



INTRODUCTION TO UNPOL - FPU_s

COMMAND STAFF TRAINING

UN Peacekeeping PDT Standards for Formed Police Units
1st Edition 2015



"The unprecedented global demand for United Nations Police reflects a growing understanding of the beneficial role they are playing in war-torn countries during the crucial post conflict stabilization phase [...] In addition to protecting individuals, they help society as a whole by redefining the role of policing in countries emerging from conflict, forging trust in uniformed police, establishing faith in national justice systems and fostering confidence in peace processes."

Secretary-General Ban Ki-moon [July 2009](#)



CATEGORIES OF UN POLICE PERSONNEL



Individual Police Officers

Authorized: 5,500 +



Formed Police Units

Authorized: 10,000 +



Police Professional Posts (Seconded)

Authorized: 200 +

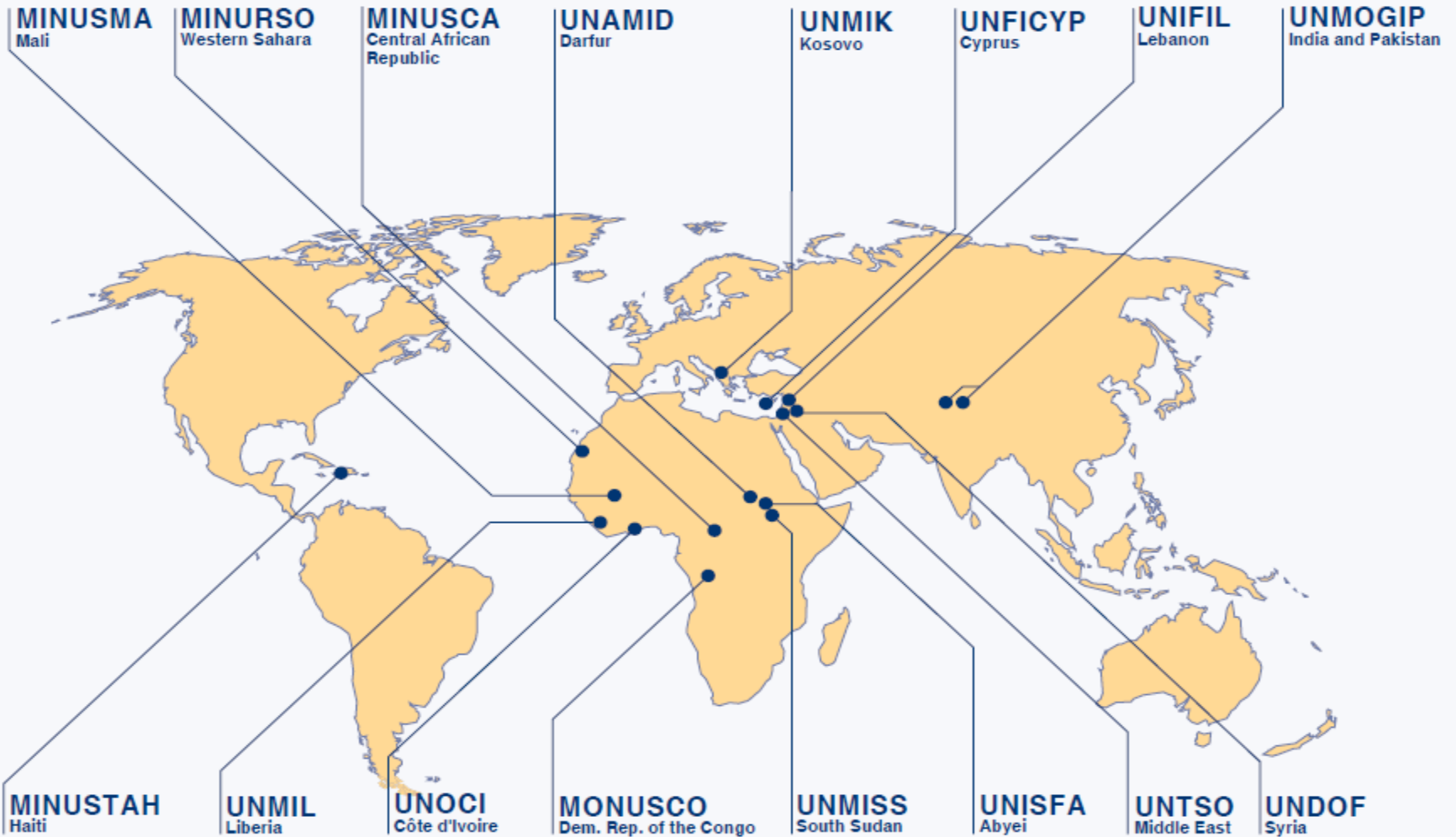


Professional Posts as Civilian Staff

Authorized: 10 +

Current Peacekeeping Operations (PKOs)

