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On the seminary that was held on April 8 and 9, 2011 in Vrnjacka banja, Serbia, on the theme "Health protection of employees in the Police", and "Professional diseases of police officers", in organization of Independent Police Trade Union with participation of representatives of the following unions: Independent Police Trade Union of the Republic of Bosnia and Herzegovina, Police Trade Union of Management of Montenegro, Macedonian Police Trade Union, Police Trade Union of Albania, and the Secretary General of CESP, Mr. Gerard Greneron, after reviewing all the statutory legislatives, which regulates the issues that were thematic part of the seminar, brings following:

## RESOLUTION

Job of Police Officers is in the group of highly risked professions considering several aspects, especially daily exposure to stressful and traumatic events. These events are above limits of ordinary human experience, as are serious threat to life and physical integrity, coping with seriously injured or murdered persons in accidents, and violent acts which lead to traumatic consequences.

As time in our career passes by, police officers and other employees of security services have even more problems in their families, at work places, with friends, they are isolated with their problems, which can lead to complete "explosion" of personality. However, little is done to provide us some support and help. Mental and physical health of police officers are usually taboo. After announcing the news about the death of police officer, act of suicide, harassment and the use of large quantities of sedatives, news is "current" only one or two days,



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and then only grief remains in the family where this police officer was a breadwinner of the family.

Unfortunately, great number of police officers were participants in war during the disintegration of former Yugoslavia. This fact additionally increases the complexity of the problem of professional diseases with manifestation of post-traumatic stress disorder within our colleagues.

We are exhausted of our trade union activities- to have regular salaries, to have compensations for night and overtime work, work during holidays, to provide us with adequate equipment, so we did not have enough energy to put into legislative a category of "professional diseases of police officers" and according to that provide adequate legal protection on the same question for police officers.

A fact that in no country, that was participant in the seminary, we have arranged and separated category of professional diseases as specific and particularly stressful profession but classified in regulation which is referred to all employees in the state, is defeated and socially unacceptable. Arguments that the lifetime of police officer is for five years shorter than the average lifetime in that area, that the percentage of divorced marriages within police officers is much higher than in other professions, that after-work alcoholism is much frequent within retired police officers, that everyday stress in our job is caused by intensive contact with people, constant need for estimation of status of people and events, for selection of information and misinformation, "war" with organized criminal groups, which are the most usual causes of police officers' diseases, undoubtedly point out on obligation of Government of our state to urgently carry out categorization of professional diseases of police officers in legislation of residence states and through such organized legislation provide complete protection of our members.

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Participants of the seminary are informed that also in the countries of contemporary democracies, even though the authorities recognized much earlier the presence of problem of professional diseases of police officers, also is not in the legislation, avoiding additional burden of the budget which is struck by economical recession in the world.

According to the facts mentioned above, we request from the authorized organs, institutions of authorities in every state, from representative police trade unions who undersigned this resolution to unconditionally start analysis of psycho-physical condition of police officers in state through thorough medical controls, and then perform insight into analytically-statistical indicators of the most frequent diseases of police officers, to include former scientific investigation from the topic field, and on adequate way provide complete protection of labor and social rights of diseased colleague.

We also request from the Council of European Trade Unions-CESP, to extract from organs of Council of Europe unique directive by which unique standards concerning diseases of police officers, and their health insurance, would be established. They have to be legal obligation for all members of European Union as well as for those countries which will become future members.

President of the Board for International Cooperation  
Dragan Zlatanovic