

Civilian CSDP Compact National Implementation Plan - Poland

Introduction

Including new security challenges, like those linked to irregular migration, hybrid threats, cyber security, terrorism and radicalisation, organised crime, border management, maritime security, preventing and countering violent extremism and protection of cultural heritage into the Civilian CSDP Compact was a necessary development. It recognised the ongoing changes in a “complex, contested and connected world” (2016 EU Global Strategy) and the need to respond to them effectively. The EU and its Member States need to work in a more joint approach to address those challenges and threats, making the most of the synergies between the internal and external aspects of security as well as of enhancing the civilian – military synergies. We need to work intensively on enhancing the Integrated Approach in order to use available resources and tools in a more efficient way to get a high quality output faster.

Poland has been devoted to the aims of the civilian CSDP engagement since the first deployment to Bosnia and Herzegovina in 2003. For many years, Poland has been the top-contributor to EU civilian missions, mainly due to the Formed Police Unit deployed in EULEX Kosovo. Our priority missions are, for the time being, the three European missions: EUAM Ukraine, EULEX Kosovo and EUMM Georgia, but we strive for enhancing our presence in other missions in other parts of the world, including Middle East and Africa. We will use the National Implementation Plan as a motivation for ministries¹ and services² to increase the numbers of Polish experts in civilian CSDP missions.

The main characteristics of the Polish seconding system for civilian experts to civilian missions, including CSDP missions, is its fragmentation in relation to legal framework, financing, training and recruitment. Each sending authority has its own rules, budget and procedures. Adoption of a unified legal basis is unlikely in the coming years therefore we have to search for opportunities to improve the existing model and motivate all participating actors to introduce necessary changes. Drafting a NIP in cooperation with all participating stakeholders (ministries, services and MFA as a coordinator) has been an internally needed process to focus our efforts, to relaunch work on feasible proposals and solutions and to encourage all participating actors to engage more intensively in the issue of seconding civilian experts.

NIP-Poland focuses on processing improvements of the deployment system in all involved ministries and services, on strengthening communication on civilian CSDP, on enhancing inter-institutional cooperation and coordination, and on defining strategic goals of Polish engagement in civilian CSDP missions as short term activities. Drafting and implementing common standards and best practices supporting career-path/further professional development of experts for civilian CSDP missions, unifying trainings, exploring possibilities to broaden the civilian expert’s pool by including freelanced experts are the identified challenges for a long term implementation.

¹The notion ‘ministries’ refers to following ministries: Ministry of the Interior and Administration (MoIA); Ministry of Finance (MoF); Ministry of Justice (MoJ); Ministry of Defence (MoD), Ministry of Foreign Affairs (MFA), Ministry of Culture and National Heritage (MCNH).

² The notion ‘services’ refers to following services: Police, Border Guard, Customs and Tax Control Service (as part of National Revenue Administration), Prison Service.

No.	Commitments/ Area of Activities	Current state of play, including challenges and national impediments	Short term activities 2020	Mid-term activities 2021-mid 2023	Partnerships, cooperation (MS ³)
The plans and activities Poland considers or works with - checklist					
A.- E.	Areas from A to E (Management, decision-making, coordination; Political support; Communication strategy and public information; Legislative and regulatory development; Financial development and budgeting)	<p>Polish engagement in CSDP results from the document "Foreign Policy Priorities of the Republic of Poland" presented by the Minister of Foreign Affairs to the Parliament each year.</p> <p>Seconding civilian experts to civilian CSDP missions is a shared responsibility of MFA, ministries and services. MFA is a political coordinator (it provides experts as well) while line ministries⁴ with their subordinated uniformed services⁵ (like Ministry of the Interior and Administration with Police and Border Guard, Ministry of Finance with National Revenue Administration, Ministry of Justice with Prison Service, Ministry of Defence) have necessary capabilities at their disposal. Participation in civilian CSDP missions is open to any employee of public administration (e.g. Ministry of Culture and National Heritage⁶ has become interested in new area defined in the Civilian CSDP Compact – protection of cultural heritage).</p> <p>Each ministry and each service has its own rules and follows its own internal procedures resulting from sectoral laws. Each ministry seconding its employees to civilian CSDP missions is responsible for management of</p>	<ul style="list-style-type: none"> Establishment of a working-level inter-ministerial working group for civilian CSDP, meeting regularly (every 3-6 months or depending on the needs), to facilitate the information flow, sharing best practices, discussing political priorities and strategy on Polish engagement in international civilian crisis management. Drafting a document defining strategic goals of Polish engagement in the civilian CSDP missions based on priorities of the Polish foreign policy and national security strategy by MFA, in consultation with ministries and services. Drafting sectorial law for Prison Service (subordinated to MoJ) allowing its officers to participate in civilian CSDP missions. 	<ul style="list-style-type: none"> Establishment of a coordination mechanism on engagements in civilian CSDP missions on a strategic level (ministers) and on an operational level (experts from ministries and services). Adjustment of internal regulations (amendments of legal acts) referring to seconding of experts to civilian CSDP missions by ministries and services). Developing at national level a communication strategy on the need and value added of Polish engagement in EU civilian crisis management (in cooperation with ministries and services). Exploring possibilities for developing a legal framework to include freelance experts (from 	<p>Readiness to learn from experience of other MS regarding national law budgetary regulations, communication strategy, etc.</p>

