



ANNUAL INFORMATION

on the Commitments and Deployments of the
Member States to the European Border and
Coast Guard Teams and the Technical Equipment Pool

REPORT ON THE OPERATIONAL
RESOURCES IN 2019

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Foreword

At the turn of yet another year, the European Border and Coast Guard finds itself in the 2020s, strengthened with a new Regulation. Adopted on 4 December 2019, the new mandate comes with a number of novelties, the most tangible of which is the establishment of the European Border and Coast Guard Standing Corps. In the spirit of shared responsibility, the Standing Corps will be populated by staff members from Member States and Schengen Associated Countries (MS/SAC) together as well as from the Agency. MS/SAC will contribute staff for long term secondments and short term deployments. MS/SAC will also contribute to the reserve for rapid border interventions.

The Agency's own statutory staff members of the Standing Corps is a game-changer for the European Border and Coast Guard as a whole. It will allow the Agency to become a competent and capable partner to MS/SAC and the Agency will have at its disposal trained operationally available staff that can be deployed in operational areas using its own logistics system, operating its own equipment in a safe and secure manner. Under the framework of the operational plans and inherent command and control structures, the Agency will have an adequate degree of autonomy to be able to deliver operational effect at the external borders, in the pre-frontier area and in Third Countries.

Furthermore, by establishing and implementing long term planning processes, the Agency will be able to systematically develop its own capabilities in parallel with MS/SAC, not only on the basis of the past and present needs, but also with a view of the challenges that may be faced in the future. This will allow the Agency to make informed decisions on investments, and catalyse the shift to a more proactive approach to managing the borders as described in the Technical and Operational European Integrated Border Management

(IBM) Strategy, which was adopted in March 2019. Subject to revision once the Multiannual Strategic IBM Policy has been established, the current strategy aims at having the capabilities to enable the European Border and Coast Guard to predict and prevent the challenges from reaching the external borders. Should they emerge, however, we should be able to react timely and stabilise the situation.

The report in front of you focuses on the year that has just passed. 2019 has marked the start of a period of transition that will continue through to the end of 2020. Thus the report presents the data on the contributions of MS/SAC and the Agency to the pools of human resources and technical equipment. It further presents the subsequent commitments and deployments in operational activities as a result of the Annual Bilateral Negotiations process.

Furthermore the report presents the preparations for the implementation of the new Regulation. This covers the activities related to the recruitment, training and profiling of the Standing Corps. It also covers the evolution of the Agency's portfolio of equipment and services, and how the Agency's activities in research and innovation inform the process for defining requirements for technical equipment and the establishment of the multiannual acquisition strategy. It also addresses how the Agency continues to work on improving the working conditions in the operational areas. Lastly it covers the progress made to date on developing the processes for identifying the long term capability needs to counter challenges associated with migration, cross-border crime, terrorism, cyber threats, hybrid threats and threats to public health.

Fabrice Leggeri
Executive Director

List of Acronyms

ABN	Annual Bilateral Negotiations
ABNet	Annual Bilateral Negotiations electronic tool
CPB	Coastal Patrol Boat
CPV	Coastal Patrol Vessel
EBCG	European Border and Coast Guard
EBCGT	European Border and Coast Guard Teams
EC	European Commission
EU	European Union
FIMO	Frontex Information Management Officer
FSO	Frontex Support Officer
FTE	Full Time Equivalent
FWA	Fixed Wing Aircraft
HELO	Helicopters
HMS	Host Member State
HR	Human Resources
ICC	International Coordination Centre
LCC	Local Coordination Centre
MB	Management Board
MNITE	Minimum Number of Items of Technical Equipment
MS	Member State/s
MS/SAC	Member States/s - Schengen Associated Country/ies
NVG	Night Vision Goggle
Opera	Operational Resources Management System
OPV	Offshore Patrol Vessel
RRP	Rapid Reaction Pool
RREP	Rapid Reaction Equipment Pool
SAC	Schengen Associated Country/ies
SC	Standing Corps
STM	Seconded Team Member/s
TE	Technical Equipment
TEP	Technical Equipment Pool
TM	Team Member/s
TVV	Thermo-Vision Vehicle

Executive Summary

In accordance with Articles 20 and 39 of Regulation 2016/1624^{*}, Frontex established the European Border and Coast Guard teams (EBCGT) and the Technical Equipment Pool (TEP) as the sources of operational capabilities for Frontex-coordinated operational activities.

MS/SAC contribute to the EBCGT by selecting from their national border and coast guard pools officers whose expertise meet the 16 different profiles developed by Frontex in cooperation with national authorities and the European Commission.

In 2019, 8,930 border and coast guards were selected by MS/SAC and listed in the Frontex's operational resources management system (Opera).

As part of the EBCGT, to give to the Agency the flexibility to react more decisively to massive shifts in the migratory flows and other emergencies at the external borders of the EU, Frontex established a Rapid Reaction Pool (RRP). On 31 December 2019, a total of 3,059 experts were assigned by MS/SAC to cover the 14 EBCGT profiles required.

The EBCGT are also complemented by seconded Team Members (sTM) who are border and coast guards seconded by MS/SAC to Frontex and subsequently selected by the Agency to be deployed to different joint operations. In 2019, 344 sTM were deployed covering 29,000 operational Man-Days.

In support to return-related activities across the EU, Frontex has developed three separate pools of experts: Forced-return Monitors, Forced-return Escorts, and Return Specialists drawn from MS/SAC.

In 2019, MS/SAC have contributed to the three return pools with more than 1,000 experts comprehensively, exceeding Frontex needs as expressed in the MB Decision 41/2016 on Return Pools^{**}.

The Annual Bilateral Negotiation (ABN) process between MS/SAC and Frontex plays a major role in ensuring that Frontex coordinated operational activities are supplied with adequate human and technical resources. The first ABN round takes place in the last quarter of the preceding year of operations. The aim is to agree on the overall amount of human and technical resources to be deployed over the coming year.

By the end of 2019, the Technical Equipment Pool (TEP) comprised more than 1,000 items among maritime and aerial assets, patrol cars, thermo-vision vehicles and mobile laboratories owned by MS/SAC and by Frontex, in addition to 590 pieces of portable equipment for border control (e.g. CO₂ detectors, Thermal Cameras, etc.).

The TEP includes the Minimum Number of Items of Technical Equipment (MNITE), which is defined as "the number of required Asset Months per type of equipment". MS/SAC are obliged to make available to the Agency the equipment required to meet up the annual operational needs, as well as the Rapid Reaction Equipment Pool (RREP), comprised of smaller and larger vessels, aircraft, helicopters, patrol cars and other vehicles that can be deployed by Frontex at EU external borders within 10 working days in case of Rapid Border Interventions.

* Regulation (EU) 2016/1624 of the European Parliament and of the Council of 14 September 2016 on the European Border and Coast Guard and amending Regulation (EU) 2016/399 of the European Parliament and of the Council and repealing Regulation (EC) No 863/2007 of the European Parliament and of the Council, Council Regulation (EC) No 2007/2004 and Council Decision 2005/267/EC, (OJ L 251, 16.9.2016, p. 1).

** Management Board Decision 41/2016 of 06 December 2016 adopting the profiles and the overall number of experts to be made available to the pools of forced-return monitors, forced-return escorts and return specialists, https://frontex.europa.eu/assets/Key_Documents/MB_Decision/2016/MB_Decision_41_2016_on_return_pools.pdf

Introduction

* Regulation (EU) 2016/1624 of the European Parliament and of the Council of 14 September 2016 on the European Border and Coast Guard and amending Regulation (EU) 2016/399 of the European Parliament and of the Council and repealing Regulation (EC) No 863/2007 of the European Parliament and of the Council, Council Regulation (EC) No 2007/2004 and Council Decision 2005/267/EC, (OJ L 251, 16.9.2016, p. 1).

** Regulation (EU) 2019/1896 of the European Parliament and of the Council of 13 November 2019 on the European Border and Coast Guard and repealing Regulations (EU) No 1052/2013 and (EU) 2016/1624, (OJ L 295, 14.11.2019, p. 1).

Frontex set up the European Border and Coast Guard Teams (EBCGT) and the Technical Equipment Pool as the sources of operational capabilities for its coordinated activities, in accordance with Articles 8(1)(g) and (h) of Regulation 2016/1624*. Regulation 2019/1896** entered in force on 4 December 2019. According to Article 123(2) of Regulation 2019/1896, Regulation 2016/1624 has been repealed with the exception of Articles 20, 30 and 31 thereof, which are repealed with effect from 1 January 2021. In other words, the deployments in 2019 have followed Regulation 2016/1624.

Pursuant to Article 20(12) of the Regulation 2016/1624, Frontex shall inform the European Parliament on an annual basis of the number of border guards and other relevant staff that each Member State has committed and actually deployed to the European Border and Coast Guard Teams (EBCGT) and the number of technical equipment committed to the Technical Equipment Pool (TEP).

Methodology

The report presents the results of a quantitative data analysis based on the following indexes:

- The state of play, as of 31 December 2019, of the composition of the: EBCGT pool, Rapid Reaction Pool, Return Pools, Technical Equipment Pool (including Minimum Number of Items of Technical Equipment), and Rapid Reaction Equipment Pool.
- Frontex needs and MS/SAC commitments of resources to Frontex operational activities in 2019 (number of HR/TE and number of Man-Days/Asset-Days);
- Actual deployments of MS/SAC resources to Frontex operational activities in 2019 (number of HR/TE and number of Man-Days/Asset-Days);

Figures were extracted from the following sources and cross-checked with MS/SAC deployment data:

- The Frontex Operational Resource Management System (Opera);
- Annual Bilateral Negotiations tables and Frontex deployment records (ABNet).

Data collected and illustrated in this report highlight the performance in meeting Frontex's objectives according to three indicators of relevance: Solidarity index, Availability and Adequacy of Pools, and Pool Utilisation index.

EBCGT data – refer exclusively to deployment data for European Border and Coast Guard Team members. Data concerning the internal deployments of host countries, Special Advisors (Officers deployed from the United Kingdom and Ireland), National Officials, Additional Experts/Coordinating Staff, Technical Staff/Crew Members and Interpreters is presented separately.

TEP data – refer to deployment data for items of equipment provided by the Member States and by Frontex for each operational activities. Data concerning the internal deployments of host countries are presented separately.

The reader is advised that the most representative way of presenting deployment data is in the form of man-days and asset days. These figures provide the best indication of the contribution of the Member States/Schengen Associated Countries. Data provided in this report refer to the number of deployments and not to the quantities of individual resources deployed, as the same resource can be deployed repeatedly.

The data presented in this document might be subject to further changes.

Below is a table summarising the Key Performance Indicators identified in the Programming Document 2019-2021^{*} and the relevant data reference:

Description/Objectives:

1. Develop the configuration, composition and responsiveness of the operational resource pools in order to cater to the capability needs including the capacity for rapid reaction^{**}.
2. Ensure the timely availability and deployment of appropriate operational resources in the pools in order to cater to the needs of the operational activities^{***}.
3. Provide support to EBCG stakeholders on acquisition and through-life management related activities^{****}.

Index	Indicator	Reference
Solidarity index	Contributions of resources by MS/SAC to the operational activities.	- Annex 5 – Deployment of HR - Total number of EBCGT members and Return pools experts deployed in 2019 by MS/SAC, profile and Man-Days
		- Annex 6 – Deployment of HR - Total number of Special Advisors, Additional Experts, Host MS Internal Deployments and Travel days of experts deployed in 2019 by MS/SAC, profile and Man-Days
		- Annex 7 – Deployment of TE - Total number of assets deployed in 2019 from the TEP by type of equipment, MS/SAC and Asset-Days
AVAILABILITY		
Availability and Adequacy of Pool(s)	Amount of HR (EBCGT and Return Pools) and TE made available by MS/SAC	- Annex 3 – Annual Bilateral Negotiations 2019 – MS/SAC commitments of HR to Frontex operational activities
		- Annex 4 – Annual Bilateral Negotiations 2019 – MS/SAC commitments of TE to Frontex operational activities
ADEQUACY		
Pool Utilisation Index	Alignment of resources with required profiles and minimum technical equipment quota. Number of EBCGT members and Return pool experts deployed. Number of TE assets deployed.	- Annex 1 – State of play of the EBCGT and Return pools by profile and by MS/SAC in 2019
		- Annex 2 – State of play of the TE Pool by type and by MS/SAC in 2019
		- Annex 5 – Deployment of HR - Total number of EBCGT members and Return pools experts deployed in 2019 by MS/SAC, profile and Man-Days - Annex 7 – Deployment of TE - Total number of assets deployed in 2019 from the TEP by type of equipment, MS/SAC and Asset-Days

* Management Board Decision No 32/2018 of 6 November 2018 adopting the Programming Document 2019-2021 including the Multi Annual Plan 2019 - 2021, the Programme of Work 2019 and the Budget 2019 (the Establishment Plan as part of it), https://frontex.europa.eu/assets/Management_Board/decisions/2018/MB_Decision_32_2018_adopting_the_Programming_Document_2019-2021.pdf

** Strategic Action Area ID 3,6 E

*** Strategic Action Area ID 3,6 F

**** Strategic Action Area ID 3,7 E

1. Human Resources and Technical Equipment Pools

1.1 Human Resources Pools

The reinforcement of MS/SAC capacity to implement their obligations related to the control of the external borders is a priority for Frontex. In 2019, the Agency undertook the organisation of operational assistance for MS/SAC ensuring effectiveness and sustainability in this process, while MS/SAC committed border and coast guards and other expert staff to Frontex to be deployed in joint operations, rapid border interventions and return operations, and as part of migration management support teams.

To ensure the availability of the human resources necessary to carry out its operational activities and the high quality and readiness for deployment of the experts drawn from MS/SAC and its own seconded staff, Frontex has established the following pools:

- **The European Border and Coast Guard Teams (EBCGT)** is the pool composed of border/coast guards and other relevant staff from Member States and Schengen Associated Countries, seconded to Frontex as team members on a semi-permanent basis and selected according to the expertise required to populate the 16 profiles decided upon by Frontex Management Board (MB) in 2016^{*}.
- **The Rapid Reaction Pool (RRP)** is also part of the EBCGT pool, with 14 profiles defined by Frontex Management Board^{**} and pool members placed at the immediate disposal of the Agency, which can deploy them within five working days from the date of the agreed operational plan.
- **Return pools**, including the **Pool of forced return monitors**, the **Pool of forced return escorts**, and the **Pool of return specialists**.

To fully cover Frontex's operational needs, additional human resources such as crew members, interpreters, liaison officers, security officers, national officials and coordinating officers are made available and deployed to operational areas by MS/SAC and by the joint operation hosting country.

1.2 Technical Equipment Pools

In addition to human resources, Frontex is responsible for the coordination and deployment of technical equipment provided by MS/SAC according to the Agency's operational needs. Whilst most technical equipment are deployed in Joint Operations, a quota is earmarked to secure the availability of resources in case of a rapid border intervention.

For the management of assets and technical equipment, the Agency has developed the following equipment pools:

- **The Technical Equipment Pool^{***} (TEP)**, a central record of equipment made available by MS/SAC for Frontex coordinated joint operations. The TEP consists of equipment owned by MS/SAC and resources acquired by Frontex through framework contracts. Frontex is able to purchase aerial surveillance services and portable equipment (e.g. CO₂ Detectors, Heartbeat Detectors, Thermal Cameras and Night Vision Goggles) for border surveillance and patrolling as well as transportation services for readmission operations and deployable facilities for screening, debriefing and registration activities.

The Technical Equipment Pool includes the following categories and types of equipment provided by MS/SAC:

* Management Board Decision 38/2016 of 23 November 2016 adopting the profiles and the overall number of border guards and other relevant staff to be made available to the European Border and Coast Guards teams, https://frontex.europa.eu/assets/Key_Documents/MB_Decision/2016/MB_Decision_38_2016_on_EBCGT_profiles.pdf

** Management Board Decision 28/2016 of 18 October 2016 adopting the profiles and the minimum number of border guards or other relevant staff that correspond to these profiles to be made available for a rapid reaction pool of European Border and Coast Guard teams, https://frontex.europa.eu/assets/Key_Documents/MB_Decision/2016/MB_Decision_28_2016_on_Rapid_reaction_pool_alphabetical_order.pdf

*** Defined in Article 39 of Regulation 2016/1624 and/or Article 64 of Regulation 2019/1896.

Major Equipment:

- Fixed Wing Aircraft (FWA)
- Helicopter (HELO)
- Offshore Patrol Vessel (OPV) - vessel with more than 1,500 nm* autonomy
- Coastal Patrol Vessel (CPV) - vessel with autonomy between 600 and 1,500 nm autonomy
- Coastal Patrol Boat (CPB) - including fast boats – vessel with less than 600 nm autonomy

Light equipment:

- Patrol Car
- Thermo-Vision Vehicle (TVV)
- Transportation Vehicle/Canine Team Vehicle

Portable equipment:

- Basic Forgery Detection Kits
- CO₂ Detector
- Heartbeat Detector
- Document checking device with microscope connected to a computer
- Other equipment for border checks
- Mobile Radar Unit
- Infrared Camera
- Thermal Camera
- Night Vision Goggles
- Other equipment for border surveillance

* nm=nautical miles

- Part of the TEP is the **Minimum Number of Items of Technical Equipment (MNITE)**, which contains the number of technical equipment items required per month.

The mandate of Frontex's Management Board includes deciding once a year on "the rules relating to the technical equipment, including the required overall minimum number of items per type of technical equipment, the conditions for deployment, the terms for the deployment, reimbursement of costs, as well as on the limited number of items of technical equipment for a rapid reaction equipment pool".

This decision, taken by 30 June each year, ensures the minimum equipment required to meet Frontex joint operations. MS/SAC must provide the minimum number of required Asset-Months per type of technical equipment, according to specific categories listed in the MNITE.

- **The Rapid Reaction Equipment Pool (RREP)**, as defined in Article 39(7) of Regulation 2016/1624 and/or Article 64(8) of Regulation 2019/1896, is also a component of the TEP. It enlists a limited number of items of equipment needed for rapid border interventions.

2. The Annual Bilateral Negotiations

2.1 The Annual Bilateral Negotiation* Process

Every year, all EU Member States and Schengen Associated Countries (Iceland, Lichtenstein, Norway and Switzerland)** stipulate their contributions to the European Border and Coast Guard Teams (EBCGT), the pool of border and coast guards made available for deployment in Frontex's coordinated operational activities.

The assessment of the human resources needed for Frontex's operational activities requires a solid analytical basis grounding on data resulting from the deployment of resources from the previous year***.

The same grounds apply to the assessment of technical equipment (TE). A thorough evaluations of the effectiveness and efficiency of different types of equipment deployed in 2017-2018 and risk analysis grounded the call for contributions for TE to MS/SAC to cover Frontex's 2019 operational needs.

Resources are allocated to operational activities in a two-step process. On the basis of Frontex's annual need assessments, MS/SAC are requested via a call for contribution to commit in line with the principles of solidarity and burden-sharing to making these resources available and send preliminary offers for the coming year. The call includes the specific number of resources needed and the months of production to be delivered, by type of equipment, for the operational activities planned, as well as the criteria used by Frontex when selecting Member States' requests.