UNITED NATIONS PEACEKEEPING OPERATIONS

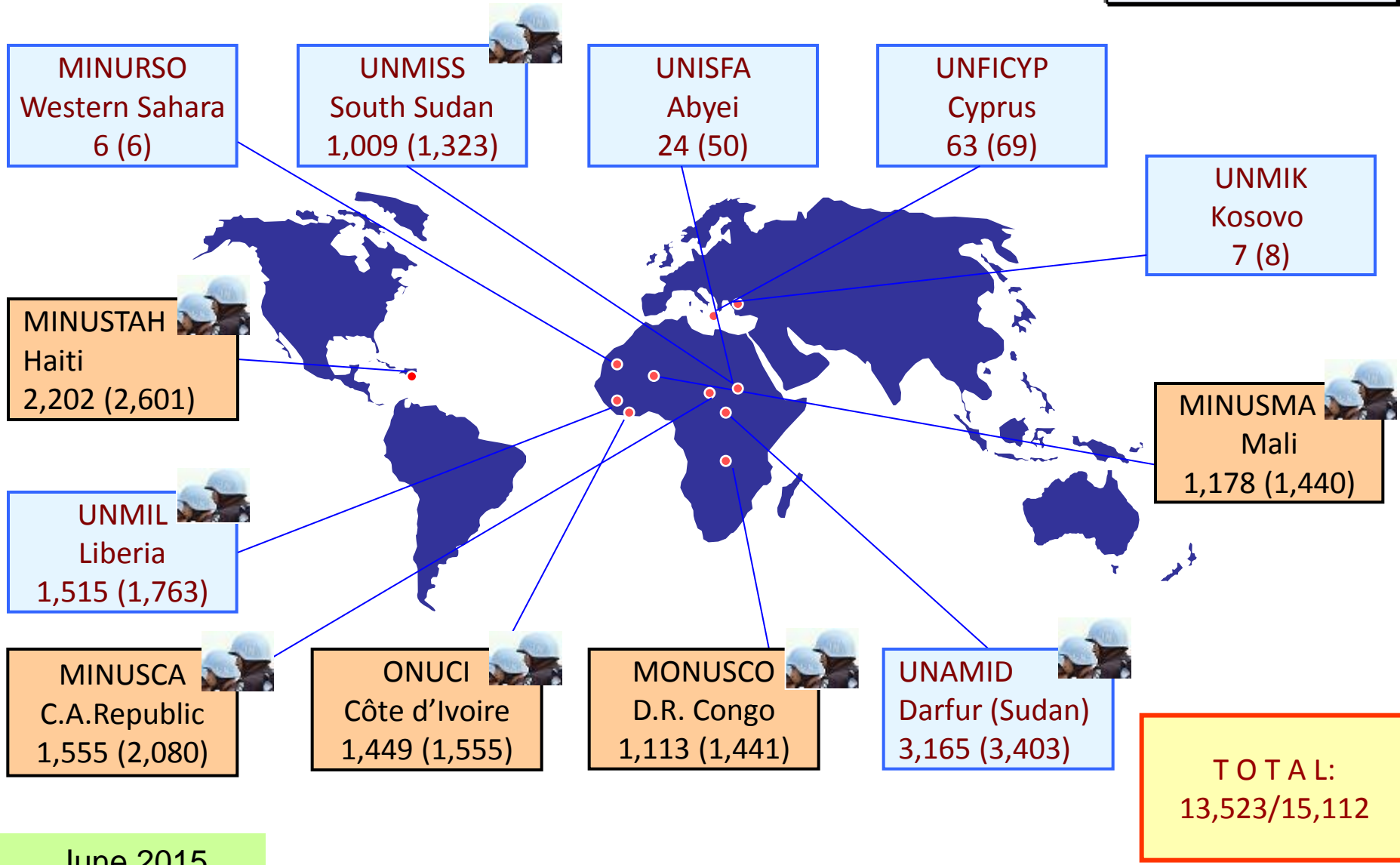


UN DPKO Missions with police personnel



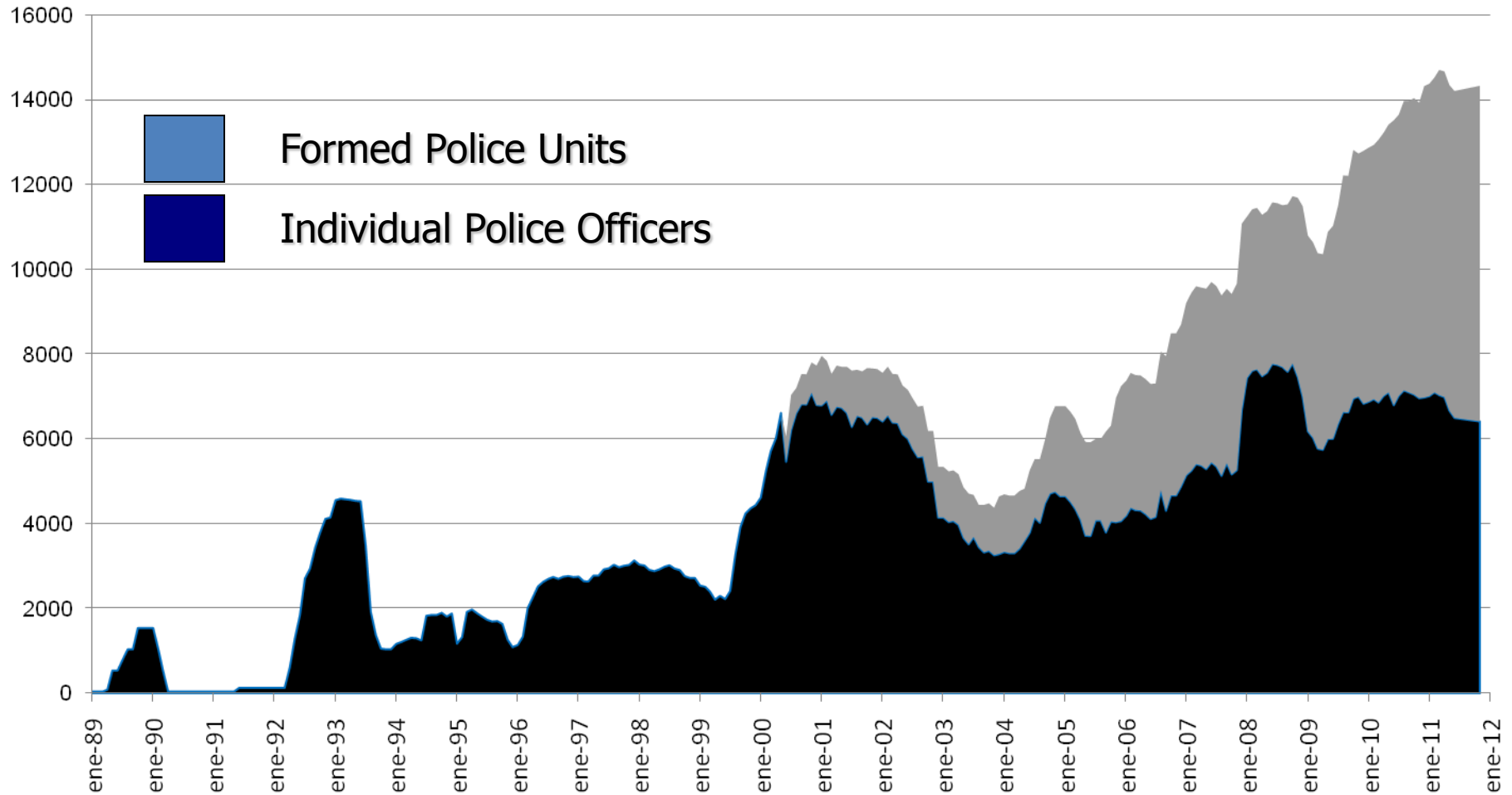
Formed Police Units in PKO

ENGLISH Language
FRENCH Language

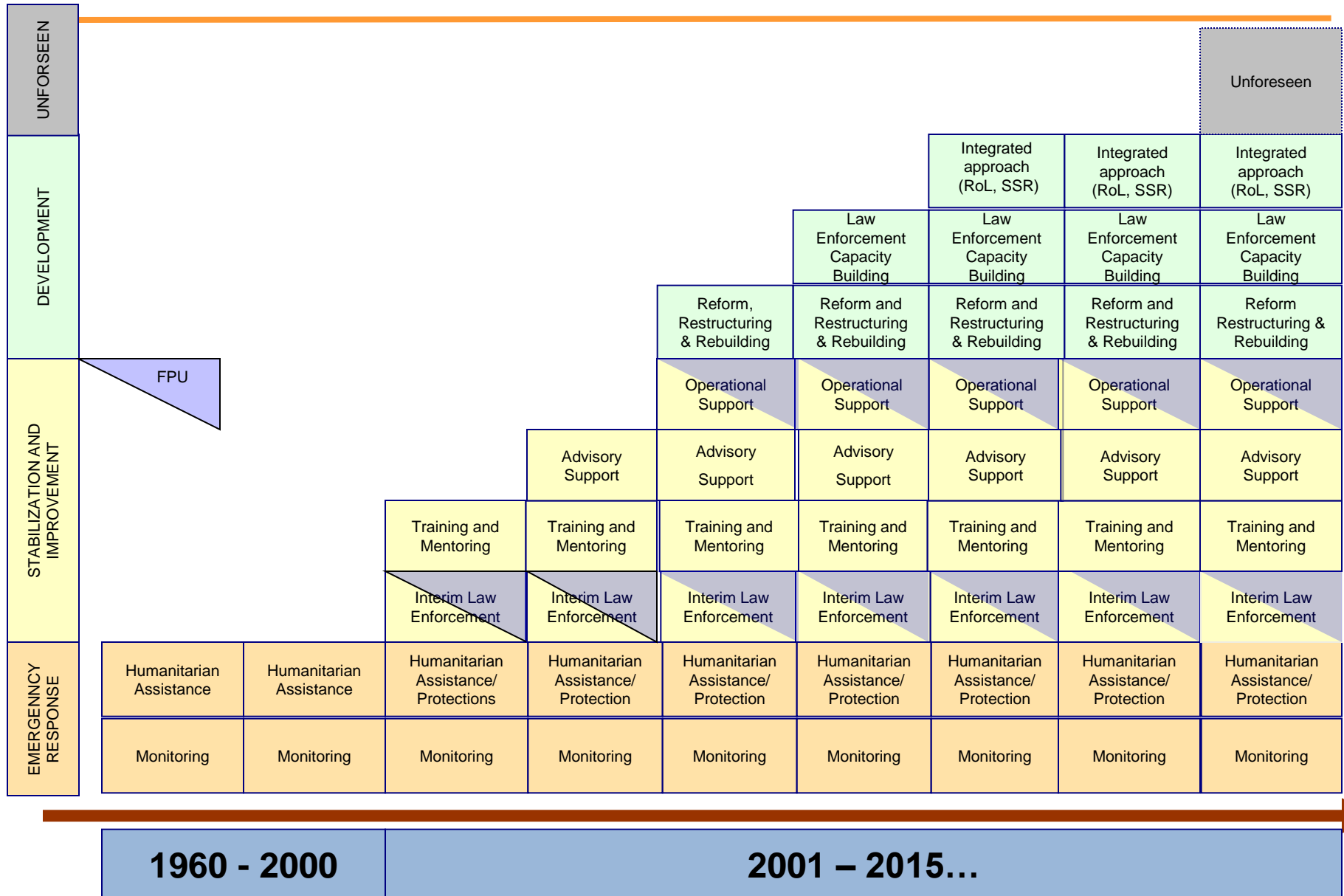


June 2015

UN Police Deployment Trends



Growing Complexity of Police Tasks



Strategic Mission

Borne out of a better understanding that ...

- Simple monitoring is often not enough ... it is expensive and yields little.
- Efforts to address and maintain basic law and order, positively affect other processes of a consolidated peace.
- The practice of returning multiple times to past mission areas to re-do the job should be halted.
- Police and rule of law support activities are central to (more) successful UN operations.

General Police Peacekeeping Mandates

Interim Law Enforcement

Operational Support

Reform, Restructuring
and (Re)Building

