supported by Germany and Spain.

3. The Fight against Drugs Continues

Fighting against Drugs in the European Union was the subject of CEPOL Common Curricula seminar 08/2008. Held in Athens, Greece, on 13-16 October 2008, the seminar attracted 30 participants from 21 Member States and one participant from the EULEX Mission Kosovo.

Led by eight experts from three Member States and Europol, the main objectives of the seminar included:

- Making an approach to the management of Police Drugs Trafficking Services to share good practice with the aim to strengthen cooperation in the Member States;
- To design a common plan of cooperation as the mainstay for police investigation strategies and techniques in the EU;
- To benefit from the work already done in the development of the Common Curriculum for Fighting against Drugs in EU;
- To consider issues for inclusion in the Common Curricula topic in the future.

The first day was dedicated to introducing the Common Curricula as well as focussing on cocaine trafficking in Europe and the routes and the means used for this purpose. The programme of the first day was concluded with two workshops, relevant to the topics presented.

The second day of the seminar was dedicated to Europol, the current situation in synthetic drugs in Central Europe, drug trafficking from national criminal rings to the Balkans and the drug-producing countries. Two workshops were held in the afternoon.

The third day was dedicated to the EU framework, policies and treaties concerning drugs, as well as the police investigation strategies and drug-related crimes. The participants had the opportunity to visit the Coast Guard Centre of Operations and familiarise themselves with a different approach to fighting drugs in a country surrounded by sea.

The outcomes of the workshops were reported on the final day, with recommendations and conclusions drafted.

Closing the seminar, the Director of the Hellenic Police Academy, Mr Vasileios Moysis, presented the certificates to the participants.

Jaromir Badin, a participant from the Czech Republic, highlighted the high professionalism of the organisers stating: *"This seminar was my best experience concerning Common Curricula and police education in my career. Thank you Hellenic Colleagues!"*

The seminar was organised by the CEPOL Department of the Hellenic Police Academy and supported by Slovakia and Czech Republic.

4. The land of Aristotle hosts the “European Police Education Systems” Seminar

The CEPOL Unit of the Hellenic Police Academy undertook the responsibility of organising the CEPOL Seminar 73/2009 on “European Police Education Systems” for the third consecutive time, taking into consideration that nowadays, the specific topic represents a practical challenge due to the great differences existing in the various educational systems, approaches and views of the Member States, as well as the developments on the level of CEPOL and police cooperation among the Member States.

Held in Thessaloniki, Greece, on 30 November to 2 December 2009, the seminar attracted 26 participants from 14 Member States.

Led by six experts from three Member States, CEPOL Secretariat and CEPOL Research and Science Working Group, the main objectives of the seminar included:

- To promote the regular updating of the collected data on the situation of Police Training and Education in Europe.
- To encourage discussion on the further benefit of the collected data and the necessity of establishment of a module of common quality standards for European Police Education.
- To support the exchange of best learning and training practices in European Police education/training, using also the Electronic Network.
- To present the current level of implementation of the CC in the Member States.
- To promote mutual confidence and cooperation among the Police Institutions within the E.U.

Beyond the introductory CEPOL awareness, the first day included an enlightening tour through the Common Curricula and e-learning as well as the presentation of two typical police education systems, those of Cyprus and Poland. The schedule of the first day was enriched with two workshops, relevant to the topics presented.

The second day of the seminar was further dedicated to learning and the quality level in training, while special attention was given to the current situation of the SEPEB program and the police-relevant academic education. In coherence to the subjects mentioned above, two workshops were held in the afternoon.

The outcomes of the seminar were reported on the final day, with recommendations and conclusions drafted.

Steve Davies, a participant from the United Kingdom, confessed leaving Greece with high regards: *“The seminar in Thessaloniki was both informative and useful. It made the journey to the beautiful city worthwhile!”*, while Laurent Sambourg, one of the French participants, highlighted the professionalism of the organisers stating: *“A professional seminar doesn’t*

only exist, but it must live...and it did happen here!" Harry Peeters, representative of the CEPOL Research and Science Working group, made a few comments which actually mean a lot: "Compared with other CEPOL conferences the opportunities for active or interactive participation are considerably greater. It is a very active audience and nobody is hesitating to take the floor, although English is nobody's native language. The content contribution from the various experts is instructive and encourages discussions and exchange of views. The venue is very appropriate, not only in terms of accommodation, but also for seminar purposes. It is a well-organised seminar with a pleasant variation of courses and leisure time."

The seminar was organised by the CEPOL Unit of the Hellenic Police Academy and supported by Cyprus, Poland, the CEPOL Secretariat and the CEPOL Research and Science Working Group.

