



Council of the  
European Union

Brussels, 3 November 2015  
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DCL 1

COPS 171  
PESC 620  
CIVCOM 190  
COSDP 416  
COWEB 71  
EUPM 5

## DECLASSIFICATION

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of document: ST 10257/12 RESTREINT UE/EU RESTRICTED  
dated: 23 March 2012  
new status: Public

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Subject: European Union Police Mission in Bosnia and Herzegovina Monthly  
Assessment report for the month of April 2012

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Delegations will find attached the declassified version of the above document.

The text of this document is identical to the previous version.

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# RESTREINT UE/EU RESTRICTED



**COUNCIL OF  
THE EUROPEAN UNION**

**Brussels, 23 May 2012**

**10257/12**

**RESTREINT UE/EU RESTRICTED**

**COPS 171  
PESC 620  
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## **NOTE**

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<b>From</b>	Civilian Planning and Conduct Capability (CPCC)
<b>To</b>	Political and Security Committee Third States contributing to EUPM
<b>Subject :</b>	European Union Police Mission in Bosnia and Herzegovina Monthly Assessment report for the month of April 2012

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Delegations will find attached EEAS document EEAS 00874/12 regarding the EUPM Monthly Assessment Report for the month of April 12.

Encl. EEAS document EEAS 00874/12

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**CPCC RESTREINT UE/EU RESTRICTED  
RELEASABLE TO THIRD STATES CONTRIBUTING TO EUPM**

**EN**

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EUROPEAN EXTERNAL ACTION SERVICE



**Civilian Planning and Conduct  
Capability – CPCC**

**Brussels, 23 May 2012**

**CPCC 00874/12  
(st 10257/12)**

**RESTREINT UE**

**COPS  
PESC  
CIVCOM  
COSDP  
COWEB  
EUPM**

## **NOTE**

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From: European External Action Service

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To: General Secretariat of the Council

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Subject: European Union Police Mission in Bosnia and Herzegovina – Monthly  
Assessment Report no 4/12

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The General Secretariat of the Council will find attached the EEAS document **EEAS 00874/12** regarding the EUPM Monthly Assessment Report for the month of April 2012, for further distribution.

# RESTREINT UE/EU RESTRICTED

EUPM BiH  
CSDP Civilian Mission

Monthly Mission Report n°4

**Date and time of report:** 10 May 2012

**Reporting period:** 01-30 April 2012

## 1. EXECUTIVE SUMMARY

Working against a fast approaching deadline, EUPM has intensified its efforts to reach the desired end-state and successfully complete its two-fold mandate for 2012: to ensure a smooth handover of EUPM's knowledge, institutional memory and remaining key tasks to the EUSR Rule of Law (RoL)/Police Section as well as to the IPA funded project team of experts.

The HoM is further engaged in providing high level strategic advice, through regular meetings with FBiH and RS ministers of interior, as well as other high ranking police officials, aiming at increased cohesion and prevention of erosion in strategic cooperation, caused by the political gridlock.

As part of the work to strengthen police/prosecutor cooperation EUPM hosted a roundtable conference for members of police and prosecutor's offices from Brčko and Orasje that brought together 26 participants, including national and international experts from EUPM, the High Judicial and Prosecutorial Council (HJPC) Swiss Project, and the OSCE.

EUPM in cooperation with the Press Council of BiH organized a workshop for BiH journalists on "*Media coverage of policing and politics*", held in Konjic. The session was opened by the EUPM Head of the Advisory Unit. EUPM also participated in panel discussions and gave a presentation encouraging the police and media to adopt a cooperative approach, as well as promoting the role of press offices within the Law Enforcement Agencies.

EUPM attended the monthly coordination meeting of BiH Police Agencies' Directors and the Acting Chief State Prosecutor, that took place in Vlasica on 19, 20 April.

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On 23 April EUPM delivered presentations at the "*Training for Civilian aspects of crisis management*" held at Butmir Army Base, in Sarajevo. This course, sponsored by the Norwegian Embassy in cooperation with NATO, aimed at assisting law enforcement officers in BiH, Croatia and Serbia to be seconded to international peacekeeping missions. EUPM's lectures focused on engagement with international and national actors within the mission area as well as on what and how on to deliver appropriate police training.

