

In Focus



A HISTORIC DAY FOR BiH A main step forward

Olli Rehn, Member of the European Commission responsible for Enlargement, and Nikola Spirić, Prime Minister of Bosnia and Herzegovina, initialled a Stabilisation and Association Agreement (SAA) between the European Union and Bosnia and Herzegovina on 4 November.

The initialing of the SAA took place immediately after a series of recent political breakthroughs: the agreement on a better functioning Council of Ministers, streamlined procedures for the Parliament, and an agreed Action Plan on Police Reform. After months of political debate, this came as a relief and as a positive momentum for Bosnia and Herzegovina's leaders to build upon.

Brigadier General Vincenzo Coppola hailed this "historic day" for Bosnia and Herzegovina and reaffirmed that the EU Police Mission will offer all its support to the police reform implementation process:

"This is an encouraging message by BiH politicians towards the establishment of a modern, professional and multi-ethnic police structure," he said. "An enormous task

lies ahead of us, as the Action Plan on Police Reform foresees legislative and structural harmonization within certain deadlines."

In the same spirit, Miroslav Lajcak, High Representative and EU Special Representative to BiH, referred to the initialing as "the end of the beginning."

He expressed confidence that the leaders of the country will implement the Action Plan without delay and will soon fulfil the conditions for the conclusion of the Stabilisation and Association Agreement.

"BiH therefore has a good chance of catching up with its neighbours," he said. "This is the real priority for Bosnia and Herzegovina. This is your responsibility, your opportunity and our shared objective." ■

Dear mission members,

With the initialing of a Stabilisation and Association Agreement (SAA) between Bosnia and Herzegovina and the European Union, this year is closing on a very positive note.

The country is now back on the European track. And with the adoption of the Action Plan on the implementation of Police Reform we have come closer to fulfilling our obligations under the first pillar of our mandate. This success is not only a success of high-ranking IC officials and politicians of this country. This success is also your success. I am very grateful for the fact that every single member of this mission has worked diligently to help accomplish that goal.

We have achieved a lot in the last two years. And it is only fair to say that EUPM has made a difference. Your monitoring, advising and mentoring the colleagues from the BiH police forces yielded concrete results. The local police capacity in dealing with organized crime has significantly increased. We will see major arrests in the near future.

Also, thanks to EUPM, it is evident that police-prosecutor relations are much better today resulting in more efficient investigations. The RS Police and the Border Police have put in place an internal anti-corruption strategy. The Federation police will soon follow. Our inspections have certainly contributed to what can be described as a higher accountability of the local police forces.

While we can all be proud of our achievements we know that an enormous task lies ahead of us in the next two years. The Action Plan for Police Reform foresees comprehensive legislative and structural harmonization efforts and our mission will play a crucial role in assisting the local authorities in this process. In parallel, we will continue to offer assistance to the fight against organized crime. We will also hold the local police accountable for their actions and performance.

As you know, our mission has been extended for another two years with the same mandate. Our tasks, however, will vary in some of the areas throughout the various stages of



■ Brigadier General
Vincenzo Coppola, Head
of the EU Police Mission

This Special Issue of our Mission Magazine focuses on a new chapter in the EU Police Mission's history: EUPM III. In a long interview with the Head of Mission, on pages 4-5-6, you will discover his views about our achievements and the challenges ahead of us. The Mission Magazine goes on a holiday and will be back on 14 January 2008. Meanwhile, we wish you all the best. See you next year!



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EUPM: Past and Future

On 19 November 2007, EU Member States decided to extend the Police Mission in Bosnia and Herzegovina for another two years until the end of 2009. There are two key reasons for the extension of the mission. Firstly, the lack of progress in the police reform on the ground, and secondly, the success of EUPM in supporting the fight against organised crime at all levels, in particular in the EUPM field offices all over the country.

A targeted approach against organised crime

EUPM's approach to support the fight against organised crime, based on a solid crime situation assessment and analysis, as well as the inclusion of criminal justice aspects by fostering police-prosecution relations, has yielded concrete results. Therefore, the mission should continue to follow and further develop this path with our BiH colleagues for another two years.