5. Police Cooperation can tackle Cyber Crime

The development of new information and communication technologies is radically changing our economy and society. The success of the information society is crucial for Europe's growth, competitiveness and employment opportunities.

At the same time the growing importance of information and communication infrastructure opens up new opportunities for criminal activities. The European Union has therefore taken a number of steps to fight harmful and illegal content on the Internet, protect intellectual property and personal data, promote electronic commerce and tighten up the security of transactions.

The CEPOL Unit of the Hellenic Police Academy taking into consideration the aforementioned, undertook the responsibility of organising the CEPOL Seminar 64/2010 on "Cyber Crime & High Tech".

This Seminar underwent in the capital city of Greece, Athens, on 18 – 21 May 2010.

The target group focused on Senior Police Officers who are involved in the coordination, investigation and training regarding Crimes related to the use of Internet and High Technology trends.

The use of LMS was highlighted in broadening the social networks and moreover fully supported this activity and was highly appreciated from the lecturers and the participants.

The main objectives, in regard to the evaluation feedback by the participants, were fully met, and are:

- To update and enrich knowledge concerning new threats and techniques used in committing crimes through the internet and other communication networks.
- To increase knowledge concerning the involvement of E.U. Agencies in the Fight against Cyber and High Tech Crime.
- To exchange investigative techniques and best practises concerning the fight against High Tech and Cyber Crime.

- To support - strengthen international cooperation among relevant officers combating Cyber Crime and to establish professional contacts on this field.

Led by eight experts from three Member States, Eurojust and Europol the programme flow began beyond the introductory CEPOL awareness, the first day balanced between a theoretical approach to European law procedure on Cyber Crime and High Tech, from the Eurojust's aspect, and a practical analysis on phishing and carding by the Polish expert, who was moreover responsible for the workshop that concluded the day. The schedule also included dinner at Thissium, underneath the evening lights of Acropolis.

The second day of the Seminar was further divided into elaboration and technocracy: Europol's contribution was devoted to international cooperation against Cyber Crime and High Tech, whereas the two following presentations were specialised in the combating infrastructure and software equipment and the common problem of child abuse through the Internet. In coherence to the last subject, another workshop was held in the afternoon.

The third day was also a heterogeneous, but fair mixture among science and experience, as two first speakers focused on Cyber Crime detecting technology and case study material, while the third one expressed privacy protection-oriented considerations. This day's workshop also reflected the multi-agent and multiple factor involvement that is needed on the critical matter of Cyber Crime and High Tech confrontation.

The outcomes of the seminar were reported on the final day, with recommendations and conclusions drafted. Closing the seminar, the representative of the Director of the Hellenic Police Academy, Mrs. Pinelopi Rantzou, delivered the certificates to the participants.

Pal Tamas, the participant from Hungary, appeared sincerely enthusiastic in his comments: *"That was my first time in a CEPOL Seminar, so I really didn't know what to expect. It proved to be amazing! The organisation was perfect and the topics well chosen, as all of them are necessary and full of new information. I enjoyed both the lecturers and the workshops, which offered me the opportunity to gain a lot of experience on how Cyber Crime is investigated in other countries. Thank you for the chance to attend this activity and for everything you included in it! And note that I'm actually planning to use the LMS in the future in order to share my knowledge and learn from others."* Ionut Andrei Barbu, the Romanian participant, sounded enchanted by the Greek sense of hospitality and friendly spirit: *"The real success of this CEPOL Course was owed to the great atmosphere that accompanied us all throughout the workings. I especially appreciate the professionalism of the organisers, who, on the one hand, knew how to manage the activities and on the other, how to create for all of us a proper means to learn. The workshops gave us an excellent opportunity to interact with colleagues from other countries, but also share our own experience. Once again, congratulations for your involvement and your sincere concern towards each and every one of the participants!"*

The seminar was organised by the CEPOL Unit of the Hellenic Police Academy and supported by Poland, France, EUROPOL, EUROJUST and Privat Sector (Symantec, Polytechnic University of Athens and University of Ioannina)

6. CEPOL - Euromed Police II Project Seminar took place under the light of Acropolis

The CEPOL Unit of the Hellenic Police Academy in close cooperation with the Euromed Team of the CEPOL Secretariat undertook the responsibility of organising the Euromed Police II Project Seminar on “Modern investigative techniques on fighting Drug Trafficking along the Mediterranean Sea”.

The Seminar mainly aimed at engaging the Participants with a greater knowledge / understanding of modern investigation techniques through presentations, work groups and on site visits, on the one hand and on the other, at making a substantial contribution to the fight against drug trafficking by developing a concrete cooperation potential.

