



# A sustained commitment



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## COLOPHON

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# Introduction

Dear reader,

The Management Committee of the Federal Police is pleased to present you the 2015 annual report of the Federal Police.

2015 was an eventful year. Global events and tendencies had and still have a serious impact on national security and public order. The police are not spared either. The terrorist threat and the refugees trying to escape from the ongoing conflicts in Syria, Iraq and other regions have unseen repercussions on our police services. The limits of our possibilities have been (and are) constantly put to the test. In our continuous search for answers, we do our best not to neglect our other missions, such as crime combating, guaranteeing road safety and providing other police services and partners with (specialised) support.

This activity report justifies the way in which the Federal Police have taken up those challenges. It also goes into the reason for our efforts, our *raison d'être*, our motivations. The guiding principle of our work is to ensure security and life quality in society and to see to it that democratic principles are respected. It is our role to protect and reassure the population, while paying the necessary attention to victims. This not only concerns victims of terrorism and violent radicalism, but also victims of all sorts of crimes, domestic burglary and violent offences. We should pay attention to the victims of road accidents, but also to the victims of the refugee crisis. Those displaced people who are escaping violence and searching for a safe place deserve to be treated with respect as well. Finally, let us not forget our own staff who are always ready and can be called upon to intervene in all sorts of crisis situations. Not only our organisation, but also its members are put under high pressure. The latter may feel like

victims as well and experience moments in which they need support or a listening ear. The great attention to victims is the guiding principle of this activity report.

This brochure presents our main achievements of 2015 by means of infographics. This year again, we have opted for an environment-friendly solution by printing this part of the annual report in a limited number. The whole report (including infographics and a chronology of noteworthy events) is available on the website [www.rapportannuel.policefederale.be](http://www.rapportannuel.policefederale.be). There, you will also find a video presenting the police's services to the population, especially with regard to the contact with victims.

Finally, the Management Committee of the Federal Police would like to thank all police members for their motivation in everyday work and hopes that you enjoy reading this issue.



*Catherine De Bolle*  
General Commissioner



*Olivier Libois*  
General Director of  
Administrative Police



*Claude Fontaine*  
General Director of  
Judicial Police



*Paul Putteman*  
General Director of Resource  
Management and Information



# Together against crime



*In a year strongly marked by the terrorist threat and the attacks in Paris, the Federal Judicial Police continued the struggle against priority phenomena.*

## Judicial arrests

Phenomenon	Number
Drugs	657
Itinerant groups – Burglaries in private homes and other properties	343
Violent offences	309
Human trafficking and human smuggling	211
Terrorism	205
Armed robbery	178
Fraud and money laundering	118
Firearms trafficking	97
Computer crime	20



ON VICTIMS

**276**

interventions of social workers of the Coordination and Support Directorates to the benefit of the Federal Judicial Police

*The term 'arrest' means any person identified as a suspect in accordance with the Salduz legislation, category IV.*

## PRIORITY PHENOMENA (NATIONAL SECURITY PLAN 2012-2015)

### Legal cases



New cases

**4 030**

cases started in 2015

Ongoing cases

**7 744**

cases handled in 2015

Closed cases

**4 828**

cases closed in 2015

### Invested capacity

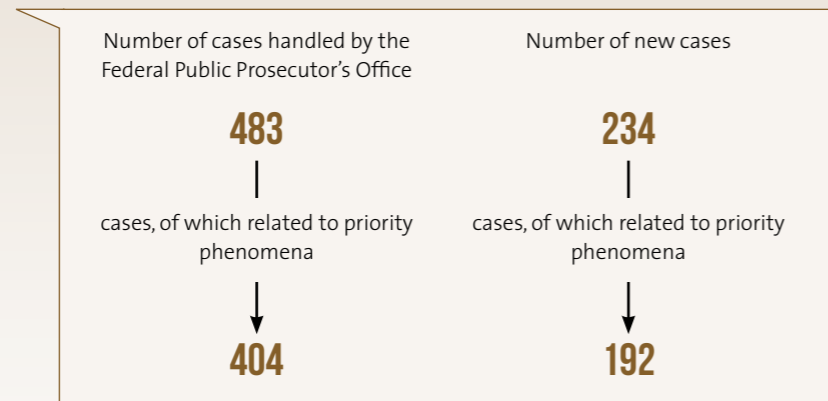
Phenomenon	Invested capacity (in hours)
Terrorism	296 365
Violent offences	249 371
Drugs	216 419
Fraud and money laundering	194 297
Human trafficking and human smuggling	99 561
Armed robbery	82 724
Itinerant groups – Burglaries in private homes and other properties	58 751
Firearms trafficking	37 700
Computer crime	20 834

