



Council of the
European Union

Brussels, 11 November 2015
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8875/12
EXT 1

COPS 126
PESC 487
CIVCOM 146
COSDP 319
COWEB 53
EUPM 4

PARTIAL DECLASSIFICATION

of document:	8875/12 RESTREINT UE/EU RESTRICTED
dated:	18 April 2012
new status:	Public

Subject:	European Union Police Mission in Bosnia and Herzegovina Monthly Assessment report for the month of March 2012
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Delegations will find attached the partially declassified version of the above-mentioned document.



**COUNCIL OF
THE EUROPEAN UNION**

Brussels, 18 April 2012

**8875/12
EXT 1 (11.11.2015)**

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NOTE

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

Delegations will find attached EEAS document **EEAS 00641/12** regarding the EUPM Monthly Assessment Report for the month of March 12.

Encl. EEAS document **EEAS 00641/12**

EUROPEAN EXTERNAL ACTION SERVICE



Civilian Planning and Conduct Capability – CPCC

Brussels, 18 April 2012

EEAS 00641/12
(st 8875/12)

RESTREINT UE

COPS
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NOTE

From: European External Action Service
To: General Secretariat of the Council

Subject: European Union Police Mission in Bosnia and Herzegovina – Monthly
Assessment Report no 03/12

The General Secretariat of the Council will find attached the EEAS document **EEAS 00641/12** regarding the EUPM Monthly Assessment Report for the month of March 2012, for further distribution.

Date and time of report: 05 April 2012

Reporting period: 01–31 March 2012

1. EXECUTIVE SUMMARY

During the reporting period EUPM was involved in a series of activities (meetings/conferences/seminars) meant to strengthen cooperation, cohesion and information exchange between foreign and domestic stakeholders, by sharing views, converging ideas and merging grounds in the areas of rule of law and policing.

A new round of talks between the six governing political party leaders took place in Banja Luka on 9 March. Agreement was attained on principles for solving the defence property issue, though not yet on the implementation of the ECHR ruling in the '*Sejdic Finci*' case. When this agreement is fully implemented, BiH will have fulfilled the remaining condition for finally activating its already existing NATO Membership Action Plan. This sends a good message from BiH before the NATO Summit expected to take place in Chicago, in May 2012.

On 15 and 16 March, EUPM and the High Judicial and Prosecutorial (HJPC)'s 'Swiss Project', along with partners from the Canton Zurich Police and Prosecutor's Office organized a conference on "Seizure of property gain obtained by committing a criminal offence". The event was attended by approx. 150 participants from all levels of BiH judiciary, police and tax administration, as well as representatives of EU Delegation/EUSR, OHR, OSCE, Office of Overseas Prosecutorial Development, Assistance and Training (OPDAT) and ICITAP.

On 15 and 16 March EUPM attended the 9th Annual Ministerial Conference on Cooperation in the field of Border Security in South East Europe, organized by the Geneva Center for the Democratic Control of Armed Forces (DCAF) and Ministry of Interior of the Former Yugoslav Republic of Macedonia (FYROM) under the auspices of the Danish Presidency of the Council of the European Union, in Skopje, FYROM.

On 22 and 23 March EUPM attended a seminar on “Hate Crimes” organized by Republika Srpska Minister of Interior (RS MoI) in cooperation with TAIEX, which gathered more than 60 representatives from the RS MoI, Federation MoI (FMoI), as well as all cantonal Ministries of Interior. There were also the representatives of Brcko District Police, the Directorate for Police Coordination (DPC), SIPA, Prosecutor’s offices, the Human Rights Ombudsman, representatives of the Helsinki Citizens Assembly, OSCE, foreign experts from the Polish Police, Ministries of Interior of Austria and Spain and the Ministry of Justice of Great Britain. The seminar aimed at facilitating experience exchange in the area of hate crimes and proposed amendments to domestic legislation in compliance with the EU practice.