Interim Policing & Law Enforcement

- Patrolling, confidence-building, arrests, detentions.
- On-the-job mentoring, advising, training.
- Transition and support.



Operational Support

- Public order, crowd control, civil disturbance.
- Capacity-building, mentoring, training.
- Protection of UN facilities and personnel.



Reform, Restructuring & (Re)Building

- Legislation, systems, procedures, codes, values.
- Organization, management, vetting, training.
- Basic material, logistics, communications.



UNPOL - Mission Statement



*To build institutional
police capacity in
post-conflict
environments.*

United Nations Formed Police Units (FPU)



General Background



First FPU Deployment to UN

“The deployment in Kosovo, under United Nations auspices, of international civil and security presences, with appropriate equipment and personnel as required”

October 1999

Background...

- Since then FPUs have been deployed in several PKOs in large numbers and their participation increases in most recent missions.
- Changing role of Police Component in PKOs
- Evolution of Operational support roles since Kosovo, East-Timor and Liberia.
- Haiti, Ivory Coast and D.R. Congo stabilization and election security measures in support to local police.

Background...

- Urgent Temporary Measures (semi-executive tasks) implemented in CAR (MINUSCA).
- Protection of Civilian mandate is the main responsibility of FPU's in South-Sudan (UNMISS)

FPU Deployment in peacekeeping

FPU DEPLOYMENT

March 2016

AUTHORISED STRENGTH
71 FPUs - Total of 10.435

EFFECTIVELY DEPLOYED
66 FPUs – Total of 9.480

8 UN Police Missions with FPU's

March 2016



Formed Police
Units in PKO

ENGLISH

FRENCH

MINUSTAH
Haiti
11

UNMIL
Liberia
8

ONUCI
Côte d'Ivoire
6

TOTAL:
71(66)

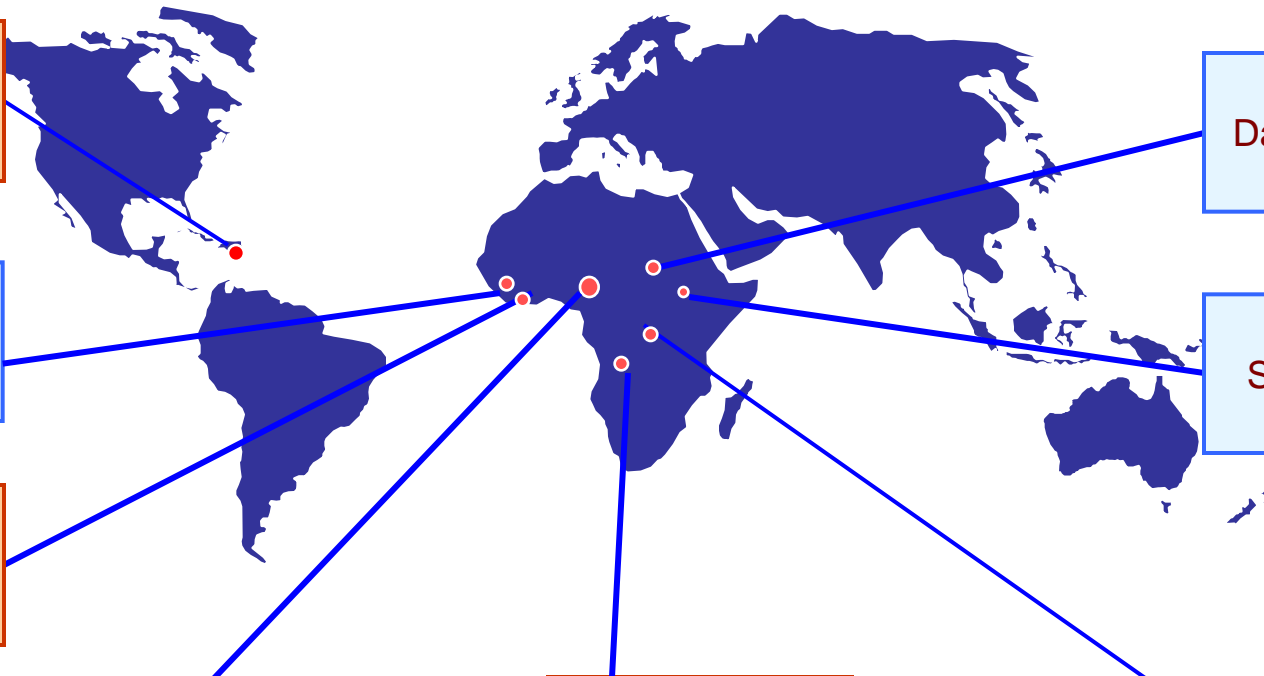
MINUSMA
Mali
8 (6)