## 2. COMMENTS OF HEAD OF MISSION

The reporting month saw the celebrations of both Catholic and Orthodox Easter, which impacted operation wise on EUPM, as well as other international organizations operating locally. Although with reduced core staff, I continued to lead the Mission's strategic outreach on the occasion of our transition. Through regular consultations and meetings with the ministers of interior and high ranking officials, I continued to advocate for the operational independence and de-politicization of police and for sustainability of reforms and overarching accountability within the law enforcement system. These issues have been at the centre of EUPM activities and will continue to represent essential milestones on BiH's path towards NATO and the EU.

On 2 April I held a meeting with the ICITAP Director and explained the EUPM transition process in order to seek ways of progressing the Mission's work in the areas of police and rule of law beyond June 2012.

On 3 April I had a meeting with the Republika Srpska (RS) Minister of Interior Stanislav Cadjo who briefed me on the RS police activities and on the replacement of the Head of East Sarajevo Public Security Center (PSC). The following day I attended the celebration of the 20<sup>th</sup> anniversary of the RS police.

On 10 April I met with Canton 9 (Sarajevo) Minister of Interior Muhamed Budimlic and discussed issues pertaining to internal affairs, including the disputed Cantonal Law on Internal Affairs and the Book of Rules for Internal Organization.

On 24 April I had a meeting with the FBiH Minister of Interior Predrag Kurtes who briefed me on the state of play and his work to strengthen cooperation and coordination with the cantonal ministries of interior as well as other Law Enforcement Agencies. On this occasion I outlined

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EUPM's position on principles of operational independence and accountability of policing and also reiterated our support for strengthening the legal framework. The minister fully agreed and stated that he had the same understanding.

On 25 April I attended an extraordinary meeting of the EU Heads of Missions, followed by a working lunch with the Head of the Agency of Gender Equality of BiH.

On 26 April I had a meeting with the Director of the BiH Directorate for Police Coordination, Himzo Selimovic. We discussed the need of increased cohesion between local stakeholders, as a fundamental requirement for successful work of the Directorate. The state of play of succession to EUPM's current tasks was also a topic.

## 3. MISSION ACTIVITIES

### 3.1 Strategic Advice

EUPM attended several meetings with the Canton 7 (Mostar) Police Commissioner and Crime Police Sector official tasked to draft the Cantonal Crime Threat Assessment, to whom the Mission had provided assistance and support. The document was finalised and officially handed over to EUPM on the agreed deadline, 20 April. The task was completed, although the drafter faced additional obstacles, due to a lack of direct access to previous systematic analysis and other relevant data that could have supported his task. Therefore the assessment reflects the cantonal crime threats from the perspective of those who fight against them on a daily basis. The Crime Threat Assessment will be proposed as an example for other Cantons and possibly contribute to a future Organized Crime Threat Assessment. Both Canton 7 Police Commissioner and Minister of Interior were strongly supportive of this initiative. EUPM will follow on this project by advising local police management on future steps in the direction of a Crime Threat Assessment for the FMOI and on the use of threat assessments as a tool for prioritising and planning strategic and operational actions against the assessed threats.

On 6 April EUPM participated in the Ministry of Security (MoS) working group established for drafting a new MoS Book of Rules (BoR) for Internal Organization. Further substantial revision is required as there are still 49 staff positions envisioned beyond the existing financial means. EUPM advised on the methodology for determining which posts should be maintained.

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On 12 April EUPM met police officials from the Canton 1 (Bihac) Ministry of Interior to discuss potential improvements to the legal framework that regulates undercover operations.

On 20 April the Mission presented to the RS Ministry of Justice and the RS Ministry of Interior a document containing comprehensive observations and proposals for: (i) improvement of the legal framework for undercover operations and (ii) introduction of the cooperative witness as an expressly regulated figure in the Criminal Procedure Code. EUPM concluded a paper containing observations and recommendations for improving the legal frameworks for organised crime and their harmonisation throughout BiH.

A EUPM/ OSCE joint initiative to establish a coordination mechanism at Cantonal level among the primary providers of criminal justice services was well received at meetings held throughout April with high officials of Tuzla Canton Police and Prosecutor's Office. Further steps will be taken in order to establish the forum's terms of reference, composition and schedule a date for its first meeting.

Throughout April EUPM devoted a significant amount of time, effort and resources to organize future training activities (seminars, roundtables) for representatives of the Bosnian rule of law system, some of which in partnership with other international stakeholders operating locally.