Offers are discussed and finalised during the two Annual Bilateral Negotiations (ABN) rounds between Frontex and MS/SAC, when

agreements to match the Agency's operational needs are concluded to be later formalised by means of letters of Commitment and Confirmations from each MS/SAC.

Offers received from the Member States hosting operational activities are considered only in exceptional circumstances and as a last resort.

This approach ensures an adequate level of commitment and an equal opportunity for all MS/SAC to participate in operational according to their capabilities.

2.2 The 2019 Annual Bilateral Negotiations

During the first round of the 2019 ABN in October 2018, a detailed selection from Member States' pledges was made to cover the first seven periods of the 2019 operational year**** and deployments were agreed between Frontex and MS/SAC.

Operational needs for the remaining 8-13 operational periods were assessed in line with risk analysis updates to inform the second round of the 2019 ABN starting in April.

The growing demand for additional resources prompted the establishment of two separate target calls to cover operational needs, in addition to the resources made available via the 2019 ABN process.

Remaining deficiencies have been covered by Frontex own leased or contracted resources and Host Member States internal deployments.

An overview of the results of the 2019 ABN process is presented in Annex 3 of this report.

* Preamble 68 of Regulation (EU) 2019/1896

** The participation of Ireland and the United Kingdom in joint operations, pilot projects and rapid border interventions has been based on case by case decisions by the Frontex Management Board, see Articles 51 and 62(5) of Regulation 2016/1624 as well as Articles 70 and 100(5) of Regulation 2019/1896.

*** Since for a given year "N" the whole resource planning process takes place in "N-1", the commitments for the year 2019 were concluded in October 2018.

****The operational year starts in February and ends in January the next year. It is divided into 13 deployment periods. In October every year, a 1st round of ABN is held to cover the needs of the seven first periods of the next operational year. To cover the 8-13 operational periods, a 2nd round of ABN is conducted around May each year.

3. Human Resources Pools in 2019

3.1 European Border and Coast Guard Teams (EBCGT)

According to Article 2(4) of Regulation 2016/1624 European Border and Coast Guard Teams (EBCGT) are defined as teams of border guards and other relevant staff from participating Member States, including border guards and other relevant staff who are seconded as national experts by Member States to the European Border and Coast Guard Agency to be deployed during joint operations and rapid border interventions as well as in the framework of migration management support teams. The composition and deployment of EBCGT is regulated in Article 20 of Regulation 2016/1624.

In accordance with Management Board Decision 38/2016, the EBCGT pool includes

16 different profiles covering specific areas of border and coast guarding.

EBCGT members usually possess expertise that may apply to different profiles, but they are nominated by MS/SAC to cover one main profile only, according to the availability of their national pools.

As of 31 December 2019, Member States have registered 8,930 officers as EBCGT members*. The amount of team members provides a sufficient assurance that the right amount of specialised personnel is available for deployment.

The compositions of the EBCGT, according to the required profiles, is presented in Table 1.

* Cf. Annex 1 – State of play of the EBCGT and Return pools by profile and by MS/SAC in 2019.

Table 1. **Composition of European Border and Coast Guards Teams (EBCGT) by profile - 2019**

HR Profile	No of EBCGT members	% in Total
Advanced-Level Document Officer	539	6%
Border Surveillance Officer	3 543	40%
Cross-Border Crime Detection Officer	51	-1%
Debriefing Expert	696	8%
Dog Handler	181	2%
European Coast Guard Function Officer	146	2%
Field Press Coordinator	19	-0%
First-Line Officer	747	8%
Frontex Information Management Officer (FIMO)	243	3%
Frontex Support Officer (FSO)	395	4%
Frontex Support Officer (FSO) for Deployment and Logistics	40	1%
Interview Expert	133	1%
Registration and Fingerprinting Officer	890	10%
Screening Expert	724	8%
Second-Line Officer	428	5%
Stolen Vehicles Detection Officer	155	2%
Total	8 930	100%

3.2 Rapid Reaction Pool

The Rapid Reaction Pool (RRP), as defined in Article 20(5) of Regulation 2016/1624, is composed of 1,500 border guards and other relevant staff with various skills and competences, placed at the immediate disposal of Frontex for rapid border interventions. The Agency can deploy them from each MS/SAC within five working days from the moment the operational plan for the rapid border intervention is agreed between the Frontex Executive Director and the host Member State, as indicated in Article 17(10) of Regulation 2016/1624.

MS/SAC have the obligation to make a number of border guards or other relevant expert staff available to Frontex in the event of a rapid border intervention. Each MS/SAC is responsible for contributing with the number of border guards and other relevant staff in accordance with Annex I of Regulation 2016/1624.

The 14 profiles and the minimum number of the RRP border guards and other relevant staff are defined in Frontex's Management Board Decision 28/2016. The RRP does not include profiles that are related to return activities.

As of 31 December 2019, 27 out of 29 MS/SAC contributing to the rapid reaction pool registered their experts in the Opera system, totalling 3,059 experts with different profiles identified and assigned to the pool. MS/SAC's commitments met the number of experts needed, in most cases exceeding their national quota (Cf. Annex 1).

Table 2. **Composition of the 2019 RRP by Profile according to Management Board Decision 28/2016 and MS/SAC nominations in Opera**

HR Profile	MB Decision	MS/SAC Nominations
Advanced-Level Document Officer	97	205
Border Surveillance Officer	467	1,374
Debriefing Expert	92	274
Dog Handler	35	44
Field Press Coordinator	9	5
First-Line Officer	82	189
Frontex Information Management Officer (FIMO)	20	51
Frontex Support Officer (FSO)	34	95
Frontex Support Officer (FSO) for Deployment and Logistics	11	21
Interview Expert	33	64
Registration and Fingerprinting Officer	458	388
Screening Expert	137	219
Second-Line Officer	20	101
Stolen Vehicles Detection Officer	5	29
Total	1 500	3 059

3.3 Return Pools

Frontex can initiate, coordinate and organise return operations to support MS/SAC in returning third-country nationals. The Agency provides appropriate operational assistance by enhancing and facilitating practical cooperation among the relevant authorities of the Host MS/SAC, other EU Agencies and bodies, and the relevant authorities of third countries, with a view to raising the effectiveness of the Host MS in responding to its obligation to return third-country nationals.

As required by Regulation 2016/1624, Frontex has established three pools related to return activities: Forced-Return Monitors, Forced-Return Escorts, and Return Specialists in accordance with Articles 29, 30 and 31 thereof.

Experts from these pools are part of tailor-made European teams set by Frontex for deployment during return and rapid return interventions.

Frontex's Management Board Decision 41/2016 of 6 December 2016 defines the profiles of the return pools and stipulates the overall number of experts for their composition:

- 50 Forced-Return Monitors in the Forced Return Monitors pool
- 600 Forced-Return Escorts in the Forced Return Escorts pool
- 40 Return Specialists in the Return Specialists pool.

Forced-Return Monitors Pool

According to Article 51 of Regulation 2019/1896 (previous Article 29 of Regulation 2016/1624), Frontex shall [...] constitute a pool of Forced-Return Monitors from competent bodies of the MS who carry out forced-return monitoring activities in accordance with Article 8(6) of Directive 2008/115/EC* and who have been trained in accordance with Article 62 of Regulation 2019/1896. According to Management Board Decision 41/2016, a Forced-Return Monitor is a member of a competent body in a Member State that carries out independent monitoring of return operations.

In accordance with Article 50(5) of Regulation 2019/1896 (previous Article 28(6) of Regulation 2016/1624), the monitoring of forced-return operations shall be carried out on the basis of objective and transparent criteria. Monitoring covers the entire return operation from the pre-departure phase until the handover of the returnees in the third country of return. Forced-Return Monitors shall submit a report about each forced-return operation to Frontex's Executive Director, the Fundamental Rights Officer and the competent national authorities of all the MS/SAC involved.

Since the establishment of the Forced-Return Monitors pool in January 2017, the number of experts has been gradually increasing. In 2019, there were 79 monitors made available to Frontex, including those with specific expertise in child protection.

Table 3 indicates the number of experts stipulated in Management Board Decision 41/2016, the number of experts committed by MS/SAC, and the number of MS/SAC contributing to the Forced-Return Monitors Pool.

Table 3. **Number of Forced-Return Monitors stipulated in Management Board Decision 41/2016, number of MS/SAC commitments and number of contributing MS/SAC in 2019**

HR Profile	HR requested as per MB Decision	HR committed by MS/SAC	Number of contributing MS
Forced-Return Monitors	50	79	23

* Directive 2008/115/EC of the European Parliament and of the Council of 16 December 2008 on common standards and procedures in Member States for returning illegally staying third-country nationals (OJ L 348, 24.12.2008, p. 98).

Forced-Return Escorts Pool

According to Article 30 of Regulation 2016/1624, Frontex shall constitute a pool of forced-return escorts from national competent bodies who carry out return operations in accordance with the requirements referred to in Article 8(4) and (5) of Directive 2008/115/EC and who have been trained in accordance with Article 36 of the same regulation. According to Management Board Decision 41/2016, a Forced-Return Escort is an official of a competent national authority of a Member State who carries out escorting duties for the return of third-country nationals.

Upon request, the Agency makes Forced-Return Escorts available to participating Member States to escort returnees and to take part in return operations and interventions on their behalf. Forced-Return Escorts with specific expertise in child protection are deployed to any return operation involving children.

Table 4 indicates the number of experts stipulated in Management Board Decision 41/2016, the number of experts committed by MS/SAC, and the number of MS/SAC contributing to the Forced-Return Escorts Pool.

Return Specialists Pool

According to Article 31 of Regulation 2016/1624, Frontex shall constitute a pool of Return Specialists from national competent bodies and from the staff of the Agency, who have the skills and expertise required to carry out return-related activities and who have been trained in accordance with Article 36 of the same regulation. Pursuant to Management Board Decision 41/2016, a Return Specialist is an official of a competent national authority of a Member State who is selected to carry out tasks related to the return of third-country nationals staying illegally in the territory of a MS.

Return Specialists carry out tasks such as identifying particular groups of third country nationals, acquiring travel documents from third countries and facilitating consular cooperation.

Frontex constituted a pool of Return Specialists with the skills, expertise and training required to carry out return-related activities from national competent bodies and from the staff of the Agency.

Table 5 indicates the number of experts stipulated in Management Board Decision 41/2016, the number of experts committed by MS/SAC, and the number of MS/SAC contributing to the Return Specialists Pool.

Table 4. **Number of Forced-Return Escorts stipulated in Management Board Decision 41/2016, number of MS/SAC commitments and number of contributing MS/SAC**

HR Profile	HR requested as per MB Decision	HR committed by MS/SAC	Number of contributing MS
Forced-Return Escorts	600	493	27

Table 5. **Number of Return Specialists stipulated in Management Board Decision 41/2016, number of MS/SAC commitments and number of contributing MS/SAC**

HR Profile	HR requested as per MB Decision	HR committed by MS/SAC	Number of contributing MS
Return Specialists	40	70	23

4. Human Resources: needs and commitments in 2019

4.1 European Border and Coast Guard Teams (EBCGT)

In order to cover the operational needs of 2019, Frontex had requested 7,550 EBCGT members, matching 15 profiles. 877 interpreters were requested as Additional Experts to cover 25,433 Man/Days.

The EBCGT made available during the first round of the 2019 ABN covered 93% of the 2019 deployment periods 1 - 7. At the conclusion of the second round of ABN, increasing gaps were identified for all profiles, resulting in the shortage of the relevant human resources by 15% to 90%.

Table 6. Outcome of ABN 2019: MS/SAC commitments for deployment of EBCGT members in number of HR per profile

HR Profile	HR Requested	HR Agreed	Gaps	% coverage
Advanced-Level Document Officer	873	277	596	32%
Border Surveillance Officer	2 662	790	1 872	30%
Cross-Border Crime Detection Officer	95	26	69	27%
Debriefing Expert	592	307	285	52%
Dog Handler	326	99	227	30%
European Coast Guard Function Officer	26	5	21	19%
Field Press Coordinator	16	3	13	19%
First-Line Officer	272	113	159	42%
Frontex Information Management Officer (FIMO)	268	107	161	40%
Frontex Support Officer (FSO)	318	99	219	31%
Frontex Support Officer (FSO) for Deployment and Logistics	51	5	46	10%
Registration and Fingerprinting Officer	637	430	207	68%
Screening Expert	670	334	336	50%
Second-Line Officer	309	262	47	85%
Stolen-Vehicle Detection Officer	435	83	352	19%
Total	7 550	2 940	4 610	39%

Figure 1 Graphical representation of the outcome of ABN 2019: MS/SAC commitments for deployment of EBCGT members in number of HR per profile

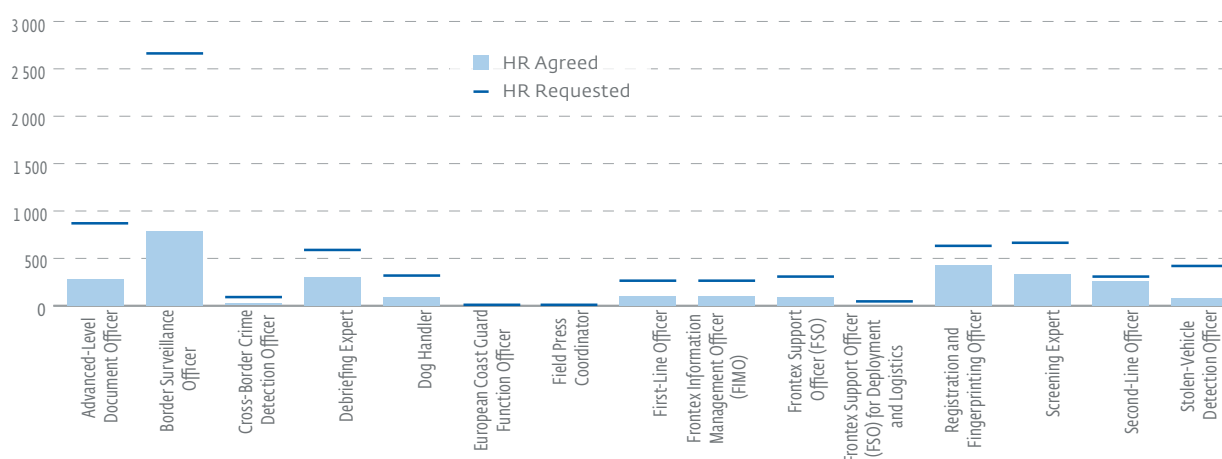


Table 7 shows the outcome of the ABN 2019 in terms of Man-Days' coverage. Data reveal significant gaps, ranging from 6% for the Second-Line

Officers up to 83% for the Frontex Support Officer (FSO) for Deployment and Logistics, with an average shortage in Man-Days of 32%.

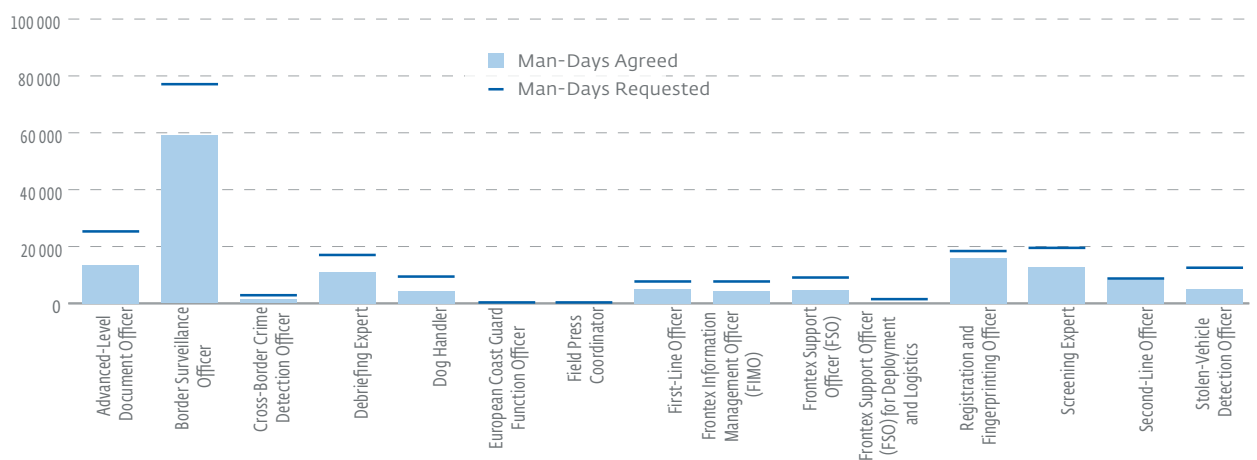
Table 7 **Outcome of ABN 2019: MS/SAC commitments for deployment of EBCGT members in number of Man-Days per profile**

HR Profile	HR Requested	HR Agreed	Gaps	% coverage
Advanced-Level Document Officer	25 317	13 809	11 508	55%
Border Surveillance Officer	77 198	59 446	17 752	77%
Cross-Border Crime Detection Officer	2755	1 402	1 353	51%
Debriefing Expert	17 168	11 362	5 806	66%
Dog Handler	9 454	4 766	4 688	50%
European Coast Guard Function Officer	754	143	611	19%
Field Press Coordinator	464	171	293	37%
First-Line Officer	7 888	5 284	2,604	67%
Frontex Information Management Officer (FIMO)	7 772	4 627	3 145	60%
Frontex Support Officer (FSO)	9 222	5 043	4 179	55%
Frontex Support Officer (FSO) for Deployment and Logistics	1 479	257	1 222	17%
Registration and Fingerprinting Officer	18 473	16 163	2 310	87%
Screening Expert	19 430	13 015	6 415	67%
Second-Line Officer	8 961	8 402	559	94%
Stolen-Vehicle Detection Officer	12 615	5 206	7 409	41%
Total	218 950	149 096	69 854	68%

Figure 2 illustrates MS/SAC commitments of EBCGT members by Man-Days at the end of the ABN 2019 process for periods 1 - 13. In the course of the year, some deployments agreed upon

during the ABN were cancelled. New pledges were provided by MS/SAC in response to Frontex's additional requests. Details on the MS/SAC contributions are reflected in Chapter 5.1.

Figure 2 **Graphical representation of the outcome of ABN 2019: MS/SAC commitments for deployment of EBCGT members in number of man-days per profile.**



4.2 Return Pools

The commitments of MS/SAC to contribute to return-related activities fully covered the number of resources requested. In case of Forced-Return Monitors, the MS/SAC contributed to

Frontex activities on an ad-hoc basis, depending on emerging operational needs.

Data illustrating the coverage of return-related tasks in operational Man-Days are presented in Tables 8 and 9.

Table 8 **Outcome of ABN 2019: MS/SAC commitments for the deployment of experts involved in return-related tasks per profile compared to Frontex operational needs for 2019**

HR Profile	HR Requested	HR Agreed	Gaps	% coverage
Forced-return Escorts	380	327	53	86%
Return Specialists	50	19	31	38%
Total	430	346	84	80%

Table 9 **MS/SAC commitments for the deployment of experts involved in return-related tasks in number of Man-Days per profile compared to Frontex operational needs for 2019**

HR Profile	Man-Days Requested	Man-Days Agreed	Gaps	% coverage
Forced-return Escorts	11 020	9 813	1 207	89%
Return Specialists	1 415	1 053	362	74%
Total	12 435	10 866	1 569	87%

5. Human Resources: deployments in 2019

In 2019, MS/SAC contributed to Frontex's operational activities as per ABN agreements, and also responded to some additional calls for contribution in a few exceptional situations emerging in the course of the year.