Seizures



300 332 369 €

Federal Public Prosecutor's Office



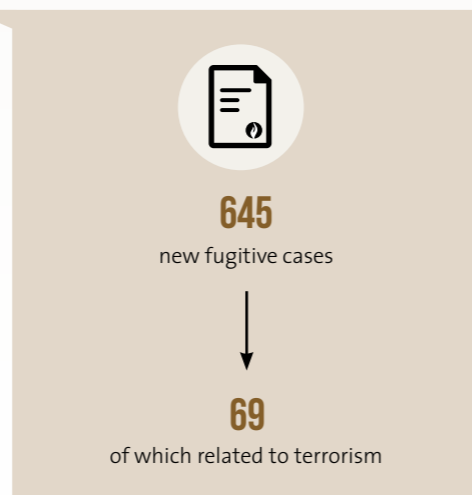
Together against terrorism

Since the 1990s, the cooperation with the French authorities in terrorism matters has been described as excellent. The very eventful year 2015 confirmed this. As early as January 2015, a Joint Investigation Team (JIT) was formed for the intervention in Verviers.

The attacks committed in Paris on 13 November further increased the cooperation tools between Belgium and France, with the establishment of another JIT and the dispatching of liaison officers. Indeed, in the aftermath of the attacks in Paris, an officer of the counterterrorism division of the Federal Judicial Police of Brussels was present during the assault of the RAID in Saint-Denis.

Similarly, since that day, several liaison officers from different services (*sous-direction anti-terroriste* (SDAT), *section anti-terroriste* (SAT) and Paris crime squad) work at the premises of the Federal Judicial Police and transmit information in real time to France.

The Fugitive Active Search Team (FAST) tracks down fugitives



Foreign Terrorist Fighters (FTFs)

A Foreign Terrorist Fighter or FTF can be defined as a person residing in Belgium (whether of Belgian nationality or not):

- who travelled to a jihadist conflict zone in order to swell the ranks of armed groups or provide active or passive support to groups that carry out or support terrorist activities (first category);
- who left Belgium and is on his/her way to a jihadist conflict zone in order to swell the ranks of armed groups or provide active or passive support to groups that carry out or support terrorist activities (second category);
- who is on his/her way back to Belgium or has returned from a jihadist conflict zone where he/she swelled the ranks of armed groups or provided active or passive support to groups that carry out or support terrorist activities (third category);
- who was prevented, whether intentionally or not, to travel to a jihadist conflict zone in order to swell the ranks of armed groups or provide active or passive support to groups that carry out or support terrorist activities (fourth category);
- for whom there are strong indications that he/she is about to travel to a jihadist conflict zone in order to swell the ranks of armed groups or provide active or passive support to groups that carry out or support terrorist activities (fifth category).



Working with informants



1370  
persons were arrested thanks to information given by informants.

JIT (Joint Investigation Team)

5  
Number of JIT cases started in 2015



# Presence on the whole Belgian territory

Actions carried out by first line units contribute every day to the security of the country.



## VIP escorts and European summits

Number of hours



49 328

14 European summits and 1 large-scale event (bicentenary battle of Waterloo) were organised in 2015, with the presence of many VIPs and the deployment of escorts.

During European summits and other events, escorts are organised for Heads of State or Government or other European VIPs.

The international political situation of the recent years has led to an increase in the number of European summits as well as of daily VIP visits to Brussels (especially to EU institutions and NATO).

## Border controls by the Airport Police



Number of second line controls

29 112

Number of reports sent to the Aliens Office

6 281

Number of refusals

2 028

Border controls occur in several steps. First line controls occur at the border post. In case of doubt on the purpose or circumstances of the stay, on the resources or any necessary condition to enter the territory, the persons concerned shall be subject to stricter control (second line control).

An administrative report written following the second line control is sent to the Aliens Office (depending on the Ministry of the Interior). The Aliens Office analyses the report and takes a decision. In case of refusal to enter the territory, the Aliens Office may decide to expel the persons concerned.

## E-gates

Number of e-gates

6

Number of controls (in 6 months)

363 956

An e-gate (automated border control post) automatically checks the authenticity of ID documents (Belgian identity cards and European passports), for instance through the use of facial recognition. This device compares the picture on the ID document with a digital picture taken on the spot. It also checks if the holder of the ID document is registered in the police database and subject of a wanted notice.

## AVIA project: detecting and preventing illegal activities in small aviation

Controls of small non-Schengen airports

Number of controls

39

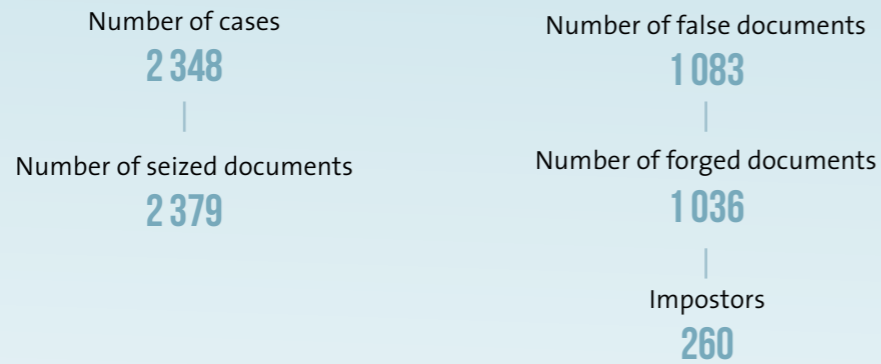
Number of police reports

6





### False and forged ID documents



**False document** : False documents are totally counterfeited.

**Forged Document** : Forged documents are genuine documents that are modified afterwards. It is possible to modify the picture on an ID document, a date on a visa, the identity page on a passport, etc.

