



FEU Constitution November 2020

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Section 1: Title, Duration, Registered Office, Aims

Article 1: Title and duration

- 1.1. The Federation shall be known as the **Federation of EUropean Fire Officers** abbreviated as FEU.
- 1.2. The Federation is a non-governmental, independent, non-profit international organisation.
- 1.3. The Federation is established for an unlimited period of time and may be dissolved at any time in accordance with article 24 of the present constitution.
- 1.4. The Federation is governed by the provisions of Luxembourg law on non-profit organisations and foundations of 21 April 1928.
- 1.5. The Federation is registered in the EU Transparency register. This information is updated annually in September.
- 1.6. The official language of FEU is English. All FEU Council and FEU Management Board meetings will normally be conducted in English. All official documents and the website will be available in English.

Article 2: Registered Office and address

- 2.1. The registered office of the Federation is located in Luxembourg. The current address is noted in Annex 1.
- 2.2. The address of the Federation can be transferred to any other place in Europe by a decision of the FEU Council

Article 3: Aims

- 3.1. **Aims** – The principal aims of FEU are to:
 - 3.1.1. Develop the leadership capability of career principal fire and rescue service officers in Europe with a focus on strategic issues;
 - 3.1.2. Be a strong voice for fire and rescue services at European and global level;
 - 3.1.3. Connect with career principal fire and rescue service officers in Europe to exchange best practice, improve knowledge sharing and facilitate transnational cooperation relating to public safety and any other activity as decided by the FEU Council.
- 3.2. In order to achieve its aims, FEU has to decide on and review its objectives. These are evaluated, changed and decided by the FEU Council as required. The current objectives of FEU are outlined in Annex 2.

Section 2: Membership

Article 4: Membership types

FEU offers four classes of membership:

4.1 Full Members

Full members are state fire services and/or fire officer associations including career principal fire officers from public fire and rescue services, which are recognized / approved at national level or which are able, at national level, to express the views of career principal officers (see Annex 5). They are entitled to participate in the business of the Federation and to send delegates to attend FEU Council meetings. Delegates are entitled to hold elective office, serve on the FEU Management Board, FEU Committees and Working Groups and have voting rights at FEU Council meetings. Career principal fire officers are defined in Article 4.5.

4.1.1. All delegates will be informed about the business of the Federation and have access to the data in the internal area of the FEU website.

4.2 Brigade Members

Brigade members are individual public fire services at a local, municipal or regional level. They are entitled to participate in the business of the Federation and to send officers to participate in FEU educational activities, knowledge sharing etc., to serve on FEU Committees and/or Working Groups but they are not entitled to send officers to attend FEU Council meetings or the FEU Management Board. Brigades must be members of FEU in order to allow their officers to participate in educational activities, information sharing etc.

4.3 Chief Fire Officer members

Chief Fire Officer members (CFO member) are individual career principal officers who have day to day responsibility for managing municipal / county / regional / national fire brigades at the strategic level of command. They are entitled to participate in the business of the Federation. If nominated as a delegate by their association or state fire service they are entitled to the privileges of a delegate as outlined in Article 4.1. CFO's must be members of FEU to allow them access to the data in the internal area of the FEU website and the FEU knowledge management platform.

4.4 Honorary delegates

Honorary delegates are individuals who have rendered distinguished service to the Federation over a period of time. The FEU Council may appoint honorary delegates on the recommendation of the FEU Management Board. Honorary delegates will be entitled to participate in the business of the Federation and may be invited to attend FEU Council meetings and/or serve on FEU Committees and Working Groups. Honorary delegates are not entitled to hold elective office, serve on the FEU Management Board and have no voting rights at FEU Council meetings. Honorary delegates exempt from membership fees.

4.5 Career Principal Fire Officer: definition

4.5.1 A career principal fire officer from a public fire and rescue service is a senior officer who manages and organizes the service at local, regional or municipal level

4.5.2 A career principal fire officer from a state fire service is a senior officer who manages and organizes the state fire service at a national level.