The total numbers of HR deployed in 2019 by profile, MS/SAC and Man-Days are presented in Annexes 5 and 6. Travel days are presented in a separate table within Annex 6.

5.1 European Border and Coast Guard Teams (EBCGT), Special Advisors and Additional Experts

In 2019, MS/SAC contributed to Frontex operational activities with 4,076 EBCGT members covering 177,506 operational Man-Days.

As indicated in Table 10, the greatest operational demand was for team members

with the Border Surveillance profile (1,388), followed by Registration and Fingerprinting Officers (506), Screening Experts (398), Advanced Level Document Officers (348), and Debriefing experts (336).

31 experts from the United Kingdom with the profiles of Debriefing Expert, Screening Expert and Second-Line Officer were deployed with the status of Special Advisors, covering 1,356 Man-Days.

2,487 Additional Experts from MS/SAC and from Frontex, totalling 114,103 operational Man-Days, supported Frontex Operational activities in 2019. These Additional Experts were assigned to Frontex joint operations as:

- Crew members/Technical Staff;
- ICC/LCC (Coordinating Staff);
- Interpreters/Cultural Mediators;
- Liaison Officers (Coordinating Staff);
- National Officials (Home Country Staff).

Table 10 Deployments in 2019 - total number of EBCGT members, Special Advisors and Additional Experts deployed in 2019 by profiles in number of HR and Man-Days

Type of Deployment / HR Profile	No of HR	No of Man-Days	% of Man-Days in Total
EBCGT	4 076	177 506	100%
Advanced Level Document Officer	348	15 089	9%
Border Surveillance Officer	1 388	58 183	33%
Cross-Border Crime Detection Officer	30	1 704	-1%
Debriefing Expert	336	15 049	8%
Dog Handler	113	4 997	3%
European Coast Guard Function Officer	9	580	-0%
Field Press Coordinator	3	178	-0%
First-Line Officer	148	6 055	3%
Frontex Information Management Officer (FIMO)	249	9 452	5%
Frontex Support Officer (FSO)	149	8 827	5%
Frontex Support Officer (FSO) for Logistics and Deployment	16	1 011	1%
Interview Expert*	5	389	-0%
Registration and Fingerprinting Officer	506	21 299	12%
Screening Expert	398	18 896	11%
Second-Line Officer	268	8 968	5%
Stolen Vehicle Detection Officer	110	6 831	4%
Special Advisors	31	1 356	100%
Debriefing Expert	22	921	68%
Screening Expert	8	406	30%
Second-Line Officer	1	29	2%
Additional Experts	2 487	114 103	100%
Crew member/Technical Staff	1 845	81 419	71%
ICC/LCC (Coordinating Staff)	15	422	-0%
Interpreter/Cultural Mediator	417	24 319	21%
Liaison Officer - General (Coordinating Staff)	8	392	-0%
Liaison Officer - TE (Coordinating Staff)	3	197	-0%
National Official (Home Country)	199	7 354	6%
Total	6 594	292 965	

* An Interview Expert is an official of a competent national authority of a Member State, who interviews a person after the second line check at a border crossing point in order to collect information for risk analysis purposes. It does not deal with press issues.

Figure 3 and Figure 4 present the coverage of operational Man-Days according to human resources, including seconded Team Members, made available by MS/SAC.

The deployment data are presented in a dual Y-axis chart to illustrate the relationship between two variables: "Number of Man-Days" on the blue, left-hand scale and the "Number of human resources" on the orange, right-hand scale.

Figure 3. Graphical representation of EBCGT members and Special Advisors deployed in 2019 per MS/SAC by number of HR and number of Man-Days

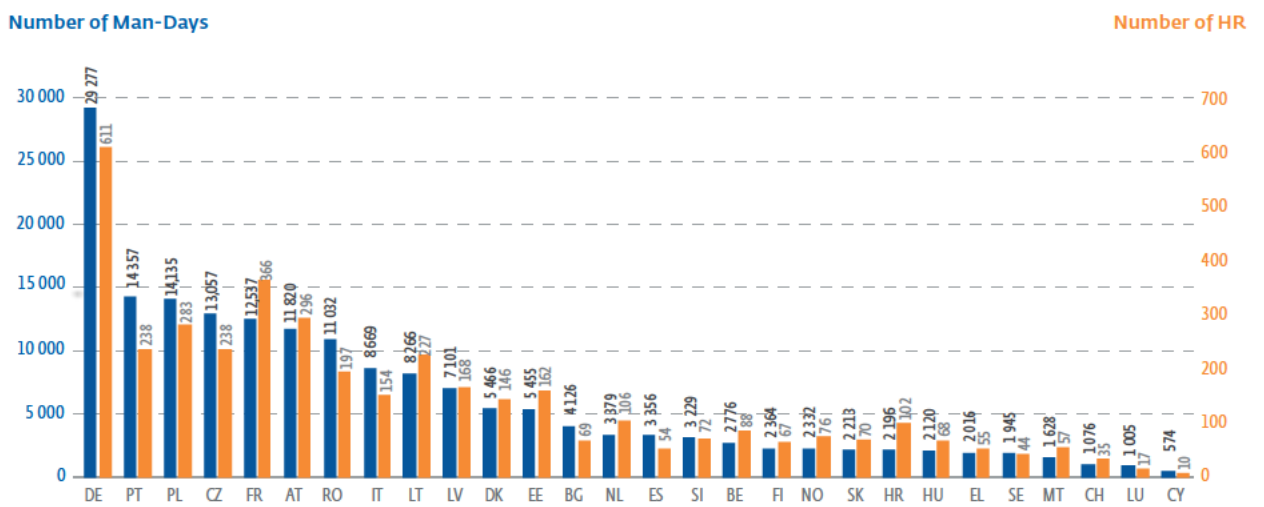
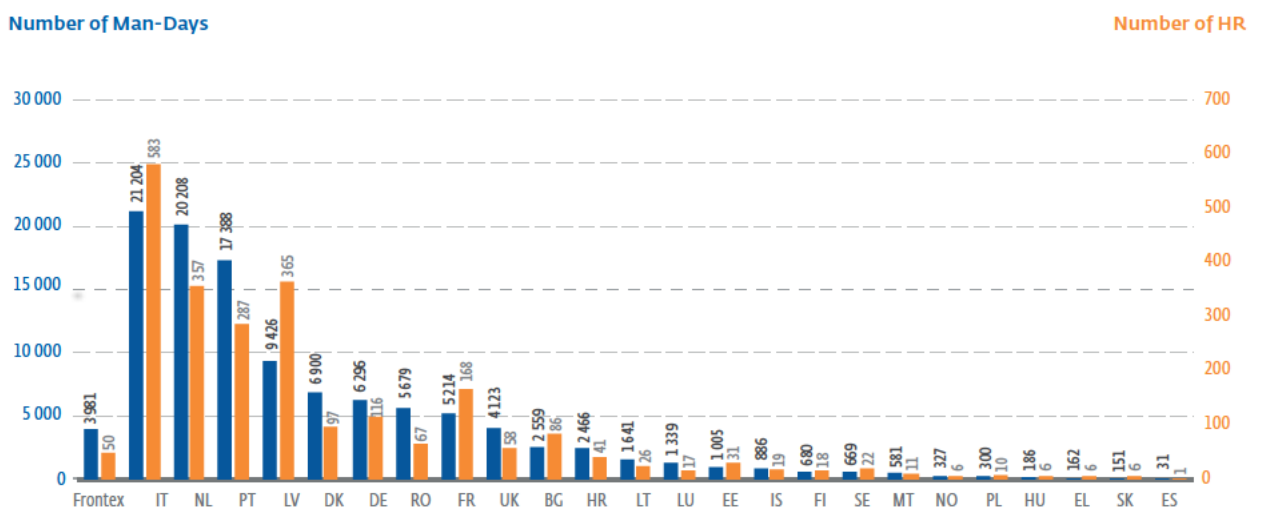


Figure 4. Graphical representation of Additional Experts deployed in 2019 per MS/SAC by number of HR and number of Man-Days



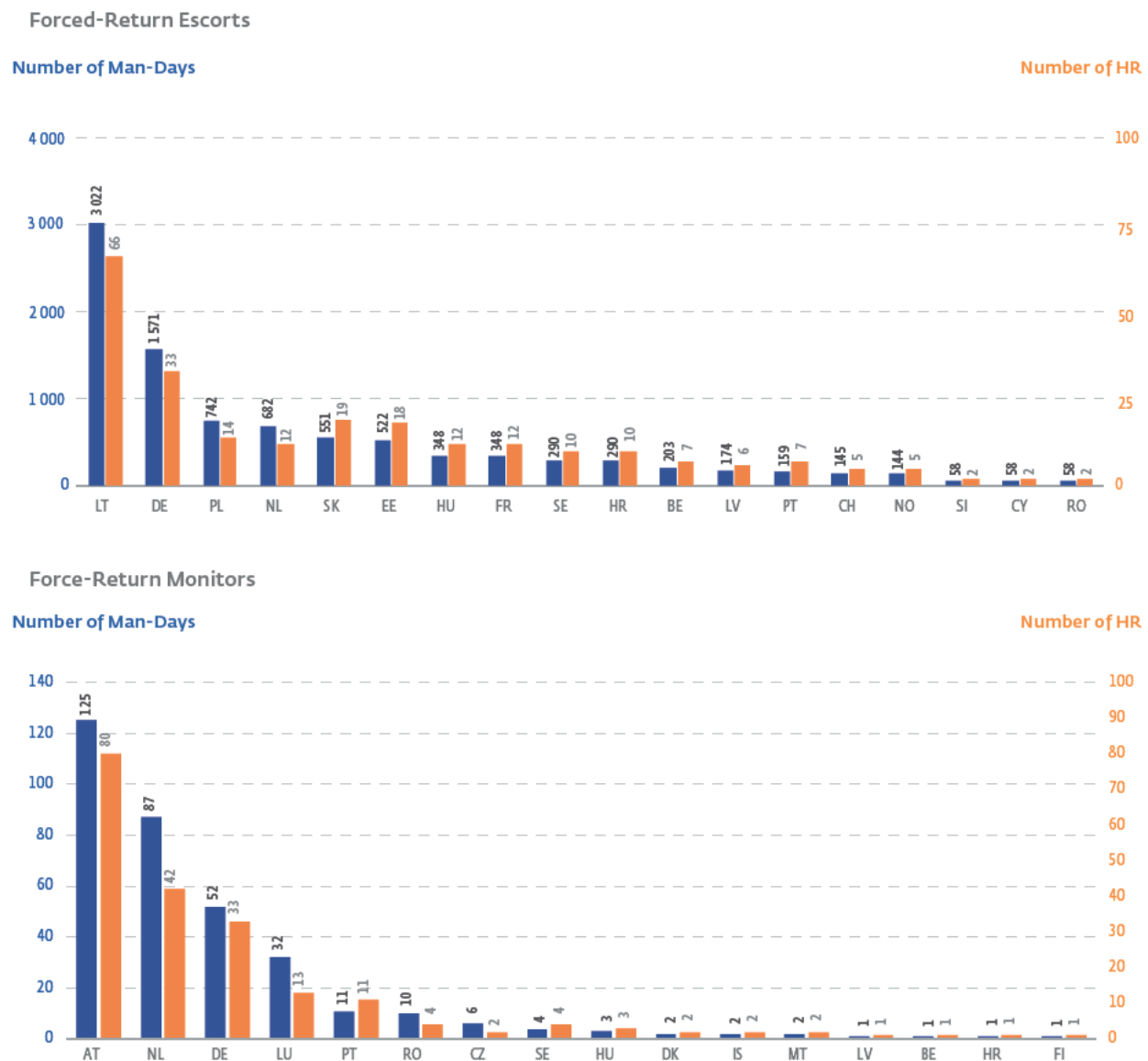
5.2 Return Pools

In 2019, 457 experts from all three return pools were deployed to the relevant operational areas covering 10,389 Man-Days. The

highest need was for Forced-Return Escort Officers, amounting to 9,364 Man-Days.

Figure 5 illustrates the MS/SAC experts deployed in return-related tasks in 2019.

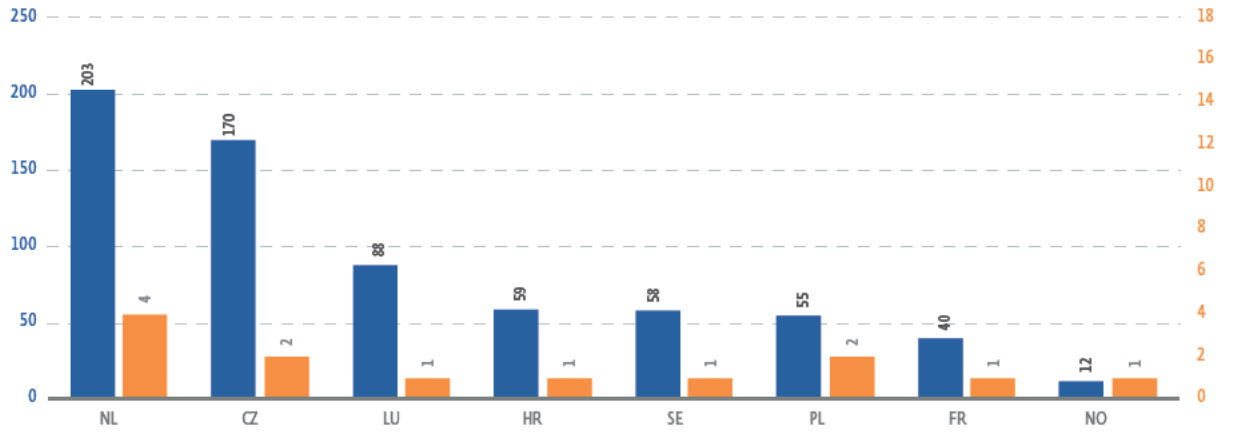
Figure 5. Graphical representation of MS/SAC experts deployed in return-related tasks in 2019



Return Specialists

Number of Man-Days

Number of HR



5.3 Recruitment and Deployment of Seconded Team Members

The Annual Open Call to MS/SAC for the 2019 recruitment of competent border guards or other specialised staff seconded as national experts to the Agency – seconded Team Members (STM) - was launched on 13 April 2018. Out of 286 applicants, Frontex selected 188 STM.

To cover increasing operational demands, an additional extraordinary call was launched on 1 February 2019. Frontex received 148 appli-

cations, selecting 66 additional STM available for deployment who are still available within reserve lists for the 2020 operational cycle.

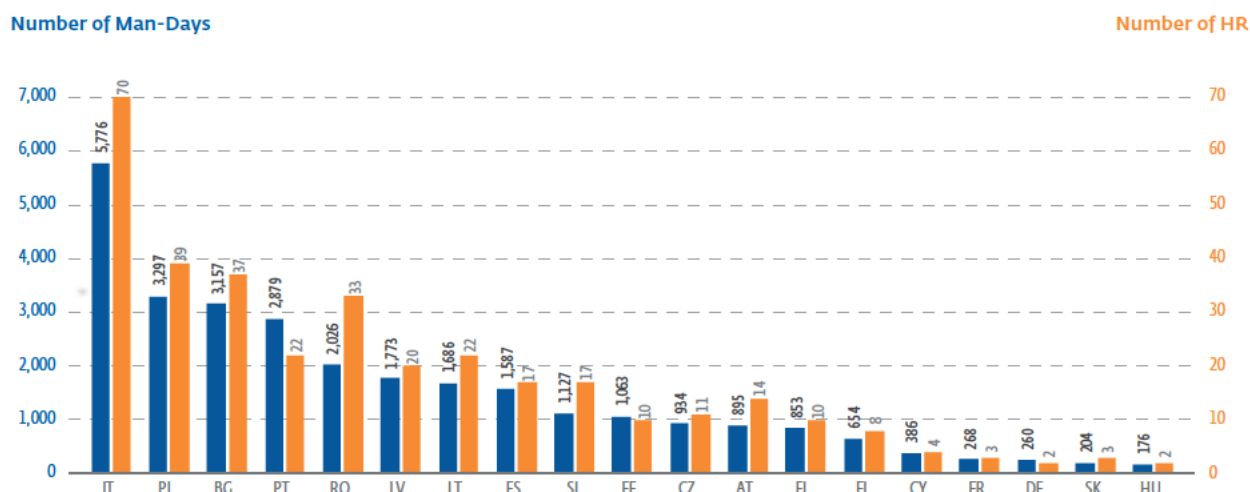
In the course of 2019, Frontex deployed 344 seconded Team Members (including those whose deployment had started in 2018), totalling 29,000 operational Man-Days.

Table 11 provides information on the deployments of STM in 2019 per profile and by number of HR and number of Man-Days, while Figure 6 provides information on the deployments of STM in 2019 by MS/SAC, compared with the number of HR and Man-Days.

Table 11 Deployments of STM in 2019 by profiles and numbers of Man-Days

HR Profile	No of HR	No of Man-Days	% of Man-Days
Advanced Level Document Officer	25	2 050	7%
Border Surveillance Officer	7	676	2%
Cross-Border Crime Detection Officer	5	453	2%
Debriefing Expert	45	3 935	14%
European Coast Guard Function Officer	3	275	1%
Field Press Coordinator	7	523	2%
First-Line Officer	8	723	2%
Frontex Information Management Officer (FIMO)	31	2 936	10%
Frontex Support Officer (FSO)	46	3 847	13%
Frontex Support Officer (FSO) for Logistics and Deployment	13	831	3%
Interview Expert	5	389	1%
Registration and Fingerprinting Officer	30	3 341	12%
Screening Expert	64	4 962	17%
Second-Line Officer	37	2 163	7%
Stolen Vehicle Detection Officer	18	1 897	7%
Total	344	29 000	100%

Figure 6. Graphical representation of the deployments of sTM in 2019 per MS/SAC by number of HR and number of Man-Days



5.4 Host MS Internal Deployments

In operational areas affected by particularly demanding migratory pressures, the host Member State contributes with the internal deployment of its own human resources, mainly to cover responsibilities related to coordination and security, or as crew members in charge of operating specific technical equipment.

In 2019, host MS contributed to the successful implementation of operational activities by providing 3,492 officers, covering 127,757 operational Man-Days.

Table 12 provides an overview of Host MS internal deployments by profile, number of deployed HR, and Man-Days. Figure 7 illustrates the internal deployment contribution by the Host MS.