MONUSCO
D.R. Congo
7

MINUSCA
CAR
12 (11)

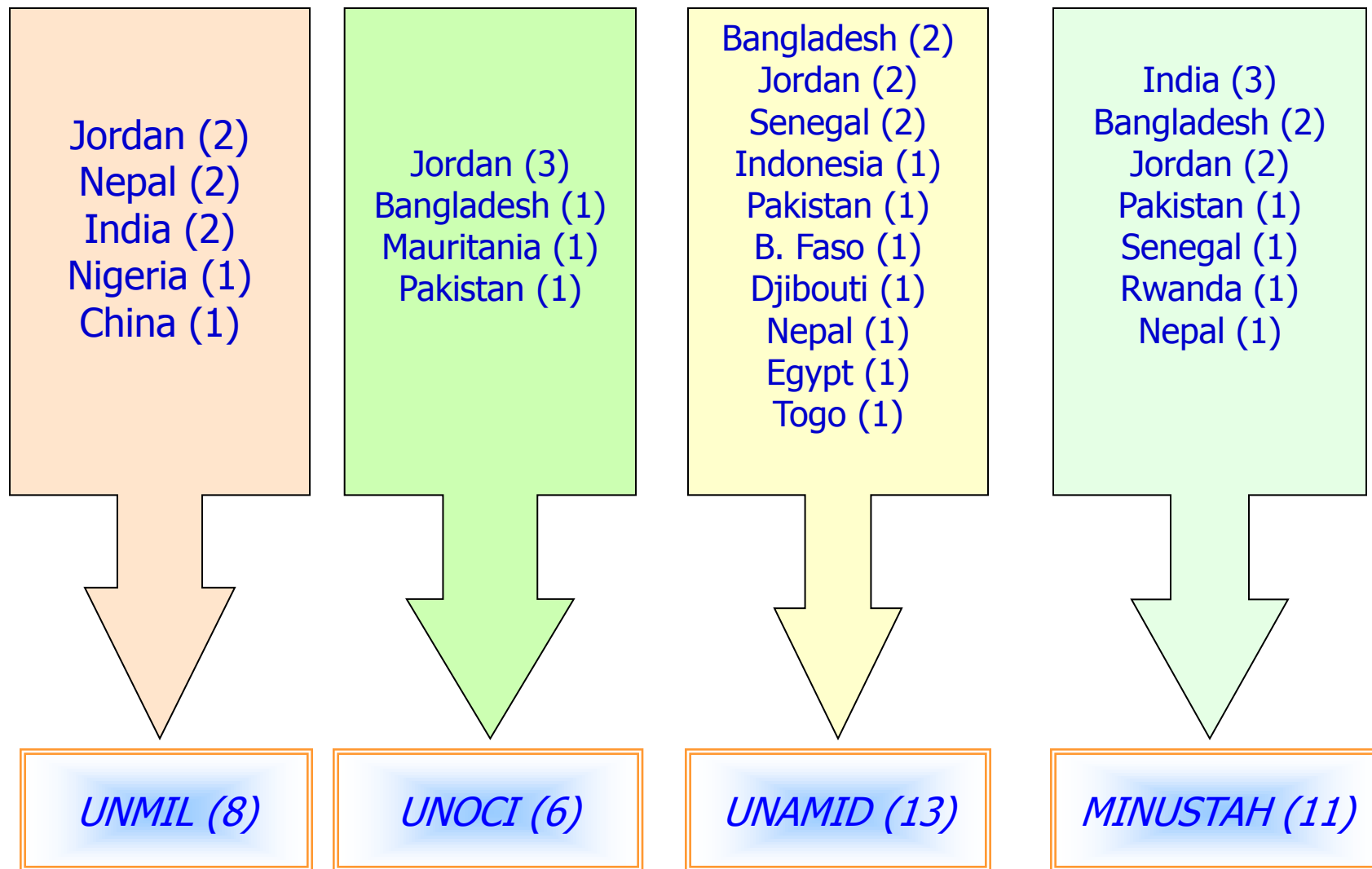
UNAMID
Darfur (Sudan)
13

UNMISS
South-Sudan
6 (4)