Article 5: Application and admission procedure

5.1 Applications for Full, Brigade and CFO membership shall be made on a standard FEU Membership Application form (see Annex 3) to the FEU Management Board which will make a recommendation to the FEU Council for approval at its next meeting. The application form will be available on the FEU website.

5.2 Nomination of an honorary member shall be submitted by the FEU Management Board to the FEU Council for approval.

5.3 FEU membership is dependent on the payment of the fees as laid down in Annex 4 and on the procedures outlined in Article 9.

Article 6: Withdrawal procedure

6.1 Any Full, Brigade, CFO or Honorary member may withdraw from FEU by giving three month's notice to the FEU Secretary who shall inform the FEU Council at its next meeting.

6.2 A member withdrawing from FEU for any reason must pay in full its contribution for the budgetary year in which it withdraws and any arrears of membership outstanding. The withdrawing member forfeits the right to any assets of the FEU.

Article 7: Exclusion procedure

7.1 A member shall be excluded from FEU if there has been a serious breach of its duties as a member, especially, if it has sought to act against the FEU in a detrimental way or if it fails to pay its membership fees within 6 months of the end of the financial year or if fails to fulfil the conditions for admission or membership.

7.2 A decision to exclude a member may only be taken by the FEU Council by a two-thirds majority of voting members present at the meeting either physically or online and entitled to vote.

7.3 A member that fails to pay its annual contribution will be given a reminder within three months of the end of the financial year. If a member still fails to pay after a second reminder giving an extra delay of three months, the member shall be excluded from membership.

Article 8: Rights of members

8.1 Only full members have the right to nominate delegate(s) to attend FEU Council meetings. Delegates attend on behalf of their association or state fire service.

8.2 Only fully paid up full members that have paid their membership fee conference fees and extra delegate fees for the previous calendar year have the right to vote at FEU Council meetings in the current year.

8.3 Only full members have the right to nominate delegate(s) from their own association and/or state fire service to be elected to the FEU Management Board.

8.4 All delegates of full members have the right to serve on an FEU Committee or Working Group

8.5 All delegates of full members have the right to contribute to FEU activities and to have access to the information regularly provided by the FEU.

8.6 The list of all types of members will be updated annually at the first FEU Council Meeting

Article 9: Membership fees and ceasing membership

9.1 The annual membership fees for the year ahead are to be reviewed annually by the FEU Management Board and approved by the FEU Council at the first meeting held in the year. They are set out in Annex 4.

9.2 The annual membership fees are to be paid by the end of the calendar year in which they are due.

9.3 The conference fees and extra delegate fees are to be paid in advance of each FEU Council meeting and depend on the number of delegates attending.

9.4 Membership ceases through resignation, withdrawal, the non-payment of membership fees, the dissolution of FEU or the death of individual members.

9.5 Resignation may take place only at the end of a financial year by informing the Secretary at least three months in advance.

Section 3: Organisational Structure

Article 10: FEU Structures

10.1 The structures of FEU are the

- FEU Council,
- FEU Management Board,
- FEU Committees and
- FEU Working Groups.

The FEU organisational structure is outlined in Annex 6.

Article 11: The FEU Council

11.1 The FEU Council is the governing body of FEU. FEU Council meetings shall not be open to the public. FEU Council meetings may be held physically or online. Any full member if supported by a simple majority may introduce a guest only for non-internal issues.

11.2 The number of delegates attending FEU Council meetings from each country will normally be two. Depending on the country this may consist of a combination of delegates from either a member fire officer Association and/or the state fire service. The delegates attending and the delegate entitled to vote should be agreed in advance at country level.

11.3 A country will be entitled to nominate up to a maximum of three delegates to attend FEU Council meetings. However an additional delegate fee will be charged for each additional delegate over two.

11.4 Each country is entitled to nominate a substitute if a nominated delegate is unable to attend. Member Associations and/or state fire services must agree this substitute among themselves.