³EU Member States.

⁴MoIA – Ministry of the Interior and Administration; MoF – Ministry of Finance; MoJ – Ministry of Justice; MoD – Ministry of Defence.

⁵ Police, Border Guard, Customs and Tax Control Service (as part of National Revenue Administration), Prison Service.

⁶ MCNH – Ministry of Culture and National Heritage.

	<p>all aspects related to the secondment, including selection of candidates, their training and funding.</p> <p>The general national procedures concerning secondment of national experts to the European Union institutions, including experts to the EU civilian missions, are governed by a document⁷ (instruction) adopted at the level of European Affairs Committee⁸. All ministries and services apply this document as a part of their internal procedures.</p> <p>In November 2017 MFA was appointed as the national coordinator for recruitment procedures for EU civilian missions (national administrator of the Goalkeeper-Registrar) and for managing, in cooperation with all line ministries and services, civilian experts database for CSDP missions.</p> <p>Decisions to deploy an expert from a ministry/ a service is taken by the respective minister / head of service. All candidates for civilian CSDP missions (with the exception of those being part of a contingent like Formed Police Unit within EULEX Kosovo) have to be accepted by the European Affairs Committee.</p> <p>Each ministry / service finances the deployment of experts to civilian CSDP mission from its own budget. There is no special budget line for civilian CSDP missions secondments in state budget.</p>	<ul style="list-style-type: none"> ● Reviewing internal regulations (legal acts), procedures and rules in ministries and services concerning all aspects related to expert secondments to civilian CSDP missions in order to define existing gaps resulting from the need to align to EU procedures and to prepare guidelines/internal procedures/ to address those gaps. ● Identifying problems occurring in internal coordination systems and improving/optimising internal rules, regulations and procedures concerning secondment in ministries and services (i. a. adjusting internal procedures to CFC deadlines). ● Mapping options for creating, in different ministries and services, pools of civilian experts ready to be deployed to missions in a short time (up to 30 days). ● Improving in-house communication on civilian crisis management with focus on CSDP in ministries and services. ● Enhancing in-house information flow within ministries and services related to recruitment procedures, training opportunities, etc. by drafting internal 	<p>outside public administration and public institutions) in the secondment system – MFA in cooperation with ministries and services.</p> <ul style="list-style-type: none"> ● Informing Polish: European Affairs Committee and the Parliamentary Committees for: the European Union, Foreign Affairs, and Defence on Polish participation in civilian CSDP missions (and other foreign missions) on a regular basis - MFA in cooperation with ministries and services.
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⁷ The document „Secondment procedures to the structures of the European Union for civilian experts” (amended on October 4, 2018) regulates mainly the technical and procedural issues of seconding civilian experts to the institutions of the EU and to CSDP missions and operations. This document refers to secondments within the EU framework only. It is not a legal act.

⁸ The European Affairs Committee (KSE) – a Committee on the level of the Council of Ministers that takes decisions on issues related to Poland’s membership in the EU, on behalf of the said Council.