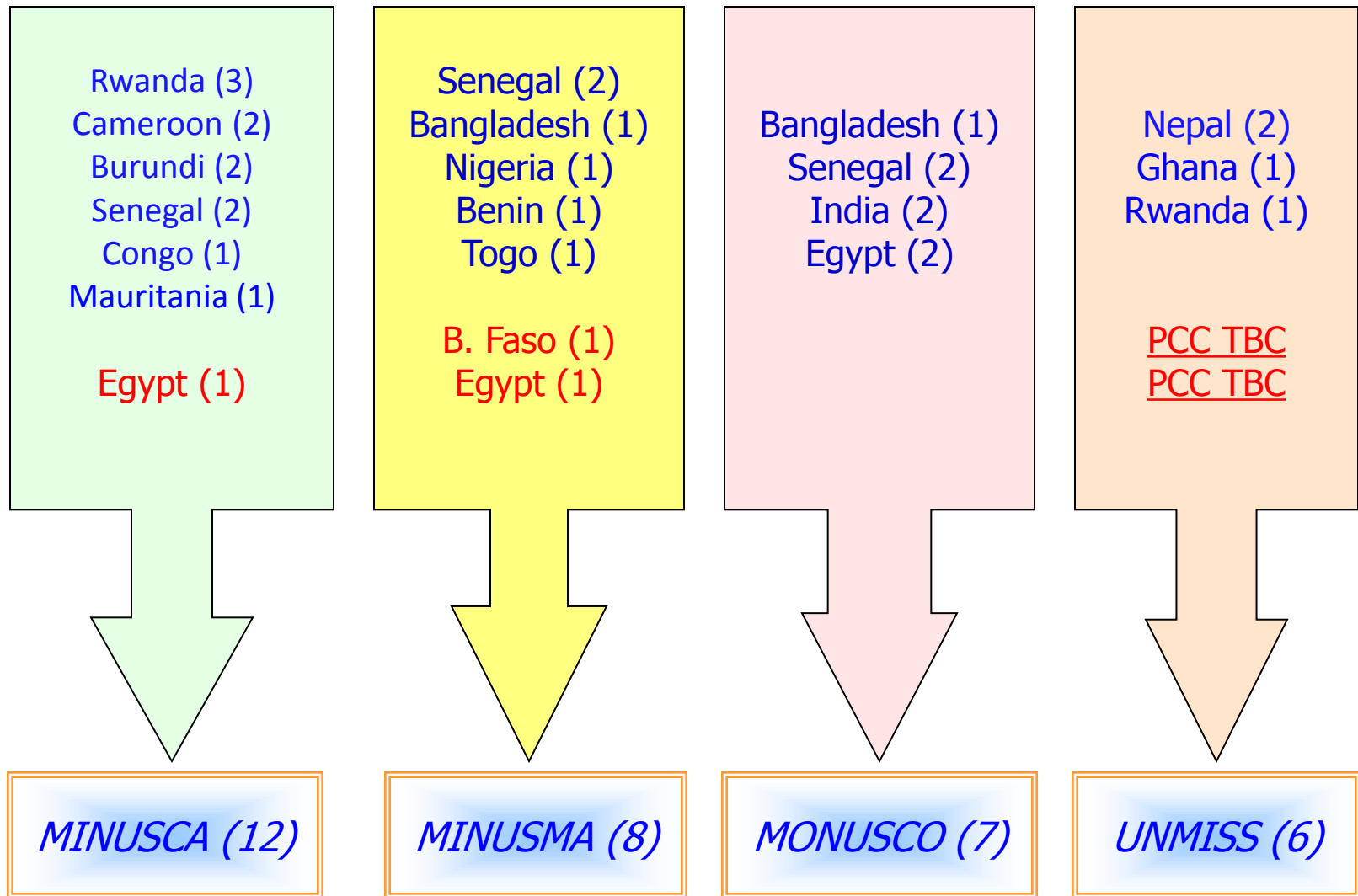
Current Formed Police Unit Deployments

(71 authorized - 66 deployed)



Formed Police Unit Deployments

(71 authorized - 66 deployed)



Current FPU Contributors – January 2016

FPUs authorised 71 / Deployed 65

• Jordan	9	
• Senegal	9	
• Bangladesh(*)	7	
• India(*)	7	
• Nepal	6	
• Rwanda	5	
• Pakistan	3	
• Egypt	3	(+2)
• Togo	2	
• Nigeria	2	
• Cameroon	2	
• Burundi	2	
• Mauritania	2	
• Burkina Faso	1	(+1)
• Djibouti	1	
• Indonesia	1	
• China	1	
• Rep. of Congo	1	
• Ghana	1	
• <u>Benin</u>	<u>1</u>	
<u>PCCs (20)</u>		<u>Units deployed (66)</u>

(*) Provides all female FPU

PCCs/Units yet to be deployed (2016)

- Burkina Faso (April 2016) -MINUSMA
 - Egypt (April 2016) -MINUSCA
 - Egypt (2016) - MINUSMA
 - PCC TBD (2016) – UNMISS
 - PCC TBD (2016) - UNMISS

Units to be repatriated (2016)

- UNMIL – Nepal x2 (April 2016)
- UNMIL – Jordan x2 (April 2016)
- UNMIL – India (February 2016)

FPU PCC's

2007 - (7 PKOs / 33 FPU's)