11.5 Only one vote per country is allowed.

11.6 Registration forms for FEU Council meetings should be issued to delegates in advance by the host organisation.

11.7 The FEU Council may organise thematic divisions or geographical regions to discuss matters of relevance that are consistent with the overall aims and objectives of the constitution in Sections 3.1 and 3.2. The organisation of divisions / regions and their terms of reference shall be approved by the FEU Council. The divisions / regions will report to the FEU Council.

11.8 The FEU Council may appoint a number of Committees to work on aspects of the Annual Business Plan approved by the FEU Council.

11.9 The FEU Council may organise Working groups to discuss topics of specialised interest that are consistent with the overall aims and objectives of the constitution in Sections 3.1 and 3.2. The organisation of the Working Groups and

their terms of reference shall be approved by the FEU Council. The Working Groups will be appointed for a limited time period.

Article 12: Duties of the FEU Council

12.1 The FEU Council will make all relevant strategic and organisational decisions concerning the management of the Federation in accordance with the Constitution.

12.2 The FEU Council may include some or all of the following items on the agenda for its meetings:

- Election of FEU Officers, Management Board members and internal auditors;
- Adoption of FEU strategic documents and position papers;
- Approval of the FEU Annual Business Plan;
- Approval of Annual Report
- Approval of the establishment and winding-up of FEU Committees / Working Groups;
- Admission / Exclusion of members;
- Approval of membership fees;
- Approval of FEU participation in EU funded projects;
- Approval of Presidents and Secretary's report;
- Approval of National Reports;
- Approval of partnership agreements (MoU's or Cooperation agreements) with external bodies in the public safety sector;
- Adoption of the FEU Financial Report and the audited accounts;
- Appointment of the FEU internal auditors;
- Notices of motion
- Amendment of the constitution
- Dissolution of the Federation.
- Any other matter as deemed relevant to FEU activities.

12.3 The FEU Council must include the following items on the agenda for every FEU Council meeting:

- Legality of the meeting is established, quorum established
- Election of meeting chairperson and secretary
- President report
- Secretary report
- Financial update
- Membership update

Article 13: Decision procedures at the FEU Council

13.1 The quorum for a FEU Council meeting is 50% of the full members plus one for the valid transaction of business and to approve decisions taken at the meeting. The formal FEU Council meeting cannot commence and must be suspended or adjourned if attendance falls below the quorum.

13.2 Decisions made by the FEU Council shall normally be by consensus or shall be approved by a simple majority. A vote shall be required if a full member requests it and is seconded by another full member. Voting will normally be by a show of hands. Voting on business matters is not normally secret. Voting for the election of FEU Officers or Board of Management members is by secret ballot. If the majority

request and in any case of privacy issues, voting will be secret. Secret voting may be organised online using the technology available and an independent facilitator.

13.3 In the event of a vote, all decisions shall require a simple majority of the given votes from those members present or represented and entitled to vote, except for decisions on amending the constitution and the exclusion of members, which require a 2/3 majority.

13.4 Arrangements shall be made to facilitate delegates who are attending the FEU Council meeting online to be able to vote on business items discussed at the meeting. This may be achieved by electronic means, by email or by text.

13.5 Arrangements shall be made to facilitate full members who cannot attend to be able to vote for the election of FEU Officers or FEU Management Board members.

Article 14: FEU Council meetings

14.1 The FEU Council shall meet at least once a year and normally meets twice. Meetings may be organised physically or online (teleconference). Delegates may attend an FEU Council meeting online or by teleconference.

14.2 FEU Council meetings shall normally be hosted by a full member and be chaired by the FEU President, or (in his/her absence) by the Secretary.

14.3 The dates of the next FEU Council meeting must be communicated to delegates at least three months in advance.

14.4 The Secretary shall issue the agenda and any Notices of Motion for the FEU Council meeting by email at least one month in advance and shall publish them on the FEU website. The meeting is empowered to make decisions only on those items included in the agenda.

