

Our staff

- The Federal Police employs a total of 12 311 people, including 9 221 operational staff (Ops) and 3 090 civilian staff (CAllog).
- In 2019, the Directorate of Infrastructure Security (DAB) experienced substantial growth. Its staff increased from 270 to 988 people.
- The new HRMob tool enables members of the Integrated Police to search for a job within the framework of mobility, to apply for it and to follow up their file digitally, online, anytime and anywhere!

Federal Police workforce

An analysis of the number of Federal Police staff at 31 December 2019 compared with 31 December 2018 shows that the shortfall (shortfall of staff in relation to planned capacity) of operational staff remains relatively stable (16.42 % in 2018 compared with 15.93 % in 2019), while the shortfall of administrative and logistics staff is decreasing (13.1 % in 2018 compared with 9.82 % in 2019).

	Men		Women		Total	
	2018	2019	2018	2019	2018	2019
Operational staff						
Chief Superintendent	181	156	20	16	201	172
Superintendent	968	921	116	127	1 084	1 048
Chief Inspector	2 325	2 279	363	403	2 688	2 682
Inspector	4 131	4 155	1 082	1 140	5 213	5 295
Constable	10	10	15	14	25	24
Administrative and logistic staff						
A level	260	255	423	453	683	708
B level	340	356	440	487	780	843
C level	402	420	669	715	1 071	1 135
D level	238	244	162	160	400	404
Total	8 855	8 796	3 290	3 515	12 145	12 311
Difference		-0,67%		+6,84%		+1,37%

These figures represent, as at 31 December 2019, the staff of the three general directorates and the General Commissioner's Office of the Federal Police, excluding members of the new DAB Directorate and staff recruited using the Road Safety Fund credits. These figures also do not include: persons to whom alternative financing applies (such as staff seconded to the Standing Police Monitoring Committee and the Belgian Standing Intelligence Agencies Review Committee), cleaning staff, trainees, staff members of the Social Secretariat (SSGPI), catering staff, staff of the General Inspectorate (AIG) and the Supervisory Body for Police Information (COC), staff members seconded to the Local Police against payment, persons working for the Administrative and Technical Secretariats, for the Coordination Unit for Threat Assessment (CUTA) and for SHAPE, and finally all staff members who requested non-activity prior to pension.

HRMob: simplicity, time saving and tailor-made information

The new HRMob online tool was launched in October. HRMob is an application developed in SharePoint to digitise the mobility process. Accessibility, transparency and speed are the key words. HRMob enables staff members to search for a post (i.e. a different job at the police) within the framework of mobility, to apply for it and to follow up their file digitally, online, anytime and anywhere.

Some figures for HRMob in 2019:

- 30 information sessions organised to accompany the launch of the application and about 450 people informed;
- 2 mobility cycles published;
- 2 255 vacancies published;
- 2 874 applications submitted and processed by the Directorate of Staff*:
 - 1 927 (67 %) applications from members of the Local Police;
 - 947 (33 %) applications from members of the Federal Police;
 - 1 818 (63 %) applications for Local Police jobs;
 - 1 056 (37 %) applications for Federal Police jobs;
- a total of 32 537 users for the month of October (mobility cycle 2019-04);
- a total of 22 447 users for the month of December (mobility cycle 2019-05);
- almost 1 000 job descriptions entered and available to the Federal Police.

Activities of the Medical Service for the Integrated Police

The Medical Service is responsible for the organisation and execution of medical expertise, administration, monitoring and advice. Members of the Federal and Local Police staff can visit provincial medical centres to consult a curative doctor. These activities are carried out by external doctors, who use the existing infrastructures but organise the consultations themselves.

The medical data of the staff members of the Integrated Police are managed and centralised in the MedOne database. In 2019, the exploitation of this database was started on an exploratory basis in order to support the human resources policy.

Consultations	2018	2019
Control and advice*	10 052	11 217
Curative medicine**	11 893	9 012
Operational missions***	334	352
Emergency care	118	75
Subtotal	22 487	19 447

* Consultations for control or advice are carried out by the same doctors; no distinction is made between the two.

** Consultations for curative care are carried out by external doctors who manage themselves; therefore, we do not have all the figures for these consultations.

*** The Medical Service offers support for activities or exercises involving risk (law enforcement, Molotov exercises, Special Units, etc.). In 2019, all staff and ambulances were brought into line with the standards of the FPS Public Health.

Stress Team activities

The Stress Team of the Federal Police works for the Integrated Police, i.e. for both the Federal Police and the Local Police.

Many Local Police zones have their own Stress Team/prevention service or collaborate with external prevention services and/or provincial assistance teams. This is why the figures for the Local Police are lower.

Interventions/consultations (talks)* relating to psychosocial problems

Stress Team support to the Federal Police	2018	2019
Crisis intervention	247	187
Emotional debriefing	15	15
Trauma	217	333
Burnout	422	504
Depression	164	212
Violence against police officers	35	187

* An intervention is equivalent to an appointment or a long phone call.

Stress Team support to Local Police	2018	2019
Crisis intervention	54	56
Emotional debriefing	30	23
Trauma	42	51
Burnout	21	37
Depression	3	3
Violence against police officers	20	56

The general upward trend can be explained in two ways. On the one hand, a staff member has been added to the Stress Team, which has allowed more interventions to be carried out. On the other hand, the number of requests is increasing, which may indicate a "deterioration" in the psychological state of staff members. In addition, the number of targeted Stress Team interventions is not predictable and is to a large extent related to current events and incidents, especially with regard to "violence against police officers".