EUPM's approach is also considered as standard-setting for other missions, including for a possible European Security and Defence Policy (ESDP) operation in Kosovo.

The Anti-Organised Crime Department will provide coordination for the field activities and the Criminal Justice Interface Unit will be considerably strengthened in numbers.

Further institution-building efforts

Linked to the support to the fight against organised crime at all levels, the mission will have to conclude its institutions-building tasks with regard to SIPA and the Border Police. Therefore, the mission will maintain and develop its co-location teams both at

SIPA and Border Police Headquarters and within regional and field offices. Both state police agencies have made good progress, but especially SIPA is not yet fully operational and stable. The almost one-year-long vacancy of the Director post is an indication for the challenges we are still up to in SIPA. It has also been a telling example on how easily police in Bosnia and Herzegovina fall victim to politicking.

The mission will also continue to monitor and inspect in order to make sure that legitimate political influence over the work of police does not evolve into political interference and mingling with operational activities. The Inspection Department will play a key role in working on police accountability questions through inspections. Based on the already existing structures and procedures, the BiH police should reach an acceptable standard of internal and external control that is reliable and sustainable. The progress of the mission in this field shall help to further increase the confidence of the population in their police.

These operational activities, based on the co-location methodology and EUPM's monitoring, mentoring and inspecting mandate, will be supported and complemented by general police reform efforts.

A strong Police Reform Department

A strong Police Reform Department will be established in the coming weeks. This department will develop EUPM's police reform strategy at central level, support the development of laws and regulations, make advocacy work for EUPM's proposals towards parliaments and governments at all levels and include a unit for support and donor coordina-

tion. BiH politicians agreed in December to go ahead with police reform, and to deal with the restructuring of the police services at a later stage, when they discuss changes to the constitution. The mission will now support the BiH authorities to put some flesh on the bones of the so-called Mostar Declaration and the Sarajevo Action Plan for Police Reform. The Police Reform Department of EUPM will be a key actor in this.

The OPLAN

There are of course many more aspects and tasks of the mission. Therefore, all mission members are invited to carefully read the operations plan (OPLAN) of EUPM, which Member States agreed to in the last days. The OPLAN will be circulated throughout the Mission over the coming weeks and will be presented to newcomers during the induction training.

EUPM III has thus been given limited and clear tasks. The end state that should be reached by the end of 2009 is the following:

- The *police restructuring process* and *police reform efforts* have become sustainable, 'police restructuring' being the institutional process now linked to constitutional reform, while 'police reform' covers technical measures that EUPM will help to implement ahead of, and in line with, police restructuring;
- The establishment of *state-level agencies* is sustainable, and the work of Border Police and SIPA is meeting BiH's commitments and obligations in the field of international co-operation;
- Sustainable progress is made towards bringing the *overall performance of policing* up to *European and international standards*;
- A sustainable, effective capability has been developed by the BiH authorities in the *fight against organised crime*, including exchange of information between all law enforcement agencies in BiH and regional/international cooperation, and coordination with EU Member States police authorities, EUROPOL, INTERPOL, and other international police and judicial coordination mechanisms. To this end, the mission will also closely work with the European Commission to identify the development needs of police also for the future, which will then no longer be addressed by EUPM but through other instruments of the European Union.

You can find the Joint Action of the Council of the European Union, of 19 November 2007 in the 'Key Documents' section of our website (www.eupm.org) ■

*By Tobias Flessenkemper,
EUPM's EU Coordinator*



Head of Mission receives ESDP Service Medal

On 4 December Brigadier General Vincenzo Coppola, Head of the EU Police Mission since January 2006, received the ESDP Service Medal from the hands of Ambassador Pieter Feith, acting Civilian Operations Commander of the European Union.



Ambassador Feith seized the opportunity to commend the dedicated work of EUPM's staff over the last five years.

Against the background of the recent announcement of the extension of the EU Police Mission's mandate until the end of 2009, Ambassador Feith also looked into the future: "Within the next two years, I

am assured that the EU Police Mission will continue to play a leading role in supporting the implementation of police reform in Bosnia and Herzegovina. EUPM will also continue to assist the BiH police in the fight against organised crime."