**Impostor** : Impostors use genuine and valid documents for fraudulent purposes (generally on the basis of their physical appearance).

### Immigration

- airport police -

#### Trafficking in human beings

Number of arrests  
26

#### Removals

Number of refoulement cases  
2 561

Number of repatriation cases  
7 509

**Refoulement** : whenever a person arrives at the border without valid papers, he/she may not cross the border and is returned to the country where he/she comes from.

**Repatriation** : whenever a person is found in an illegal situation on the territory, he/she must be repatriated to his/her home country or the last country through which he/she transited.



### Border controls

Number of persons staying illegally in the country found by the Railway Police **241**

There are two types of border controls carried out by the Railway Police: non-Schengen controls at the Brussels-Midi railway station, carried out exclusively at the departure of the Eurostar to London and Schengen controls carried out in partnership with the French Border Police. These Schengen controls are conducted on the high-speed lines between Brussels-Midi and Paris-Nord and between Brussels-Midi and Lille-Europe (both directions). All arrests occurred during such Schengen and non-Schengen missions.

Number of persons staying illegally in the country found by the Maritime and River Police **931**

On land, border controls are carried out at Schengen control posts (external borders). These control posts are located in the ports of Antwerp, Zeebruges, Ostend, Ghent, Nieuwpoort and Blankenberge.

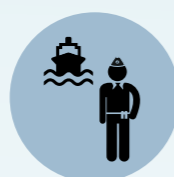
Besides daily controls, the Maritime and River Police organise specific control actions as part of the fight against illegal immigration, in cooperation with several public and private partners.

### 'Trespassing' phenomenon

Number of police reports written within the framework of integrated 'trespassing' actions



Railway Police  
**197**



Maritime and River Police  
**2**



Local Police  
**57**

The Railway Police (SPC), the Belgian National Railway Company (SNCB/NMBS) and the Belgian railway infrastructure manager (Infrabel) want to put an end to the illegal trespassing of railway tracks.

Three times a year, the SPC, Infrabel and Securail, the security department of the SNCB/NMBS group, organise a control week at national level to prevent people from illegally moving along tracks and to struggle against other irresponsible behaviours on tracks and level crossings.

Local police zones and the Maritime and River Police in port areas were also invited to take part in these control actions.



### Controls on international trains

In cooperation with German, Dutch and French police services, the Railway Police carry out mixed patrols on the railway lines of Brussels-Paris, Brussels-Lille, Liège-Aachen, Liège-Maastricht, Tournai-Lille, Courtrai-Lille, Mouscron-Lille and Antwerp-Rosendaal.

Number of police officers (invested capacity)	1307
Number of police reports	96
Number of controlled trains	852
Number of judicial arrests	31
Number of persons brought before judicial authorities	5
Number of administrative arrests	80

Arrests occur following offences committed on trains and reported by mixed patrols.

In 2015, the migrant crisis and the terrorist threat resulted in an increase in the number of mixed patrols on international trains (and, consequently, in an increase in the number of controlled trains, reports and arrests).



ON VICTIMS

**936**

interventions of social workers of the Coordination and Support Directorates

- 241 for the Highway Police
- 182 for the Railway Police
- 276 for the Federal Judicial Police
- 5 for the Maritime and River Police
- 129 for the Local Police
- 1 for a Communication and Information Centre
- 26 interventions by colleagues and referrals
- 4 interventions for another province/district
- 57 including hearing of minors techniques
- 15 other interventions

### FRONTEX

Frontex is the European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union.

### Contribution to Frontex missions



Railway Police  
**755**



Maritime and River Police  
**3572**



Airport Police  
**2621**

Number of hours worked for Frontex missions by all administrative police departments (including the Directorate of Administrative Police Operations and the Directorate of Dog Support):

**8 325**

The last year of operation was, among other things, characterised by large migration flows to the European Union.

Consequently, the European Union found it necessary to take new emergency measures to give refugee-flooded countries such as Greece and Italy the required assistance. Although they were not explicitly included in the agency's missions, many Frontex operations consisted of search and rescue activities enabling a large number of migrants to survive the dangerous crossing of the Mediterranean or Aegean Sea.