Figure 7. Graphical representation of the Host MS internal deployments in 2019 by number of HR and number of Man-Days

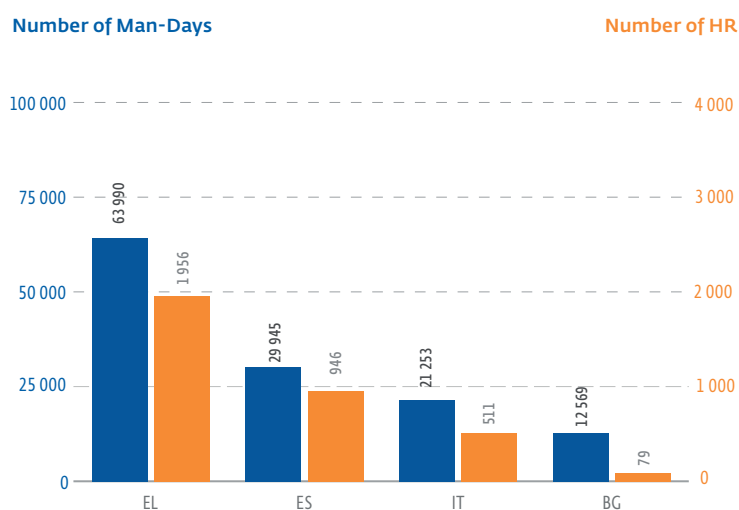


Table 12 Overview of the Host MS internal deployments in 2019

HR Profile	No of HR	No of Man-Days	% of Man-Days
Border Surveillance Officer	79	12 569	10%
Crew member/Technical Staff	1 529	40 173	31%
Debriefing Expert	7	339	0%
Dog Handler	16	769	1%
First-Line Officer	56	386	~0%
Forced-return Escort	208	365	~0%
Frontex Information Management Officer (FIMO)	31	435	~0%
ICC/LCC Staff (Coordinating Staff)	379	20 753	16%
Intelligence Officer (Coordinating Staff)	16	1,916	~1%
Liaison Officer (TE) - (Coordinating Staff)	684	26 966	21%
National Official (Home Country)	1	61	0%
Registration and Fingerprinting Officer	136	7 064	6%
Team Leader (Coordinating Staff)	350	15 961	12%
Total	3 492	127 757	100%

5.5 Frontex Contribution

In 2019, due to the increasing challenges at the external borders of the EU, Frontex contracted 14 Interpreters/Cultural Mediators for 1,153 Man-Days. The support provided to national authorities in dealing with multiple incidents by these profiles facilitated the work of the Agency in the operational area.

6. Technical Equipment Pools in 2019

6.1 Technical Equipment Pool

The composition of the 2019 TEP on 31 December 2019, which includes the technical equipment earmarked for rapid interventions and

returns resulting from both the pledges of MS/SAC agreed upon in the course of the 2019 ABN process and resources acquired by Frontex through framework contracts, is illustrated in Table 13.

Table 13. **Composition of the TE Pool – 2019**

TE Type	Number	Percent of the total
Major Equipment	444	100%
Offshore Patrol Vessel (OPV)	27	6%
Coastal Patrol Vessel (CPV)	58	13%
Coastal Patrol Boat (CPB)	276	62%
Fixed Wing Aircraft (FWA)	35	8%
Helicopter	48	11%
Light Equipment	195	100%
Patrol Car	148	76%
Thermo-Vision Vehicle (TVV)	32	16%
Transportation Vehicle/Canine Team Vehicle	2	1%
Mobile Laboratory	13	7%
Portable Equipment	590	100%
Basic Forgery Detection Kits	140	24%
CO2 Detector	71	12%
Heartbeat Detector	12	2%
Document checking device with microscope connected to a computer	77	13%
Other equipment for border checks	9	2%
Mobile Radar Unit	1	0%
Infrared Camera	2	0%
Thermal Camera	67	11%
Night Vision Goggles	82	14%
Other equipment for border surveillance	129	22%
Total	1 229	

* Management Board Decision 12/2018 of 14 June 2018 adopting rules relating to technical equipment, including the Minimum Number of Items of Technical Equipment as well as the Rapid Reaction Equipment Pool to be deployed during operational activities organised and/or coordinated by Frontex in 2019, https://frontex.europa.eu/assets/Management_Board/decisions/2018/MB_Ddecision_12_2018_adopting_rules_relating_to_technical_equipment_including_MNITE_as_well_as_RREP.pdf.

6.2 Minimum Number of Items of Technical Equipment (MNITE)

The Minimum Number of Items of Technical Equipment (MNITE) for 2019 operational activities was decided upon by Frontex Management Board in 2018⁷ and translated into foreseen Asset-per-Month requirements.

6.3 Rapid Reaction Equipment Pool[†]

As part of the comprehensive TEP, the composition of the 2019 Rapid Reaction Equipment

Pool (RREP) was also decided upon by Frontex Management Board in 2018. Table 14 illustrates the composition of the 2019 RREP.

* Article 39(7) of Regulation 2016/1624 and/or Article 64(8) of Regulation 2019/1896.

Table 14. Composition of the RREP by type of TE according to Management Board Decision No 12/2018 and MS/SAC commitments – 2019

Type of Equipment	MB decision 12/2018 (items per month)	MS/SAC commitment per month (2019)											
		January	February	March	April	May	June	July	August	September	October	November	December
OPV	2	2	2	2	2	2	2	2	2	2	2	2	2
CPV	2	3	3	3	3	3	4	4	3	4	4	3	3
CPB	2	6	6	6	6	6	6	6	6	6	6	6	6
FWA	2	2	2	2	2	2	2	1	1	1	1	1	1
Helicopter	1	1	1	1	1	1	1	1	1	1	1	1	1
TVV	5	4	4	4	4	4	4	4	4	4	4	4	4
Patrol car	24	99	99	102	102	99	99	99	99	102	99	99	99
Heart Beat Detector	1	3	3	3	3	3	3	3	3	3	3	3	3
CO ₂	1	2	2	2	2	2	2	2	2	2	2	2	2

7. Technical Equipment: needs and commitments in 2019

Detailed outcome of the ABN 2019 showing an overview of MS/SAC TE commitments, by type of assets, number, duration of deployment is presented in Annex 4.

The results of the 2019 ABN process showed significant shortages for almost every category of the TEP.

To fill those gaps, further to the deployment of Frontex's own and Host MS assets, two

requests for additional resources were published along the operational implementation period, on 12 February and 28 March respectively.

Tables and figures below present the gaps between the request and the availability of the technical equipment foreseen to cover 2019 operational activities resulting from the 2019 ABN process.

Table 15. Outcome of ABN 2019: MS/SAC commitments for deployment of TE in number of assets per type of equipment

TE Type	TE Requested	TE Agreed	Gaps	% coverage
OPV	55	6	49	11%
CPV	94	14	80	15%
CPB	91	35	56	38%
FWA	63	23	40	37%
Helicopter	57	24	33	42%
Patrol Car	1 192	134	1 058	11%
TVV	155	23	132	15%
Heartbeat Detector	26	1	25	4%
CO ₂ Detector	52	9	43	17%
Other (Cameras, etc.)	637	105	532	16%
Total	2 422	374	2 048	15%

Figure 8. Graphical representation of the outcome of ABN 2019: commitment of TE in number of assets by type of equipment compared to Frontex operational needs for 2019

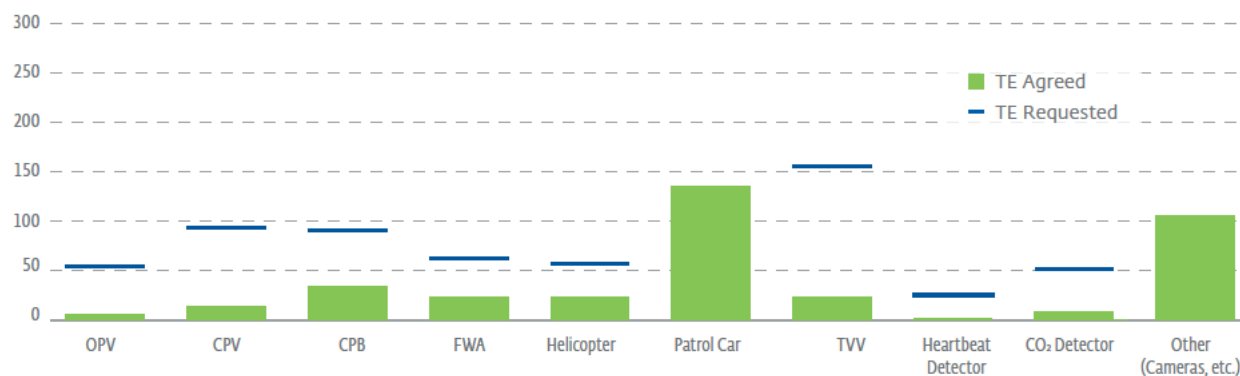
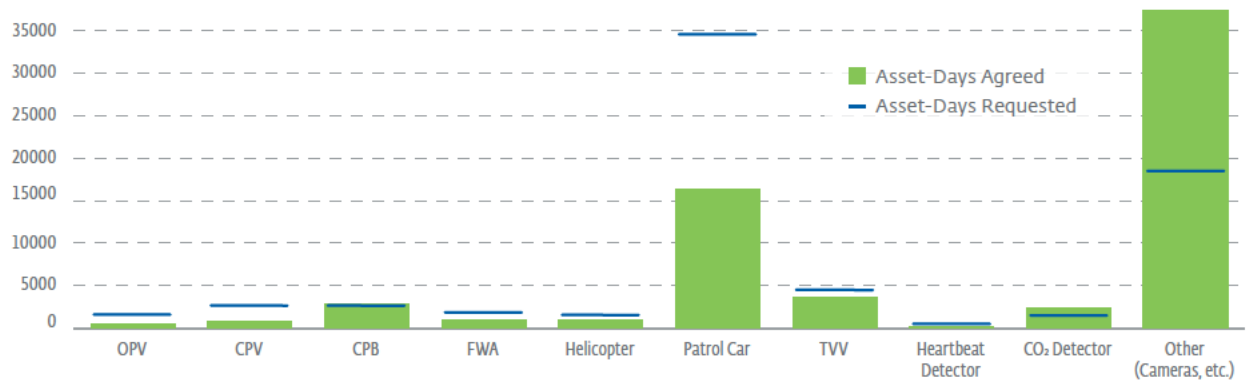


Table 16. Outcome of ABN 2019: MS/SAC commitments for deployment of TE in number of Asset-Days per type of equipment

TE Type	Asset-Days Requested	Asset-Days Agreed	Gaps	% coverage
OPV	1 595	549	1 046	34%
CPV	2 726	856	1 870	31%
CPB	2 639	2 772	0	100%
FWA	1 827	1 001	826	55%
Helicopter	1 653	885	768	54%
Patrol Car	34 568	16 324	18 244	47%
TVV	4 495	3 609	886	80%
Heartbeat Detector	754	169	585	22%
CO ₂ Detector	1 508	2 361	0	100%
Other (Cameras, etc.)	18 473	37 457	0	100%
Total	70 238	65 983	24 225	66%

Figure 9. Graphical representation of the outcome of ABN 2019: commitment of TE in Asset-Days by type of equipment compared to Frontex operational needs for 2019



8. Technical Equipment deployments in 2019

The TEP supplied major assets, light and portable technical equipment to operational activities in line with the 2019 ABN agreements. Additional commitments were made during the operational implementation period

to fill equipment gaps and address emerging phenomena at the external borders of the EU.

The amount of assets deployed from the TEP is illustrated in Table 17.

Table 17. Number of assets deployed from TEP by type of equipment and Asset-Days

Type of deployment / TE Type	No of assets	No of Asset-Days	% of Asset-Days
Major equipment	138	8,273	100%
OPV	7	523	6%
CPV	29	1 416	17%
CPB	45	2 966	36%
FWA	33	2 475	30%
Helicopter	24	893	11%
Light equipment	265	25 607	100%
Patrol Car	205	21 741	85%
TVV	29	3 643	14%
Transportation Vehicle/Canince Team Vehicle	31	223	1%
Portable equipment	399	55 210	100%
CO2 Detector	38	6 963	13%
Heartbeat Detector	10	2 688	5%
Other equipment for border surveillance/border checks (Camera, Thermal/infra-red cameras, Night Vision Goggles, Document readers, etc.)	351	45 559	82%
TOTAL	802	89 090	

Shortage of major assets at sections of the EU external borders particularly affected by migratory pressure were covered by Host MS through internal deployments, considerably increasing operational response in those critical areas^{*}.

The amount of major assets deployed resulting from both the TEP and those made available by the Host MS is shown in table 18.

* Cf. para 8.2

Table 18 Overview of the Host MS internal deployments in 2019

TEP and internal deployments	No of assets	No of Asset-Days	% of Asset-Days
Major equipment	266	12 535	100%
OPV	33	1 364	11%
CPV	84	3 373	27%
CPB	59	3 557	28%
FWA	47	2 752	22%
Helicopter	43	1 489	12%

Figure 10, Figure 11 and Figure 12 give an overview of the major assets, light and portable equipment deployed by MS/SAC per number of items and Asset-Days.

As for human resources, also the technical equipment-related deployment data in this

chapter are presented on a dual Y-axis chart to illustrate the relationship between the two variables, which are: "No of Asset-Days" on the green left-hand scale, and the "No of Assets" on the orange right-hand scale.

Figure 10. TEP: deployment overview of Major equipment (OPV, CPV, CPB, FWA and HELO) per MS/SAC by number of assets and Asset-Days

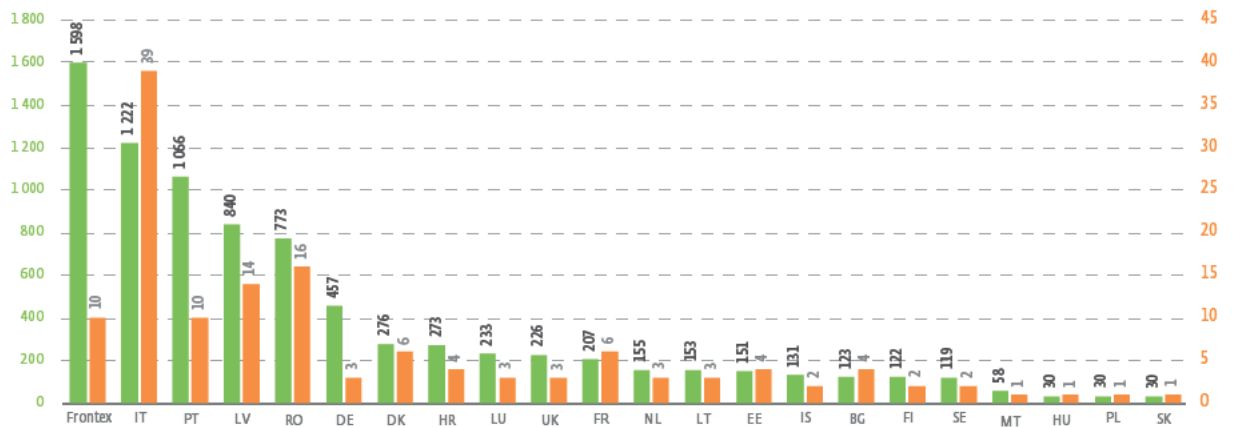


Figure 11. TEP: deployment overview of Light equipment (Patrol Car, Thermo-Vision Vehicle, Transportation Vehicle) per MS/SAC by number of assets and Asset-Days

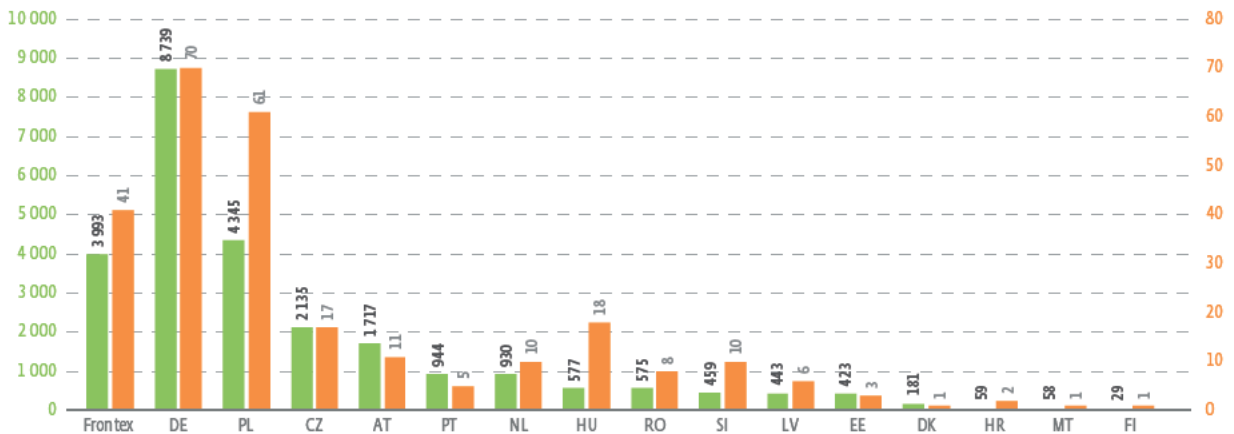
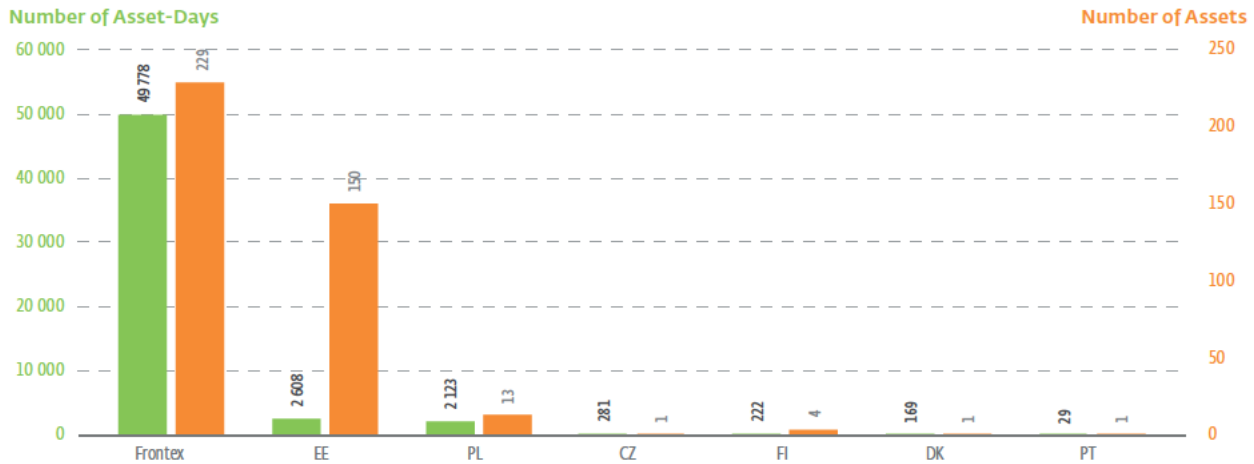


Figure 12. TEP: deployment overview of Portable equipment (CO₂ Detector, Heartbeat Detector, Other equipment for border surveillance) per MS/SAC by number of assets and Asset-Days

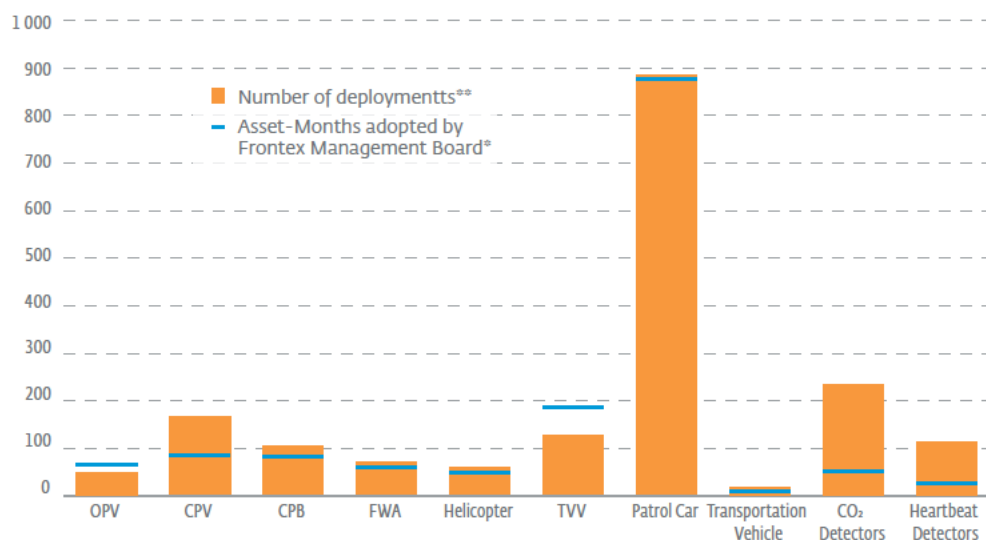


8.1 Minimum Number of Items of Technical Equipment (MNITE)

Figure 13 compares the amount of Asset-Months for the types of technical equipment

specified in Frontex Management Board Decision No 12/2018 as earmarked for the MNITE, with the actual 2019 deployments. In 2019, MS/SAC and Frontex comprehensively deployed more assets than the amount originally estimated in the MNITE.