EUPM attended the international scientific conference titled “Crime prevention and European integration with reference to high-tech crime” held on 28-30 March 2012 in Laktasi (RS), along with representatives from USA, Spain, Poland, Serbia, FYROM, FBiH and RS who presented academic articles.

2. COMMENTS OF HEAD OF MISSION

Only few months away from its closure and after almost a decade of crisis management, EUPM continues to hold the position of a strong partner for communication and mediation in BiH. Our efforts to synchronize agendas and reach common ground with our local and international counterparts in relation to the upcoming technical and strategic handover are only exceeded by those made to consolidate and provide sustainability in the areas advocated by EUPM for years, such as enhancing communication and cooperation between Law Enforcement Agencies in order to strengthen rule of law in BiH.

On 5 March I attended a roundtable discussion that took place in Sarajevo, hosted by the British Conservative Party, on Project Maja – a social action project of the party in BiH.

On 13 March I attended the official launch of the Twinning Project aimed at supporting the BiH Directorate for the Coordination of Police Bodies (DPC). Led by the Netherlands National Police with the participation of additional experts from Slovenia, Poland and Romania, the project will assist the DPC in enhancing its capacities in the fields of gathering, analyzing and processing information and internal and external cooperation. One of the main objectives will be to assist and promote the role of the DPC in facilitating and managing cross-border and European police coordination. Highly supportive statements given during the event by BiH Minister of Security and on behalf of the Chairman of the BiH Council of Ministers for this project, for the DPC and for the wider framework of the European agenda should be seen as very positive signs with regards to continuous political support for the Directorate.

On 15-16 March I attended, along with the EUPM Border Police adviser, the 9th Annual Ministerial Conference on Cooperation in the field of Border Security in Skopje, Former Yugoslav Republic of Macedonia (FYROM). I used the opportunity to underline the importance of strengthening regional cooperation, particularly in the area of border security. The timing for discussion on 2012-2015 borders security program was impeccable and of special relevance for BiH also in light of the EUPM's transition, which symbolizes the transition of EU assistance in BiH from crisis management to the pre-accession tools. I also welcomed the announced signing of Declaration on Border Security between BiH, Republic of Serbia, Montenegro, Albania and the host, FYROM, as a step towards further improvement of border management policy in the South Eastern Europe.

On 21 March I met with the Director of the Directorate for the Coordination of Police Bodies in BiH, Himzo Selimovic, to discuss issues around increasing the Directorate's capacity in terms of allocated resources and personnel, access to information and training to match its tasks.

On 22 March, EUPM organized and hosted a reception for journalists, on behalf of the EU family in BiH, which took place in Sarajevo. Myself, the EUFOR Commander and the Head of EU

Delegation/EUSR gave the opening remarks at the event. The media turnout was very high, and guests assessed the event as a good opportunity for comprehensive background talks. Messages on EUPM transition were well placed.

On 29 March I attended a meeting with the SIPA Director, Goran Zubac, where I reiterated EUPM's strong support for the Agency to pursue on the same path of success in the fight against organized crime and corruption. I outlined the dynamics of EUPM's transition in to a project for coordination of Law Enforcement Agencies' work, funded by the Instrument for Pre-accession Assistance (IPA) and the office of EUSR/EU Delegation in BiH. In response, Mr. Zubac acknowledged EUPM's support to SIPA in the form of numerous donations and training through which the Agency's members had the opportunity to learn from the best European experts and their rich experience.

On 30 March I travelled to Srebrenica to visit the "Srebrenica-Potocari Memorial and Cemetery for the victims of 1995 genocide" and paid my respects to the victims of genocide.

3. MISSION ACTIVITIES

– **Strategic Advice:**

The BiH Minister of Security (MoS) initiated a working group (WG) to revise the existing Book of Rules on Internal Organisation (BoRIO). In addition to members from the Ministry, representatives of OHR, EU Delegation, EUPM and ICITAP gave course to the invitation of participating in this WG, whose first session was held on the 5 March.