Already on 3 December the Civilian Operations Commander met with Tarik Sadovic, BiH Minister of Security, to discuss the future role of the EU Police mission. He stressed that close cooperation between the Ministry and the mission is indispensable for the implementation of the Mostar Declaration and Sarajevo Action Plan on Police Reform which were agreed by the political leaders of BiH.

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police reform. But it is certain that we will keep the same manpower. So be ready to continue with your work.

As we are working in an ever changing environment we had to readjust our internal organizational structure. There will be limited redeployments but these should have minor effects on your lives and will happen only upon consultation with you.

Let me seize the opportunity to warmly thank each of you for your relentless commitment to make this mission a success.

I wish you a relaxing holiday period with your family and friends and all the best for the coming year. ■

By Brigadier General Vincenzo Coppola, Head of the EU Police Mission

The High Representative/Secretary General, Dr Javier Solana, asked Ambassador Feith to act as Civilian Operations Commander as of 1 August 2007 and to lead Civilian Planning and Conduct Capability of the EU, which was created as a Brussels-based operations centre for European Security and Defence Policy (ESDP) missions on the same date. ■

By Ann Vaessen

Profile: Oliver Knoerich, EUPM Desk Officer

"We want to ensure that you have good players and good equipment"

Oliver Knoerich is the EUPM Desk Officer at the Council of the EU in Brussels.

He describes his role as that of a football manager who needs to provide all administrative and logistical support to the team and their 'coach', in this case Brigadier General Vincenzo Coppola.

"We want to ensure that you have good players and good equipment, and if you do not complain, then it means we have done our job well," he says.

With 27 EU Member States that need to decide everything unanimously, as well as six other contributing states, it is a complicated game: "All Member States agree and support EUPM, but they need to be informed and briefed about what is going on in the mission, and our main role is to ensure political support."

Besides being the EUPM Desk Officer, Knoerich is also Political Advisor for EUPM in the new Civilian Planning and Conduct Capabilities structure (CPCC).

The CPCC reports to the Political and

Security Committee (PSC). It is a new structure that gathers all competencies for the planning and management of all civilian missions carried out by the EU on three continents.

Amongst these missions, the EUPM has a special importance: "The mission in Bosnia and Herzegovina is the oldest and the biggest. It is therefore also the standard-setting mission. It really does a good job that makes a difference in this country."

Within the CPCC structure, Knoerich is the advisor for EUPM, and he describes his role as the link between EUPM, on the ground in BiH, and the political decision-makers, in the Council Headquarters in Brussels, "If we do not communicate the good work that you are doing on the field to the political decision-makers in Brussels, they will not know what you are doing."

Nowadays, our EUPM Desk Officer is working hard to prepare the third chapter in EUPM's history: "We want to insure that you can all do your job efficiently. The best

The best compliment would be that you people on the field do not even notice that we are working backstage.



■ Oliver Knoerich compares his role to that of a football manager

compliment would be - if things go so smoothly politically and logistically - that the mission on the field does not even realise that we are somewhere in Brussels, planning everything backstage." ■

By Asim Sahinbasic

The momentum is there, and we have

With the initialing of a Stabilisation and Association Agreement (SAA) between the European Union and Bosnia and Herzegovina, political leaders have given new impetus to the country, which now stands firm on the road towards the European Union.

As the Head of the EU Police Mission, Brigadier General Vincenzo Coppola is one of the key actors in Bosnia and Herzegovina's EU integration process.

He has participated in each and every meeting of the Directorate for Police Restructuring Implementation (DPRI) and - like each of us - has witnessed every stage of last year's political crisis.

General Coppola is an optimist. He knows that good reform processes take time. And with last week's initialing, a new chapter starts for Bosnia and Herzegovina's law enforcement agencies, and hence for the EU Police Mission.



What was your reaction upon the adoption of the Action Plan for Police Reform and the subsequent initialing of the Stabilisation and Association Agreement?