Furthermore, the hotspots were given shape gradually but surely. On behalf of all relevant EU agencies (Frontex, European Asylum Support Office (EASO), Europol) and international organisations (International Organisation for

Migration (IOM), The United Nations Refugee Agency (UNHCR)), the people working there were responsible for the organisation of humanitarian and medical assistance, reception, registration, identification and the first interview with migrants. Particular attention was and is paid to the detection of the most vulnerable groups and additional means were deployed to tackle underlying smuggler networks. 2015 will be remembered as the year in which the foundations were laid for a redistribution of the accepted asylum seekers within the EU. At the same time, efforts were made to develop legal migration channels from third countries hoping to prevent tragedies similar to those witnessed over the past few months.





ROAD SAFETY

# Ongoing commitment for safer roads

The Federal Highway Police increase the number of controls for everyone's safety.

## Speeding offences (detected by speed radars and cameras)

Number of offences



1 358 975



ON VICTIMS

241

interventions of social workers of the Coordination and Support Directorates to the benefit of the Highway Police



## Safety belts and child seats

Number of offences

8 096

## Number of fatal accidents and accidents with injuries in the Highway Police's field of action (motorways and certain regional roads)



Accidents

fatal

with injuries

99

3494



Fatalities

Injuries

slightly

seriously

110\*

4 901

463

\* One accident can cause a number of fatalities.

**Fatality** : person involved in a road accident who died on the spot or during his/her transfer to the hospital, or within 30 days following the accident.

**Seriously injured victim** : person injured during a road accident and requiring hospitalisation for more than 24 hours.

**Slightly injured victim** : person injured during a road accident but whose state of health does not require hospitalisation for more than 24 hours.





### Using mobile phone when driving

Number of offences

**13 284**

The risk of an accident is 3 to 4 times higher for people using their mobile phones while driving than for other drivers. Sending text messages when driving accounts for 2 to 3 % of accidents. Sending text messages when driving is particularly dangerous for professional drivers (including heavy goods vehicle drivers): the risk of an accident is 23 times higher in comparison with drivers who do not send text messages. The overwhelming majority of offences concerns car drivers.

The degree of seriousness of drugs-related accidents with injuries is higher in comparison with that of the total number of accidents with injuries: 26.5 deaths per 1,000 accidents with injuries and 296 deaths and serious injuries per 1,000 accidents with injuries.

**Drugs** : delta-9-tetrahydrocannabinol (THC), cannabis, amphetamines, methylenedioxyamphetamine (MDMA), morphine or 6-acetylmorphine, cocaine or benzoyllecgonine or medication (only in a state similar to drunkenness).

### Driving under the influence of alcohol and drugs

Driving with excessive blood alcohol concentration/after using illegal drugs/drunken driving

Number of breath tests



**256 732**

Number of alcohol-related offences\*



**5 820**

(\* ) Alert + Positive + Refusal + Possible blood tests

Number of drugs-related offences\*\*



**367**

(\*\* ) Total number of blood tests + unlawful refusals



tachograph-  
related relating to driving  
time and rest periods



**2 373**



**1 590**

Number of  
offences

### Heavy goods vehicles

In this field, there are two types of offences (and consequently two different legislations/legal articles).

An example of fraud is manipulating driving time and rest periods with a switch or a magnet placed on the tachograph (in order to drive longer or to take shorter breaks than legally allowed, while being apparently in order). Driving too long or taking too short breaks (without manipulating the tachograph) are offences as well.

The rules relating to driving time, breaks and rest periods for heavy goods vehicle drivers are very strict. For instance, the daily driving period should not exceed 9 hours, whereas the daily rest period shall be at least 11 hours. Breaks of at least 45 minutes shall be taken after 4½ hours at the latest. Drivers shall also respect weekly limitations.



# Specialised, available and multiple



One of the main missions of the Federal Police is to provide their partners of the Integrated Police with specialised operational support, in order to better manage criminal phenomena and multiple events and/or public gatherings.

## ADMINISTRATIVE POLICE

### Air support

Arrests	239
Arrests after pursuit	
Recovered stolen vehicles	7
Number of scanned IR targets	405
Positive infrared scans	131
Control assistance	562
Search assistance	554
Photo	209
Video	112
Image transmission	274

### 31 Laser incidents

incidents where the helicopter is pointed by a laser pen. This is a real problem for aviation; it is dangerous for the crew and is punishable.



### Missing persons unit

**1 188** worrying disappearances cases,  
**1 125** of which are closed.



### Dog support

#### Number of interventions

Sniffer dog teams	1259
Drug dog teams + cash	2256
Silent drug dog teams	395
Human remains recovery dog teams	61
Seat of fire detection dog teams	261
Explosive detection dog teams	701



ON VICTIMS

**13**

Found alive after disappearance

**7**

Found dead after disappearance



**Scanning targets IR** : the targets are (indoor) locations where a cannabis plantation might be present. If the infrared camera (IR) delivers a positive scan, a cannabis plantation can actually be found at the location concerned.

**Positive infrared scan** : means that we have flown over a probable cannabis plantation at the request of an investigation unit. The scan showed abnormal thermal losses that could confirm the presence of a cannabis plantation.

**Control assistance** : the helicopter of the Directorate of Air Support (DAFA) assists a team that carries out a (ground) control.