Figure 13. Number of deployments in Asset-Months in 2019



* source: MB decision 12/2018 of 14 May 2018

** source: TE Monthly reports February 2019-January 2020, established in accordance with Article 39(12) of Regulation 2016/1624 and Article 64(13) Regulation 2019/1896.

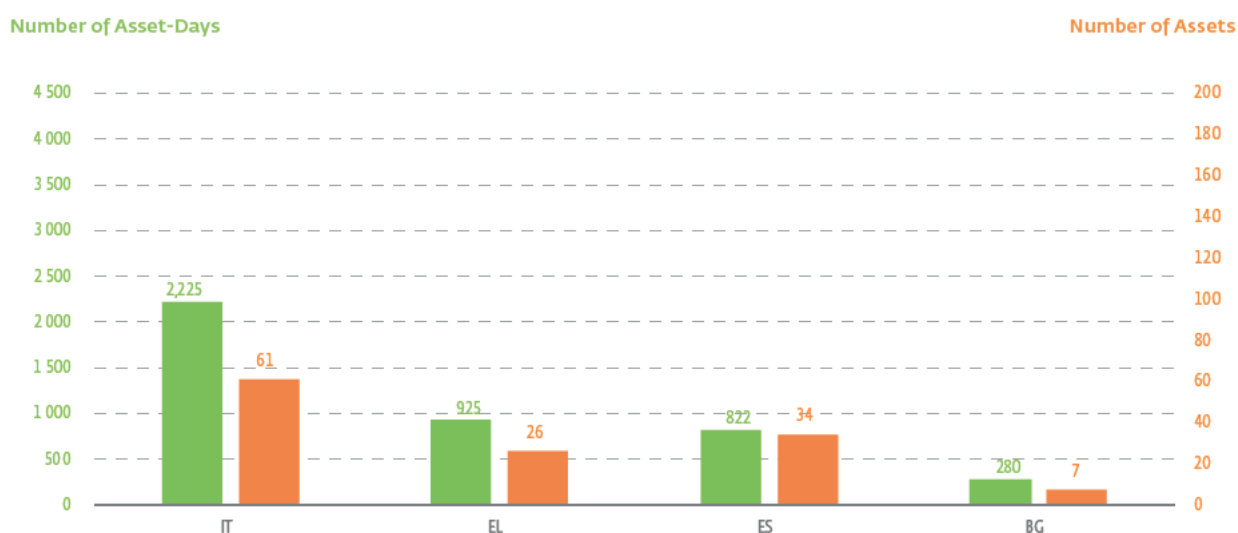
8.2 Host MS Internal Deployments

Major technical equipment assets made available by host MS contributed to the successful implementation of the operational activities at their sections of the EU external border affected by exceptional migratory pressure. Host MS internal deployment contributions are illustrated in Table 19 and Figure 14.

Table 19. Number of assets deployed from the Host MS by type of equipment and Asset-Days

TE Type	No of assets	No of Asset-Days	% of Asset-Days
OPV (Offshore Patrol Vessel)	26	841	20%
CPV (Coastal Patrol Vessel)	55	1 957	46%
CPB (Coastal Patrol Boat)	14	591	14%
FWA (Fixed Wing Aircraft)	14	277	7%
Helicopter	19	586	14%
Total	128	4 252	100%

Figure 14. Graphical representation of Host MS internal deployments in 2019



8.3 Frontex Own Technical Equipment

In line with Article 38(1) of the Regulation 2016/1624, in 2019 the Agency has acquired and leased technical equipment and services to contribute to the TE deployment as illustrated in table 20.

Table 20. Number of assets deployed by Frontex by type of equipment and Asset-Days

Type of equipment	No of assets	No of Asset-Days
Major equipment	96	1 694
Fixed Wing Aircraft for aerial border surveillance	48	1 646
Fixed Wing Aircraft for readmission/return operations	16	16
Sea transport (ferries) for readmission operations	32	32
Light equipment	41	3 993
Patrol Cars	16	3 968
Land transport (buses) for readmission operations	25	25
Portable equipment	218	47 340
Thermal Cameras	28	6 589
Night Vision Goggles	42	10 662
Night Vision Binoculars	40	8 744
CO ₂ Detectors	25	4 961
Heartbeat Detectors	10	2 688
Document Readers	73	13 696

9. Enabling activities and preparations to implement the new Regulation

9.1 Recruitment of the Standing Corps – Category 1

Regulation 2019/1896 establishes the European Border and Coast Guard standing corps, composed of four categories of staff as defined in Article 54:

- SC category 1 – Frontex statutory staff
- SC category 2 – staff seconded from Member States for a long term
- SC category 3 – staff from Member States for short term deployments
- SC category 4 – the reserve for rapid reaction consisting of staff from the Member States

In view of the first operational deployments of the Standing Corps (SC) scheduled for January 2021, a recruitment plan was set up taking into account the compulsory 6-month of basic training and the specialised training SC staff shall undertake before being deployed.

Actions undertaken by Frontex in 2019 in relation to the recruitment of Standing Corps - Category 1:

- 24 October 2019 – publication of 3 selection notices for 3 different levels: basic, intermediate, advance.
- 29 November 2019 – nomination of 60 Frontex staff to perform the functions of selection committees members to assess the candidates applying for SC category 1 as European Border and Coast Guards Officers
- 16 December 2019 – deadline for candidates to apply for SC category 1 as European Border and Coast Guards Officers.
- 23 December 2019 – check of submitted application forms performed in relation to formal criteria stemming from the Staff Regulations.

Figure 15. Number of applications for Standing Corps - Category I - Gender balance

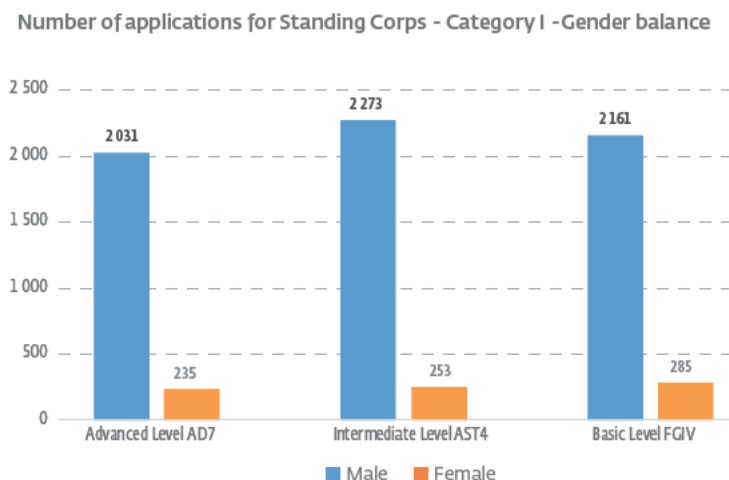
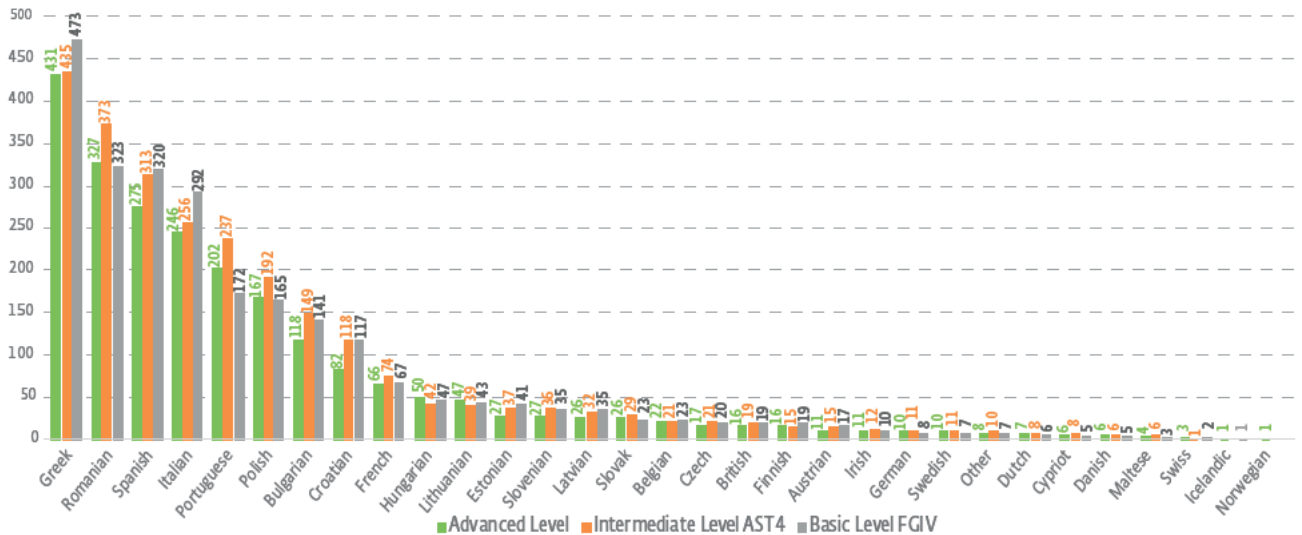


Figure 15 and Figure 16 illustrate the gender and geographical balances of the more than 7,200 candidates applying for the posts of European Border and Coast Guards Officers.

Figure 16. Number of applications for Standing Corps - Category I - Geographical balance



9.2 Revision of the profiles of the Standing Corps

With the establishment of the Standing Corps and the new requirement of adopting the definition of profiles and their respective allocation for each Member State, in 2019, the Agency together with Member States, took the opportunity to revamp the existing set of profiles to make them compatible with a competence-based approach. The profiles have therefore been redefined bearing in mind that some operational tasks are of more general border and coast guarding nature, whereas others are more specialised. Adopted following the entry into force of the Regulation, the new set of profiles are defined as follows:

- **Border Guard Officer:** Carries out tasks related to border checks (first line, gate, and second line checks), border surveillance, interviewing/screening (basic), registration and fingerprinting, cross border crime detection (basic), forgery detections (basic), motor vehicle crime detection (basic) and return support (basic);
- **Information Officer:** Supports the information and data management processes between Frontex and national Authorities (including Third Countries);
- **Debriefing Officer:** Carries out at least one of the following tasks: debriefing, interviewing and screening in advanced level;
- **Advanced Level Document Officer:** Carries out thorough examinations of a broad range of travel-related documents;
- **Cross-Border Crime Detection Officer:** Supports the prevention and detection of

serious crime belonging to the cross-border dimension (e.g. migrant smuggling, trafficking in human beings, terrorism, etc.);

- **Motor Vehicle Crime Detection Officer:** Carries out thorough verifications of vehicles and their documents in order to establish possible vehicle theft and trafficking;
- **Dog Handler:** Carries out border control tasks at the external borders of EU Member States and Schengen Associated Countries through the support of a service dog;
- **Frontex Tactical Support Officer:** Assists Frontex in tasks related to operational response support, support for logistics, occupational safety and health and field press support, towards effective implementation of its operational activities;
- **Forced Return Escort and Support Officer:** supports duties for the return of third country nationals within the framework of escorting or ground and on board, and carries out tasks related to escorting in forced return operations, ground and on board support to voluntary and forced return operations;
- **Return Specialist:** Carries out tasks connected to return of third country nationals illegally staying on a territory of a Host Member State;
- **Coast Guard Function Officer:** Has knowledge and experience with regard to maritime border control, and/or other coast guard functions;
- **Crew Member:** Carries out operational or/and technical tasks related to maritime and aerial assets, including board-and-in team members.

9.3 Training for the Standing Corps

The Basic Training Programme for the EBCG SC cat.1 was endorsed by Frontex MB on 2 October 2019. The basic training for the EBCG SC follows the Common Core Curriculum Basic, and is thus harmonised with the border and coast guard curricula at national level. The preparation for the implementation of the Basic Training Programme started in September 2019 with the involvement of the MSs and is still ongoing, with the aim to develop harmonised training material and a standardised delivery process.

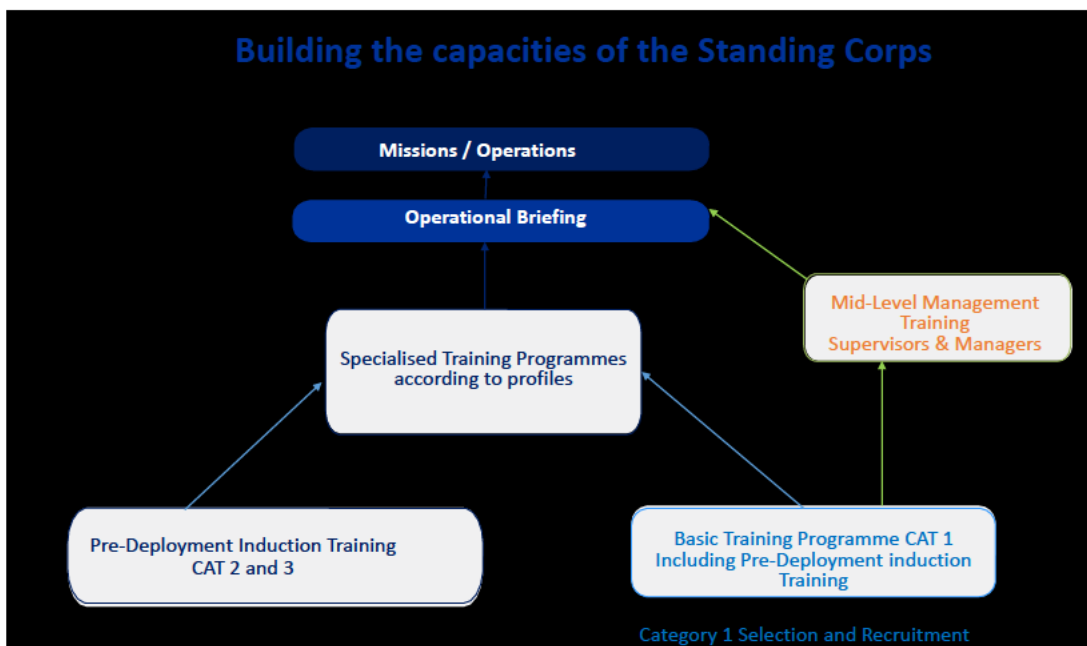
To ensure the unified delivery of the basic training, the Training Implementation Manual will be provided (containing number and description of sessions and exercises, assessment templates of the modules, etc.). Furthermore, the trainers responsible of force measures, tactical procedures and firearms will follow "Good practices in training of Force Measures, Firearms and Tactical Procedures" (Manual for Trainers). Both documents are necessary to guarantee that regardless the trainer and the place of delivery, the same content will be taught.

Three iterations of the basic training are planned for 2020. The first pilot iteration is scheduled to start in May 2020, with the next two following in June and July 2020. Preceded by one week of induction training in Warsaw, the basic training will be carried out in selected training institutions of MSs over a six-month period.

The call addressed to national training institutions to support the delivery of the basic training was published at the end of January 2020. In parallel, the call to nominate national trainers to facilitate the delivery of the training was sent to the Member States. The training for nominated training staff will start in March 2020.

The training concept for the Standing Corps assumes that the basic training will be obligatory for all the staff members of cat. 1. After successful completion of the basic training, the specialised training will be provided according to the profiles and operational needs. Some of the members of Standing Corps cat. 1 can attend the mid-level management training immediately after basic training, or after specialised training if needed.

The scheme for the training of the Standing Corps is illustrated below.



9.4 Occupational Safety and Health Management System

The Agency's Occupational Safety and Health (OSH) Policy, which came into force in January 2018, as well as the Technical and Operational European IBM Strategy form the basis to ensure safe, secure and healthy working conditions for personnel deployed in operational activities.

Overall the number of accidents (six in total both on and off duty) and hospitalisations (five) remain at a very low level in the context of the 7,436 registered deployments in 2019.

Inspections of office spaces and hot spots were carried out in Albania, Greece and North Macedonia.

During 2019, the Agency initiated a survey on the Psychological Impact of Participating in Return Operations (PIRO) with the participation of 215 among Forced-Return Escorts, Forced-Return-Monitors and Agency staff. In addition to increasing awareness on and fostering prevention and alleviation of the stress and psychological impact of Joint Return Operations (JRO), the purpose of this research is to identify and implement further actions related to stress management.

The Agency published a Recommended Vaccination Scheme (RVS) for personnel assigned to coordinated operational activities of the European Border and Coast Guard Agency. Together with the European Asylum Office (EASO) and the European Law Enforcement Agency (EUROPOL), the Agency published the Occupational Safety and Health – Deployment Information, building on a previous edition developed by the Agency.

In the context of entry-exit screening for infectious diseases in humans, Frontex explored further synergies with the Consumers,

Health and Food Executive Agency (CHAFEA), a leader in developing actions and activities in the area of public health under the current EU Health Programme. Medical evacuation capabilities for operational activities in Third Countries were also assessed together with the European Defence Agency (EDA).

Complementing the existing Framework Contract (FWC) for Personal Protective Equipment (PPE), Frontex launched a tender for a comprehensive FWC for the EU-wide supply of Tactical Emergency Casualty Care (TECC) equipment and complementary emergency aid material in December 2019. The FWC is expected to be in place in May 2020, in time for the establishment and training of the European Border and Coast Guard Standing Corps. The FWC will cover thirty different types of tactical first aid equipment including tourniquets, emergency bandages, haemostatic dressings, distress hand flares and rescue equipment as foldable emergency stretchers.

With the adoption of the new Regulation of the Agency* in November 2019 and its entry into force in December 2019, the Agency's role in this regard will change. From January 2021 the Agency will contribute its own trained and equipped Statutory Staff to the European Border Coast Guard Standing Corps and they will operate alongside staff members on long term secondments and short term deployments from MS/SAC. The role of the Agency will therefore evolve to include the legal responsibility for ensuring safe and healthy working conditions for its own staff deployed in operational activities. In 2019, preparations for the transition into a new way of operating were carried out to explore how the Agency's own OSH capability needs are to be enhanced in order to be able to react in a timely and effective manner to incidents and accidents involving Frontex own Statutory Staff deployed as part of the Standing Corps.