As you can probably imagine, I was very happy! By adopting the Action Plan for Police Reform, the politicians of Bosnia and Herzegovina have sent out an encouraging message towards the establishment of a modern, professional and multi-ethnic police structure. By doing so, they have also created a turning point for their country. Bosnia and Herzegovina can now move on towards EU integration. This is a historic moment! Our mission has worked diligently to achieve this goal and I feel proud of us.

What is EUPM's role now that the SAA has been initialled?

An enormous task lies ahead of the Ministry of Security and the BiH law enforcement agencies! The Action Plan foresees legislative and structural harmonization efforts within certain deadlines. The EU Police Mission will continue to be a key stakeholder in the upcoming period and assist the local authorities in the implementation of police reform.

You have been heading EUPM for two years now. When you look back, what do you consider to be the highlight(s) of EUPM II?

Thanks to the regular meetings of the Directorate for Police Restructuring Implementation (DPRI), we have established

excellent working relations with the police structures of BiH - not only with police officers, but also with Ministers of Interior. For one year, everybody has been forced to sit together and find common solutions. A real 'security community' has arisen from this experience.

In terms of operational capabilities, we have managed to boost the self-confidence of the police structure of the country. They were not proactive enough and we pushed them to take initiatives. I am thinking of the highest levels of organized and financial crime. Even though they still lack technical and financial resources, they have proved that they are good on several occasions. Things will still improve over time.

Our renewed approach to the fight against organized crime is something that I would also ascribe to our main achievements.

Since you mention the fight against organized crime, how do you assess our progress one year on?

We are closely monitoring 20 cases. Many of these are in their final stage, i.e. in front of the court. Some are less advanced, but still making good progress. We have also used this exercise to detect where the failures are in the system, both in terms of professionalism and technical resources.

We work very closely with the European Commission as far as technical resources are concerned. The database and communications system between the police and prosecutors is up and running. The new law on interception will be ready by the beginning of next year. It takes time, but these are

complex instruments. A number of things have gone through recently and I can say I am satisfied.

Another pillar of our mandate is police accountability. Where do we stand in this regard?

We have carried out a number of inspections at various levels and in various locations throughout the country. For almost everything we involved our local counterparts. Of course, we continue to monitor the situation because we know that there is a problem of reduced accountability, but all in all the situation is not so bad.

Has the situation improved since EUPM's early days?

I see a lot of progress. The fact that we have built a community amongst the police officials of the country makes them all able to resist political interference, which we should never confuse with political control. They are now more than able to resist up to a certain extent.

In that light, another of my main concerns this year was how to refocus the activities of the Steering Board and make it into a very high coordinative body. That is why we have recently redrafted the terms of reference. We want them to be able to make major strategic decisions. Decisions that influence the work of the police should be taken by police officials themselves. We prompt them to comply with a set of common procedures and methods and, in other words, to take the same line. And I must say they are all extremely interested in going in this direction.

ESDP is not a virtual reality anymore. It is really making a difference. We now have six different missions and one more, Kosovo, which is already in the pipeline.

to use it!

You used to be the Head of the Police Unit at the Council of the EU in Brussels, which means you had a crucial role in planning ESDP missions. How do you reflect on this today, as a Head of Mission with two years experience?

I have learned that missions need a strong support from Brussels, not only in terms of calls for contributions or to solve the problems with the Commission over financial issues. When you need political support for the mission, this can only come from Brussels. I welcome the creation of the Civilian Planning and Conduct Capability (CPCC), which is a more ambitious version of the Police Unit. This is the right way to back up missions from Brussels, with appropriate resources, professional capabilities and, even more importantly, with the appropriate rank. The CPCC is at a very high level in the Council. As I said to Ambassador Pieter Feith, the acting Head of the CPCC, we need a lot of support from them. We know each other personally, having worked together several years. We trust each other and know what we can give to each other. As I always say, the worst mistake a mission can make is to consider itself as a little kingdom. The day you need support you are on your own.

Has this experience changed your look onto the role of the European Security and Defence Policy (ESDP) and its field work in the missions?

At the time I was dealing with the strategic and political aspects of ESDP missions. Of course, on the field, you deal with the

operational and tactical aspects of a mission. I cannot say my field experience has changed my idea about the ESDP. I find field work challenging and even better than expected. ESDP is not a virtual reality anymore. It is really making a difference. We now have six different missions and one more, Kosovo, which is already in the pipeline. A couple of missions are currently still at the *think-tank* level...