**Search assistance** : with their helicopter, members of DAFA actively search for a suspect on the run or a wanted vehicle. They can be assisted by ground teams.

**Image transmission** : any mission for which DAFA receives an explicit request to transmit real-time images to a command post or to the Crisis Centre. The images transmitted by DAFA always appear on screen in the SICADs (the District Communication and Information Services, which have replaced the CICs), but we have only counted the missions for which real-time image transmission was specifically requested, such as Euro summits, high-risk football matches, large-scale events, disasters, etc.

### Directorate of Protection

Number of VIP protection missions



Number of transfers of prisoners



Number of inter/intracity missions





### Technical support team (TST) of the Maritime and River Police

TST's means are used for the search for missing persons (in closed spaces such as containers, trailers, cargo spaces or under water), the search for objects/vehicles, the security of waterways, the fight against terrorism/drugs, the protection of critical infrastructures (scanning of wharfs, boat hulls, pipelines), the fight against illegal dumping or for VIP protection.

Number of actions	
Immigration control dogs	283
X-ray scanner	2*
Side scan Sonar	107
CO <sup>2</sup> detector	349
Other detection means (endoscope, etc.): total	107
• Remotely Operated Vehicle	4
• Videoscope	8
• Metal detector	18
• Camera	20
• Mobile trace	31
• Multi-Mode Threat Detector	26

\* defective cargo ship

Whenever a boat arrives in Belgium, the captain has to provide in advance a crew list and a passenger list and inform of the presence on board of stowaways (Schengen Borders Code). The Maritime and River Police examine these lists as part of their missions of reducing risks relating to internal security problems, maintaining public order and preserving public health.

The risk level will determine which type of control will be carried out. To this end, the police have a tool called 'Aquatask'.

When the risk is minimal, minimum control (consisting of administrative control of all the provided lists) is carried out. When a risk analysis is made, physical control is then carried out aboard.



#### A few 2015 achievements

	Number of intercepted illegal immigrants	Number of intercepted vehicles
Side scan Sonar	-	74
CO <sup>2</sup> detector	170	-
Immigration control dogs	197	-
Other detection means	0	2

## JUDICIAL POLICE

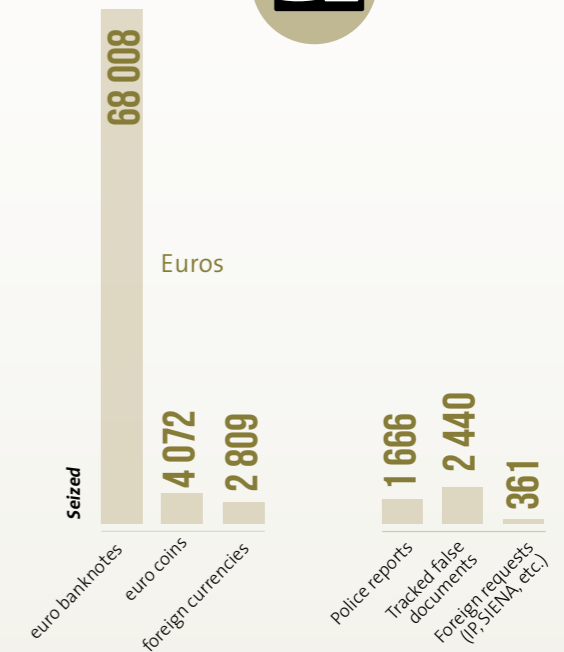


### Sexual or violent offences

The Federal Police have a national database 'ViCLAS' to search for links between various sexual or violent offences.

Files created	455
Offences entered	390
Quality Control	374
Analyses	57
Number of series created	35
Number of offences set in a series	96
Number of series confirmed (at least 1 offence confirmed)	20

### True or false?



### Technical and forensic police lab



#### Tracking offenders

DNA traces	41 997
Fingerprints	30 580
<i>Fingerprints matched with a suspect</i>	2 112
Shoe prints	13 766
Tool prints	2 757
Ear prints	688

#### In the databases

Ear prints	440
Reference prints: ear	731
Shoe prints	2911
Reference prints: shoe	264
Tool prints	2 049
Reference prints: tool	293

**Individualisation** : one of the investigated elements (print) originates with certainty from another investigated element (object, person, etc.) or the two elements have a common origin (reference print). This type of conclusion is only communicated if two experts agree on this independently.