On 9 March, EUPM attended a monthly management meeting of PSC Bijeljina where issues like the assessment of police activity for the month of February, the plan for fighting against corruption submitted to the Prosecutor's Office, the plan for crisis situation within police stations (terrorism), crime intelligence and financial investigations were discussed. Another meeting on similar topics was held on 12 March, when EUPM met with the Chief of Zvornik Public Security Station (PSC).

On 16 March EUPM attended a meeting of the BiH criminal codes implementation and assessment team (CCIAT) where issues like harmonisation of BiH criminal codes with international standards related to trafficking in persons, UN Protocol to prevent, suppress and punish trafficking in persons, Council of Europe Convention on action against trafficking in human beings, EU Directive on prevention and combating trafficking in human beings and protecting its victims were discussed. Other topics of the meeting were the amendments to the BiH criminal code related to money laundering and the rights of injured parties during criminal procedure and their position regarding the satisfaction of their claims under the property law; relevant provisions to BiH criminal procedure code were proposed.

On 22 March EUPM attended a meeting at Border Police (BP) headquarters with the BiH Assistant Minister of Security, Head of International Organization for Migration in Sarajevo and BP Assistant Director in order to decide on future actions to be undertaken for setting up a Police Cooperation Center (PCC) in Trebinje. Participants further explored the possibility of involving Montenegrin and Serbian border police officers in this project. There were also indications that Croatia, which was initially reluctant, would reconsider its position towards this project after the recent appointment of a new Minister of Interior.

On 29 and 30 March EUPM attended a monthly coordination meeting of the Director of Federation Administration of Police and Cantonal Police Commissioners, in Gracanica Municipality, Canton 3 (Tuzla). Discussions focused on harmonizing instructions for performing criminal investigations within FBiH jurisdiction, signing of the agreement on electronic exchange of crime-intelligence data (CIDA application), the Federal law on Internal Affairs (FLIA) and the Law on Police Officials (LoPO). Due to some technical issues the signing of CIDA agreement was postponed for the next monthly coordination meeting.

– **Inter-agency and International Cooperation:**

On 15–16 March, EUPM and the High Judicial and Prosecutorial Council (HJPC)'s "Swiss Project", along with partners from the Canton Zurich Police and Prosecutor's Office organized a conference

on ‘Seizure of property gain obtained by committing a criminal offence’. Approximately 150 participants from all levels of BiH judiciary, police and tax administration took part, as well as representatives of EU Delegation/EUSR, OHR, OSCE, OPDAT and ICITAP. The conference provided an excellent opportunity for constructive exchange of views and information on the procedure for recovery of criminal assets in BiH. Discussions led to conclusions on how to increase the efficiency of existing procedures, making recommendations for the adoption of new legislation (similar to the RS Criminal Assets Recovery Act of 2010) and a book of rules regarding temporarily seized objects, training and a better use of international legal cooperation. As a follow up to the positive feedback received after the conference, EUPM is planning further round tables with practitioners to discuss case studies and work on some of the practical issues raised during the conference.

On 15-16 March EUPM Head of Mission together with the Border Police adviser attended the 9th Annual Ministerial Conference on Cooperation in the field of Border Security in Skopje, FYROM. During a two-day conference, the Ministers of Internal Affairs and Border Police Chiefs of BiH, Croatia, Serbia, Slovenia, Montenegro, Albania, FYROM, assessed the progress made in the area of border security in South Eastern Europe during 2011, and the conditions for the full implementation of EU/Schengen requirements and also discussed the DCAF agenda for the following two years. On this occasion, the BiH Minister of Security expressed his political will to establish a regional Police Cooperation Centre (PCC) in Trebinje (RS), located near the tri-national border of BiH, Croatia and Montenegro. This is an idea initiated by EUPM during the previous mandate.