If you could travel back to those times when you were planning EUPM II, would you change anything to our structure?

This was the first ESDP mission ever. The EU wanted to be ambitious, but not too much, because we were not sure of our financial capabilities and of the commitment of EU Member States. Now that we know that once we engage we can really get what we need, yes, I would probably have been more ambitious.

The worst mistake a mission can make is to consider itself as a little kingdom. The day you need support you are on your own.

Does that mean that you would go for an executive mandate?

I would certainly consider it. Not in BiH because we succeeded to the International Police Taskforce (IPTF), which did not have an executive mandate. In Kosovo we are going for an executive mandate because we will follow on the United Nations Mission (UNMIK), which has an executive mandate. Executive mandates have always been an option. Of course, it is more ambitious and it takes more courage to put such a mission in place.

Regarding the 'Granit case', we can try to put some pressure, but we cannot influence it too much. It would be against the European standards that we are trying to apply.

Bearing in mind such cases as the 'Granit case', do you sometimes feel frustrated that EUPM does not have an executive mandate?

We have to be realistic. There is only a part that you can manage and that is the operational part. Once a case goes to the level of the prosecutors or the judiciary, you cannot manage it anymore and you enter into a totally different realm.

I am not frustrated. I understand that there are difficulties in concluding this investigation. I am sure that they will conclude it. Of course, I would have expected something faster. I hope that in the next two years of the Mission someone will see the end of this. But there is a penal code, a judicial sector; they have to deal with this. We can try to put some pressure, but we cannot influence it too much. It would be against the European standards that we are trying to apply.

You mentioned some conflicts between the EU Council and the European Commission in terms of administration and budget. How can this be overcome?

I have asked the CPCC to now lead the process, i.e. to sit together with the Commission, look into the procedures and try to adapt them to the needs of the ESDP. The rapidity of reaction to contingencies is sometimes not appropriate. This will take time, probably one or two years, but the CPCC has the appropriate resources to manage this and to find a solution to this problem.

Why do you think BiH needs two more years of our support?

We are in the midst of a series of positive results so we should not stop. The momentum is there and we have to use it. A number of things have been done and many more can be done. There is a need to continue to offer support to the fight against organized crime, leaving behind a structure that will be capable and ambitious

Bearing in mind that ESDP operations are aimed at crisis management and not at institution building, don't you think this further support could have been provided within the framework of an EC project?

In the next two years, we will hand over a number of things to the European Commission. It will be our policy to continue to manage our mandate, while reducing our engagement in favour of the local authorities.



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ties and the Commission's institution-building team. Unless something unexpected happens, this will be our exit strategy.

This mission cannot last forever, but there are still some crisis management aspects to deal with. We need to give a final push.

You reassured our staff several times, ensuring them that we will go on with the same mandate and the same number of employees. Can you confirm this?

Yes, I confirm that. We will refocus the mission, but we will not decrease its size. I also want to reassure our staff that internal redeployments, when needed, will not tremendously affect their lives. We will avoid redeploying somebody from Banja Luka to Sarajevo, for instance. We have an appropriate structure, but I will certainly modify the part of the mission that is dealing with Police Restructuring because we now have to concentrate more staff on this issue.

This mission enjoys very strong support from Brussels. I do not say this because it is the end of the year and we are all in a nice mood.

What about our mandate? Will it still rely on the same three pillars or will the focus of our mission shift towards other objectives?

We will continue to work on the same three pillars. Nothing will change.

What do you really want to achieve within the next two years, in other terms before we leave the country?

Regarding police restructuring I would like to have put in place a number of new legislative procedures by next year and - let's be ambitious - even by next summer. I do not aim to have them approved by then, but at least drafted and forwarded to the local governments to be approved.

Regarding the operational side of things, I would like to see some of our cases concluded and this hand-over process to the local police well advanced.

In terms of accountability, I intend to conduct some large-scale inspections because we need a better understanding of the existing problems regarding the management of resources. We will need to use the next two years to address these issues.