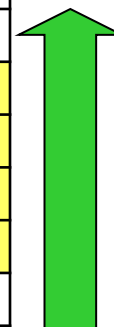
	PCCs	Units	Total
1	Jordan	6	785
2	Bangladesh	6	780
3	Pakistan	5	630
4	India	3	375
5	Senegal	3	335
6	Nepal	2	245
7	Nigeria	2	245
8	Ukraine	1	160
9	Portugal	1	140
10	Malaysia	1	140
11	China	1	125
12	Poland	1	115
13	Romania	1	115

French Capacity

2015 (8 PKOs – 71 FPU's)

	PCCs	Units	Total
1	Jordan	9	1480
2	Bangladesh	9 (-2)	1260
3	Senegal	9	1280
4	Nepal	6	860
5	India	7	795
6	Rwanda	2 (+2)	730
7	Pakistan	3	470
8	Nigeria	2	260
9	Egypt	2 (+2)	280
10	Togo	2	280
11	Burkina Faso	1 (+1)	280
12	Cameroon	2	280
13	Burundi	2	280
14	Ghana	1	170
15	China	1	140
16	Congo	1	140
17	Djibouti	1	140
18	Indonesia	1	140
19	Mauritania	1 (+1)	140
20	Benin	1	140
21	RDC	1	140

Emerging Capability of PCCs



Police Contributing Countries to approach for Potential FPU deployment (wish list)

France	Spain	Malaysia
Germany	Turkey	Philippines
Italy	South-Africa	Rep. of Korea
Poland	Morocco	Thailand
Portugal	Tunisia	Argentina
Romania	Kenya	Brazil