On 22-23 March EUPM attended a seminar on “Hate Crimes” organized by Republika Srpska Ministry of Interior (RS MoI) in cooperation with TAIEX, aimed at facilitating experience exchange in the area of hate crimes and proposed amendments to domestic legislation in compliance with the EU practice. Prior to the seminar EUPM held a short meeting with the RS Police Director who informed that the EUPM proposals on recidivism and prison escape will be included in the changes and amendments to the criminal procedure code.

On 16 and 28 March EUPM attended meetings with representatives of the HJPC Swiss Project

(HJPC SP) to exchange information on various topics in the area of support to police/prosecutor cooperation. HJPC SP agreed to participate in the upcoming roundtables on police/prosecutor cooperation in Tuzla and Brčko District and brief the participants on ongoing HJPC SP activities, including the revision of the "Instructions on procedures and cooperation of the authorized officials and the prosecutor in conducting evidence collecting activities in the course of an investigation" and the preparation of "Instructions on the search of computer systems, storage devices for computer and electronic data and mobile telephones" (Guidelines for obtaining digital evidence). EUPM also collaborated with other institutions - OSCE, EUSR/EU Delegation, including IPA project - that are implementing projects in BiH, designed to support police/prosecutor cooperation as part of their criminal justice component. This is a part of the Mission's efforts to ensure a smooth handover and the continuation of activities in the field of police/prosecutor cooperation.

EUPM attended an international scientific conference, titled "Crime prevention and European integration with reference to high-tech crime", held on 28-30 March in Laktasi (RS), along with representatives from USA, Spain, Poland, Serbia, FYROM, FBiH and RS who presented academic articles on one of the following thematic areas: strategic aspects of crime prevention; criminal law and European standards; crime control: conditions, mechanisms and further development; high-tech crime and preventive measures; the significance of European integration in fight against crime; national and international legal standards in high-tech crime prevention; international police cooperation as a mode of safety improvement and crime prevention; education, professionalization, modernization and specialization of personnel for high-tech crime prevention. EUPM recommended some feasible ways of improving the coordination of international police cooperation activities with international legal assistance on criminal matters, as a solution to the problems faced by the local criminal justice system, and suggested some amendments to the text of the RS Criminal Assets Recovery Act, supporting the idea of having such a law at state level as well.

– **Developments in relation to Federal Law on Internal Affairs (FLIA):**

Following the adoption of FLIA, in its first reading, by the House of Representatives on 29 February, EUPM hosted a meeting on 5 March to coordinate positions and exchange views with EU

Delegation, US Embassy and ICITAP representatives. It was agreed to develop an update paper to analyse the remaining issues of the draft that may still be subject for discussions and amendments during the public debate phase. EUPM produced two documents which were brought forward for discussions at another joint meeting with OHR and ICITAP that took place on 28 March.

– **Developments in relation to Cantonal Law on Internal Affairs (CLIA):**

There are no new developments in this area.

– **Laws on Police Officials (LoPO):**

On 26 March the Head of EUPM Advisory Office/DHoM sent a letter to all institutions that participated in the LoPO consultation process, advising them to continue the legal consultation process during 2012, in light of the success attained during last year's consultations for preparation of amendments to LoPO and drafting the final report. EUPM suggested that the group might focus on discussing the existing legal framework, governing inter-agency and international police cooperation matters, and preparing recommendations for the consideration of the participating institutions' Heads. These institutions are expected to pass their views in relation to EUPM's proposal by 6 April, as well as to identify possible topics for future legal consultation workshops, which would be organized by EUPM.

4. POLITICAL AND SECURITY UPDATE

4.1 Overview

In a rare month when policing, security, judicial issues did not come to the fore, the domestic political scene instead saw last month's positive developments and atmosphere continue, as domestic politicians sought solutions on two long blocked issues: state/defence property and the 2012 budget.

BiH Foreign Minister Zlatko Lagumdžija (SDP), building on the fresh wind in Sarajevo/RS relations, following his recent visit to Banja Luka, sent a strong message by choosing to make his first bilateral visit to BiH's largest neighbour Serbia. He met with its full political leadership. After meeting Serbian Minister of Foreign Affairs, Vuk Jeremic, they stated that they had opened a new page in BiH/Serbian relations.