	Ear prints	Shoe prints	Tool prints
Connections (traces linked)	195	17	237
Individualisation	252	16	295



## SPECIAL UNITS

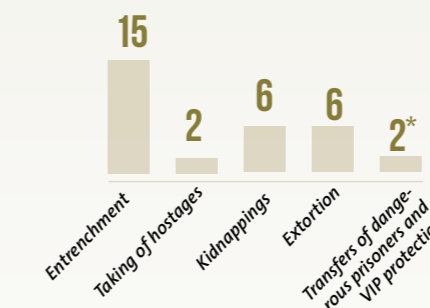


Repartition of the available capacity	Number of worked hours for all special units
<b>Operational work</b>	
Operations in the field, file management, operational R&D	459 102
<b>Training</b>	
Specialised techniques, shooting, scale-based training sessions, etc.	107 738
<b>Logistic management</b>	
Vehicles, high-technology equipment, arms, radio equipment	91 500
<b>Other</b>	
Training sessions, staff management, administration, PR, etc.	122 451
<b>TOTAL</b>	<b>780 791</b>

### Crisis situations



Number



\* (13 VIP for EU summit)

Proportion of operational work per speciality (based on the total operational work hours) to the support provided (in hours)

Speciality	Number of hours
Observation	174 738
Interventions/arrests	66 445
Technical operational support	91 620
Infiltrations	44 619
QRF (level 3/4)	81 680

**QRF (= Quick response Force)** : on-call DSU staff ready to quickly intervene in case of a terrorist incident.



# A direct impact on police working



*Last year, it became clear that international events and geopolitical issues increasingly have a direct impact on police working.*

*Technological interconnectivity and the development of communication possibilities in real time all over the world give a global dimension to current issues and crisis situations.*

*Such internationalisation requires a strengthening of our expertise and of the focus of our activities at international level. In the future, international police cooperation will be increasingly important in everyday policing.*

## Missions Frontex



ON VICTIMS

A total of  
**28**

colleagues took part in Frontex missions. Each mission lasted about one month.

## European financing

In recent years, the Federal Police successfully solicited funding from the EU for the financing of projects at national and international level. Between 2012 and 2015, the Federal Police presented, as project coordinator, **38** projects for a total amount of €17,149,791 and requested subsidies amounting to €11,937,055 from several European financing instruments. 34 projects totalling €15,434,635 were selected; already granted subsidies amounted to €10,848,829. Three projects amounting to €1,715,156 (requested grant of €1,543,641) are still being evaluated. Only one project (€205,814) was rejected.

Furthermore, the Federal Police take part, as project partner, in **35** projects presented in the framework of European financing instruments for a total amount of about €1.37 million. 22 projects were accepted. The Federal Police received subsidies totalling €961,430. One project is still under evaluation.



## European Union

In 2015 – a year marked by the migratory crisis and the follow-up of (thwarted) terrorist attacks –, the Directorate of International Police Cooperation (CGI) systematically ensured the coordination and the follow-up of notices regarding the position of Belgium within the following European forums:

- 8 EU working groups
- 3 committees, including 12 meetings of the Standing Committee on Operational Cooperation on Internal Security (COSI)
- 3 executive boards
- 7 meetings of the Justice and Home Affairs Council

At the end of 2015, long negotiations regarding three important EU basic instruments were almost concluded within the framework of the triologue procedure. These negotiations were intense for our case handlers.

- EU PNR directive
- Europol regulations
- CEPOL regulations





External representation

Bilateral liaison officers	12
Ad hoc liaison officers (Foreign Affairs):	1
Europol	2
Interpol	2

International exchange of operational police information

Number of international messages within the framework of alerts on persons

**112 531**

Schengen hits

**9 297**

Number of opened international cases

**58 698**



BILATERAL AGREEMENTS

SIGNED

1

Implementation agreement with the Netherlands relating to the exchange of ANPR black lists



1

Memorandum of Understanding with Bosnia-Herzegovina



3

action plans (the Netherlands – France – Luxembourg, Morocco and Turkey)

UNDER NEGOTIATION

4 Memorandums of Understanding



Brazil



Quebec



Vietnam



United Kingdom (Metropolitan Police)

4 implementation agreements



Illegal transport Benelux



Railway police protocols (Germany, the Netherlands and Luxembourg)

3 action plans



Romania



Serbia



Moldova

5 negotiated treaties



new Benelux treaty



Germany



Moldova



Georgia



Serbia



OPTIMISATION

# A new Federal Police

The optimisation process of the Federal Police continued in 2015. The major change involved the implementation of a new structure that should make our police organisation efficient, performing and flexible. It was a challenge to give all police members a suitable position in the new organic framework. During these large-scale internal staff movements, it was necessary to pay attention to everyone's well-being and desires.



## 20 measures increasing the force of police actions in several priority security areas

The plan relating to the essential tasks is a good example of reorientation and flexibility at policy and strategic level. In accordance with the federal government agreement, a reflection on the essential police tasks was made. At the end of 2015, the government accepted 20 measures. The overall objective is to enhance the police presence in the field while increasing the availability of staff and resources.



## 18 satellite offices and 28 available seats

As part of the new work methods, satellite offices have been made available to integrated police staff members who usually work on other sites, provided that they book these offices in advance, respect the rules for their use and obtain the authorisation of their superior.