14.5 The agenda may be modified only to discuss urgent issues that have arisen since the notice of the meeting was issued. This shall require a majority vote of the members present. No issues requiring a decision of the FEU Council may be raised in this manner.

14.6 A Notice of Motion must be submitted to the Secretary at least six weeks in advance of the date fixed for the FEU Council meeting, and, unless it is withdrawn, must be put before the meeting.

14.6 The Secretary shall record decisions of the FEU Council meetings in the minutes and shall distribute the minutes to all members normally within one month of the finish date of the FEU Council meeting.

14.7 If there is an amendment to the Constitution on the agenda, full members have to be informed six weeks before of the date of the FEU Council meeting and of the content of the proposals.

14.8 An extraordinary FEU Council meeting must be called if requested by at least 20% of the full members entitled to vote and who have paid their membership fees. Members shall receive at least one month's notice of such an extraordinary meeting.

Article 15: FEU Management Board

15.1 The FEU Management Board is composed of:

- President,
- Secretary and
- Board members

15.2 The number of Board members corresponds to the workload contained in the Annual Business Plan. The number of Board members should be decided by the FEU Council.

15.3 The FEU Management Board will make all relevant administrative decisions concerning the management of the Federation except those reserved for the FEU Council in accordance with the Constitution.

15.4 The FEU Management Board may include some or all of the following items on the agendas for its meetings:

- Implement decisions taken by the FEU Council
- Take routine administrative decisions
- Review the work of the Federation and develop policies and strategic plans that provides for the direction of the Federation
- Prepare and deliver the FEU Annual Business Plan and report on this to the FEU Council
- Prepare an Annual Report for FEU
- Review the finances of the Federation
- Check the applications for FEU membership or requests for exclusion
- Manage the FEU Committees and Working Groups and report on progress to the FEU Council
- Represent FEU at other conferences / seminars
- Organise FEU conferences
- Assist host organisations in organising FEU Council meetings
- Propose amendments to the Constitution
- Any other matter as deemed relevant to FEU activities

15.5 The FEU Management Board manages the assets of the Federation and represents it in all legal or judicial matters through the intermediary of its President who assumes responsibility.

15.6 The Board members are elected for a period of 3 years and can be re-elected. The Board member mandate is not remunerated. The election of Board members is staggered over a 3 year period.

Article 16: FEU Management Board Meetings

16.1 The FEU Management Board shall meet at least once between FEU Council meetings. Meetings may be organised physically or online (teleconference).

16.2 The President shall decide when it is necessary for the FEU Management Board to meet and shall propose the agenda.

16.3 The invitation and the agenda shall be circulated at least one week in advance.

Article 17: FEU Management Board Decision procedures

17.1 At least 3 members of the FEU Management Board have to be present for the meeting to make decisions.

17.2 Members of the FEU Management Board which are not able to attend a FEU Management Board meeting may participate in the meeting using teleconference or online facilities.

17.3 The FEU Management Board makes decisions by consensus. When consensus is not possible, decisions are adopted by simple majority. In case of equal votes, the President has the casting vote.

17.4 All acts which bind the Federation are signed by the President or, if unavailable, by the Secretary or, if unavailable, by two FEU Board members acting jointly. The signing can be done electronically.

17.5 Decisions are recorded in the minutes, made by the Secretary, and are available to FEU members. The minutes will be approved at the next FEU Council meeting.

Article 18: FEU Committees

18.1 The FEU Council may appoint a number of Committees to deliver its objectives as part of its Annual Business Plan. Meetings may be organised physically or online (teleconference).

18.2 A member of the FEU Management Board shall chair a Committee and report to the FEU Council annually.

18.3 The Chairs shall seek other FEU members to serve on the Committees.

18.4 The number of FEU members serving on each committee shall be limited to a maximum of five.

18.5 The FEU Council shall approve the members of the various Committees annually.

18.6 Each Committee shall be appointed for a limited time period.

Article 19: FEU Working Groups

19.1 The FEU Council may establish a number of Working Groups to address a specific public safety topic. Meetings may be organised physically or online (teleconference).