## **3.2 Inter-Agency and International Cooperation**

On 10 April, EUPM met with the Directorate for Police Coordination (DPC) - Europol Point of Contact officer to discuss twinning projects and international police cooperation issues. The Secure Information Exchange Network Application (SIENA), that EUPM had previously advised on, has now been established between Europol and the BiH Europol Point of Contact allowing all information exchange between the two to be communicated rapidly and securely. Once the operational level agreement is finalized, SIENA will additionally enable the BiH Point of Contact to have access to Europol's Information System.

On 19 April EUPM hosted a Roundtable for police and prosecutors from Brčko and Orasje with the aim of strengthening cooperation between the two offices and enhancing their capacities to investigate and prosecute serious crime, including organized crime and corruption. The Roundtable brought together 26 participants including police officers, prosecutors, national and

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international experts from EUPM, the HJPC Swiss Project, and the OSCE. Further, an Expert from the EUSR/EU Delegation provided a briefing to the participants on EU support to BiH LEAs and judiciary via live Skype link. The Roundtable was moderated by EUPM and the experts presented the draft Instructions on “Procedures and cooperation of the authorized officials and the prosecutor” and “Searching computer systems and obtaining digital evidence”. The participants agreed to submit comments on the draft Instructions to the HJPC led working groups tasked with finalising the documents.

On 19 and 20 April EUPM attended the monthly coordination meeting of BiH Police Agencies’ Directors and the Acting Chief State Prosecutor held in Vlasic. Topics included the implementation of visa liberalization decision, and the conclusions of the Joint Commission for Defense and Security of the BiH Parliamentary Assembly in relation to the terrorist attack on the US Embassy in Sarajevo. EUPM is currently exploring the possibility of hosting the next coordination meeting, tentatively scheduled for the second half of June.

On 26 April EUPM attended a meeting with International Organization for Migration (IOM) Chief of Mission and the Border Police Director to discuss the progress achieved in relation to setting up the Police Cooperation Centre (PCC) in Trebinje. It will most likely start as a bilateral Centre between BiH and Montenegro, as Serbia will initially only participate in providing training. This issue will continue to be monitored during the remaining time of EUPM’s mandate.

### **3.3 Developments in relation to Federal Law on Internal Affairs (FLIA)**

There are no new developments in this area.

### **3.4 Developments in relation to Cantonal Law on Internal Affairs (CLIA)**

There are no new developments in this area.

### **3.5 Laws on Police Officials (LoPO)**

On 24 April 2012 a meeting of the State level working group in charge of drafting amendments to LOPO took place. The Ministry of Security has undertaken the obligation to supervise the



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amendment process and edit an explanation for the proposed amendments. All participants had already received the draft containing amendments and, after seeing that over 50% of the articles in the law need updating (which would require a new law rather than amending the existing one), the group decided to draft amendments in two phases, at first addressing the most urgent issues, followed by a second set of amendments. The group will next identify the articles to be included in the first set of amendments and send their proposals to the Ministry of Security, where they will be centralized. It is hoped that the proposal would be approved during May.

With respect to EUPM's suggestion to progress the work of the LoPO consultation group in 2012 by transforming it into a Legal Consultation Process, the participating institutions had different views. Therefore EUPM decided to postpone the initial planning meeting until a later date and have more consultation and bilateral meetings with the participating institutions in the meantime. A meeting of the Legal Consultation Process has been tentatively scheduled for May. EUPM is coordinating the required preparatory activities in consultation with representatives of EU Delegation in BiH.

## 4. POLITICAL AND SECURITY UPDATE

### 4.1 State level budget moves closer to adoption

April witnessed an increasingly public rift between the most important coalition partners, SDP and SDA. Sharp disagreements concerning the Council of Ministers proposed State level budget carried on throughout the month to the point that even when it was adopted by the BiH Presidency, the Bosniac Presidency member (SDA) voted against. The Bosniac proposed amendments to provide additional funds for police and security agencies, returnees and the BiH Ministry of Defense were rejected by the Serb and Croat members. Among separate amendments that did carry was one that halts recruitment of new staff to the BiH institutions. If this passes further procedure it could impact on plans for the - currently understaffed - Directorate for Police Coordination and further delay the development of the Anti Corruption Agency. Final agreement is expected in May when the budget will be presented at the BiH Parliament.