Held in Athens, Greece, from the 24th to the 30th of April 2010, the seminar attracted 24 participants from 6 MEDA Countries (Algeria, Egypt, Lebanon, Israel, Morocco and Jordan). Led by thirteen experts from four Member States (The Netherlands, Portugal, Cyprus and Greece), two MEDA countries (Jordan and Morocco) and CECLAD, as well as the Deputy Project Manager and the Course Manager of the CEPOL - Euromed Project, the main objectives of the Seminar invited the participants to:

- Understand aspects of international and national drug trafficking phenomena
- Identify existing forms of international and national cooperation
- Gain a practical approach to the combat of drug trafficking and the use of best practices, through case studies
- Explore further investigation techniques

Concerning a variety of topics, the Seminar Programme balanced between a well-structured content, based on a successful preparatory meeting, and a rich social events schedule. In specific:

- Day-long ice-breaking activity in the Archaeological Sites of Epidaurus and Nycenae.
- Beyond the introductory MEDA awareness, the first day included an enlightening overview of the current drug trafficking characteristics along the Mediterranean, as well as the presentation of a national coordination system of drug-combating services.
- The second day of the seminar was dedicated to drug trafficking-oriented international cooperation and investigative techniques. In coherence to the subjects mentioned above, three workshops were held in the afternoon.

- The third day of the seminar regarded a more practical and empirical aspect of the drug trafficking combat, as the presentations were dressed the form of investigation data or case studies with much photographic and audiovisual material. An on site visit to the Coast Guard's Operational Centre in the afternoon concluded the day.
- The fourth day of the seminar approached more intriguing and specialised matters, such as intelligence, asset recovery and customs, also followed, though, by two case studies. In the evening, a farewell dinner was organised at "Yacht Club" in Piraeus.
- The fifth and final day of the seminar began with the CECLAD contribution and the typical part of Seminar evaluation and headed gradually to the closing ceremony, where the Director of the Hellenic Police Academy, Mr. Georgios Balagkas, and the Course Manager of the Euromed Project, Mr. Peter Davidson, presented the certificates to the participants.

The participants appreciated the Seminar on all levels (administration, organisation, content, contacts and cooperation) and thus provided a significant and extremely positive feedback.

Throughout the activity, the Euromed team contributed in a very professional way to a highly important percentage.

The seminar was organised by the CEPOL Unit of the Hellenic Police Academy and supported by the Netherlands, Cyprus, Portugal, Jordan, Morocco, CECLAD and the CEPOL Secretariat - Euromed Team.

7. Who Cooperates, wins

Terrorism is a hazard to all States and to all people. It poses a serious threat to our security, to our democratic values and to the rights and freedoms of our citizens, especially through the indiscriminate targeting of innocent people. Terrorism is unlawful and unjustifiable under any circumstances.

The European Union is an area of open borders, both literally and figuratively, in which the internal and external aspects of security are intimately linked. It is an area of increasing interdependence, allowing for the free movement of people, ideas, technology and resources. This is an environment which the terrorists abuse in order to pursue their objectives. In this context and in the spirit of solidarity, concerted and collective European action is indispensable to combating terrorism.

The CEPOL Unit of the Hellenic Police Academy, having in mind all of the above, as well as the fact that the Seminars organised under the auspices of CEPOL have proved to be

the best meeting point for Police Officers from the Member States, undertook the responsibility of organising the CEPOL Seminar 03/2010 on “Counter Terrorism Awareness”.

This seminar took place in the capital city of Greece, Athens, on 04- 07 October 2010.

The target group focused on Senior Police Officers or experts from E.U. Member States, Associated countries and E.U. Agencies specifically involved in Counter Terrorism activities within their organisations.

The use of the LMS fully supported this activity and was highlighted in broadening the social networks and was greatly appreciated by both lecturers and participants.

The main objectives, in regard to the evaluation feedback by the participants, were fully met, and are:

- Contrast examples of differing national approaches and experiences to intelligence management and planning
 - Identify backgrounds to terrorism
 - Identify trends relating to terrorist threat
 - Recognise different instruments of European cooperation in the field of counter terrorism
- Establish an ongoing network with other colleagues on the course

The seminar was led by experts from two Member States (Italy and the U.K.), Eurojust and Europol as well as Greek Experts coming from various services dealing with Counter – Terrorism.