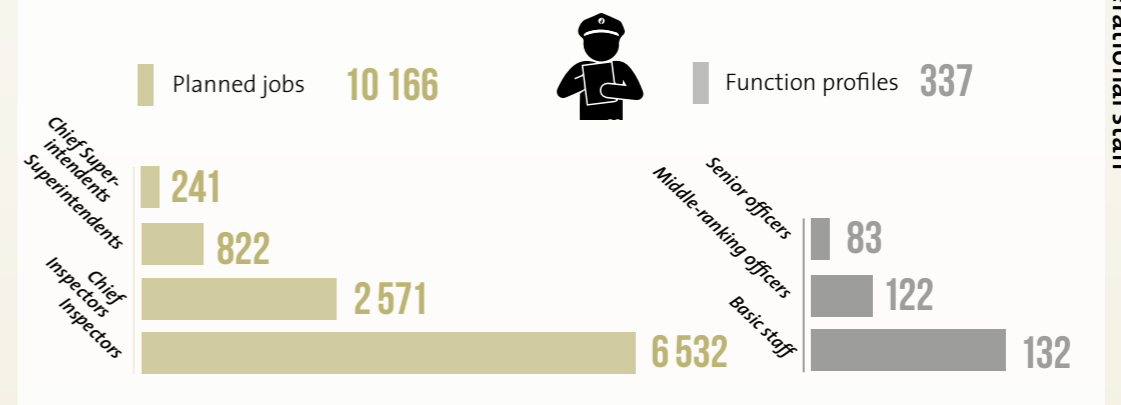
### Social accompaniment measures

A social information centre was created to answer questions about the optimisation process.

- 20 calls (single number)
- 180 interventions of the Stress team (appointments, long phone conversations)

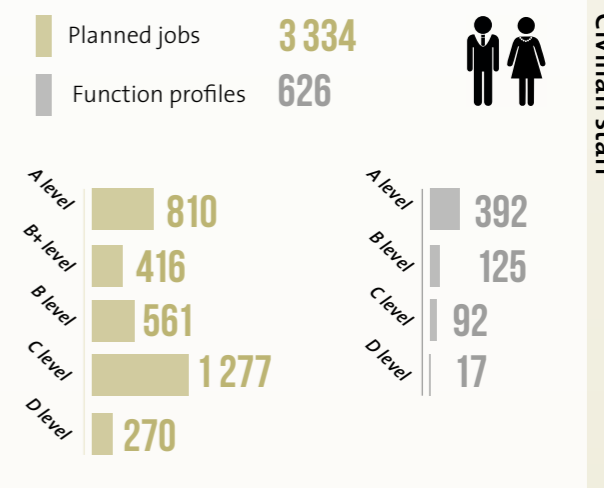
### 13 500 jobs planned

The Royal Decree of 27 October 2015 defines the new distribution of the federal police staff, aiming at strengthening operational capacity.



Operational staff

On the occasion of the optimisation of the Federal Police, the Directorate of Staff took the opportunity of re-weighting level A functions to implement a new method for the establishment of function profiles. With the valuable collaboration of the federal police entities, many functions could therefore be described in a uniform and consistent manner. This will eventually lead to greater visibility and transparency over the content of the functions within our organisation.



Civilian staff



RESOURCES

# Serving the people and tailored to the field



In order to duly fulfil their tasks, police officers need adequate and high-quality resources. The Federal Police do everything in their power to meet those needs.

## STAFF

### Recruitment & selection

#### The police recruit



distributed leaflets/brochures  
**22 000**



visits to the website Jobpol.be  
**1 154 511**



handled phone calls  
**18 837**



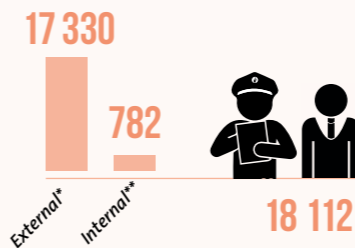
handled mails  
**7 959**

18/02/2015

**Positive audit by the Court of Audit**  
“The Court of Audit gave a ‘good’ rating for the selection of operational staff. In its final report, the Court underlines the rigour of the Federal Police and their significant efforts to ensure the quality of the selection tests.”

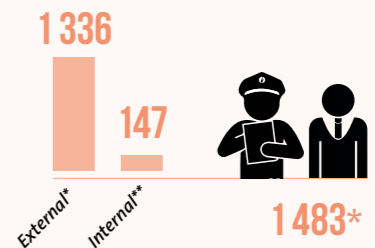
### The police select

Number of candidates for a career at the police



\* (among whom 11,835 operational and 5,495 civilian staff members)  
\*\* (operational staff members)

Number of laureates starting a career at the police



\* (among whom 858 operational and 478 civilian staff members)  
\*\* (among whom 147 operational staff members; there were no internal competitions for civilian staff in 2015)

\* Note: insofar as the selection tests are organised throughout the year, it is not possible to make a straight comparison between the number of laureates and the number of candidates (for example, a candidate in 2014 may be selected only in 2015).

Training

**New basic training course for inspectors**

On 1 October 2015, 600 trainee inspectors started the completely revised basic training in the provincial police academies.