4.2 Breakthrough on Defence Property

On 9 March in Banja Luka, the leaders of the six governing parties signed a document laying out the principles and steps to be followed to solve the defence and state property issues within entity and state authorities. Among these, defence property is to be regulated by a BiH parliamentary decision on the basis of an inter-governmental agreement between State and Entity levels within 60 days. A decision on state property is to be adopted within 12 months on the basis of an inventory to be carried out by the Council of Ministers (CoM). The agreement, if fully implemented would be a significant step forward for BiH's Euro Atlantic integration aspirations and would fulfil the first two of the '5 plus 2' objectives and conditions for OHR closure.

Ministry of Defence activities on defence property part of the agreement have since begun. The parties were long known to be willing to make compromises on this when the right time comes. The time now appears to be ripe, with the prospect that the NATO Chicago summit in May could finally activate BiH already existing NATO Membership Plan, provided the defence property issue is clearly on track. The IC, however, remains more sceptical over the resolution of the state property issue. State property has long been one of the most intractable of political issues and the one where RS and FBiH has consistently shown the most divergent of positions, without any sign of compromise.

4.3 CoM priorities the State Budget and savings:

The 2012 state budget and the need for austerity measures gained increasing prominence on the political agenda during March. On 9 March, party leaders agreed that the state would introduce

savings especially in administration and salaries. On 14 March the BiH Fiscal Council met and announced that it had adopted the Global Fiscal Framework (GFF) for 2012–14. Although this was actually not the case, during the meeting a figure for BiH institutional expenditure was agreed and a share of indirect tax revenues for 2012–14, a first step towards a GFF.

With temporary financing due to expire at the end of March, resolution of the 2012 budget is pressing. It is needed for a range of specific issues/bodies¹ this year, required to facilitate EU accession and which temporary financing cannot cover. It is also an urgent prerequisite for two urgently needed EU macro-financial instalments. Temporary financing also does not explicitly cover institutions created after the 2010 budget i.e. the Directorate for Police Coordination and the Anti Corruption Agency, a visa roadmap benchmark, the sustainability of which is crucial for maintaining BiH's visa-free regime.

However, finalising the budget has been complicated by an existing law obliging state payment of approx 30 million KM for pensions to demobilized ex-BiH Armed Forces members. With this payment not initially included in the draft budget, they maintained a large, vocal and disciplined protest camp in front of the BiH Joint Institutions throughout the second half of March. Political leaders hurriedly engaged in discussions to find a solution. On 30 March the CoM adopted new temporary financing, but also guidelines on solving the 2012 budget and the ex-BiH Armed Forces members' pensions issue. Final CoM agreement on the budget is expected shortly, but is likely to include reductions in state salaries, including for state policing bodies.

4.4 Post visa liberalization monitoring

On 6 March, a meeting in the frame of the post visa liberalisation monitoring was hosted by the MoS focusing on the abuse of the visa free regime and the outstanding issues for full implementation of the visa roadmap. The EU Delegation views BiH as on track regarding post-visa liberalisation monitoring, with only two outstanding issues: the CoM's need to adopt the rulebook

¹ Census preparation, establishment of the State Aid Council, implementation of existing EU projects etc.

for Anti-Corruption Agency; and the effective exchange of data between police prosecutors' offices. This has been under test for the last two months and real data exchange is foreseen for April.

NOT DECLASSIFIED

6. MEDIA

6.1 An interview given by EUPM Head for *Dnevni Avaz* was published on 5 March

Commenting on whether he thinks the end of June 2012 is the right time for the end of EU Police Mission in BiH, Commissioner Feller said: *“This is a good sign for BiH, because the moment when an organization whose purpose is to act in a crisis situation ceases, that means one obstacle less on the way to apply for the EU membership and therefore our transition can be considered as a good news for BiH.”* He added that individual police agencies in BiH are able to cope with the challenges by themselves, but the system as a whole needs more work. Asked what the main

deficiencies in the work of BiH police are, Com. Feller said he is most concerned when he sees that there is no political support to prosecutors and police directors and commissioners who are dedicated to fighting organized crime, corruption and terrorism. In relation to this, he stated it was encouraging to hear the expose of new Council of Ministers Chair Vjekoslav Bevanda who announced support to the rule of law.