When we started the interview, you mentioned that there are still some financial and equipment problems. How do you plan to address these issues?

We will continue to use the Donors' Coordination meetings to address those issues. We are also trying to see if there is some 'manoeuvring margin' to have more money for security, but this is taking place at a very high level, with the High Representative.

In terms of equipment, what we want to avoid is that every country goes in its own direction. We work with ICITAP and the Commission in this domain.

You met with a series of Member State delegations in the last few weeks. Are they still on board for our extended mandate?

Nothing has changed to their willingness to contribute staff and equipment. Of course, nobody intends to increase their contribution, but they will probably not decrease their commitment to BiH either. Even if I understand that the upcoming Kosovo mission is more 'sexy', I pledged them to maintain the same level. And if they intend to decrease, I asked them to let us know well in advance so that we can compensate in one way or another. In terms of seconded personnel, with 370 or 375 staff, we are not too demanding. Hence nobody has expressed their intention to withdraw or downsize.

You have been very active and met a million people in the last two years. Are there any memories that are particularly dear to you?

I had nice moments with our staff on

many occasions. I had very nice moments with our counterparts as well. I even look back at moments of tension, at our long discussions about never-ending issues in the DPRI, which would irritate me at the time, with positive emotions. All in all, I have collected only nice moments. With the rotational system, there is a lot of coming and going, but I have met some very professional and wonderful people. I have no bad memories of this mission so far! I hope that does not change... (laughs)

Actually, before we finish this interview, there is something that I want to say.

The floor is all yours...

This mission enjoys very strong support from Brussels and it is recognized as a very well-functioning, successful mission. I do not say this because it is the end of the year and we are all in a nice mood, saying nice things to each other. There are more than 400 persons working for EUPM and everybody is part of this success. If there are problems, they are not coming from Sarajevo. Brussels does not have to concentrate resources on BiH because they know that it is not creating any problems. We have always been taken very seriously.

Are you planning to stay with us?

As I always say, my destiny is in the hands of my government. They can always call me back... I honestly believe that next year I will have to go back at some point.

Next summer will be an important moment because we then really have to start transferring competences to the local authorities. I would like to be there to see some final achievements, but even if I had to leave today or tomorrow I would be very happy because a lot of things have been done.

I would not be leaving a mission that is still trying to do something. We have done a lot of things. More can be done and I hope that we will do so. ■

By Ann Vaessen

Newsbrief

EUFOR has new commander

Rear Admiral Hans-Jochen Witthauer has handed over command of EUFOR to Spanish Major General Ignacio Martin Villalain in the presence of Lieutenant General John McColl, Deputy Supreme Allied Commander Europe and General ALTHEA Operation Commander. The Change of Command ceremony was held in the EUFOR base in Butmir on 4 December.

Witthauer stated that this year has been the quietest in BiH since 1995: "The political crisis is over; it seems that the police reform process has been resumed and that it is on a good path."

"We will keep the capacities that enable us to deploy out forces wherever it is necessary and to quickly respond to any threat to peace," pointed out General Villalain, the new EUFOR Commander. ■



■ EUFOR Change of Command

Prosecutors get PR and media training

In order to strengthen prosecutors' relations with the public and the media, the EU Police Mission hosted a media training session for their spokespeople from 26 to 30 November in Sarajevo.

"Accurate and timely information about the work of prosecutors is crucial in delivering public and transparent justice," explains Brigadier General Vincenzo Coppola.

The necessity for prosecutors to develop effective public information and media strategies arose at the last Police and Prosecutors Conference in May this year.

Media training and interview coaching

For a week, 16 prosecutors from across BiH developed various competences, such as verbal and non-verbal communications skills for media interviews, presentations and public speaking.

For a majority of participants, the mock press conferences and studio interviews conducted by professional journalists were the most exiting, but also challenging moments.

"It was my first time in front of a TV camera with a professional journalist," says



Biljana Golijanin, Spokesperson of the Prosecutor's Office in East Sarajevo. "I learned a lot from this seminar."