The issue has placed a strain on relations within the coalition, with the SDA maintaining that the amount of money agreed to finance state-level institutions, particularly in relation to the security

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sector, will not be sufficient to guard against the threat of terrorism and to fight organized crime and corruption, not to mention further obligations from the European-Atlantic agenda, including Border Police commitments. As a result, the budget issue led to a series of strikes and protests during April concerning pension rights of retired army personnel and the working conditions of State level police agencies. Indeed, the Border Police held a so-called “white strike” during the May 1 holiday, as a protest against the pay cuts proposed in the draft budget.

Unrest also grew within a section of the police trade union in Sarajevo, where some union members believe their rights are being violated. Their action, while small during April and with a hint of political involvement too, appears to mark an increasing resentment among police in the capital.

## **4.2 Commemorations breeding different truths**

While receiving extensive national and international press coverage, the commemoration of 20 years since the Sarajevo siege also had the propensity to reignite ethnic differences and latent animosities. Criticism of the event by RS authorities was swift. Preparations for other 20 year commemorations recalling various hostilities will take place in the coming weeks and months, making the road of real reconciliation for BiH difficult at best.

## **4.3 Positive regional outlook**

Positive developments during April saw the BiH Minister of Security and his Serbian and Montenegrin counterparts meet in Serbia to sign a joint statement underlining the necessity of experience exchange on European integration. Strengthening cooperation in the area of border security and the fight against smuggling of migrants and human trafficking were also highlighted. Agreement was also reached to establish secure lines of communication, to ensure secure and fast exchange of information and data. It was also agreed that three such meetings would be held each year.

## **4.4 Other issues**

The BiH Prosecutor’s Office raised an indictment against one Serbian and two Bosnian citizens

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charged with preparing and perpetrating the terrorist attack on the US Embassy in Sarajevo in October 2011. According to the indictment, the three members formed part of an organized terrorist group belonging to the controversial 'Wahhabi' community in Gornja Maoca in Canton 3 (Tuzla). On 26 April the FBiH House of Representatives (HoR) adopted a draft Law on Confiscation of illegally gained property. The issue will enter a 60-day period of public debate. The law would allow for an efficient identification, confiscation and management of confiscated property and stipulates a procedure for identification of illegally gained benefits.

Finally, setting the scene for what is believed will resolve the ECHR decision on discrimination in the Sejdic/Finci case during May and presumably before the PIC meeting towards the end of May, the political party leaders met for a number of bi-lateral meetings during April to discuss the Sejdic/Finci issue and other matters including the situation in Srebrenica, regarding the elections in October, and also the continued intransigence surrounding Mostar. While progress has certainly been made on some EU issues during the past period, the failure to resolve other key issues such as Srebrenica and Mostar has highlighted the lack of domestic responsibility among all the major political party leaders in their readiness to compromise on key issues. At a moment when the Mission is talking transition, vigilance and objectivity will still be required once we leave.

## 5. EUPM TRANSITION

The contract between the EU Delegation and the Austrian-led consortium on implementing the IPA Project on support to BiH Law-Enforcement was signed at the beginning of April. EUPM met the Project Team Leader during his first visit to Sarajevo following the signature and agreed on the modalities for conducting the handover process. The latter will consist of a series of meetings between the IPA experts and EUPM advisors in accordance with the different components the project will cover. The initial meeting will be hosted by EUPM HoM in the Mission's premises on 7 May, all meetings will be concluded by the end of May. EUPM has identified sixteen advisors who will meet with the IPA experts and coordinated the time schedule in accordance with the different times of arrival in Sarajevo of the IPA experts (the last one is expected to arrive on 21 May). The handover documents drafted at the end 2011 will be delivered during the initial meeting. The IPA

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experts will be encouraged to individually contact their respective counterparts within EUPM for any additional information / clarifications they might need following these meetings.

## 6. MEDIA

### 6.1 EUPM and Press Council co-host Workshop for Journalists on “Politics and Policing” on 19 and 20 April in Konjic

EUPM in cooperation with the Press Council of BiH organized a two-day workshop on *“Media coverage of policing and politics”* for journalists of BiH media outlets on 19 and 20 April in Konjic. The seminar provided media representatives with more information on the practical aspects and concepts of policing in a democratic society and the accountability of the police and political authorities. Apart from the media representatives, the event gathered prominent international and local experts from the EU Delegation in BiH, EUPM, University of Basel in Switzerland, the Independent Committee of the BiH Parliament, the Joint Commission for Defence and Security of Bosnia and Herzegovina, the International Crisis Group, Brcko District Police, Faculty of Political Sciences and Faculty of Criminology and Security Studies of the University of Sarajevo.