19.2 The FEU Council will appoint the Chair of the Working Group and shall seek FEU members to be part of the Working Group.

19.3 Other representatives with specialist expertise may be invited by the Chair to be part of the Working Group.

19.4 The Chair is responsible for the progress of the Working Group and will report to the FEU Council.

19.5 Working Groups will be appointed for a limited period.

19.6 When the work of the Working Group is finished, the Working Group is dissolved and the Chair released from his/her duties.

Article 20: FEU Officers and Board of Management members

20. FEU shall elect the following officers to run its Federation

- President
- Secretary
- Board of Management members

20.1 The FEU Board may appoint others to help run the Federation and may enter into a Working Agreement with them. Any Working Agreement is to be approved by the FEU Board.

20.2 The FEU Council has the right to delegate additional powers to the President, Secretary or other FEU Board of Management members whenever required for the achievement of the Federation's objectives.

20.3 Duties of FEU President

The President represents the FEU, acts on its behalf, and has full power to sign any legal document affecting the FEU. The President shall also represent the Federation in all judicial and legal proceedings and shall act as the legal representative of the Federation. In the absence of the President, the Secretary may perform the duties of the President.

20.4 Duties of FEU Secretary

The FEU Secretary is responsible for executing the decisions and applying the policies of the Federation, the management of the day to day running of FEU and FEU Council meetings and the Federation's finances. The FEU Secretary is the point of contact for the Federation.

20.5 Duties of FEU Board of Management members

The FEU Board of Management members are responsible for implementing the Annual Business Plan as approved by the FEU Council. FEU Board of Management members may chair a Committee (see Article 18) or Working Group (Article 19) appointed to deliver the aims and objectives referred to in Article 3 and shall report on progress to the FEU Council.

Article 21 – Election of FEU Officers and FEU Management Board members

21.1 Term of Office – President and Secretary

The election of FEU President and Secretary shall be for a three-year period. Their elections shall be staggered so that there is at least twelve months but not more than 24 months between the election of the President and Secretary. The President and Secretary can be re-elected once.

21.2 Term of Office – Board members

The election of FEU Management Board members shall be for a three-year period. The elections of the FEU Management Board members shall be staggered and shall be organised each year at FEU's first Council meeting to allow a seamless handover from one Board member ending a mandate to a new Board member beginning a mandate.

Preferably one FEU Management Board member is elected every year. Board members can be re-elected.

21.3 Election procedure

In the event of more than two candidates for any office, successive votes shall be taken until one candidate receives more than 50% of the given votes and eliminating one candidate per voting round. In the event of a tie in the final vote, the vote shall be repeated. In the event of a further tie, the election shall be decided by the toss of a coin by the Chairman of the meeting. At a physical meeting the votes will be counted by two independent persons nominated by the Chairperson of the meeting. At an online meeting the votes will be counted by one independent person and checked/verified by another independent person nominated by the Chairperson of the meeting. Successful candidates shall take up office immediately after the conclusion of the meeting where they were elected.

21.4 Election of FEU President: application procedure

The application procedure for electing the President shall be as follows:

21.4.1 Expressions of interest will be sought 12 months in advance of the FEU Council meeting where the election is held.

21.4.2 Interested candidates will be asked to make a presentation to the next FEU Council meeting.

21.4.3 Formal nominations must be received by the Secretary at least six weeks before the FEU Council meeting where the election is held.

21.4.4 A nomination must be submitted by the full member (association and/or state fire service) of the candidate being nominated.

21.5 Election of FEU Secretary: application procedure

The application procedure for electing the Secretary shall be as follows:

21.5.1 Expressions of interest will be sought 12 months in advance of the FEU Council meeting where the election is held.

21.5.2 Formal nominations must be received by the President at least six weeks before the FEU Council meeting where the election is held.