* Regulation (EU) 2019/1896 of the European Parliament and of the Council of 13 November 2019 on the European Border and Coast Guard

9.5 Technical Equipment

9.5.1 Current Portfolio

Aerial Surveillance Services

In September 2015, the Agency signed a Framework Contract (FWC) for Frontex aerial surveillance services (FASS) which was renewed in September 2017 and extended until 2019.

The exploitation of the FWC for FASS brought significant operational and logistical benefits to Frontex:

- Service availability: the service can be available on short notice when an operational need is identified.
- Use of new technologies: surveillance sensors and communication (voice and data transfer) equipment and data-sharing solutions are implemented using state-of-the-art technology.
- Multi-purpose missions' capability: the services allow for tasks of other stakeholders within the Border and Coast Guard domain: other EU Agencies such as the EMSA and EFCA - to be incorporated in an assignment, and costs to be shared.

Strong with this experience, in February 2019, the Agency signed the new FWC for the same services, but with an increased budget of 27,000,000 EUR and initiated a new contract to guarantee the provision of FASS in the years ahead.

2019 FASS service for Joint Operations

In 2019, FASS were delivered by three assets deployed to support the operational activities at sea and on land for a total number of 524 operational days.

FASS service for Multipurpose Aerial Surveillance – MAS

The primary objective of MAS is to enrich the European situational and pre-frontier intelligence pictures by gathering surveillance

information in real-time from designated areas at and beyond the external borders of the Union. The monitoring activities are performed in cooperation with other EU Agencies (i.e. EFCA, EMSA) and the national authorities of Member States. The MAS concept is based on the collection of data and a full-motion video by means of sensors installed on an aircraft. Data are streamed in real-time to the European Monitoring Team at Frontex.

In 2019, seven assets were deployed to provide FASS to MAS, for a total of 1,074 Asset-Days.

Chartering aircraft for return operations

The established FWC for chartering aircrafts for return operations allowed the successful implementation of 16 specific flights in the course of 2019.

Transportation for readmissions by sea and land

As a continuation of readmission activities implemented since 2016 under the EU-Turkey Agreement, the Agency has provided 32 Asset-Days for transportation by sea services between the Greek islands and Turkey throughout 2019.

As a continuation of the readmission activities implemented since 2016 under the EU-Turkey Agreement, the Agency has provided 25 Asset-Days for transportation by land services from the Greek islands throughout 2019.

Patrol vehicles

The Agency acquired the capacity for leasing of patrol vehicles with a FWC established in 2018, under which it delivered 16 assets for 3,968 Asset-Days in 2019. The Agency ensured the delivery was executed according to contractual obligations and the use of vehicles was done following set rules and policies. The Agency acts as a main contract manager and provider of logistical support throughout the lifetime of the patrol vehicle deployment.

Handheld equipment

The provision of portable equipment for border surveillance and border checks allows the Agency to keep pace with pre-existing and emerging operational needs.

Within the category of handheld equipment, the Agency delivers night vision goggles, night vision binoculars, handheld thermal cameras, heart beat detectors, CO₂ detectors, and several types of document readers.

Under eight different Framework Contracts, the Agency purchased and deployed 220 units of portable assets ensuring a total of 47,340 asset/days in 2019.

In order to maintain and expand the catalogue of the handheld equipment, in 2019, Frontex signed several contracts under which the new types of equipment such as cooled thermal cameras, video-scopes, motion detection cameras, new type of heartbeat detectors, and drug detectors will be delivered from 2020 onwards.

Mobile Office Containers

To maximise the efficiency of deployed resources, the Agency deploys mobile field offices with required logistics and maintenance services including their transportation, installation, relocation and removal, maintenance, cleaning and repair. In 2019, 29 mobile office containers fitted with furniture and other equipment were provided to ensure a total of 2,438 Asset-Days.

Fuel cards and associated services

In 2019, Frontex concluded two contracts for provision of fuel cards and associated services such as toll payments, car washing services, etc. Due to diversity of the areas where the Agency's operational activities take place, which includes third countries such as Albania and smaller Greek islands such as Chios, Lesbos and Samos, the Agency concluded two different contracts with two different

companies in 2019. The capacity of these contracts covers all Frontex patrol vehicles used for operational activities.

Transportation services

The Agency signed a FWC with an economic service provider unfolding a professional, flexible and responsive management while applying cost-efficiency for the provision of door-to-door transportation services for Frontex vehicles within the EU Member States. The successful Contractor has ensured the provision of door-to-door delivery, protection and security services for patrol vehicles transported to operational areas (Bulgaria, Greece) and for the vehicles acquired for Liaison Officers deployed in three Member States.

Insurance brokerage services

For the provision of insurance brokerage services, in 2019 the Agency signed a 200,000 EUR FWC to:

- establish optimal insurance coverage for Frontex specific activities,
- deliver a high level support and advice to maintain the optimal level of insurance coverage,
- assist the Agency in dealing with changing factors, such as legislation, and to minimize the exposure to risk on the part of the Agency.

Disposable supplies

In line with the Occupational Safety and Health policies in place (e.g. ED Decision R-ED-2018-1 or the Occupational Health and Safety deployment information brochure), the Agency ensured the continuous supply of various sanitary materials (e.g. protective gowns, masks, gloves, disinfectants, etc.) to ensure the appropriate working conditions for all personnel deployed. In addition, the Agency also ensures the continuous provision of identification items for human resources and technical equipment deployed, such as armbands, vests, caps, T-shirts, banners, flags, etc.

* Management Board Decision 28/2017 of 27 September 2017 adopting the Strategy for the Acquisition and Leasing of Frontex own Technical Equipment, https://frontex.europa.eu/assets/Management_Board/decisions/MB_Decision_28_2017_adopting_Strategy_for_the_Acquisition_of_TE.pdf

** Regulation (EU) 2019/1896 Article 82(6)

Chartered CPV

In line with the Management Board Decision 28/2017 adopting the the Strategy for the Acquisition and Leasing of Frontex own Technical Equipment* and its objective to establish its own operational capacity, the Agency is preparing the acquisition of a Coastal Patrol Vessel(s) with technical crew. For this purpose, in 2019 the Agency developed a strategic operational concept with the support of experts from Member States and external experts.

Remotely piloted aircraft

In October 2019, the Agency published a call for acquisition of Medium Altitude Long Endurance Remotely Piloted Aircraft Systems (MALE RPAS) for maritime aerial services. The budget of the relevant contract is 50,000,000 EUR for 2+2 years. Frontex received three offers whose evaluation will start in January 2020.

Mobile surveillance systems

To further expand the provision of its own light technical equipment in the course of 2019, the Agency has conducted an open tender procedure for the acquisition of Mobile Surveillance Systems (MSS), which shall provide the Agency with the additional capacity of three different types of vehicles equipped with necessary thermo-vision, optical and radar technology for border surveillance purposes to be delivered in 2020.

Vehicles for Migration Management support

The Framework Contract for the provision of Vehicles for Migration Management support was signed and entered into force in 2019. The contract ensures the purchasing of a prototype to be delivered in 2020.

Provision of interpretation and cultural expertise services

For the first time, the Agency aims to provide interpretation and cultural expertise services in support to operations through a FWC. The open tender procedure has been completed in 2019, and the multiple Framework Contract in cascade is envisaged to be signed in January 2020.

Acquisition portfolio for the development of technical capacity and equipment for the Standing Corps

To meet the specific equipment needs of the Standing Corps, the following activities have been carried out.

- **Service uniforms:** A concept for the Uniform for Category 1 addressing the high level targets and requirements was developed during the autumn in preparation of the MB Decision to be taken** on the design and specifications and the subsequent acquisition. The concept draws on existing concepts and Member States and covers the actual Uniform Garments, the protective equipment and the associated rules and protocol for their use. The design should convey EU values, integrating the authority and the service to the Union citizens. It should also be practical and allow personnel to carry out duties through ensuring wearability and protection in operational areas – across the EU, in the pre-frontier area and in Third Countries – in varying climatic conditions in safe and secure conditions in line with the responsibilities of Duty of Care.

Acknowledging that the acquisition of service uniforms will not be ready in time for the arrival of the first round of Standing Corps recruits, as an interim solution, to meet the needs for Standing Corps training, the Agency launched a tender for purchasing of Frontex

Standing Corps training outfits, i.e. textile garments, shoes and accessories. The tender was published in December 2019 with the deadline for the conclusion of the relevant contract in early 2020.

- **Handguns, ammunition and accessories:**
The Agency has initiated preparations for the acquisition of handguns, ammunition and accessories and held dialogues with producers and distributors to familiarise with the market.

9.5.2 The Way Ahead

Model Agreement

In 2019, the Agency's Management Board adopted a model agreement establishing the terms that govern the use, the secured facilities and storage of equipment.^{***} According to Article 1 of the model agreement, the scope of the agreement is to define, establish and regulate the use regime of the Agency's equipment in the territory of a Member State and to set out the responsibilities of the Parties.

Taking into account specific requirements of cooperation with Member States, the Agency started developing customised agreements to be concluded between the Agency and all the Member States. The first draft agreements establishing the terms of operability of the equipment were sent to the Hellenic Republic and the Republic of Bulgaria.

Strategy for the acquisition of the Agency's equipment

Towards the end of 2019, the Agency started drafting the multiannual Strategy for the acquisition of the Agency's equipment as mandated by Article 63(2) of the Regulation 2019/1896.

The Strategy will be accompanied by a **detailed implementation plan** specifying

the timeline for acquisition or leasing, procurement planning and risk mitigation.

The strategy will pave the way for the Agency to overcome the persistent gaps in the voluntary pooling of technical equipment from Member States, by providing its own necessary equipment to be deployed in joint operations, rapid border interventions or any other operational activities.

9.6 Research and Innovation

A key enabler that the Agency has in-house is its own Research and Innovation capability. It allows the Agency to provide advice on the programming of EU funded research, establish standards for border management equipment and monitor and test advances in science and technology. In preparation of the implementation of the new Regulation, the following activities carried out in 2019 are of particular importance:

- Testing and evaluation of:
 - Small Medium Altitude Long Endurance Remotely Piloted Aircraft Systems (MALE RPAS) in the Central Mediterranean Sea
 - Maritime surveillance Aerostats in the Eastern Mediterranean Sea
- Setting up and execution of a pilot on "biometrics on the move" at Lisbon airport
- Facilitating the dialogue with the industry regarding the state-of-the art and innovative technical solutions relevant for border control
- Launching and testing of a new Copernicus service on combined time-area imagery
- Finalization of the testing on the new Copernicus Service on wake detection
- Supporting on the development of the procurement for maritime analysis tools services
- Developing standards for different types of equipment.

^{***} Management Board Decision No 7/2019 of 14 May 2019 on the adoption of the model agreement establishing the terms that govern the use, the secured facilities and storage of equipment, https://frontex.europa.eu/assets/Management_Board/decisions/MB_Decision_7_2017_on_the_adoption_of_the_model_agreement_for_TE_002.PDF

9.7 Opera Evolution

Launched in early 2019, Opera Evolution is the natural evolution of Opera 2.0 and ABNet. The new comprehensive software tool allows to pool and provide capabilities for operational activities and enables their management – including financial – during deployment. This unique tool, acting as an interface between Member States and the Agency, was contracted for design and production following one and half year of thorough preparations during which the associated internal business processes were mapped and requirements defined. Adaptations have been applied in the course of the project to ensure compliance with the new Regulation. The project has progressed according to plans to go live in early 2020, so that the platform can be used in the preparations of the operational activities scheduled in 2021. Towards the end of 2020, the Opera Evolution will also cover the functionalities to support the implementation of the operational activities.

9.8 Adapting the process for pooling and providing capabilities to the new Regulation

The Agency's Statutory Staff and Member States' long term secondments will constitute the backbone of the Standing Corps by 2027. Equipped with the Agency's own fleet of owned and leased equipment, this provides a baseline of operationally available capabilities to enable the planning of operational activities. This significant change in the dynamic triggered preparatory works to adapt the current process for pooling and providing capabilities that will be gradually implemented in the course of 2020. Seeing that the operational activities for 2021 will still rely heavily on the capabilities of Member States, the process will gradually evolve towards 2027 as the Agency's own capabilities will be strengthened.

To explore new deployment concepts in preparation of the Standing Corps, the Agency launched a Pilot Project on the seconded Team Members (sTM). The project looks at the feasibility of deploying in teams, each

focusing on a different set of tasks. Following preparations together with MS/SAC, the Pilot Project will see the deployment of sTMs during the 2020 operational cycle.

9.9 European Integrated Border Management

The first Technical and Operational European Integrated Border Management (IBM) Strategy was adopted in March 2019 in accordance with Article 3(2) of the Regulation. Based on the strategic steer of the Council and Commission, it sets the vision for the smooth and lawful transit of persons and goods across safe, secure and well-functioning external borders of the EU.

It further paves the way for the European Border and Coast Guard (EBCG) to work in a more proactive way in order to **predict and prevent challenging situations** from emerging at the external borders.

In case they do surface at the external borders, the EBCG shall be able to **react and stabilise the situation**.

This shall be enabled by ensuring that the **EBCG is capable of responding to the challenges of today and prepared for to counter those of tomorrow**.

With the new Regulation, the strategic steer will be formalised through the establishment of the Multiannual Strategic Policy Cycle for IBM and once it is running, the Technical and Operational Strategy will be revised accordingly.

9.10 Developing Capabilities for the Future

The new Regulation introduces the concept of Integrated Planning, which consists of three elements:

- Operational Plans for border management and resources for the reality of today;
- Contingency Plans for the worst case situations; and
- Capability Development Plans to address the medium and long term needs.

Both the Contingency and Capability Development Plans shall contain the scenario against which they have been developed. Furthermore the procedure and method to establish these plans shall be adopted by the Management Board. The Agency shall establish an Overview of the national Capability Development Plans and its own multiannual plans, based on which a Capability Roadmap shall be established. Once approved by the Management Board, it shall be annexed to the Technical and Operational European IBM Strategy.

During the autumn of 2019 the Agency has in close cooperation with the Commission organised a series of meetings with Member States and their experts in order to take stock of their knowledge and experience in long term planning. This will form the basis for the proposal for a methodology to be tabled in early 2020 for subsequent revision to enable the Agency and Member States to commence working on the respective respective plans to be put in place during the course of the Multiannual Financial Framework (MFF).

Conclusions

The 2019 ABN rounds partially covered the resources requested by Frontex. MS/SAC raised the level of commitments during the ABN process, but deficiencies were still found in most of HR profiles and in the TEP. Resources transferred by Member States covered 68% of the human resources needs and 65% of the technical equipment needs.

Shortages in resources were partially covered through additional calls, and through the deployment of Frontex own operational capacity.

Participation by MS/SAC in Frontex operational activities in 2019 was substantial:

- 189,087 Man-Days, resulting on average in about 520 team members (including special advisors and return experts) deployed per month [887 Full Time Equivalent (FTE)*].
- 457 experts from all three return pools were deployed to the relevant operational areas covering 10,225 Man-Days (48 FTE).
- 2,485 Additional Experts deployed to Frontex operational activities from MS/SAC and from Frontex, totalling 114,103 operational Man-Days (537 FTE),
- Host MS contributed to the successful implementation of operational activities by providing 3,492 officers covering 127,757 operational Man-Days (599 FTE).
- 138 major TE assets deployed by MS/SAC and Frontex, covering 8,273 operational Asset-Days.
- 265 light TE deployed to cover 25,607 operational asset days.
- 399 portable TE deployed in total by MS/SAC covering 55,210 operational Asset-Days.

The Member States/SAC contribution has raised in 2019 in comparison to the previous year, although deficiencies were still visible in both resource groups.

The EBCGT pool in 2019 increased its capacity by more than 8% (from 8,249 TM registered in 2018 to 8,930 TM in 2019).

Team members seconded by MS/SAC at the Agency's request (STM) covered in total 29,000 Man-Days, with the significant increase of 43% in comparison with 2018, which brought greater efficiency in all operational activities.

Frontex additionally contracted Interpreters/Cultural mediator covering 1,153 Man-Days (5 FTE).

Technical equipment shortages were mitigated by Frontex own Technical Equipment with:

- Fixed Wing Aircrafts for 1,598 Asset-Days
- Patrol cars for 3,968 Asset-Days
- 229 portable TE for 49,778 Asset-Days.

The implementation and commitments of the Member States/SAC towards the EBCGT and TEP allowed Frontex to conduct operational activities at the EU's external borders as planned.

* A **Full-Time Equivalent (FTE)** is a unit to measure employed human resources in a way that makes them comparable although they may work a different number of hours per week.

The unit is obtained by comparing an employee's average number of hours worked to the average number of hours of a full-time worker. A full-time person is therefore counted as one FTE, while a part-time worker gets a score in proportion to the hours he or she works. For example, a part-time worker employed for 20 hours a week where full-time work consists of 40 hours, is counted as 0.5 FTE.

In the context of Frontex deployments, 1 FTE (Full Time Equivalent) = 213 deployment days (taking into account weekends, public holidays and an average of 29 days of annual leave).