For Kristina Nogalo, Spokesperson of the Prosecutor's Office of the West Herzegovina Canton in Siroki Brijeg, standing in front of a camera was also enlightening: "I learned how to react in crisis situations and how to behave when you have a camera and lights staring at your face."

The lecturers were impressed by the spokespersons' commitment and motivation: "I believe that all participants, if provided with continuous education, have a great potential to develop into public relations experts in the rule-of-law branch," says Masa Kociper, Head of the Public Relations and Mediation Department at the Ljubljana Court.

However, the spokespersons realize that they cannot establish successful relations with the public if their decision-makers are not on board: "It would be great if our bosses attended similar seminars in order for them to get a better picture of our responsibilities," says Medina Karabegovic, Spokesperson of the Prosecutor's Office of the Bosnia Podrinje Canton in Gorazde.

Munib Sehic, Spokesperson of the Canton Prosecutor's Office of Canton 10 in Livno agrees with her: "Similar seminars should be organized in the presence of prosecutors."

Joining forces to be more effective

Unfortunately, few prosecutors' offices have full-time spokespersons. Media relations are often considered as a plus, but not a must.

Nijaz Mehmedbasic, Chief Prosecutor of the Herzegovina-Neretva Canton does not have a spokesperson. He deals with the



media and the public himself.

"It is time to professionalise the media relations aspect of our work, especially in large offices," he says.

In order to do so, the spokespersons are planning to set up a professional association. This new body would provide a platform for the exchange of experience, ideas and solutions to common problems.

"The seminar gathered people from all over the country and formed a close and friendly core group of prosecutors' spokespersons in Bosnia and Herzegovina," explains Jasna Subotic, Spokesperson of the Prosecutor's Office in Tuzla Canton.

During the seminar, she established good relations with her colleague from the BiH Prosecutor's office and she hopes that they will continue to work together in the future.

In the long-run, this brand-new association could liaise with the already existing forum of police spokespersons in order to enhance cooperation between these two rule-of-law professions.

"The establishment of such an association will undoubtedly contribute to a better understanding of the various roles police and prosecutors play in the course of investigations," said Brigadier General Vincenzo Coppola in reaction to this new initiative. "Furthermore, it will empower spokespersons from both institutions to co-operate in planning and communicating messages through joint campaigns and events." ■

By Asim Sahinpasic

Newsbrief

Meet the new EUFOR Liaison Officer to EUPM

Two people stand behind the good cooperation between EUFOR and EUPM: Major Rolf Steen, on EUFOR's side, and Gudmundur Fylkisson, on our side. The first took office as EUFOR Liaison Officer to EUPM and IPU, replacing Lieutenant Colonel Egbert Mayr, on 6 December. The latter no longer needs to be presented...

Lieutenant Colonel Mayr has not left the country. He still serves as EUFOR's Liaison Officer to EUPM and will be Major Steen's back-up in his absence.



"Communications" is the word Major Steen used to describe his role as a Liaison

Officer: "EUFOR and EUPM, the two main players on the field, are working for the same goal and effective communications are key."

Believe it or not, this is his fourth mission in Bosnia and Herzegovina and his tenth mission as a whole. He was in BiH in 1995, 1996 and 1997 and also served in Afghanistan, Iraq, Kosovo and Sudan.

Back in Oslo, he is a Civilian Superintendent. A perfect background to liaise with a police organization! ■

Keep learning

You've just got a few more weeks to apply for EUPM's National Staff Training Programme 2007 enabling you to develop new skills and knowledge!

NSTP covers all kinds of vocational training that could be of an individual employee's benefit, and it does not have to be related to the current occupational profile of the employee.

"I advise National Staff Members to use this training opportunity and acquire new skills which would enable them to find a job after the EUPM closes down," says Tamara Brajkovic Pataki, Assistant Chief of Personnel, who initiated the programme two years ago.

The maximum amount covered by this vocational grant is €330 (645.42 KM) and, in order to be eligible for full funding, the trainee

has to pay a minimum amount of €412.50 (806.77 KM). However, there is one restriction: the EUPM staff member asking for funding needs to have signed at least a six-month contract with EUPM.