During the Seminar’s opening and after the initial introductory CEPOL – EU and E-net awareness presentation, the first day was further divided into elaboration and technocracy: Europol’s contribution was devoted to Counter Terrorism in general, whereas the three following presentations focused in the intelligence analysis on Counter Terrorism, in the Counter Terrorist Financing and the challenge of the new Terrorism and, finally, in Religious motivated terrorism.

The second day opened with a presentation from EUROJUST on “Recognizing different instruments of European cooperation and judicial experiences in the field of Counter Terrorism with regard to financing of terrorist activities & organizations” while the following presentations were dedicated to various national terrorist groups such as the revolutionary organization “17 November”, “Revolutionary Struggle” and “Conspiracy of Cells Fire”. The day concluded with a Workshop on the “Transformation of an Extremist group to a Terrorist Organisation - The case “Conspiracy of Cells Fire”.

The third day's presentations started with: "Terrorist Organisation Revolutionary Struggle –rise to fall", continued with the latest Terrorist bomb cases and ended with the "Forensic Investigation in Keys, Locks & Burglar's Tools for cases related to Counter Terrorism and Specifically the Revolutionary Organisation 17 November". The workings concluded with the workshop "Table Top exercise on Counter Terrorism", which was a practical audio visual exercise based on a specific scenario and structured hypothetical real-time questions.

The last day's workings commenced with a presentation related to an overview of terrorism in Greece, using the cases of the organisations 17 November, Revolutionary Struggle and Conspiracy of Cells of Fire. Following that, the outcomes of the seminar were reported while recommendations and conclusions were drafted. Closing the seminar, the Deputy Director of the Hellenic Police Academy, Police Brigadier General Mrs. Kokkorou Olga, delivered the certificates to the participants.

In closing, we would like to use the words of the U.K expert, Mr. Marc Parker, who said:

"This was an extremely rewarding professional experience and a great opportunity to share knowledge with my European colleagues. As an invited Expert, the initial planning and preparation from the Hellenic Police Academy Course Management Staff was first class, particularly regarding the Seminar objectives and proposed topics for presentation. Furthermore the use of the CEPOL Learning Management System provided the opportunity to engage with the participants during the pre-course phase. This allowed for the provision of preliminary reading material to supplement the presentation and provided details of the professional experiences of the participants, thus enabling me to configure the presentation accordingly with a view to achieving the learning outcomes."

E. Plans for 2011

"People want to live in a European Union that is prosperous and peaceful, where their rights are respected and their security protected. They want to be able to travel freely, and to move temporarily or permanently to another European country in order to study, to work, to found a family, to set up a business or to retire. But they are disturbed to see that the context of stability and security that has prevailed in Europe in recent years is threatened by worldwide developments.

The economic and political difficulties facing the European Union and the world, and the complex challenges of the future, call for solutions that are global and lasting. At a time when

mobility is growing on a worldwide scale, Europeans are entitled to expect effective and responsible action at European level in areas that affect them so strongly.

Towards a citizen's Europe in an area of freedom, security and justice

Freedom, security and justice are key values that form an integral part of the European model of society. They are a cornerstone of European integration. The Union has already succeeded in providing its citizens with a single market, economic and monetary union, and the capacity to meet global political and economic challenges. It has also made substantial progress towards an area of freedom, security and justice; the priority now has to be to put the citizen at the heart of this project.” *Abstract of the Introduction of the Stockholm Programme*

The dawn of 2011, as well as to all other aspects of our daily living, brings new challenges to European Police Cooperation, in which the training plays a very important role, as the basis for a common understanding language. CEPOL's role has been clearly defined with its mission statement, to enhance European Police Cooperation through learning.

The Hellenic CEPOL Unit, being an active part of CEPOL as an EU agency but also as a network among Higher Police Institutions in Europe, has undertaken the responsibility of a number of activities in 2011. Namely, the Hellenic CEPOL Unit:

- will organize a CEPOL Seminar under the title “Train the Trainers”.
- will organize a CEPOL Seminar under the title “Counter Terrorism Awareness”.
- with the contribution from various services of the Hellenic Police Force will support an important number of CEPOL activities with trainers and experts.
- will participate actively in the networks meetings (Governing Board, Committees and Working Groups Meetings).
- is expected to take part in the ISEC Exchange Programme, which will be implemented by CEPOL.
- is actively supporting the CEPOL Secretariat in Bramshill, UK, with a seconded national expert on e-learning.
- The Hellenic Police Academy, through its CEPOL Unit, has applied with CEPOL in the Consortium for undertaking the responsibility of implementing Euromed Police III Project.

As a final conclusion, in the wider purpose of creating an area of freedom, security and justice serving the citizen, the Hellenic CEPOL Unit, being part of the CEPOL network, is committed to play an active role.