6.2 HoM meets SIPA Director to discuss future SIPA priorities on 29 March

Following the courtesy call that EUPM HoM paid to SIPA Director Goran Zubac, media reported that the two officials concluded that the fight against organized crime and corruption is a priority of Bosnia and Herzegovina and its success depends on the communication, coordination and cooperation of all law enforcement agencies in BiH. Mr.Zubac informed HoM about the current situation and the Agency's priorities for the following four years. *"SIPA will in an uncompromised manner cope with the hardest crime acts such as organized crime, terrorism, money laundering and financial crime"* said Mr.Zubac, promising that the Agency will be the best possible service for all citizens of BIH. Expressing strong support for SIPA and the Director's future work, HoM said: *"I am confident that SIPA will under the leadership of Zubac continue building a track record of achievements in the fight against organized crime and corruption. To this end communication, coordination and cooperation within the law enforcement and criminal justice sector across the country remains indispensable. Without better cooperation within BIH, the country will continue to face difficulties to integrate into the EU area of justice, freedom and security."*

6.3 Commissioner Feller's visit to Potocari Memorial on 30 March

EUPM HoM's visit to Potocari Memorial was featured on both 31 March and 1 April editions of *Dnevni Avaz*. In Sunday's edition, he was featured in the "Person of the Day" section, being noted that this visit of the "first European police officer in BiH" represents primarily an act of personal respect, but also an act showing professional attitude towards the victims. Feller said that by visiting places like Potocari, one preserves the memory of the victims and reminds himself of the horror that happened. *"Only in that way can people become aware of their common history and find*

out how they can move forward into the future. That is something very important and an essential aspect of reconciliation”.

6.4 **“Accomplishment” project continues**

Throughout March the focus was on a) the action codenamed “Bingo”, conducted in October 2011 by the Brcko District Police in cooperation with other Law Enforcement Agencies as the most recent positive examples of the coordinated police fight against corruption, b) visa liberalization process especially the role played by the Law Enforcement Agencies in complying with the roadmap requirements, c) the presentation of the Service for Foreigners’ Affairs of BiH, d) polices’ fight against cyber crime.

6.5 **BiH EU Family reception for journalists on 22 March**

EUPM hosted a reception for BiH journalists on behalf of the EU family in BiH, on 22 March, at Hotel Europa in Sarajevo. Opening remarks were given by the EUPM HoM, EUFOR Commander and Head of EU Delegation/EUSR.

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:

STABLE			
SECURITY PHASE	ALERT STATUS	THREAT ASSESSMENT LEVEL	SECURITY SITUATION
PHASE 0	ALFA	LOW	PREPARATION

7.1 Relations with Host Country authorities

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

7.2 Relations with EU, other IC organisations and representatives

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

8. OUTLOOK

On 2 April HoM will attend a meeting with ICITAP Director.

During the first week of April HoM scheduled two interviews, one with *Nezavisne Novine*, on 3 April, and another with *Slobodna Bosna*, on 6 April.

On 3 April HoM will attend a meeting with the RS Minister of Interior in Banja Luka.

On 11 April HoM will meet with Canton 9 (Sarajevo) Minister of Interior.

On 19 and 20 April HoM will attend the monthly coordination meeting of the State Prosecutor and Law Enforcement Agencies' Directors which will take place on Mount Vlasic.