There are many avenues for those willing to invest in their education. According to Brajkovic-Pataki the majority of EUPM's national staff undertakes part-time undergraduate university studies.

"The programme has supported my studies at the Faculty of Criminal Justice Sciences for the last two years," says Dejan Mihajlovic, Language Assistant. "The existence of the NSTP funds has a psychological effect, providing national staff members with an additional drive to take part in various educational pro-

grammes."

Funding can also be used for Master's degree programmes or verification of a foreign degree. Popular training programmes include computer science and foreign language courses. Some people are exploring options for distance learning, because the country does not offer a wide array of vocational training programmes.

But even in BiH, there are some original options: "I have used this opportunity to improve my reading and learning skills," says Nevzad Rasljanin, EUPM's Web Developer, who participated in a Power Reading class.

"It taught me how to read faster, especially when it comes to those boring books for professional education," Rasljanin explains. "Thanks to this training session, I read some books that I wouldn't have had time to read before due to work and family obligations."

Another 'power reader', Selveta Hot, Media Monitor and Press Assistant, praised the NSTP: "I think it is wonderful that EUPM gives us funding for our own education and personal development."

However, only 45 percent of the National Staff have used this opportunity so far. But there is still room for improvement: "We expect to have an increase of requests for reimbursement of costs during the month of December," says Brajkovic Pataki.

All EUPM National Staff who have not used this opportunity yet can apply for funding very easily by submitting an application to the EUPM Personnel Office with the following documentation: a certificate/statement on attendance, an invoice issued by the training/seminar provider, a National Staff Training Statement and a Financial Commitment proposal.

Once approved, the Personnel Office sends a request for reimbursement of costs to the Finance Office. Upon completion of the training or seminar, you will have to provide Personnel with a copy of your certificate or diploma.

Those national staff members wishing to use the NSTP entitlement for 2007 should make the payment for their training/seminar costs no later than 31 December 2007, and submit all required documents to Personnel Office by 8 January 2008. ■

By Asim Sahinpasic



■ Thanks to his power reading course, Nevzad reads piles of books in no time

Vocational Education **Power reading** www.inoptimum.ba & www.inoptimum.com

Sarajevo Graduate School of Business www.sgsb.edu.ba

SGSB offers a broad range of open enrolment and custom-tailored short courses and professional certification training programmes that provide targeted and cost-effective business solutions to the challenges faced by firms operating in the local, regional and global markets.

Media Centre Sarajevo www.media.ba <http://www.netnovinar.org/>

Publika - the School of Public Relations is the educational and consultancy unit within the *Media Centar Sarajevo* for public relations and communication management. *Publika* organizes three-month skilled training programmes and individual training modules.

British Council in Bosnia and Herzegovina <http://www.britishcouncil.org/bih-education.htm>

The British Council offers a range of UK exams throughout the year to improve your education and career prospects, including Cambridge and IELTS exams, as well as distance-learning and professional exams.

ECOS Institute for Education www.ecos.ba

ECOS is part of the Foreign Trade Chamber of Bosnia and Herzegovina, and offers the following forms of education and training: the School of Foreign Trade, the School of Quality, the School of Privatisation, the School of Small Business, the School of Functional Education, the ECDL School, the School of Rhetoric, the School of Business Protocol, the PHARE Centre for Education in Road Transport, as well as seminars in certain trade branches and activities.

The Soros Language School www.soros-school.com

TSLS offers general English to Adults, younger learners, as well as preparation for the TOEFL exam. In addition TSLS offers one-to-one classes and tailor-made courses for companies and organizations. They also teach Bosnian Language classes for members of the international community.

University studies in BiH

- The University of Sarajevo <http://www.unsa.ba/>
- The University of East Sarajevo <http://www.unssa.rs.ba/>
- The University of Banja Luka <http://www.uni.bl.ac.yu/>
- The University "Džemal Bijedić" in Mostar <http://www.unmo.ba/>
- The University of Mostar <http://www.sve-mo.ba/>
- The University of Tuzla <http://www.untz.ba/>
- The University of Zenica <http://www.unze.ba/>
- The University of Bihac <http://www.unbi.ba/>



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