21.5.3 A nomination must be submitted by the full member (association and/or state fire service) of the candidate being nominated.

21.6 Election of FEU Management Board members: application procedure

The application procedure for electing the Board members shall be as follows:

21.6.1 Nominations must be received by the Secretary at least four weeks before a FEU Council meeting where the election is held.

21.6.2 A nomination must be submitted by the full member (association and/or state fire service) of the candidate being nominated.

21.7 For a President, Secretary or any Board member that are recalled, resigned or dead, the election of a new President, Secretary or Board member shall be organized at the next FEU Council Meeting. The elected new President, Secretary or Board member shall end the term of the one he/she is replacing. The FEU Management Board can nominate any FEU officer or FEU Management Board member to be acting the function, until the new election is done at the first upcoming FEU Council Meeting.

The recall is subject to the conditions laid down in article 13.

Section 4 – FEU Finances, Costs and Dissolution

Article 22: Budgets and accounts

22.1 The FEU financial year begins on 1 January and ends on 31 December.

22.2 The FEU Secretary is required to submit a financial report for the previous financial year and the draft budget for the upcoming financial year to the first FEU Council meeting each year.

22.3 The FEU Secretary shall forward the financial report for the previous calendar year to the internal auditors for their review at least one month in advance of the first FEU Council meeting.

22.4 The FEU Council shall appoint two delegates as internal auditors to review the FEU financial report. The auditors shall present an auditors' report to the first FEU Council meeting each year. This shall be done after the financial report and before formal approval of the financial report.

22.5 The two internal auditors shall be appointed every two years for a period of two years and shall be approved by the FEU Council.

Article 23 – Costs

23.1 The costs for the FEU President and Secretary for attending the FEU Council Meetings and all other eligible costs of activities related to their function, will be covered. These shall be submitted on the FEU Expenses form. The scale of expenses granted shall be aligned to the current Luxembourg expenses and subsistence rates. The expenses granted shall be determined by the FEU Council.

23.2 The host organisation of a FEU Council meeting will receive a subsidy towards the cost of the meeting as determined by the FEU Council.

23.3 An honorary member, may be invited to attend a council meeting, a committee meeting or a working group meeting and will receive a contribution towards the costs as determined by the FEU Council.

23.4 Delegates attending with partners will pay a contribution towards the cost of the partner programme organised in conjunction with the FEU Council meeting. The contribution will be determined by the host organisation.

23.5 The costs of the FEU Management Board members will be covered to attend FEU Board of Management meetings.

Article 24: Dissolution

24.1 Dissolution of the FEU can only take place at a specially called extraordinary FEU Council meeting where 4/5 of the full members are present and where 4/5 of the given votes present vote for dissolution.

24.2 Where the quorum for the Extraordinary FEU Council meeting is not reached, the FEU Management Board may take over responsibility and authority from the FEU Council in deciding on dissolution and the use of assets.

24.3 After dissolution, any net assets must be designated to one or more member associations which are designated by the FEU Council. The existing assets are to be used for the general benefit of fire and rescue service organisations.

Article 25: Amendment to the Constitution

25.1 Only the FEU Council can decide to amend this constitution and/or the annexes. Any revision to the Constitution must be included as an agenda item on an FEU Council meeting. Any revision to the Annexes except membership fees or Management Structure may be carried out by a majority of the FEU Board. The FEU Board must advise the FEU Council of any changes to the Annexes at the next FEU Council meeting.

25.2 Proposed amendments to the Constitution must be notified to full members at least six weeks before the date of the FEU Council meeting.

25.3. Changes to the constitution must be carried out only when at least 2/3 of the full members are present at the FEU Council meeting or attending online.

25.4 Voting on any changes to the constitution must be carried out by a 2/3 majority of the delegates attending and entitled to vote at the FEU Council meeting or attending online.