Several new concepts such as workplace learning were introduced to better tailor this training to daily practice. On 26 work sites within and outside the police, trainees can put theory to the test and gain experience. The total number of hours for workplace learning amounts to 328.

Also new is that the training course has been divided into two blocks of two and ten months. The first training block is mainly theoretical and followed by selection tests. The fact that 8 percent of the trainees did not pass those tests in January 2016 shows that the new system is more rigorous than the previous one, in which theory was rarely a stumbling block.

**Focus on diversity/equality training courses**

The Federal Police pay much attention to diversity within their organisation.

**2 323** took part in the following training courses:

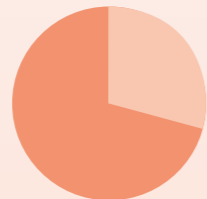
Holocaust, police and human rights
Diversity and sexual orientation
Anti-racism and anti-discrimination legislations
Intercultural communication
Managing diversity in my team every day
Integrating diversity into human resources management
Integrating diversity into every police training
How to react to discriminatory comments from colleagues?



**Total number of trained staff (including in registered schools):**

**62 009**

**42 908**  
registered schools



**19 101**  
the National Police Academy (ANPA)

*This number does not refer to unique persons. One staff member who takes part in several training courses is counted several times.*

Career

Number of Federal Police staff



Staff 31/12/2015

Operational	<b>7 569 + 1 384 = 8 953</b>
Civilian	<b>1 333 + 1 700 = 3 033</b>
	<hr/>
	<b>8 902 + 3 084 = 11 986</b>



In recent years, the number of women working at the Federal Police has increased. Furthermore, women represent the majority of civilian staff. Regarding operational staff, women are mostly represented in the basic staff. In future years, we will need to step up our efforts to increase the proportion of female senior officers.

Work atmosphere

**Stress team interventions in the event of incidents or psychosocial problems**

The stress team of the Federal Police intervenes in support of all local and federal police entities (significant call, first appointment, support and (therapeutic) follow-up). In 2015, the total number of interventions (contacts) following an incident or psychosocial problems (stress, burnout, suicide, trauma, etc.) reached 2,796.



Absenteeism  
**7,79%**

*new*

**Integrated risk analysis model**

A new template for operational risk analysis was developed on the occasion of an event in 2015. This template is an integrated model, which means that operational risk analysis for the management of public order can be combined with risk analysis related to safety or well-being at work.





## INFORMATION & ICT

### Communication and Information Centres (CIC)



2 931 883

calls

2 619 177

of which were urgent (89%) and

312 706

were not (11%)



### Bepad, an administrative police application

21 195 events created

221 entities using Bepad

55 training sessions

The integrated platform for the exchange and operational management of administrative police information and for the management of events and reinforcements (BEPAD) was implemented in all integrated police services on 1 April 2015. This tool provides a multitude of functionalities, making it possible for integrated police services to further professionalise information exchange and efficiently prepare the management of events requiring the deployment of police forces in order to ensure the smooth and safe conduct of those events.

### FIND application

The FIND application is a tool that is available on certain test sites, giving all checkpoints of Belgian airports and the Brussels-Midi station direct access to Interpol data on documents and wanted persons.

### Coordination between cross-border dispatching centres

In December 2015, DRI and their technical and operational partners in Belgium, France and Luxembourg operationalised a coordinating radio network making it possible for **17 competent police dispatching centres** of the border areas concerned to exchange any useful information related to any cross-border event or incident in real time.

*new*

### RENTA computer system

In September 2015, a new computer system was introduced, by means of which vehicle leasing and rental companies can register information about the usual driver of a leased or rented vehicle and the police can immediately look up that information in the event of an offence.

This new application is the result of a partnership between Belgian leasing and rental companies, the company Renta Solutions, the vehicle registration services of the Federal Public Service Mobility and Transport and the Federal Police.

Renta lightens the additional administrative burden caused by the former procedure of exchanging letters/emails.

The vehicle leasing and rental companies contribute voluntarily to the Renta system. By the end of 2015, more than **150 000** vehicles were registered in the application.

## FINANCES

Overview of the budget, split up into staff, operating and investment funds once all transfers are done (with the exception of the adjustment transfer of staff costs) and once interdepartmental provisions are divided up.

**OVERALL TOTAL € 1 736 028 426**

Staff  
€ 822 782 742



Operating\*  
€ 879 599 653



Investment  
€ 33 646 031



\* This is the net amount granted to the Federal Police in 2015, after the government announced its effort to underutilise the voted budget; the underutilised amounts amounted to € 1,338,000 for operating funds and € 417,000 for investment funds.

## LOGISTICS

### Material purchase 2015



€ 20 601 497

Infrastructure



€ 16 126 136

Vehicles



€ 16 132 591

Equipment (basic and operational)



€ 1 310 958

Office supplies



€ 1 757 908

Weapons

In 2015, a total sum of **55 929 093** million was spent on material purchase.





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2015  
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