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Police protection in a century of radical changes

The collective of police trade unions united within the European Police Union (EPU) calls upon the European institutions (the European Parliament and the European Commission) and the International Monetary Fund (IMF) to fulfil their responsibility to scale up the work quality (job content, employment conditions, terms of employment, employment relationships) of police officers in Europe to an acceptable level.

The EPU urgently appeals to all national governments and European institutions to:

- Immediately tackle the refugee/migrant crisis and the consequences of exposure of police officers to violence and health risks and to guarantee the safety, security, social security and legal rights of police officers as soon as – and to the greatest extent – possible.

The EPU urgently appeals to the IMF to:

- Refrain from resolving governments' payment problems via irresponsibly implemented reforms/cuts to the security budget.

The EPU calls upon all parties to fulfil their financial responsibilities in order to prevent hundreds of thousands of police officers in Europe from having to leave active duty prematurely/in the short term due to:

- Excessive workloads (exhaustion, burn-out).
- Poor working conditions and income.
- Poor/insufficient equipment and insufficient self-defence training.
- Increases in excessive violence against police officers (increasingly resulting in fatalities).
- Insufficient legal protection for police officers.



Based on the above, the EPU calls on the responsible European institutions to create policy in the area of personal health, safety and welfare of police officers in Europe as soon as possible and with the direct involvement of the national police unions and EPU. This policy must involve:

1. Sufficient provision of weapons, equipment, clothing, personal protective equipment and training focusing on the constantly developing risk of a crisis breaking out, in order to adequately ensure the safety of police officers.
2. Scaling up of the living conditions (income) of police officers to an acceptable level (including remuneration/compensation for overtime, holiday leave and a sufficient level of built-in rest periods).
3. Substantial improvement of the police's personal protective equipment (including hygienic materials, vaccinations, nutritious meals, a healthy working environment, sanitary facilities etc.)
4. A uniform policy/plan of action in which society (with no exceptions) are made aware that violence against police officers (in any form whatsoever) in their function as civil servants is unacceptable and will be severely punished.
 - a. The same applies to intimidation, provocation, insults, use of abusive language and disrespectful behaviour against police officers.

The EPU urgently appeals to the EU for:

1. Transparency and uniformity in the processing of 'suspicious' refugees/migrants.
2. An international tracking system.
3. Intensification of European collaboration between police forces, judiciaries, governments and European institutions.
4. Adequate responses to signs and warnings from police unions in Europe with regard to increasing crime, terrorism and social unrest.
5. The introduction of sanctions for failures to implement and comply with (European) laws and regulations.
6. Cessation of the European "old boys' network".



The collective of police trade unions united within the EPU call upon the European institutions to make themselves fully aware of the future security risks posed by the refugee/migrant crisis:

1. Increasing (im)migration of large groups of often deprived citizens will result in social unrest in Europe.
2. Increasing (im)migration of large groups of often deprived citizens is linked to unscrupulous, criminal and/or terrorist activities.
3. The increasing pressure on the police and judiciary to maintain public order, enforce the law and track down perpetrators will become disproportionately high. The police and judiciary will face major problems and nasty surprises if the budget for the police and judicial sector is not structurally scaled up.
4. Increasing risk of epidemics breaking out.
5. European society is losing faith and respect for the political system, which can result in undesired excesses.
6. Citizens are afraid and look to the future with fear and trepidation.
7. Citizens want to see intervention from national governments and European institutions. A large proportion of citizens consider current policy and/or punitive measures with regard to perpetrators, rioters and criminals – regardless of nationality – completely insufficient.
8. Tourists are increasingly avoiding Europe due to the threat of terrorism and holidaying in countries that feel significantly safer than our countries.

On behalf of EPU affiliated Police Unions: ACP (Netherlands), DPOLG (Germany), CEP(Spain), DEMNITATE (Moldova), TUFEMI (Bulgaria), KDEO (Austria), SNPPC (Romania), SPH (Croatia), PUS (Serbia), United Police Trade Union of Latvia (Latvia), Police Trade Union of Ukraine (Ukraine), Trade Union of Constables and Police Employees of Lithuania (Lithuania), Sindikat Policije BIH (Bosnia & Herzegovina), NSZZP (Poland),

Gerrit van de Kamp
President European Police Union



Netherlands Department