Annex 1 – FEU Address and Point of Contact

The current address of FEU is

7 Rue Christophe Plantin,
L-2339 Luxembourg

The point of contact for FEU is the Secretary of FEU at secretary@f-e-u.org.

Annex 2 – FEU Objectives

Objectives

To achieve those aims FEU needs to

- 3.2.1 Focus on strategic issues affecting fire and rescue services and to concentrate on facilitating leadership development and change management;
- 3.2.2 Support and enhance the development of fire service leaders and organisations in order to best provide for the protection of life, property and the environment;
- 3.2.3 Lead the way at national, EU and global level in proactively communicating with and influencing policy makers in the fire sector;
- 3.2.4 Express the opinion of FEU on any matter relevant to the work of the fire and rescue services.
- 3.2.5 To be a knowledge management network that facilitates information sharing and exchange of best practice on public safety issues with FEU members and other international organisations.
- 3.2.6 Carry out research and studies needed to increase knowledge in the area of public safety.
- 3.2.7 Collaborate with other international partners, in initiatives / projects which benefit FEU and public safety in Europe.

Annex 3 - FEU Membership Application form

Due to their organizational nature, state fire services are exempt from submitting an application form. Submitting a written request to become a full member of the Federation is sufficient.

In the event of a member association, the association shall prove their eligibility to the constitution of the Federation by sending

- *the founding document, that provides evidence for the member association career principal fire officers from public fire and rescue services, which are recognized / approved at national level or which are able, at national level, to express the views of career principal officers*
- *the recognition/approval of the member association at national level*
- *the administrators list*
- *the most recent annual report of the association*
- *the website of the association*

to the FEU secretary and by publishing these documents on the website of the member association.

Annex 4 – Membership fees

From 2021 the following rates will apply

Type of membership	Level	Amount
Full Membership	association or State Fire Service	€1100
Brigade membership	Local level	€300
CFO membership	Chief level	€100

To be reviewed annually

Annex 5 – Member Associations

Country	Assoc	Name
Austria	OBFV	ÖBFV Österreichischer Bundesfeuerwehrverband
Belgium	BVV	Netwerk Brandweer
Croatia	HVZ	Hrvatska Vatragosna Zajednica
Cyprus	SFOA	Senior Fire Officers' Association
Czech Rep	CAFO	ČAHD Česká Asociace Hasičských Důstojníků
Denmark	DB	Danske Beredskaber
Estonia	EAFRC	Estonian Association of Fire and Rescue Chiefs
Finland	SPPL	SPPL Suomen Palopäällystöliitto
France	FNSPF	FNSPF Fédération Nationale des Sapeurs-Pompiers de France
Germany	VFDB	Vereinigung zur Förderung des Deutschen Brandschutzes
Greece	EAPS	ΕΑΠΣ ΕΝΩΣΗ ΑΞΙΩΜΑΤΙΚΩΝ ΠΥΡΟΣΒΕΣΤΙΚΟΥ ΣΩΜΑΤΟ
Hungary	NDGDM	National Directorate General for Disaster Management
Ireland	CFOA	Chief Fire Officers Association
Italy	APVVF	Alte Professionalità dei Vigili del Fuoco
Latvia	SFRS	State Fire and Rescue Service of Latvia
Lithuania	NFOA	National Fire Officers Association
Luxembourg	FNCSP	Fédération Nationale des Corps de Sapeurs-Pompiers
Netherlands	BN	Brandweer Nederland
Norway	NBLF	Norsk Brannbefals Landsforbund
Poland	KGPSP	Komenda Główna Państwowej Straży Pożarnej
Portugal	PAFO	Portugese Association of Fire Officers
Slovakia	SAFO	Slovakian Association of Fire Officers
Slovenia	SPFSA	
Spain	APTB	Asociacion Profesional de Tecnicos de Bomberos
Sweden	SBB	Foreningen Sveriges Brandbefäl
UK	NFCC	National Fire Chiefs Council

Annex 6 – FEU Management Structure

To be implemented from 2021