			<p>guidelines.</p> <ul style="list-style-type: none"> Informing regularly the European Affairs Committee on the Polish participation in civilian CSDP missions and on the implementation of National Implementation Plan (NIP) – MFA, ministries and services. 		
<p>F.</p>	<p>Training – guidance, organisation of and participation in training</p>	<p>A unified national training system for civilian experts in CSDP missions is not available in Poland. Each sending authority has its own regulations concerning training organisation and training programmes dedicated for candidates for experts in foreign missions, including CSDP missions, and provides funding for training from its own budget.</p> <p>Polish Police is actively involved in the EU-funded training projects, including EUPCST project, Agency CEPOL projects or other projects (such as LET4CAP – the project ended in December 2019).</p> <p>In the framework of a programme dedicated to training of civilian experts in protection of cultural heritage domain, MCNH provides specialised training courses for specialists ready to fulfil the tasks in international missions (including military missions).</p> <p>There is a need to improve and develop training programmes according to recommendation of EU Training Policy and needs of CSDP missions (including new topics, like: hybrid threats, cyber security, preventing and countering violent extremism, HEAT, reporting and analytical skills).</p>	<ul style="list-style-type: none"> Continued engagement in the EU-funded training projects and exploitation of new opportunities offered by EUPCST project, including training for civilian experts in CSDP missions. Including other ministries and services in the EUPCST projects as participants (MFA, MoF, MoJ, MoD, MCNH). Continued engagement of ministries and services in their training activities based on unified training programmes (ESDC training curricula: CSDP orientation course, basic course). Organising training courses for candidates preparing to participate in the recruitment processes for the positions of civilian experts in the CSDP missions (CV editing, filling in application forms, interview training) – MFA in cooperation with other ministries. Improving information flow on the ESDC, other European institutions and Member States training offers on CSDP and crisis management issues in and between ministries and services. 	<ul style="list-style-type: none"> Introduction of unified training programmes for civilian experts to CSDP missions for all ministries and services involved, consisting of at least two parts: 1/ CSDP orientation course using the possibilities offered by the ESDC and offers from other MSs or using own resources and possibilities, (e.g. organising CSDP orientation course in Poland in cooperation with ESDC); 2/ pre-mission training organised by seconding authorities for their own experts (e.g. like training for experts in Police Contingents or trainings organised by the Border Guard focused on preparing officers for foreign missions). Preparation of a model toolkit for cultural heritage experts for international missions, including EU missions (MCNH). Offering trainings on the Cultural Heritage at Risk by the International Center for Training and Research (a joint 2019 initiative of MoD and MCNH). The Centre will be fully operational 	<p>Commitment to cooperation among services within regional groupings and with other Member States;</p> <p>Cooperation with CEPOL, FRONTEX on professional training related to crisis management and CSDP;</p> <p>Developing cooperation with EU Member States and sharing experience from international missions in the domain of protection and safety of national heritage (MCNH).</p>

			<ul style="list-style-type: none"> Establishment of a working-level inter-ministerial working group for civilian CSDP and using it also for the purpose of civilian training enhancement (sharing information, best practices, discussing possibilities of cooperation between ministries and services as regards training opportunities and programmes). Broadening the scope of training programs on CSDP topics offered by training institutions currently operating in Poland (like: the Centre of Preparations for Foreign Missions in Kielce; War Studies Academy in Warsaw, Police Schools; Border Guard Training Centre, Diplomatic Academy of the MFA). 	<p>since 2021.</p>	
G.	<p>Career-path policy and related procedures</p>	<p>Poland does not have unified rules regulating career-path for experts participating in civilian CSDP missions. Sending authorities (ministries and services) differ regarding career-path regulations, and they have a significant degree of autonomy in developing their internal procedures for preparing and recruiting candidates for CSDP missions. As a general rule: seconded staff has to be a public administration employee (a ministry / a service like Police/ Border Guard/National Revenue Administration/Prison Service).</p> <p><u>Examples:</u></p> <p>Police: A reserve pool of candidates for peacekeeping missions. Candidates / officers from the reserve pool operate within their units and perform activities in accordance with the current scope of duties assigned to their positions until the time of departure. They return to their previous duties (or similar ones) after finishing the</p>	<ul style="list-style-type: none"> Police: promotion of persons who participated in missions to other positions in international Police cooperation, within the country or outside, with the main focus on CSDP missions. Border Guard: developing a clear career-path for officers participating in civilian CSDP missions as a part of a broader approach towards International deployments, based on the document <i>"Concept of development and coordination of international actions for the Border Guard – procedures"</i> (in a draft version as of December 2019). 	<ul style="list-style-type: none"> Drafting and implementing common standards and best practices supporting career-path/further professional development of experts for civilian CSDP missions (in cooperation with all respective ministries and services). Improving communication, in ministries and services, on the need and value added of Polish engagement in civilian CSDP crisis management. Ministry of the Interior and Administration: preparing and adopting guidelines on participation of experts (employees of the Ministry) in civilian CSDP 	<p>Readiness to learn from other MS on how to integrate efficiently civilian CSDP missions experience into a regular career-path.</p>