### 6.2 EUPM featured by Radio *Deutsche Welle*/Online edition of *Deutsche Welle* on 20 April

Inquiring whether EUPM has fulfilled its goals, Radio *Deutsche Welle* broadcasted on 20 April a PPIO statement according to which the *“EUPM assistance, over the past ten years, has been significant”* and *“visible progress was achieved in all sectors and Law Enforcement Agencies in BiH”*. This was further substantiated with a statement of a media representative who said that *“raising the standards of the policing to the European level, and ‘cleansing’ the police from the war-time staff involved in various illegal activities, are among the most important EUPM achievements”*. The interviewed citizens expressed their positive view on EUPM’s results and stated that they generally trust the police, but feel that some political interference still remains.

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## 6.3 EUPM Head in Crta on BH Television, on 24 April

Appearing as the guest of BH Television political show *CRTA* on 24 April, Commissioner Feller mapped out the Mission's accomplishments and gave a way forward on the forms of continuation of EU assistance to the law enforcement system in BiH beyond EUPM's closure. He also commented on the ongoing discussions regarding the reform of internal affairs legislation in the Federation and answered a few questions on the *Unsolved Case* broadcast, which was launched by EUPM in 2005. He emphasized on the importance of such a show for both the citizens and the police and pointed out that it managed to become a self sustainable project for the eight seasons already, which is what EUPM has been striving for on all fronts – self sustainability.

## 6.4 'Door-stepper' following the meeting between EUPM HoM and FBIH Minister of Interior Predrag Kurtes on 24 April

Commissioner Feller and Minister Kurtes agreed that operational cooperation between the Law Enforcement Agencies and the prosecutors' offices has significantly improved, but further progress was needed in terms of institutional cooperation. On this occasion the Head of Mission was briefed on the current state of play within the FBIH MoI and the minister's work to strengthen cooperation and coordination with the Cantonal ministries of interior as well as all other Law Enforcement Agencies. "... Minister Kurtes informed me about the efforts he and Director of Federation Administration of Police Dragan Lukač are making on strengthening cooperation and coordination with the cantonal ministries of interior as well as all other law enforcement agencies, which I strongly welcome." said Feller, who took that opportunity to once again emphasize EUPM's position regarding the principles of operational independence and accountability of policing, and to reiterate the Mission's support for strengthening the legal framework: "Police must have operational independence, not as a term but content. However, it does not mean that police is above the law. Police must be accountable, which means that police director or a police commissioner must be accountable for the work of police he is heading. The citizens cannot wish to have police which do not consider itself accountable." The Minister fully agreed, expressing

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satisfaction to the fact that both EUPM and FBIH MoI share the same position in relation to the internal affairs legislation: “*The EU Police Mission fully supports activities aimed at strengthening legal framework which will provide for unquestionable operational and financial independence of police as well as the issue of police accountability.*”

## 7. SECURITY

The **EUPM SECURITY ASSESSMENT** as of **31 December 2011**, regarding potential risks for the EUPM Staff security, related to the political and public order situation is:

**EUPM assesses as:**

<b>STABLE</b>			
<b>SECURITY PHASE</b>	<b>ALERT STATUS</b>	<b>THREAT ASSESSMENT LEVEL</b>	<b>SECURITY SITUATION</b>
<b>PHASE 0</b>	<b>ALFA</b>	<b>LOW</b>	<b>PREPARATION</b>

## 8. RELATIONS WITH HOST COUNTRY AUTHORITIES

*As EUPM is an established mission, currently there are no issues to report under this heading*

## 9. RELATIONS WITH EU, OTHER IC ORGANISATIONS AND REPRESENTATIVES

*As EUPM is an established mission, currently there are no issues to report under this heading*

## 10. OUTLOOK

On 7 May HoM will pay a courtesy visit to H. E. Mr. Patrick S. Moon, the USA Ambassador to BiH, and will also attend the first meeting with the IPA team of experts, at EUPM HQ, Sarajevo.

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On 9 May HoM will travel to Brussels, Belgium to attend several meetings with members of CPCC, EEAS and participate in the celebration of the EU “Open Doors” Day, on 12 May.

