

## **Review of the Assessment for Mission Service of Individual Police Officers' Procedures and Practices**

### ○ **Brief description of the project**

Building on the direction of United Nations legislative bodies, one of the core functions of the Police Division (PD) is facilitating the selection, recruitment, deployment, and rotation of United Nations Police officers for United Nations peace operations<sup>1</sup> on the basis of the Strategic Guidance Framework for International Policing (SGF).

#### ○ Objective of the project

The objective of this project is to review the Standard Operating Procedure on the Assessment for Mission Service of Individual Police Officers (2019.19) and incorporate emerging operational requirements, including specialized skills with due consideration to gender and geographic diversity, to support the generation of officers who possess the required mindsets in support of the new United Nations Values and Behaviours, as well as capacities to effectively implement mandated policing tasks.

#### ○ Why is the project required?

Requirements related to the review process entail close consultations with Member States and United Nations Police Components on a range of aspects, such as:

- Evolving host-State demands for United Nations Police (UNPOL), including specialized expertise in investigations, cyber- and environmental crimes, in line with the four SGF pillars of the SGF of administration, capacity building and development, command, and operations, and IPO job profiles (including Specialized Police Teams and civilian experts).
- PD support to Member States' IPO pre-deployment readiness efforts, such as Selection Assistance and Assessment Team (SAAT) visits facilitating compliance with minimum requirements, following assessments of personnel designated by the countries and pre-deployment briefings.
- Operationalization of the SGF on-line course, which candidates are expected to pass before being deployed.
- Roll out of three SGF job-specific training modules on Community-oriented policing, Police Capacity-building and Development, and Monitoring, Mentoring and Advising under the UNPOL Training Architecture Programme.
- Harmonization of recruitment initiatives, such as the Senior Police Leadership Roster exercise, the All Women pre-SAAT training initiative, and Teams of Experts deployment Packages.

#### ○ What is the expected impact of the project?

The review process endeavors to breach the “policy-practice gap” related to the assessment of IPOs for mission service, and to contribute to respective officers' timelier, positive impact, to advancing

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<sup>1</sup> Security Council resolution on United Nations Police Operations 2382 of 6 2017 called on “the Secretariat to continue efforts to strengthen doctrine [the Strategic Guidance Framework for International Policing] and define clear standards for” (i) personnel, (ii) equipment, (iii) operations, (iv) performance, and (v) assistance to host nation police forces “for effective performance of United Nations Police in missions, as well as for preparing Police-Contributing Countries for deployment”. Security Council resolution 2436 (2018) also noted the efforts of the Secretary-General to develop a comprehensive performance assessment system to help troop- and police-contributing countries meet United Nations performance standards and called upon all stakeholders to support these efforts. In his response to the 2021 Special Committee on Peacekeeping Operations report, the Secretary General highlighted the ongoing efforts on the alignment of police recruitment procedures with the United Nations Police Training Architecture Programme (A/77/573).

UNPOL Components' mandated tasks, in line with Action for Peacekeeping Priorities (A4P+) and those of the United Nations Peace and Security Pillar.

○ **Expected outcomes, outputs and proposed activities**

<b>Outcomes</b>	<b>Outputs</b>	<b>Proposed Activities</b>
Member States, United Nations DPO/DPPA and missions will utilize the revised SOP to contribute to the improved selection and recruitment of IPOs (including Specialized Police Teams and civilian experts) for deployment to United Nations Peace Operations or other contexts.	Revised AMS SOP, which will outline the IPO selection and recruitment processes in line with SGF job profiles reflecting evolving demands by missions and host-State counterparts, in line with United Nations regulations and rules.	Convening of a five-day workshop with representatives from Member States, selected SAAT coordinators/personnel officers from UN peace operations, Member States and Secretariat representatives.
		Translation of revised AMS SOP into French language.
		Presentation of the revised AMS SOP to Member States during a dedicated PCC meeting.

○ **Implementation Timeline**

Six months.

● **Explain how the project will further the implementation of the A4P+ priorities.**

The review process endeavors to breach the “policy-practice gap” related to the assessment of IPOs for mission service, and to contribute to respective officers’ timelier, positive impact, to advancing UNPOL Components’ mandated tasks, in line with Action for Peacekeeping Priorities (A4P+) and those of the United Nations Peace and Security Pillar.

● **How have gender aspects been included in the design and implementation of the project? How does it help the Department implement its women, peace and security and gender parity commitments?**

The PD Gender Adviser reviews all guidance and training materials of the SGF to ensure gender considerations are reflected and support the operationalization of gender-responsive policing in line with Security Council resolution 1325 (2000) and successor resolutions, and the third report of the Secretary-General on UNPOL (S/2018/1183) as part of the Women, Peace and Security Agenda.

Similarly, the PD Legal Adviser and human rights focal point review all guidance and training materials developed under the SGF to ensure they are in line with international human rights norms, the 2011 Policy on Human Rights in United Nations Peace Operations and Political Missions, the 2011 Human Rights Due Diligence Policy on United Nations support to non-United Nations security forces, and the 2015 Human Rights Up Front Initiative.

● **Brief explanation of any risks that the implementation of the project may face and how to mitigate them.**

Possible travel restrictions will be mitigated through virtual options of consultations.

- **Proposed budget**

<b>Item</b>	<b>Brief Description</b>	<b>Amount</b>
Travel	Travel, DSA (six days) and terminal expenses for of up to 25 UN personnel from Headquarters and field missions (field missions SAAT coordinators, personnel officers and UN HQ experts) to the AMS SOP Review workshop venue (Entebbe, Uganda)	\$82,420.00
Travel of	Travel, DSA (six days) and Terminal Expenses for up to 15 experts from MS/Top PCCs to the AMS SOP Review workshop venue (Entebbe, Uganda)	\$63,800.00
Consultant	Consultant services required to prepare draft of revised AMS SOP	\$10,000.00
Translation	Translation of revised AMS SOP into French language	\$10,000.00
Operating expenses (communication)	Communication tools, including banners, badges	\$2,000.00
Operating expenses (facilities)	Meeting room (fully equipped) for five days (covered by the host)	\$0.00
Programme Support Cost (13%)		\$21,868.60
<b>Total:</b>		<b>\$190,088.60</b>