	<p>secondment. There are no separate procedures addressing career-path of experts deployed to civilian CSDP missions (or other missions).</p> <p>Candidates in the reserve pool have the opportunity to participate in national and international trainings as well as in other international projects in order to develop their capacities and enhance their professional development.</p> <p>Border Guard: Internal recruitment procedures for candidates. After returning from a mission a position of no-lower-than-before rank is offered.</p> <p>MFA: The same rules as in the case of posting national diplomats abroad.</p> <p>Ministry of Finance (National Revenue Administration): A pool of experts in Goalkeeper database. Continuation of employment after return from a foreign mission is guaranteed by the Law on National Revenue Administration (only for officers of the Customs and Tax Control Service).</p> <p>Ministry of Culture and National Heritage: The statute of the Ministry does not foresee any pool of experts dedicated to foreign civilian missions. However, the Ministry keeps a roster of 30 civilian specialist in the domain of protection of cultural heritage who are ready to fulfil tasks during an international military or civilian mission in conflict and post-conflict regions. Some of them are freelanced experts. Seconding an expert from the roster is possible only after regulating the employment status of the candidate.</p> <p>The differences in particular ministries / services are related inter alia to: differences in requirements for experts who want apply for a post, number of levels of internal approval, length of internal security clearing procedures.</p>	<p>missions (seconding rules, internal recruitment procedures, improving of in-house and inter-service communication, etc.).</p> <ul style="list-style-type: none"> ● Ministry of Finance/National Revenue Administration (NRA): preparing and adopting guidelines on participation of experts from NRA (employees and officers of the Customs and Tax Control Service) and, according to needs, from the MoF in civilian CSDP missions (seconding rules, internal recruitment procedures, improving in-house and inter-service communication, etc.). ● Ministry of Justice: preparing guidelines on participation of experts like prosecutors, officers and employees of the Prison Service, employees of MoI in civilian CSDP missions (seconding rules, internal recruitment procedures, improving in-house and inter-service communication, etc.).
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<p>H.</p>	<p>Mainstreaming Gender aspects – increasing number of women</p>	<p>In October 2018 Council of Ministers adopted Polish National Action Plan on Women, Peace and Security (NAP). The Plan sets four main outcomes for the years 2018-2021, including increasing participation of women in conflict prevention and peacekeeping. The main goals of Action Plan are to be implemented in 18 areas concerning, inter alia: participation of women in missions and operations abroad, women in uniformed services and in the foreign service. An informal inter-ministerial group was created to monitor NAP implementation (MoIA, Police, Border Guard, Chancellery of the Prime Minister, MFA, MoD).</p>	<ul style="list-style-type: none"> ● Creation of WPS focal points network among ministries and services engaged in NAP implementation. ● Inclusion of additional ministries and services in NAP implementation (Prison Service with MoJ; National Revenue Administration with MoF). ● Enhanced activities to raise awareness about recruitment process for foreign missions and to encourage women to apply for positions in civilian missions (communication strategy), in all ministries and services, in particular in uniformed services. ● Inclusion of WPS agenda into training programs for candidates for expert posts in foreign missions. ● Extension of existing training programmes on WPS-related issues for officers in uniformed services at all levels. ● Incorporation of issues related to WPS agenda into the teaching programs for uniformed services schools (like military schools, police schools). ● Elaboration of internal action plans/strategies concerning NAP implementation in all ministries and services which implement NAP. ● Introduction of obligation for ministries and services to elaborate regular statistics concerning women's 	<ul style="list-style-type: none"> ● Elaboration of mid-term report (2021) on the Implementation of the National Action Plan on WPS 2018-2021; ● Developing the Action Plan's next edition; ● Including Parliament (i. a. the Parliamentary Committees for: the European Union, Foreign Affairs, Defence) and the European Affairs Committee in the monitoring process for the implementation of NAP. 	
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Civilian CSDP Compact Commitments no 1-7