Approved by Commissioner Stefan Feller
Head of Mission

ANNEX I: Personnel situation

PERSONNEL SITUATION

**MONTHLY PERSONNEL
REPORT
31 March 2012****1. Chief of Personnel Assessment****1.1. International Staff**

- Dealing with all the administrative and personnel issues on a regular daily basis.
- Weekly and monthly personnel reports were submitted to the Reporting Officer.
- German police officer who was absent from duty on grounds of sickness for more than seven days has reported back for duty.
- Home leave request have been processed in accordance with the FPI directive and the respective contract of employment.
- March 2012 salary for the international contracted civilians was prepared and forwarded to the Finance Office for further action.
- Special leave request for a Swiss seconded Civilian submitted by the Swiss authorities has been approved by the Head of Mission for a period from 29th March to 30 March 2012.
- Compassionate Leave taken by an Italian PO has been substantiated by the relevant documentation.

Arrivals in the mission area: (0)

Police Officers: (0)

International Civilian: (0)

Departures from the mission area: (0)

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)

1.3 Local Staff

- Dealing with all the administrative and personnel issues on a regular daily basis.
- Stand-by/on-call duty list was submitted to the Finance Office.
- Annual individual reports on total wages and other personal earnings for all current and former EUPM staff members for 2011 was received by the payroll administration company. Distribution of reports has been completed.
- External vacancy advertisement launched for the position of the Analysis and Reporting Assistant within the Office of the Head of Mission has been closed, interviews conducted and preferable candidate selected.
- Due to the step changes, six contract amendments were prepared for the HoM's signature.
- March 2012 salary for EUPM local staff was prepared and forwarded to the Finance Office for further action.
- Regular meetings and contacts with the PWC consultant and the BSO Local staff insurance company.

- LSTP requests for the month of March 2012 were all processed.

Arrivals in the mission area: (1)

- Analysis and Reporting Assistant in the office of the Head of Mission joined EUPM on 19 March 2012

Departures from the mission area: (0)

Redeployments/Reassignments: (0)

Advertisements: (1)

Internal: (0)

External: (1)

- Analysis and Reporting Assistant post in the Office of the Head of Mission has been advertised on the EUPM web site with the deadline of 9 March 2012. Mandatory requirement for the post is previous EUPM employment. The selected candidate will support MAC and Reporting.

Interviews: (1)

- Interviews for the post of the Analysis and Reporting Assistant in the office of the Head of Mission were carried out.

1.4 Miscellaneous

- Replacement of the expired EUFOR ration cards.
- In process of preparation of staff personal files for archiving
- Personnel office contribution to Administration part of the EUPM Final Report has been prepared
- Personnel part of the ESDP MMAMR was prepared for March 2012.

2. EUPM Strength as of 31 March 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

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

31-Mar-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	
Sub-total	1	11	6	13	31	

WEEKLY ESTABLISHMENT OF EUPM PERSONNEL BY COUNTRIES - THIRD STATES

31-Mar-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	
Sub-total	0	1	1	1	3	
TOTAL:	1	12	7	14	34	
			21			

Deployment of Police Officers - Member States

31-Mar-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
Sub total	3	1	4	1	1	1	1	0	0	0	0	0	0	12

Deployment of Police Officers - Third States

31-Mar-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
Sub total	0	0	1	0	0	0	0	0	0	0	0	0	0	1
TOTAL	3	1	5	1	1	1	1	0	0	0	0	0	0	13

Deployment of International Civilians - Member States

31-Mar-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				1	1									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
Sub total	7	0	1	2	2	1	1	1	1	1	1	0	1	19

Deployment of International Civilians - Third States

31-Mar-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
Sub total	0	0	2	0	0	0	0	0	0	0	0	0	0	2
TOTAL	7	0	3	2	2	1	1	1	1	1	1	0	1	21

Deployment of EUPM Local Staff

31 March 2012	Curent	Vacant posts
Office of the Head of Mission	8	1
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	
Head of Administration and Personnel	3	
GSS	6	
CIS	5	
Procurement	1	
Finance	3	
Personnel	3	
	48	1
	49	
