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**COUNCIL OF  
THE EUROPEAN UNION**

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**NOTE**

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from : Presidency  
to : Police Cooperation Working Party

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Subject : Civilian aspects of crisis management  
- EU standard selection criteria for police officers and their equipment  
requirement in the context of civilian crisis management

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**I. Introduction**

The Presidency will continue the work that has been done during the Portuguese and French Presidencies with the aim of implementing the mandate given to the Working Group by Article 36 Committee and COREPER. As a first step, criteria for selection of police officers and their equipment requirement will be discussed. The objective will be to establish recommendations on a common EU approach to the selection of police officers that are going to participate in civilian crisis operations, and the equipment they need. The Presidency will later on also present a document concerning their training requirements, with the same objective. This is of great importance in order to ensure that police officers sent by EU Member States on international missions meet high standards.

## **II. EU standard selection criteria for police officers in civilian crisis operations and their clothing and equipment requirements**

It is important to ensure that police officers sent out by EU Member States on international missions meet high standards. The recommendations on standard selection criteria for police officers, as well as their clothing and equipment requirements, should be based on, and compatible with existing standards set up by, for instance, the United Nations.

It is therefore recommended that police officers sent out by EU Member States on international civilian crisis operations meet the high standard selection criteria set out in *appendix I*.

It is further recommended that these police officers hold basic clothing and equipment in accordance with the provisions as stated in *appendix II*.

The recommendations correspond in substance with the selection standards and clothing and equipment requirement set up by the United Nations for its UNCIVPOL personnel in all United Nations peacekeeping operations.

## **III. Proposals**

The Presidency proposes that the Article 36 Committee be informed of the outcome of this discussion in the Working Group and be asked to approve the above recommendations for police officers sent out by EU Member States on international civilian crisis operations.

**EU standard selection criteria for police officers on civilian crisis missions**

It is recommended that police officers sent out by EU Member States on international civilian crisis operations meet the following criteria:

- a. *Nationality*: Citizen of the Member State he or she is representing.
- b. *Professional Status*: Serving member and on active service of the Member State's Police Forces (This excludes all personnel without policing experience, unless specifically selected for a specialised position in the mission).
- c. *Mental and Physical Health*: Excellent mental and physical health (It is crucial that potential police officers are closely screened for any physical, mental or substance dependency condition that may impair his or her work in the mission).
- d. *Experience and age requirements*: Minimum of at least five (5) years' active service as a police officer. Not less than 25 years of age.
- e. *Language Proficiency*: Communicate effectively in the official language of the mission he or she has been selected for. This means being able to read, write, listen and speak to a level where he or she can understand and be easily understood also on a functional level.
- f. *Driving ability*: Valid driving licence from a Member State with a minimum of two (2) years' driving experience and be able to operate 4-wheel-drive motor vehicles.
- g. *Personal and Professional Competence and Integrity*: Exemplary interpersonal skills and professional competence and integrity. This implies an international outlook and ability to act impartially while on a mission, as well as knowledge of map-reading and other basic policing skills that the mission demands.
- h. *Use of Personal Issue Firearms*: Detailed knowledge of the use of, proficiency in, care and control of personal issue firearms in the case of a mission mandating a police officer to carry firearms.
- i. *Computer skills*: Basic knowledge of the use of communications equipment, computers and radio procedure.

## **EU standard clothing and equipment requirements for police officers in civilian crisis operations**

It is recommended that police officers sent out by EU Member States on international civilian crisis operations have the following clothing and equipment:

- a. *National Service Uniform and Field Working Uniform* (this includes both the summer and winter uniform, as well as underwear, socks etc)
- b. *Winter jacket*
- c. *Raincoat*
- d. *Pullovers*
- e. *Reflective vest*
- f. *Gloves* (additional working gloves recommended)
- g. *Shoes* (service uniform)
- h. *Boots* (both for summer and winter use)
- i. *Boots* (rubber)
- j. *Sleeping bag*
- k. *Compass and map*
- l. *Combination knife*
- m. *Flashlight*
- n. *Water bottles* (thermos type)
- o. *First-aid kit with alcogel and protective gloves*

Furthermore, the following additional equipment is recommended in cases where the mandated mission so requires:

- a. *Protective helmet*
- b. *Armoured vest*
- c. *Weapon and holster*
- d. *Truncheon and Shield*
- e. *Protective mask*
- f. *Ear protection*
- g. *Binoculars*
- h. *Mosquito net*
- i. *Camp bed*