Well-being and prevention (CGWB) for the Federal Police

The Directorate of Internal Prevention and Protection at Work (CGWB) of the Federal Police has the task of assisting the employer, management and staff members in the implementation of regulations relating to the well-being of workers. It is also involved in all prevention measures and activities.

CGWB has prevention advisers with a specialisation (occupational safety, occupational medicine, psychosocial aspects, ergonomics, occupational hygiene). The network of trusted persons is also managed by this department.



Training and awareness-raising for the Federal Police

Campaigns / Awareness-raising / Training	2018	2019
Publications Prevention InfoNews (newsletter for the Federal Police)	27	7
PolNews articles (police internal website)	/	27
Explanatory information on the different aspects of well-being at work	36	28
Training given on the different aspects of well-being at work	35	47

Individual files on psychosocial aspects of the Federal Police

In total, 191 Federal Police staff members requested psychosocial support from trusted persons and specialised prevention advisors.

Informal procedures*	2018	2019
Advice	127	84
Consultations (talks)	/	79**
Intervention by a third party	28	14
Conciliation	13	14
Subtotal	168	191
Formal procedures***		
Moral harassment at work	6	12
Sexual harassment at work	2	0
Other psychosocial risks	2	1
Subtotal	10	13

Total**178****204**

* Informal interventions are intended to restore a serene working climate by advising the worker concerned, by having talks with him/her to help solve his/her problem, by turning to a third person who is involved in the problem (colleague/superior) or by organising conciliation.

** Refining statistics: there is a difference between advice and consultations. Each applicant receives advice. If this advice is sufficient, no consultation is needed.

*** In case of a formal procedure, the psychosocial risks of the situation are described in a report to the employer. Prevention and protective measures are proposed so as to solve the problem mentioned in the request and to avoid recurrence.

Medical surveillance of workers' health

Occupational medicine carries out the tasks related to the health surveillance of the members of the Federal Police. For this purpose, the service is composed of prevention advisors-occupational physicians, nurses and administrative staff.

Annual periodic health assessment	2018	2019
Workers subject to at least one annual periodic health assessment g	13 130	12 700

Workers who have received an annual periodic health assessment		
Workers who have a safety function	5 670	6 415
Workers who have a position with increased vigilance	263	247
Workers at particular risk	1 558	1 308
Special categories (disabled, young people, trainees, pupils, students, pregnant or breastfeeding workers, temporary workers)	3	40*
Totaal	7 494	8 010

* More students have been hired and the encoding of worker types is also more accurate thanks to the improved *MedWAN* monitoring programme.

Staff safety

The *Safety Service* carries out tasks related to the field of safety at work. To this end, it is composed of safety prevention advisors.

Opinions/recommendations, advice (written or oral)	2018	2019
Safety at work	223	326
Health in the performance of work	38	33
Industrial hygiene: chemical, biological and physical factors that can have an impact on well-being (light, cleanliness and maintenance of materials/equipment/rooms, colours, smells, heating, air conditioning appliances, ventilation, solar radiation, etc.)	43	92
Ergonomics: adapting work to people	19	63
Selection, purchase and commissioning of work materials and equipment ("three green light procedure")	162	131
Risk analyses: <ul style="list-style-type: none">• Participating in the elaboration of a risk analysis• Giving an opinion on the results of a risk analysis	187	219
Occupational accident* including analysis work	719	1 260
Safety incident* including analysis work	18	35
Workplace visits: <ul style="list-style-type: none">• Annual visit of the Prevention and Protection of Workers Committee• Visit in the context of a file	277	311

Participation in the Prevention and Protection of Workers Committees

91

84

* A work accident may lead to work incapacity; a work incident, however, implies an event or dysfunction that does not lead to injury.

Trade union relations

Social dialogue and negotiations between the authority and the trade unions help to improve working conditions and increase the security of workers. Social relations within the police organisation take place at the level of the Negotiating Committee, the Higher Concertation Committee (CSC) and the Base Concertation Committees (CCB).

Negotiating Committee

The Negotiating Committee deals with files for the Integrated Police and the Federal Police. It decides on proposals concerning the basic rules of the statute, the financial statute and the pension scheme, relations with trade union organisations and other regulatory texts. It also deals with strike notices.

The Negotiating Committee is chaired by the Administrative and Technical Secretariat (SAT) "Interior". In 2019 it met 28 times.

Higher Concertation Committee and Base Concertation Committees – Committee for prevention and protection at work.

The concertation committees deal with socio-economic matters or the application of basic rules (job profiles, temporary derogations from working hours, etc.).

They also have the competence of the Committee for Prevention and Protection at Work (CPPT). They follow up on matters relating to well-being at work and ensure that everyone can work in safe and healthy conditions. This includes concertation on prevention plans and risk analyses, as well as prior opinions on work equipment.

The Higher Concertation Committee (CSC) deals with files for the Federal Police and the Integrated Police. It is chaired by the General Director of Resource Management and Information (DGR). In 2019 it met 25 times. In 2019, the CSC met 25 times.

Veterinary activities for the Integrated Police

Our faithful four-legged auxiliaries also need care. The Federal Police has a veterinary service for this purpose, which also treats some of our colleagues' dogs in the Local Police zones.

Consultations	2018	2019
for Federal Police dogs	443	787
Consultations for Local Police dogs	180	214
Consultations for horses	5 784	2 700
External consultations for retired horses*	171	242
Total	6 578	3 943

* "Retired" or "unfit" horses are horses which, as they can no longer carry out missions, are accommodated in the homes of people who look after them during their retirement. However, they remain the property of the Federal Police.



Federal Police

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Archives

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