Form Project Proposal Submission

Enhancement of the FSS Human Resources Management System (Hermes)

(a)   Brief description of the project (Not more than three paragraphs in total)

    (i) Objective of the project:

> United Nations Police (UNPOL) have increasingly become a central pillar of UN peace operations, based on the recognition that it is the breakdown of law and order that is often the trigger for United Nations engagement. As highlighted in the High-Level Independent Panel on UN Peace Operations (HIPPO report) changes are required on the way the UN mobilizes, deploys and sustains its uniformed personnel. Innovative approaches are required to obtain specialized capabilities and to define a logistical support approach purpose-built to deliver greater tactical mobility. This report prompted an Independent review of the role of functions of the Police Division that delivered its conclusions on 31 May 2016. Both key documents are concordant on the importance of recruitment, and the need to improve it and enhance accountability and the transparency of the entire human resources management of UN Police.

> The growth of FSS/Hermes system for UNPOL is a crucial step in that direction towards greater process innovation, integrity, and economy. This demands the development and implementation of new requirements to improve business processes, to expedite procedures for better efficiency and finally to provide more strategic outputs allowing better informed decisions by managers. FSS Hermes, as integrated system, institutionalized the basic clearances (performance, disciplinary and medical) for each officer, safely stores the relevant documents (Notes Verbales, attestations, Human Rights vetting, etc) based on UN rules and regulations. It also handles the basic assessments of technical / language skills and experience required for the mission service, and will be expanding to include professional posts and the overall management of Formed Police Units (FPUs).

    (ii) Why the project is necessary and how it relates to the Department's mandate and its high-level priorities?

> The report of the High-Level Independent Panel on UN Peace Operations, and the External Review of the Functions, Structure and Capacity of the UN Police Division, both reiterated earlier calls to improve DPKO business processes to provide more efficient and informed procedures and decision-making in the recruitment and assessment of UN Police.

> Furthermore, the recent Audit on recruitment processes for UN Police (AP2016/600/02) conducted by the Internal Audit Division of the Office of Internal Oversight Services (OIOS) recommended to enhance data capture and reporting of the skill and gender composition of candidates nominated by Member States, and the implementation of the original proposal to enable the system to monitor r the deployment and usage of individuals within missions, that were not prioritised due to the budget limitations

> The new developments also intend to better assess female participants who participate in training initiatives, and then monitor the complete deployment of successful female candidates, in line with the Secretariat goals on gender parity.

> In addition, the project will integrate the data related to the training of the candidates, as well as the verification of the Pre-Deployment Training requirements. In addition, a new mechanism to register the individual

performance of UN Police personnel on the ground will allow to enhance the performance management of the officers, that can be used for planning, evaluation and deployment decisions. These new features for the FSS Hermes system is fully aligned with the initiative Action for Peace (A4P) initiative recently launched by the Secretary-General.

(iii) What is the expected impact of the project and what are their success factors?

To achieve further process economy through innovation in police recruitment, it is required to continue the enhancements in the different modules, particularly for the collection of assessments with the inclusion of the recruitment streams in the framework of the Strategic Guidance Framework. Owing to the need to support our police components in the field missions, by facilitating administrative tasks, new developments are required in Tour of Duty Modules and the management of Performance Appraisals reports.

The project also envisages the development of an alternative site with a dedicated interface where the candidates/users –after being granted username and password- can provide information, update certain details of their profiles, and upload required documents or certificates. Furthermore, the alternative site could allow candidates to perform mandatory online trainings (like Basic Security in the Field, Integrity, Prevention of SEA, etc) to ensure compliance of current regulations, in line with the mandatory pre-deployment training

Due to the fact that Member States are required now to provide more documents, in standardized templates, the alternative site could also offer the additional advantage of serving as a data collection portal, for both Contributing Countries and candidates, as well as a training and informational platform, for candidates, UN Police officers, Member States and other Organizations.

The required developments will enhance data capture and accountability, for better performance and efficiency. Facilitating the completion of mandatory training, will ensure better understanding of UN activities, enforce compliance and minimize check-in time, while reaching a new level of awareness for the global audience. The expected improvement of the data management will facilitate the UN efforts on Zero Tolerance policy implementation.

(b)   Expected Outcomes, Outputs and Proposed Activities

Outcomes	Outputs	Proposed Activities
Higher efficiency for the human resources management of seconded personnel	Enhanced data capture, adding more information about candidates' skills, experience and proficiency Better service to all the clients (Member States, candidates and field missions) More analytical tools for managers to evaluate the overall processing time, identifies and prevent bottlenecks.	Development of new features in existing modules, to align with the new requirements. Incorporation of recommendations in the business process and system interfaces

	Ensure better utilization of skilled officers, in addition to language and gender requirements	
Improved capacity in the Police Division to support Mission's components for the recruitment of highly qualified candidates SPMs in developing	More analytical tools for managers to evaluate the overall processing time, identifies and prevent bottlenecks. Ensure better utilization of skilled officers, in addition to language and gender requirements	

(c) Implementation Timeline[1]

With immediate effect, ideally the pre-development tasks should commence during the second half of 2018, and starting development on parallel where feasible The project can divide segments to launch gradually during 2019.

(d) How does this project relate to internal (DPKO and DFS) and external United Nations partners (ie. DPA, DM, etc)? **[please include references to any consultations with partners]**

The required developments will serve all the clients n the recruitment processes, and will also serve other entities involved in crosscheck activities, like medical and discipline clearances. Other recruitment areas in DPKO could also benefit by integrating new modules to their processes, if so required.

(e) How gender aspects been included in the design and implementation of the project?

The recruitment and deployment of qualified female police officers is one of the main priorities for the Division and the Organization as a whole. As such, new developments will monitor the assessment and deployment of female candidates to increase the gender participation.

(f) Brief explanation of any risks that the implementation of the project may face and how to mitigate them.

Proper collection of requirements for all the clients is crucial. Inadequate communication plan can hamper the acceptance and implementation of the developments. To mitigate the risks, processes will ensure that all the actors are involved and we obtain the requirements from every actor. Gradual development plan, with training, certification and media campaigns will be available to monitor the implementation.

(g) Proposed Budget **(per year) for one year only**

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[1] Determine whether the project will be implemented in a calendar year or longer and whether there are any dated events that may limit the timing of the funding. For instance, the project will fund a conference already schedule and therefore the funds are required before the conference. There is no need to provide a detailed timeframe of events.

Item[2]	Brief Description	Total Amount
Developer and project coordinator	Salary costs for 2 P-3 posts ($80,000 each based on Entebbe rate)	$140,000
Technical Infrastructure, including transaction safety measures	Related costs	$50,000
	Travel	$7,500
Programme Support Costs (13%)[3]		$25,675
Total:		$223,175

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[2] Post estimates need to include salary for the period together with standard costs, which include the following costs: (i) Rental Premises; (ii) Office Supplies; (iii) Telephone and Fax; and (iv) Computing Services. For the most recent scale of salaries and standard costs, please consult with the Executive Office. If you need a salary list, please contact OCOS or the EO.

[3] Mandatory Programme Support costs to be calculated against the subtotal of the programme support costs.