Approved by Commissioner Stefan Feller

Head of Mission

ANNEX I: Personnel situation

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## PERSONNEL SITUATION

### MONTHLY PERSONNEL REPORT 30 April 2012

#### 1. Chief of Personnel Assessment

##### 1.1. International Staff

- Resignation letters submitted by the Criminal Justice Adviser (international contracted civilian – citizen of Bulgaria / EOM: 27.05.2012) and the Chief of Finance (international contracted civilian – citizen of the UK / EOM: 31.05.2012) have both been accepted by the EUPM Head of Mission. Consequently, the relevant EOM Notices have been issued to the two staff members concerned and they have also been duly informed of their duties and entitlements (as per their contracts of employment) with regard to the check-out procedures and the upcoming EOM dates referred to above.
- IC salary list for April 2012 was sent to the Finance Office for further action.
- Home leave requests (home travel) have been processed in accordance with the FPI directive and the respective contracts of employment.
- Dealing with the administrative and personnel issues on a regular daily basis.
- Weekly report has been submitted to the Reporting Officer.
- Maintaining regular contacts with Vanbreda with regard to the IC insurance cover and related issues.

**Arrivals in the mission area: (0)**

**Police Officers: (0)**

**International Civilian: (0)**

**Departures from the mission area: (0)**



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**Police Officers: (0)**

**International Civilian: (0)**

## **1.2 Redeployments/Reassignments: (0)**

**Police Officers: (0)**

**International Civilian: (0)**

**Memos to Civilian Planning Conduct Capability (CPCC)/Brussels: (0)**

**Advertisements: (0)**

**Internal: (0)**

**External: (0)**

**Interviews: (0)**

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## **1.3 Local Staff**

- Dealing with all the administrative and personnel issues on a regular daily basis.
- Final payment for the 2011 Health insurance provider was processed by the Finance Office.
- EUPM Local Staff salary list for the month of April 2012 was sent to the Finance Office for further action.
- Standby/on-call duty for the EUPM Local Staff (March 2012) was also sent to the Finance Office for further action.
- Maintaining regular contacts with the PWC consultant and the BSO Insurance Company.
- Claims submitted within the scope of the Local Staff Training Program/2012 were processed in co-operation with the Finance Office.

**Arrivals in the mission area: (0)**

**Departures from the mission area: (0)**

**Redeployments/Reassignments: (0)**

**Advertisements: (0)**

**Internal: (0)**

**External: (0)**

**Interviews: (0)**

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## 1.4 Miscellaneous

- Replacement of the expired EUFOR ration cards.
- Final preparations of the personnel files for further archiving procedures.
- Personnel part of the ESDP MMAMR for April 2012 has been prepared.

## 2. EUPM Strength as of 30 April 2012:

### 2.1. **International Staff Members: 34** (including HoM)

#### 2.1.1 **Police Officers Total: 13** (12 EU and 1 Non-EU)

Sub – Total: 13 Police Officers (Female 2, Male 11)

#### 2.1.2 **International Civilians Total: 21**

Sub – Total: 7 seconded and 14 contracted (Female 4, Male 17)

### 2.2 **Local Staff Members Total: 48**

Sub – Total: (Female 33, Male 15)

**EUPM TOTAL: 82**




























Reported by:

Released by:

*Tamara Brajkovic Pataki*  
*EUPM Assistant Chief of Personnel*







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## WEEKLY ESTABLISHMENT OF EUPM PERSONNEL BY COUNTRIES - MEMBER STATES

30-Apr-12		Current EUPM Establishment				EUPM Current total
COUNTRY	Police officers		International Civilians			
	Contracted	Seconded	Seconded	Contracted		
 Austria		0			0	
 Belgium		0			0	
 Bulgaria		0		2	2	
 Cyprus		0			0	
 Czech Republic		0			0	
 Denmark		0			0	
 Estonia		0			0	
 Finland		0			0	
 France		0		2	2	
 Germany	1	1	2	1	5	
 Greece		0			0	
 Hungary		0			0	
 Ireland		1	1	2	4	
 Italy		4	2	2	8	
 Latvia		0			0	
 Lithuania		0			0	
 Luxemburg		0			0	
 Malta		0			0	
 Netherlands		0			0	
 Poland		0			0	
 Portugal		0		1	1	
 Romania		2	1		3	
 Slovakia		0			0	
 Slovenia		1			1	
 Spain		0			0	
 Sweden		0			0	
 United Kingdom		2		3	5	
<b>Sub-total</b>		<b>1</b>	<b>11</b>	<b>6</b>	<b>13</b>	<b>31</b>