No.	Commitments/ Area of Activities	Current state of play, including challenges and national impediments	Short term activities 2020	Mid-term activities 2021-mid 2023	Partnerships, cooperation (MS)
1.	Provide an increased contribution to civilian CSDP, which can take the form of personnel, equipment, training, exercise or financial support, on an individual or joint basis and based on individual national implementation plans.	Poland has seconded the largest number of civilian experts as a percentage of the EU's seconded staff (16,6 % as of 29.02.2020) and in real numbers (128 experts as of 29.02.2020). Police and Border Guard have been the main source of personnel secondments to civilian CSDP missions.	<ul style="list-style-type: none"> Measures to maintain the 2019 level of contribution to civilian CSDP missions. Mapping possibilities of respective ministries and services to fill existing gaps in civilian CSDP missions, based on findings of the Civilian Annual Report on Capabilities (CARC). Participation in the DE initiative - Centre of Excellence for Civilian Crisis Management in Berlin. Poland provides a Reserve Formed Police Unit, which is ready for deployment to EULEX Kosovo within 14 days (95 police officers) with the main task to support the Mission in case of violent demonstrations in Kosovo. 	<ul style="list-style-type: none"> Measures to maintain the 2019 level of contribution to civilian CSDP missions. Measures to increase the number of senior and leading positions (i. a. HoM, DHoM) in missions. Developing measures to increase the number of civilian experts seconded to civilian CSDP missions. Financial contribution to the Berlin CoE and considering further contribution (e.g. seconding an expert/experts). Secondment of specialists in protection of cultural heritage to civilian CSDP missions, according to the needs. 	DE and other countries participating in CoE
2.	Review of national procedures such as decision-making, financing and legislation, where appropriate, in order to enhance availability and participation of national experts in civilian CSDP missions, for example by better integration of mission participation in career paths.	Cf. Activities Areas A – E			
3.	Increase the number of	90/10 is the current ratio of seconded vs.	PL will work towards developing the	PL will work towards developing	

<p>seconded experts in the missions, aiming to raise the total share of seconded experts to at least 70 percent of the international mission staff, prioritising seconded staff on operational positions, while continuing to promote effectiveness of missions.</p>	<p>contracted personnel for Poland (cf. Personnel Figures of the Civilian CSDP Missions as of 29.02.2020. 128 seconded personnel vs. 15 contracted). Poland provides the largest contribution in terms of staff seconded to civilian CSDP missions. The vast contribution is related to the Formed Police Unit (FPU) in EULEX Kosovo. Additionally, Poland is ready to provide a swiftly deployable unit to support the EULEX mission in Kosovo – the Reserve Formed Police Unit (RFPU) of 95 persons.</p> <p>Seconding officers to civilian CSDP missions constitutes a significant organisational burden for seconding formations due to domestic needs and other international commitments. This is particularly true in case of Polish Border Guard. With the entry into force of the ESGIP 2.0 Regulation⁹ it is obliged to provide personnel contribution to the pool of 'standing corps' experts. This may result in decreasing secondments from Border Guard to civilian CSDP missions.</p>	<p>capacity to delegate more experts, advisors and commanding officers in order to support civilian CSDP missions.</p>	<p>the capacity to delegate more experts, advisors and commanding officers in order to support civilian CSDP missions.</p> <ul style="list-style-type: none"> • PL will address the gaps caused by language requirements for civilian CSDP missions. • PL will take action aiming at implementing common standards and best practice supporting career-path / further professional development of experts for civilian CSDP missions.
<p>4. Develop and provide the capabilities required for the Union to undertake the full range of civilian crisis management missions, with:</p> <p>a. The core capability categories as originally defined in Feira in 2000 of police, rule of law, civilian administration, as well as security sector reform and</p>	<p>a. The Reserve Formed Police Unit ready for deployment to EULEX Kosovo within 14 days (95 police officers) with the main task to support the Mission in cases of violent demonstrations in Kosovo.</p>	<p>c.</p> <ul style="list-style-type: none"> • Mapping capabilities of particular ministries and services to fill existing gaps in civilian CSDP missions, based on findings of the Civilian Annual Report on Capabilities (CARC). • Improving the in-house communication on civilian CSDP crisis management with focus on supporting and generic CSDP mission capabilities - ministries and services. 	<p>a.</p> <p>PL could, potentially, contribute personnel in areas related to new security challenges as follows:</p> <ul style="list-style-type: none"> - Border Guard (taking into account future constraints resulting from contributions to the EBCG standing corps): irregular migration and its security related challenges, border management, maritime security.

⁹ The regulation ESGIP 2.0 entered into force on December 4, 2019.