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ANNUAL INFORMATION
ON THE MS/SAC COMMITMENTS AND DEPLOYMENTS OF OPERATIONAL RESOURCES IN 2019

Annex 1

Total number of European Border and Coast Guard Team members by profile and by MS/SAC - state of play 31 December 2019

MS/SAC	Total	PROFILES															
		Advanced-Level Document Officer	Border Surveillance Officer	Cross-Border Crime Detection Officer	Debriefing Expert	Dog Handler	European Coast Guard Function Officer	Field Press Coordinator	First-Line Officer	Frontex Information Management Officer (FIMO)	Frontex Support Officer (FSO)	Frontex Support Officer (FSO) for Deployment and Logistics	Interview Expert	Registration and Fingerprinting Officer	Screening Expert	Second-Line Officer	Stolen Vehicles Detection Officer
AT	248	44	100	1	7				35	1	22	1	1	21	4	9	2
BE	140	14	1		37	2			22	13			1	6	20	17	7
BG	180	6	41	2	9	1	1		82	4	13	1	9		3	8	
CH	44	26	3		9	2			1							3	
CY	29	2	7		5				1					1	10	3	
CZ	383	16	283		19	6			1	5	2	2		28	13	5	3
DE	1 209	90	736	4	18	7			42	4	50		2	43	161	41	11
DK	158		76		10	4			2	4			2	44	7	9	
EE	297	19	99	1	5	16			20	15	13	3	2	60	32	7	5
EL	281	5	137	3	34	2	2	1	2	24	12	4	2	5	37	11	
ES	790	47	182	3	188	13			118	25	78	10	4	27	60	18	17
FI	112	10	41		13	2	1		22		12		1		6	3	1
FR	627	23	71		39				32		8			327	109	18	
HR	382	25	237		6	3	5		23		17	1	6	20	17	12	10
HU	135	9	86		14				4	1	3				1	13	4
IS	3		1														2
IT	423	44	11	2	22	2	98	2	25	44	24	7	20	54	22	34	12
LT	330	28	155	12	9	15	1		28	15	9		2	21	13	16	6
LU	30	1	1		2										25	1	
LV	329	8	143	4	9	22	2		29	7	26		18	5	36	19	1
MT	229		206		5					6			3		4	5	
NL	316	40	108	3	21		2		12	21	10		3	29	22	43	2
NO	99	7	3		43	4		1	9	1	5			1	18	7	
PL	425	6	242	6	28		2	1	46	8	19		4	14	18	26	5
PT	817	19	289	7	66	65	3	4	72	22	40	6	12	79	43	40	50
RO	516	22	174	1	52		29	6	94	21	24	4	20	7	23	30	9
SE	147	11	24	2	17	11		3	3		1		19	29	12	15	
SI	89	11	23		6	3		1	12		5		1	3	7	7	10
SK	162	6	63		3	1			10	2	2	1	1	66	1	6	
Total	8 930	539	3 543	51	696	181	146	19	747	243	395	40	133	890	724	428	155

Total number of Rapid Reaction Pool members by profile and by MS/SAC - state of play 31 December 2019

MS/SAC	Total	PROFILES													
		Advanced-Level Document Officer	Border Surveillance Officer	Debriefing Expert	Dog Handler	Field Press Coordinator	First-Line Officer	Frontex Information Management Officer (FIMO)	Frontex Support Officer (FSO)	Frontex Support Officer (FSO) for Deployment and Logistics	Interview Expert	Registration and Fingerprinting Officer	Screening Expert	Second-Line Officer	Stolen Vehicles Detection Officer
AT	55	8	16	2			9	1	8	1	1	2		1	6
BE	94	13		28			14	4				5	14	11	5
BG	38	3	4	4	1		4		1		3	14	3	1	
CH	40	18	8	8								6			
CY	0														
CZ	221	14	148	10	3			1	1			26	11	4	3
DE	408	1	398						3			5		1	
DK	27			1			1					19	6		
EE	274	21	92	9	14		22	14	13	3	1	54	25	3	3
EL	88	3	37	12	2		2	4	4	3			20		1
ES	139	6	46	21	4		7		4	3		25	17	3	3
FI	54	4	26	5	2		5		6				3	3	
FR	204	10	54	26							4	77	32	1	
HR	86	12	20	3	1		14		3	2	3	16	8	3	1
HU	65	3	46	6			3		3					4	
IS	0														
IT	127	25	8	7			8	6			13	43	3	14	
LT	48	6	25		3		12	1						1	
LU	7			1									6		
LV	50	1	12	3	3		4		5		4	10	7	1	
MT	13		9	3									1		
NL	74	9	25	10			4	1	3		2	9	10	1	
NO	29	2		19	1	1							4	2	
PL	345	12	223	27		1	9	6	18	2	8	7	4	25	3
PT	256	12	66	51	6		22	5	17	2		19	40	16	
RO	196	10	92	14		2	39	5	5	4	16	1	1	3	4
SE	40	3	2	1		1					8	20	2	3	
SI	36	4	3	3	3		3		1		1	16	2		
SK	45	5	14		1		7	3		1		14			
Total	3 059	205	1 374	274	44	5	189	51	95	21	64	388	219	101	29

Annex 1 (cont.)

State of play of the EBCGT* and Return pools by profile and by MS/SAC in 2019

Commitments of the MS/SAC to the Return pools - state of play 12 December 2019

MS	Return Specialists
AT	4
BE	3
CH	1
CZ	2
DE	1
DK	1
EE	3
EL	4
ES	4
FR	2
HR	2
HU	14
IS	2
IT	1
LU	1
LV	2
MT	2
NL	4
PL	9
PT	1
RO	3
SE	2
SI	2
Total	70

MS	Forced-Return Monitor
AT	10
BE	3
BG	2
CH	2
CZ	3
DE	4
DK	4
EL	8
ES	2
FI	2
HR	4
HU	2
IS	1
IT	2
LU	4
LV	2
MT	2
NL	9
PT	4
RO	2
SE	3
SK	2
SI	2
Total	79

MS	Forced-Return Escort
AT	19
BE	5
BG	20
CH	25
CY	3
CZ	5
DE	70
DK	12
EE	31
EL	20
FI	6
FR	68
HR	20
HU	5
IT	30
LT	14
LU	2
LV	7
MT	1
NL	10
NO	10
PL	45
PT	20
RO	5
SE	20
SI	5
SK	15
Total	493

Nomination of the Return pools in Opera - state of play 31 December 2019

MS/SAC	Return Specialists
AT	2
BE	4
CH	1
CZ	3
DK	1
EE	3
FR	1
HR	3
HU	7
IT	4
LU	5
LV	2
NL	4
PL	11
RO	2
SE	3
SI	2
Total	58

MS/SAC	Forced-Return Monitor
AT	10
BE	3
BG	1
CZ	2
DE	4
DK	4
EL	5
ES	2
FI	2
HR	4
HU	2
IS	1
IT	2
LU	4
LV	1
MT	2
NL	9
PT	4
RO	2
SE	3
SI	1
SK	2
Total	70

MS/SAC	Forced-Return Escort
AT	16
BE	11
BG	125
CY	2
CH	5
CZ	10
DE	123
DK	12
EE	43
EL	21
FI	21
FR	71
HR	23
HU	40
IT	1
LT	177
LU	5
LV	10
MT	8
NL	11
NO	11
PL	121
PT	92
RO	5
SE	27
SI	5
SK	50
Total	1 046

Annex 2

State of play of the TE Pool* by type and by MS/SAC in 2019

Major TE

MS/SAC	Total per MS	Fixed Wing Aircraft (FWA)	Helicopter	Offshore Patrol Vessel (OPV)	Coastal Patrol Vessel (CPV)	Coastal Patrol Boat (CPB)
AT	1		1			
BG	1			1		
CY	2		1		1	
DE	6		3	1		2
EE	2	1				1
EL	85	2	1	5	5	72
ES	2	1	1			
FI	3	1				2(1)
FR	9	2(1)	2	4	1(1)	
HR	6			1		5
IS	3	2		1		
IT	179	13	26	8	36	96
LT	4		3			1
LU	1	1				
LV	6		2			4
MT	15	4			2	9
NL	4	2		1		1
PL	5	2	2	1		
PT	98	2	1	3	10	82
RO	5		1	1	3	
SE	2	1				1
SI	4		4			
SK	1	1				
Total	444	35	48	27	58	276

(in brackets items purchased under ISF/SA)

* Data extracted from Opera on 31 December 2019

ANNUAL INFORMATION
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Annex 2 (cont.)

State of play of the TE Pool* by type and by MS/SAC in 2019

Light TE

MS/SAC	Total per MS	Patrol Car	Thermo-Vision Vehicle (TVV)	Transportation Vehicle/Canine Team Vehicle	Mobile Laboratory
AT	4		4(1)		
CH	2	2			
CZ	9	4	5		
DE	57	57			
EE	3	3			
ES	6	5	1		
HR	6	5	1		
HU	33	28	4	1	
LT	3	1	1		1
LU	1		1		
LV	7	2	5		
NL	12				12
PL	4		4		
PT	3	2	1		
RO	17	15	2		
SE	1			1	
SI	9	6	3		
SK	2	2			
Frontex	16	16			
Total	195	148	32	2	13

Portable TE

MS/SAC	Total per MS	Basic Forgery Detection Kits	CO ₂ Detector	Heartbeat Detector	Document checking device with microscope connected to a computer	Other equipment for border checks	Mobile Radar Unit	Infrared Camera	Thermal Camera	Night Vision Goggles	Other equipment for border surveillance
CH	6					1		2	3		
DE	11			1					10		
EE	65		6						3		56
ES	11			1					9	1	
HU	59								4	15	40
IT	1						1				
LT	7					2				1	4
LU	11	5				6					
NL	129	125			4						
PL	40								15	25	
PT	3								3		
RO	10	10									
SI	4								2	2	
UK	50		50								
Frontex	183		15	10	73				18	38	29
Total	590	140	71	12	77	9	1	2	67	82	129

(in brackets items purchased under ISF/SA)

* Data extracted from Opera on 31 December 2019

Annex 3

Annual Bilateral Negotiations 2019 – MS/SAC commitments of HR to Frontex operational activities

Return pools

MS/SAC		Total	PROFILE	
			Forced-Return Escort	Return Specialist
	HR Agreed	346	327	19
	Man-Days	10 866	9 813	1 053
BE	HR Agreed	7	7	
	Man-Days	203	203	
CH	HR Agreed	5	5	
	Man-Days	145	145	
CY	HR Agreed	2	2	
	Man-Days	58	58	
CZ	HR Agreed	2		2
	Man-Days	170		170
DE	HR Agreed	52	52	
	Man-Days	1 508	1 508	
EE	HR Agreed	18	18	
	Man-Days	522	522	
FR	HR Agreed	14	12	2
	Man-Days	518	348	170
HR	HR Agreed	13	10	3
	Man-Days	461	290	171
HU	HR Agreed	12	12	
	Man-Days	348	348	
LT	HR Agreed	105	105	
	Man-Days	3 045	3 045	
LV	HR Agreed	9	7	2
	Man-Days	285	201	84
NL	HR Agreed	30	26	4
	Man-Days	898	754	144
NO	HR Agreed	8	8	
	Man-Days	228	228	
PL	HR Agreed	18	14	4
	Man-Days	998	742	256
PT	HR Agreed	8	8	
	Man-Days	232	232	
RO	HR Agreed	2	2	
	Man-Days	58	58	
SE	HR Agreed	12	10	2
	Man-Days	348	290	58
SI	HR Agreed	2	2	
	Man-Days	58	58	
SK	HR Agreed	27	27	
	Man-Days	783	783	

ANNUAL INFORMATION
ON THE MS/SAC COMMITMENTS AND DEPLOYMENTS OF OPERATIONAL RESOURCES IN 2019

Annex 3 (cont.)

Annual Bilateral Negotiations 2019 – MS/SAC commitments of HR to Frontex operational activities

EBCGT and Additional Experts

MS/SAC	Total	PROFILE								
		Advanced-Level Document Officer	Border Surveillance Officer	Cross-Border Crime Detection Officer	Debriefing Expert	Dog Handler	European Coast Guard Function Officer	Field Press Coordinator	First-Line Officer	
	HR Agreed	3 864	277	790	26	307	99	5	3	113
	Man-Days	161 962	13 809	59 446	1 402	11 362	4 766	143	171	5 284
AT	HR Agreed	251	55	36		13				
	Man-Days	14 217	3 499	5 790		377				
BE	HR Agreed	93	7			38				6
	Man-Days	2 735	203			1 104				174
BG	HR Agreed	29	3			6				4
	Man-Days	846	87			174				116
CH	HR Agreed	23	6			9	1			
	Man-Days	1 093	604			261	29			
CY	HR Agreed	6		1		2				1
	Man-Days	188		29		64				29
CZ	HR Agreed	202	11	90		20	4			
	Man-Days	12 367	487	7 502		998	228			
DE	HR Agreed	291	26	106	2	17	2			12
	Man-Days	30 751	2 706	18 126	174	998	434			1 449
DK	HR Agreed	208		56		7	1			1
	Man-Days	6 588		1 624		371	58			174
EE	HR Agreed	137	10	16		2	8			6
	Man-Days	4 582	290	1 472		58	344			174
EL	HR Agreed	41		3	1	6		1		2
	Man-Days	1 297		87	29	174		29		58
ES	HR Agreed	34	4			2				2
	Man-Days	1 894	144			86				114
FI	HR Agreed	49	8	4	1	9	4	2		12
	Man-Days	1 826	232	348	29	261	260	58		348
FR	HR Agreed	515	32			58				9
	Man-Days	12 066	984			1 710				289
HR	HR Agreed	43	5	28						
	Man-Days	1 357	145	924						
HU	HR Agreed	51		30		2				3
	Man-Days	1 958		1 318		58				87
IT	HR Agreed	67	7							5
	Man-Days	2 496	203							203
LT	HR Agreed	204	19	70	8	5	14			10
	Man-Days	6 781	607	2 086	400	261	406			430
LU	HR Agreed	17								
	Man-Days	977								
LV	HR Agreed	156	9	62	1	6	15			9
	Man-Days	5 118	289	2 146	29	174	437			458
MT	HR Agreed	19		16						
	Man-Days	1 484		1 392						

MS/SAC	PROFILE									
	HR Agreed	Frontex Information Management Officer (FIMO)	Frontex Support Officer (FSO)	Frontex Support Officer (FSO) for Deployment and Logistics	Interpreter	Liaison Officer - General	Registration and Fingerprinting Officer	Screening Expert	Second-Line Officer	Stolen-Vehicle Detection Officer
	Man-Days	4 627	5 043	257	5 851	7 015	16 163	13 015	8 402	5 206
AT	HR Agreed	3	23			42	42		36	1
	Man-Days	189	1 043			551	1 363		1 292	113
BE	HR Agreed	6	3			3	3	9	13	5
	Man-Days	181	87			87	87	262	377	173
BG	HR Agreed	3	2					3	8	
	Man-Days	92	58					87	232	
CH	HR Agreed								7	
	Man-Days								199	
CY	HR Agreed							2		
	Man-Days							66		
CZ	HR Agreed		1			26	26	17	6	1
	Man-Days		85			651	1 302	883	174	57
DE	HR Agreed		20	2		15	15	52	15	7
	Man-Days		1 255	114		371	799	2 968	663	694
DK	HR Agreed				30	52	52	6	3	
	Man-Days				369	911	2 680	314	87	
EE	HR Agreed	4				36	36	14	2	3
	Man-Days	123				524	1 048	404	58	87
EL	HR Agreed	15	1			2	2	5	3	
	Man-Days	456	29			145	58	145	87	
ES	HR Agreed	8	3					1	12	2
	Man-Days	608	451					29	348	114
FI	HR Agreed		3						6	
	Man-Days		116						174	
FR	HR Agreed		4			168	168	56	20	
	Man-Days		228			1 679	4 922	1 624	630	
HR	HR Agreed		2						4	4
	Man-Days		56						116	116
HU	HR Agreed	3						1	10	2
	Man-Days	90						57	290	58
IT	HR Agreed	8				9	9	1	19	9
	Man-Days	730				174	261	29	607	289
LT	HR Agreed	11	4		3	14	14	11	17	4
	Man-Days	333	118		171	319	580	431	495	144
LU	HR Agreed							16	1	
	Man-Days							918	59	
LV	HR Agreed	12	3			6	6	17	8	2
	Man-Days	365	87			174	174	495	232	58
MT	HR Agreed	3								
	Man-Days	92								

ANNUAL INFORMATION
ON THE MS/SAC COMMITMENTS AND DEPLOYMENTS OF OPERATIONAL RESOURCES IN 2019

Annex 3 (cont.)

Annual Bilateral Negotiations 2019 – MS/SAC commitments of HR to Frontex operational activities

EBCGT and Additional Experts

MS/SAC		Total	PROFILE							
			Advanced-Level Document Officer	Border Surveillance Officer	Cross-Border Crime Detection Officer	Debriefing Expert	Dog Handler	European Coast Guard Function Officer	Field Press Coordinator	First-Line Officer
NL	HR Agreed	535	17	4		7				5
	Man-Days	9 047	635	1 460		203				145
NO	HR Agreed	103	8			37	4			2
	Man-Days	2 987	232			1 073	116			58
PL	HR Agreed	264	16	169	2	11				8
	Man-Days	13 126	740	9 255	58	545				374
PT	HR Agreed	162	5	14	6	4	34	1	1	2
	Man-Days	9 372	143	1 602	426	114	1 770	27	29	86
RO	HR Agreed	150	13	32		18	4	1	1	10
	Man-Days	9 222	629	2 412		1 196	340	29	85	402
SE	HR Agreed	50	4		5	7	2		1	
	Man-Days	2 288	144		257	373	114		57	
SI	HR Agreed	49	9	17		2	2			
	Man-Days	2 155	719	829		58	114			
SK	HR Agreed	81	3	36		3	4			4
	Man-Days	2 088	87	1 044		87	116			116
UK	HR Agreed	34				16				
	Man-Days	1 056				584				

		PROFILE								
MS/SAC		Frontex Information Management Officer (FIMO)	Frontex Support Officer (FSO)	Frontex Support Officer (FSO) for Deployment and Logistics	Interpreter	Liaison Officer - General	Registration and Fingerprinting Officer	Screening Expert	Second-Line Officer	Stolen-Vehicle Detection Officer
NL	HR Agreed	14	1		457			9	21	
	Man-Days	424	57		5 253			261	609	
NO	HR Agreed	2						41	9	
	Man-Days	60						1 189	259	
PL	HR Agreed		5	1		6	6	19	14	7
	Man-Days		175	85		58	174	859	432	371
PT	HR Agreed	8	14	2		12	12	6	9	32
	Man-Days	426	404	58		486	800	174	263	2 564
RO	HR Agreed	7	9			10	10	24	7	4
	Man-Days	458	765			425	850	892	371	368
SE	HR Agreed					8	8	10	5	
	Man-Days					228	456	514	145	
SI	HR Agreed					7	7	1	4	
	Man-Days					87	203	29	116	
SK	HR Agreed		1			14	14		2	
	Man-Days		29			145	406		58	
UK	HR Agreed				4			13	1	
	Man-Days				58			385	29	

ANNUAL INFORMATION

ON THE MS/SAC COMMITMENTS AND DEPLOYMENTS OF OPERATIONAL RESOURCES IN 2019

Annex 4

Annual Bilateral Negotiations 2019 – MS/SAC commitments of TE to Frontex operational activities

MS/SAC	Total	TYPE OF EQUIPMENT										
		Offshore Patrol Vessel (OPV)	Coastal Patrol Vessel (CPV)	Coastal Patrol Boat (CPB)	Fixed Wing Aircraft (FWA)	Helicopter	Patrol Car	Thermo-Vision Vehicle (TVV)	Heartbeat Detector	CO ₂ Detector	Other (Cameras, etc.)	
	TE Agreed	374	6	14	35	23	24	134	23	1	9	105
	Asset-Days	65 983	549	856	2 772	1 001	885	16 324	3 609	169	2 361	37 457
AT	TE Agreed	8						6	2			
	Asset-Days	1 912						1 182	730			
BG	TE Agreed	2		2								
	Asset-Days	123		123								
CZ	TE Agreed	16						11	4			1
	Asset-Days	2 209						1 159	769			281
DE	TE Agreed	39			2		2	35				
	Asset-Days	7 853			365		61	7 427				
DK	TE Agreed	6			2	2			1	1		
	Asset-Days	657			245	62			181	169		
EE	TE Agreed	111			2	1		2			6	100
	Asset-Days	39 291			120	31		450			2 190	36 500
EL	TE Agreed	1	1									
	Asset-Days	30	30									
FI	TE Agreed	4			1	1		2				
	Asset-Days	292			92	30		170				
FR	TE Agreed	6	2	1		3						
	Asset-Days	245	92	31		122						
HR	TE Agreed	12			2			10				
	Asset-Days	563			273			290				
HU	TE Agreed	14						11	3			
	Asset-Days	518						375	143			
IS	TE Agreed	2				2						
	Asset-Days	120				120						
IT	TE Agreed	36	1	7	14	2	12					
	Asset-Days	1 285	31	397	428	62	367					
LT	TE Agreed	4			1		2	1				
	Asset-Days	182			92		61	29				
LU	TE Agreed	5					5					
	Asset-Days	273					273					
LV	TE Agreed	16	1		2	5	2	3	3			
	Asset-Days	1 349	365		181	211	62	177	353			
MT	TE Agreed	4			1			2	1			
	Asset-Days	348			61			226	61			
NL	TE Agreed	5			1	2		2				
	Asset-Days	914			123	61		730				
PL	TE Agreed	34				1		22	4		3	4
	Asset-Days	3 898				61		2 290	700		171	676
PT	TE Agreed	24	1	2	6	2		8	5			
	Asset-Days	2 419	31	122	733	181		680	672			
RO	TE Agreed	10		2				1	7			
	Asset-Days	839		183				61	595			
SE	TE Agreed	2			1	1						
	Asset-Days	89			59	30						
SI	TE Agreed	9						9				
	Asset-Days	457						457				
SK	TE Agreed	4				1		3				
	Asset-Days	117				30		87				