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## WEEKLY ESTABLISHMENT OF EUPM PERSONNEL BY COUNTRIES - THIRD STATES

30-Apr-12		Current EUPM Establishment				EUPM Current total
COUNTRY	Police officers		International Civilians			
	Contracted	Seconded	Seconded	Contracted		
 Canada		0			0	
 Iceland		0			0	
 Norway		0			0	
 Switzerland		0	1		1	
 Turkey		1		1	2	
 Ukraine		0			0	
<b>Sub-total</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	
<b>TOTAL:</b>	<b>1</b>	<b>12</b>	<b>7</b>	<b>14</b>	<b>34</b>	
			<b>21</b>			

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## Deployment of Police Officers - Member States

30-Apr-12	Office of the HOM	Head of Advisory Office/ DHOM	Advisory Office	RO Sarajevo	RO Banja Luka	RO Mostar	RO Tuzla	Head of Administration and Personnel	GSS	CIS	Procurement	Personnel	Finance	TOTAL
Austria														0
Belgium														0
Bulgaria														0
Cyprus														0
Czech Republic														0
Denmark														0
Estonia														0
Finland														0
France														0
Germany	1		1											2
Greece														0
Hungary														0
Ireland	1													1
Italy		1	1		1	1								4
Latvia														0
Lithuania														0
Luxemburg														0
Malta														0
Netherlands														0
Poland														0
Portugal														0
Romania	1						1							2
Slovakia														0
Slovenia				1										1
Spain														0
Sweden														0
United Kingdom			2											2
<b>Sub total</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>

## Deployment of Police Officers - Third States

30-Apr-12	Office of the HOM	Head of Advisory Office/ DHOM	Advisory Office	RO Sarajevo	RO Banja Luka	RO Mostar	RO Tuzla	Head of Administration and Personnel	GSS	CIS	Procurement	Personnel	Finance	TOTAL
Canada														0
Iceland														0
Norway														0
Switzerland														0
Turkey			1											1
Ukraine														0
<b>Sub total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>TOTAL</b>	<b>3</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>

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## Deployment of International Civilians - Member States

30-Apr-12	Office of the HOM	Head of Advisory Office/ DHOM	Advisory Office	RO Sarajevo	RO Banja Luka	RO Mostar	RO Tuzla	Head of Administration and Personnel	GSS	CIS	Procurement	Personnel	Finance	TOTAL
Austria														0
Belgium				1	1									0
Bulgaria														2
Cyprus														0
Czech Republic														0
Denmark														0
Estonia														0
Finland														0
France	1							1						2
Germany	3													3
Greece														0
Hungary														0
Ireland							1			1	1			3
Italy			1		1	1			1					4
Latvia														0
Lithuania														0
Luxemburg														0
Malta														0
Netherlands														0
Poland														0
Portugal	1													1
Romania				1										1
Slovakia														0
Slovenia														0
Spain														0
Sweden														0
United Kingdom	2												1	3
<b>Sub total</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>19</b>

## Deployment of International Civilians - Third States

30-Apr-12	Office of the HOM	Head of Advisory Office/ DHOM	Advisory Office	RO Sarajevo	RO Banja Luka	RO Mostar	RO Tuzla	Head of Administration and Personnel	GSS	CIS	Procurement	Personnel	Finance	TOTAL
Canada														0
Iceland														0
Norway														0
Switzerland			1											1
Turkey			1											1
Ukraine														0
<b>Sub total</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>TOTAL</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>21</b>

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## Deployment of EUPM Local Staff

	30 April 2012	Curent	Vacant posts
Head of Mission	Office of the Head of Mission	8	1
Head of Advisory Office/ DHOM	Head of Advisory Office/ DHOM	1	
	Advisory Office	8	
	Regional Office Sarajevo	3	
	Regional Office Banja Luka	3	
	Regional Office Mostar	2	
	Regional Office Tuzla	2	
Support Office	Head of Administration and Personnel	3	
	GSS	6	
	CIS	5	
	Procurement	1	
	Finance	3	
	Personnel	3	
		<b>48</b>	1
		<b>49</b>	