	<p>monitoring.</p> <p>b. The capability needs, within these core categories, related to the EU's wider response to tackle security challenges - building on the Concept Paper and the Civilian Capability Development Plan.</p> <p>c. Mission support capabilities (e.g. security, IT, medical care and communication) and generic capability needs (e.g. reporting, strategic communication and management skills).</p> <p>d. Cross cutting areas such as human rights and gender/WPS.</p>		<p>d.</p> <ul style="list-style-type: none"> • Further engagement in implementation of the Polish National Action Plan on WPS for 2018-2021. • Inclusion of the WPS agenda in educational activities and trainings addressed to experts preparing to join CSDP missions and operations and pre-deployment training for diplomats and military attaches, including senior management and commanding staff. 	
<p>5.</p>	<p>Train their national experts pre- and in-mission in accordance with the CSDP Training Policy, as agreed by the Council, and the guidance also given by the EU Civilian Training Group to enhance cooperation and synergies in training at EU level, including mission relevant language training and specific training needs in new security challenges, and seizing opportunities offered by the recognised training providers in coherence and continuity with relevant EU instruments.</p>	<p>Not all sending authorities provide pre-deployment training for experts in foreign missions. Only the Police has a permanent pre-deployment training programme consisting of two parts: (a) language training, basic knowledge of the foreign missions and (b) practical aspects of working in missions.</p> <p>The Border Guard trains its officers in the framework of <i>ad hoc</i> dedicated courses.</p> <p>MFA is in charge of organising basic CSDP orientation course for diplomats.</p> <p>Authorities have their own regulations concerning pre-deployment training of experts in foreign missions, including civilian CSDP missions.</p>	<ul style="list-style-type: none"> • Continued engagement of ministries and services in their training activities based on unified training programs (ESDC courses; CSDP orientation course, pre-deployment CEPOL trainings). • Development and adoption of the document: "<i>Concept of development and coordination of international actions for the Border Guard – procedures</i>" (in a draft version as of December 2019), relating inter alia to involvement in the CSDP. • Starting training programmes for Border Guard officers - potential candidates for the posts in civilian 	<ul style="list-style-type: none"> • Introduction of unified training programmes for civilian experts to the CSDP missions for all candidates in all line ministries and services involved. • Offering professional trainings in the area of protection of cultural heritage for both army officers and civilians on national and international level since 2021 (MCNH). <p>Readiness to engage in cooperation with different uniformed services within regional groupings (like V4) and with other Member States in the framework of EU-funded training projects and in cooperation with CEPOL, ESDC, FRONTEX.</p>

			<p>missions on regular basis.</p> <ul style="list-style-type: none"> Opening the MFA basic CSDP orientation course to candidates from other ministries and/or services. 	<p>Readiness to send a Specialised Team in such areas as:</p> <ul style="list-style-type: none"> countering cybercrime and hybrid threats (Police), countering terrorism and organised crime (Police), protection of cultural heritage (Police, MCNH). 	<p>Preparation of a ST in the area of protection of cultural heritage in cooperation with other MS.</p>
<p>6.</p>	<p>Make available on a voluntary and inclusive basis, specialised teams that are limited in scope, time and size and that correspond to the needs of civilian CSDP and are able to respond, where agreed, at short notice to developments on the ground.</p>	<p>The concept of using Specialised Teams (ST) to temporarily support the implementation of a CSDP mission mandate is a legitimate project both in terms of goals implementation (teams with special skills focused on achieving specific results) and human resources management (relatively short period of delegation, simplified recruitment procedure).</p> <p>The Reserve Formed Police Unit is ready for deployment to EULEX Kosovo within 14 days (95 police officers) with the main task to support the Mission in cases of violent demonstrations in Kosovo.</p>	<p>Specific police capacities that could be provided by Poland in the framework of a Specialised Team (depending on the availability from the reserve pool):</p> <ul style="list-style-type: none"> criminal investigation (CID), cooperation with local communities (community policing), preventive actions - including crowd control and mass event protection (CRC), witness protection, human resource management (HR management), criminal intelligence and analysis. 		
<p>7.</p>	<p>Make available and utilise, where agreed, national or multinational structures and facilities that will help support the strengthening of civilian CSDP in full complementarity with and in support of existing EU structures.</p>	<p>Not identified at this time.</p>	<p>Participation in the Centre of Excellence for Civilian Crisis Management in Berlin.</p>		<p>DE and other countries participating in CoE</p>
<p>Lessons and best practices – sharing with others</p>					
<p>PL is open to regional and bilateral cooperation and exchange of lessons learnt and best practices.</p>					