Annex 5

Deployment of HR - Total number of EBCGT members and Return pools experts deployed in 2019 by MS/SAC, profile and Man-Days

EBCGT

MS/SAC	Total	PROFILE								
		Advanced Level Document Officer	Border Surveillance Officer	Cross-Border Crime Detection Officer	Debriefing Expert	Dog Handler	European Coast Guard Function Officer	Field Press Coordinator	First-Line Officer	
	HR deployed	4 076	348	1 388	30	336	113	9	3	148
	Man-Days	177 506	15 089	58 183	1 704	15 049	4 997	580	178	6 055
AT	HR	296	55	120		12				
	Man-Days	11 820	3 100	4 158		460				
BE	HR	88	7			36				6
	Man-Days	2 776	210			1 148				179
BG	HR	69	6	1	1	11				7
	Man-Days	4 126	351	56	84	574				389
CH	HR	35	20			9	1			
	Man-Days	1 076	607			288	36			
CY	HR	10		1		2				1
	Man-Days	574		29		64				29
CZ	HR	238	12	138		23	4			2
	Man-Days	13 057	471	7 565		1 455	252			58
DE	HR	611	57	344	3	25	5			23
	Man-Days	29 277	2 712	16 522	171	1 084	340			1 265
DK	HR	146		49		8	4			3
	Man-Days	5 466		1 560		390	116			173
EE	HR	162	10	56		2	12			6
	Man-Days	5 455	349	1 568		60	348			181
EL	HR	55			1	9		2		2
	Man-Days	2 016			28	425		118		54
ES	HR	54	4			10		1		2
	Man-Days	3 356	154			805		55		114
FI	HR	67	9	12	1	10	9	1		10
	Man-Days	2 364	330	348	29	365	261	92		295
FR	HR	366	33			72				10
	Man-Days	12 537	1 054			2 281				331
HR	HR	102	4	44						
	Man-Days	2 196	116	1 279						
HU	HR	68	1	46		2				4
	Man-Days	2 120	89	1 334		64				174
IT	HR	154	11		1	6				7
	Man-Days	8 669	475		93	478				267
LT	HR	227	24	72	10	7	16	1		16
	Man-Days	8 266	869	2 088	402	466	596	84		476
LU	HR	17								
	Man-Days	1 005								
LV	HR	168	9	59	1	7	12			20
	Man-Days	7 101	351	2 535	92	286	550			820
MT	HR	57		48						
	Man-Days	1 628		1 393						

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ON THE MS/SAC COMMITMENTS AND DEPLOYMENTS OF OPERATIONAL RESOURCES IN 2019

Annex 5 (cont.)

Deployment of HR - Total number of EBCGT members and Return pools experts deployed in 2019 by MS/SAC, profile and Man-Days

EBCGT

MS/SAC		PROFILE							
		Frontex Information Management Officer (FIMO)	Frontex Support Officer (FSO)	Frontex Support Officer (FSO) for Logistics and Deployment	Interview Expert	Registration and Fingerprinting Officer	Screening Expert	Second-Line Officer	Stolen Vehicle Detection Officer
	HR deployed	249	149	16	5	506	398	268	110
	Man-Days	9 452	8 827	1 011	389	21 299	18 896	8 968	6 831
AT	HR	3	21			43		37	5
	Man-Days	96	1 105			1 445		1 223	233
BE	HR	7	1			4	8	13	6
	Man-Days	216	88			128	256	377	174
BG	HR	6	6		2	3	8	16	2
	Man-Days	215	566		91	224	508	811	257
CH	HR							5	
	Man-Days							145	
CY	HR					2	4		
	Man-Days					256	196		
CZ	HR	1	8			25	18	6	1
	Man-Days	121	559			1 347	1 000	172	57
DE	HR		26	2		21	79	15	11
	Man-Days		1 248	92		938	3 931	515	460
DK	HR	1				70	8	3	
	Man-Days	5				2 742	393	87	
EE	HR	5	4	2	1	42	17	2	3
	Man-Days	125	182	135	113	1 238	1 011	58	87
EL	HR	25	3	1		2	7	3	
	Man-Days	687	163	92		51	317	81	
ES	HR	9	10				4	12	2
	Man-Days	603	676				404	431	114
FI	HR		5				2	8	
	Man-Days		349				91	204	
FR	HR		5			168	63	15	
	Man-Days		297			6 207	1 932	435	
HR	HR	45	1					4	4
	Man-Days	540	29					116	116
HU	HR	3					1	9	2
	Man-Days	90					60	251	58
IT	HR	54	1	7	1	15	10	32	9
	Man-Days	3 581	91	337	92	950	831	1 221	253
LT	HR	17	8	2	1	14	11	24	4
	Man-Days	479	453	90	93	546	578	892	154
LU	HR						15	2	
	Man-Days						948	57	
LV	HR	16	7			5	24	7	1
	Man-Days	482	310			160	1 284	202	29
MT	HR	9							
	Man-Days	235							

MS/SAC		Total	PROFILE							First-Line Officer
			Advanced Level Document Officer	Border Surveillance Officer	Cross-Border Crime Detection Officer	Debriefing Expert	Dog Handler	European Coast Guard Function Officer	Field Press Coordinator	
NL	HR	106	14	65		4				5
	Man-Days	3 379	511	2 110		144				160
NO	HR	76	3			22	4			2
	Man-Days	2 332	87			665	138			56
PL	HR	283	22	177	1	13				8
	Man-Days	14 135	1 381	7 492	29	935				378
PT	HR	238	4	62	6	5	30	1	1	4
	Man-Days	14 357	119	3 873	521	164	1 664	87	33	116
RO	HR	197	14	41		24	5	3	1	6
	Man-Days	11 032	676	2 424		1 513	350	144	85	422
SE	HR	44	4		5	7	4		1	
	Man-Days	1 945	147		255	356	114		60	
SI	HR	72	22	17		5	3			
	Man-Days	3 229	840	802		394	116			
SK	HR	70	3	36		5	4			4
	Man-Days	2 213	90	1 048		185	116			118

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ON THE MS/SAC COMMITMENTS AND DEPLOYMENTS OF OPERATIONAL RESOURCES IN 2019

Annex 5 (cont.)

Deployment of HR - Total number of EBCGT members and Return pools experts deployed in 2019 by MS/SAC, profile and Man-Days

EBCGT

MS/SAC		PROFILE							
		Frontex Information Management Officer (FIMO)	Frontex Support Officer (FSO)	Frontex Support Officer (FSO) for Logistics and Deployment	Interview Expert	Registration and Fingerprinting Officer	Screening Expert	Second-Line Officer	Stolen Vehicle Detection Officer
NL	HR	11					2	5	
	Man-Days	248					63	143	
NO	HR	2					37	6	
	Man-Days	60					1 154	172	
PL	HR	1	14	1		4	18	11	13
	Man-Days	57	1 028	88		378	1 099	411	859
PT	HR	21	15	1		37	5	8	38
	Man-Days	941	796	177		2 149	159	236	3 322
RO	HR	13	13			18	41	13	5
	Man-Days	671	855			1 255	1 877	377	384
SE	HR					9	9	5	
	Man-Days					431	437	145	
SI	HR					8	7	6	4
	Man-Days					259	367	177	274
SK	HR		1				16	1	
	Man-Days		32				595	29	

Return pools

MS/SAC		Total	PROFILE		
			Forced-Return Escort Officer	Monitors	Return Specialist
	HR	413	240	160	13
	Man-Days	10 225	9 300	253	672
AT	HR	80		80	
	Man-Days	125		125	
BE	HR	8	7	1	
	Man-Days	204	203	1	
BG	HR	12	10	1	1
	Man-Days	350	290	1	59
CH	HR	5	5		
	Man-Days	145	145		
CY	HR	2	2		
	Man-Days	58	58		
CZ	HR	4		2	2
	Man-Days	176		6	170
DE	HR	66	33	33	
	Man-Days	1 623	1 571	52	
DK	HR	2		2	
	Man-Days	2		2	
EE	HR	18	18		
	Man-Days	522	522		
FI	HR	1		1	
	Man-Days	1		1	
FR	HR	13	12		1
	Man-Days	388	348		40
HU	HR	15	12	3	
	Man-Days	351	348	3	

ANNUAL INFORMATION
ON THE MS/SAC COMMITMENTS AND DEPLOYMENTS OF OPERATIONAL RESOURCES IN 2019

Annex 5 (cont.)

Deployment of HR - Total number of EBCGT members and Return pools experts deployed in 2019 by MS/SAC, profile and Man-Days

Return pools

MS/SAC		Total	PROFILE		
			Forced-Return Escort Officer	Monitors	Return Specialist
IS	HR	2		2	
	Man-Days	2		2	
LT	HR	66	66		
	Man-Days	3 022	3 022		
LU	HR	14		13	1
	Man-Days	120		32	88
LV	HR	7	6	1	
	Man-Days	175	174	1	
MT	HR	2		2	
	Man-Days	2		2	
NL	HR	15	11		4
	Man-Days	818	628		190
NO	HR	6	5		1
	Man-Days	156	144		12
PL	HR	16	14		2
	Man-Days	797	742		55
PT	HR	17	6	11	
	Man-Days	160	149	11	
RO	HR	6	2	4	
	Man-Days	68	58	10	
SE	HR	15	10	4	1
	Man-Days	352	290	4	58
SI	HR	2	2		
	Man-Days	58	58		
SK	HR	19	19		
	Man-Days	551	551		

Annex 6

Deployment of HR - Total number of Special Advisors, Additional Experts, Host MS Internal Deployments and Travel days of experts deployed in 2019 by MS/SAC, profile and Man-Days

Additional Experts

MS/SAC		Total	PROFILES					National Official (Home Country)
			Crew member/ Technical Staff	ICC/LCC (Coordinating Staff)	Interpreter/ Cultural Mediator	Liaison Officer - General (Coordinating Staff)	Liaison Officer - TE (Coordinating Staff)	
	HR	2 487	1 845	15	417	8	3	199
	Man-Days	114 103	81 419	422	24 319	392	197	7 354
BG	HR	88	72	8			1	7
	Man-Days	2 559	2 152	229			13	165
DE	HR	116	102					14
	Man-Days	6 296	5 848					448
DK	HR	97	64		24			9
	Man-Days	6 900	4 519		2 096			285
EE	HR	31	24					7
	Man-Days	1 005	852					153
EL	HR	6		6				
	Man-Days	162		162				
ES	HR	1		1				
	Man-Days	31		31				
FI	HR	18	10					8
	Man-Days	680	548					132
FR	HR	168	157					11
	Man-Days	5 214	5 003					211
HR	HR	41	32					9
	Man-Days	2 466	2 184					282
HU	HR	6	6					
	Man-Days	186	186					
IS	HR	19	12					7
	Man-Days	886	748					138
IT	HR	583	547				2	34
	Man-Days	21 204	20 383				184	637
LT	HR	26	18		3			5
	Man-Days	1 641	1 314		171			156
LU	HR	17	14					3
	Man-Days	1 339	1 106					233
LV	HR	365	343					22
	Man-Days	9 426	8 822					604
MT	HR	11	9					2
	Man-Days	581	522					59
NL	HR	388	17		368			3
	Man-Days	20 909	261		20 602			46
NO	HR	6				6		
	Man-Days	327				327		
PL	HR	10	9					1
	Man-Days	300	270					30
PT	HR	287	262			2		23
	Man-Days	17 388	14 318			65		3 005
RO	HR	67	58					9
	Man-Days	5 679	5 400					279
SE	HR	22	14					8
	Man-Days	669	546					123
SK	HR	6	4					2
	Man-Days	151	120					31
UK	HR	58	35		8			15
	Man-Days	4 123	3 489		297			337
Frontex	HR	50	36		14			
	Man-Days	3 981	2 828		1 153			

Annex 6 (cont.)

Deployment of HR - Total number of Special Advisors, Additional Experts, Host MS Internal Deployments and Travel days of experts deployed in 2019 by MS/SAC, profile and Man-Days

Special Advisors

MS/SAC	Total	PROFILES		
		Debriefing Expert	Screening Expert	Second-Line Officer
HR	31	22	8	1
Man-Days	1 356	921	406	29
UK	No of HR	22	8	1
	No of Man-Days	921	406	29

Internal Deployments

MS/SAC	Total	PROFILES												
		Border Surveillance Officer	Crew member/Technical Staff	Debriefing Expert	Dog Handler	First-Line Officer	Forced-return Escort	Frontex Information Management Officer (FIMO)	ICC/LCC (Coordinating Staff)	Intelligence Officer (Coordinating Staff)	Liaison Officer - General / TE (Coordinating Staff)	National Official (Home Country)	Registration and Fingerprinting Officer	Team Leader (Coordinating Staff)
HR	3 492	79	1 529	7	16	56	208	31	379	16	684	1	136	350
Man-Days	127 757	12 569	40 173	339	769	386	365	435	20 753	1 916	26 966	61	7 064	15 961
BG	HR	79	79											
	Man-Days	12 569	12 569											
EL	HR	1 956	609				208	31	246		594		136	132
	Man-Days	63 990	19 527				365	435	6 411		23 113		7 064	7 075
ES	HR	946	648	7	16	56			109	12	42	1		55
	Man-Days	29 945	11 706	339	769	386			10 568	911	942	61		4 263
IT	HR	511	272						24	4	48			163
	Man-Days	21 253	8 940						3 774	1 005	2 911			4 623

Travel Days

MS/SAC	AT	BE	BG	CH	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HR	HU
Man-Days	487	186	88	81	23	524	1 241	309	424	837	369	251	766	223	169
MS/SAC	IS	IT	LT	LU	LV	MT	NL	NO	PL	PT	RO	SE	SI	SK	UK
Man-Days	20	306	744	43	1 110	117	894	157	774	591	321	182	125	177	23
Total	11 561														

Annex 7

Deployment of TE - Total number of assets deployed in 2019 from the TEP by type of equipment, MS/SAC and Asset-Days

Major equipment

MS/SAC		Total	ASSET				
			Offshore Patrol Vessel (OPV)	Coastal Patrol Vessel (CPV)	Coastal Patrol Boat (CPB)	Fixed Wing Aircraft (FWA)	Helicopter
	TE deployed	138	7	29	45	33	24
	Asset-Days	8 273	523	1 416	2 966	2 475	893
BG	TE	4		4			
	Asset-Days	123		123			
DE	TE	3			2		1
	Asset-Days	457			396		61
DK	TE	6			4	2	
	Asset-Days	276			214	62	
EE	TE	4			3	1	
	Asset-Days	151			120	31	
FI	TE	2			1	1	
	Asset-Days	122			92	30	
FR	TE	6	3	1		2	
	Asset-Days	207	115	31		61	
HR	TE	4			4		
	Asset-Days	273			273		
HU	TE	1					1
	Asset-Days	30					30
IS	TE	2				2	
	Asset-Days	131				131	
IT	TE	39	1	10	14	1	13
	Asset-Days	1 222	9	397	425	31	360
LT	TE	3			1		2
	Asset-Days	153			92		61
LU	TE	3					3
	Asset-Days	233					233
LV	TE	14	1		4	6	3
	Asset-Days	840	328		181	244	87
MT	TE	1			1		
	Asset-Days	58			58		
NL	TE	3			1	2	
	Asset-Days	155			123	32	
PL	TE	1				1	
	Asset-Days	30				30	
PT	TE	10	1	2	4	3	
	Asset-Days	1 066	31	137	732	166	
RO	TE	16	1	10	4		1
	Asset-Days	773	40	512	160		61
SE	TE	2			1	1	
	Asset-Days	119			90	29	
SK	TE	1				1	
	Asset-Days	30				30	
UK	TE	3		2	1		
	Asset-Days	226		216	10		
Frontex	TE	10				10	
	Asset-Days	1 598				1 598	

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Annex 7 (cont.)

Deployment of TE - Total number of assets deployed in 2019 from the TEP by type of equipment, MS/SAC and Asset-Days

Light equipment

MS/SAC		Total	ASSET		
			Patrol Car	Thermo-Vision Vehicle (TVV)	Transportation Vehicle/Canine Team Vehicle
	TE deployed	265	205	29	31
	Asset-Days	25 607	21 741	3 643	223
AT	TE	11	7	4	
	Asset-Days	1 717	985	732	
CZ	TE	17	13	4	
	Asset-Days	2 135	1 356	779	
DE	TE	70	68	2	
	Asset-Days	8 739	8 681	58	
DK	TE	1		1	
	Asset-Days	181		181	
EE	TE	3	3		
	Asset-Days	423	423		
FI	TE	1	1		
	Asset-Days	29	29		
HR	TE	2	2		
	Asset-Days	59	59		
HU	TE	18	13	5	
	Asset-Days	577	377	200	
LV	TE	6	1	5	
	Asset-Days	443	59	384	
MT	TE	1		1	
	Asset-Days	58		58	
NL	TE	10	4		6
	Asset-Days	930	732		198
PL	TE	61	57	4	
	Asset-Days	4 345	3 702	643	
PT	TE	5	2	3	
	Asset-Days	944	336	608	
RO	TE	8	8		
	Asset-Days	575	575		
SI	TE	10	10		
	Asset-Days	459	459		
Frontex	TE	41	16		25
	Asset-Days	3 993	3 968		25

Portable equipment

MS/SAC		Total	ASSET		
			CO ₂ Detector	Heartbeat Detector	Other equipment for border surveillance/border checks (Camera, Thermal/infra-red cameras, Night Vision Goggles, Document readers, etc.)
	TE deployed	399	38	10	351
	Asset-Days	55 210	6 963	2 688	45 559
CZ	TE	1			1
	Asset-Days	281			281
EE	TE	150	10		140
	Asset-Days	2 608	1 719		889
DK	TE	1	1		
	Asset-Days	169	169		
FI	TE	4			4
	Asset-Days	222			222
PL	TE	13	2		11
	Asset-Days	2 123	114		2 009
PT	TE	1			1
	Asset-Days	29			29
Frontex	TE	229	25	10	194
	Asset-Days	49 778	4 961	2 688	42 129

Internal deployments

MS/SAC		Total	MAJOR EQUIPMENT				
			Offshore Patrol Vessel (OPV)	Coastal Patrol Vessel (CPV)	Coastal Patrol Boat (CPB)	Fixed Wing Aircraft (FWA)	Helicopter
	TE deployed	128	26	55	14	14	19
	Asset-Days	4 252	841	1 957	591	277	586
BG	TE	7		3	4		
	Asset-Days	280		120	160		
EL	TE	26	15	1	7	1	2
	Asset-Days	925	613	31	247	10	24
ES	TE	34	11	8		8	7
	Asset-Days	822	228	166		132	296
IT	TE	61		43	3	5	10
	Asset-Days	2 225		1 640	184	135	266



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