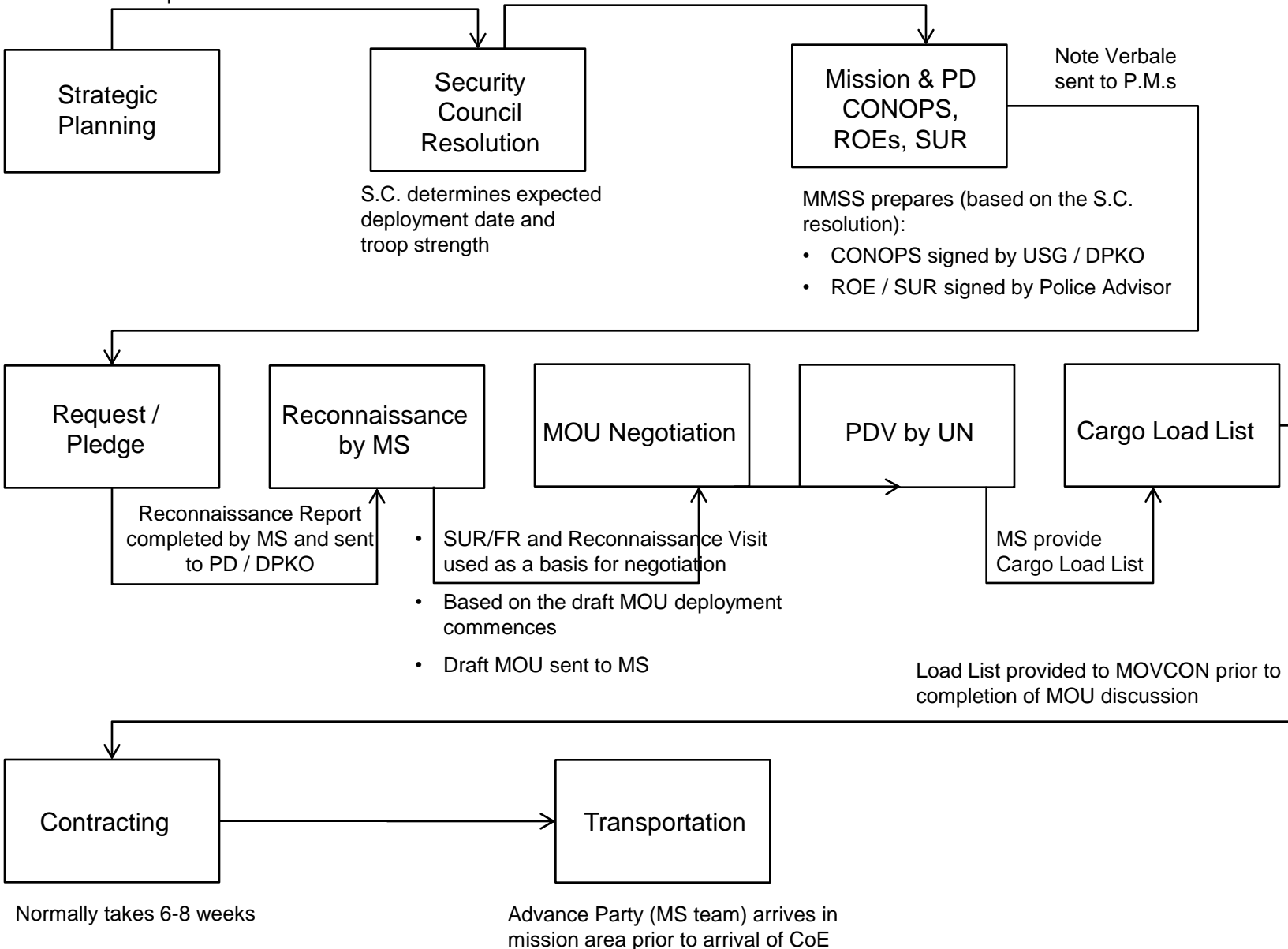
FPU GENERATION PROCESS

Steps for Deployment to Peacekeeping

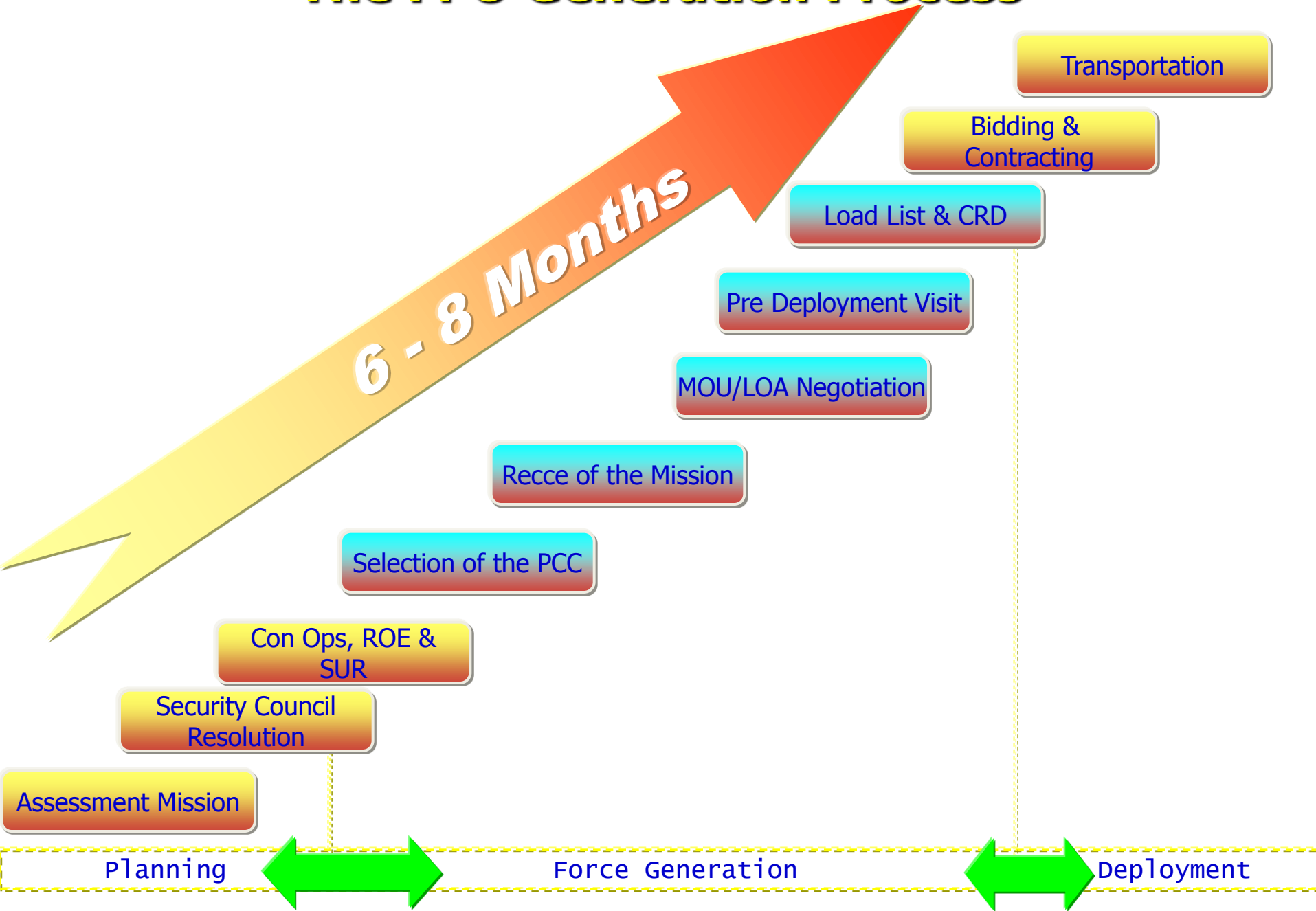
- Security Council Resolution
- Invite Member States to contribute
- Technical Reconnaissance by country
- Negotiation of Memorandum of Understanding (MOU)
- UN Pre-deployment and inspection visit to the country
- Signing MOU
- Deployment of FPU

PROCESS MAPPING PREDEPLOYMENT OF FPU's

Strategic Policy & Development Section
(SPDS-Planning): Determine FPU requirements and recommend to S.C.



The FPU Generation Process



Formed Police Units



DEFINITION AND ROLES OF FORMED POLICE UNITS

Revised FPU Policy

What is a Formed Police Unit?

Defined as

“cohesive mobile police units, providing support to United Nations operations and ensuring safety and security of United Nations personnel and facilities, primarily in public order management. As a coherent part of the United Nations police component, FPUs work in support of the establishment and maintenance of safe, democratic and human rights abiding communities by delivering professional, responsive and more robust policing in accordance with the mandate.”

Revised FPU Policy

Clearly Defined Tasks

1. Public Order Management
2. Protection of United Nations personnel and facilities within means and capabilities
3. Supporting police operations that require a formed response and may involve a higher risk (above the general capability of individual police officers).

Revised FPU Policy

Core Functions

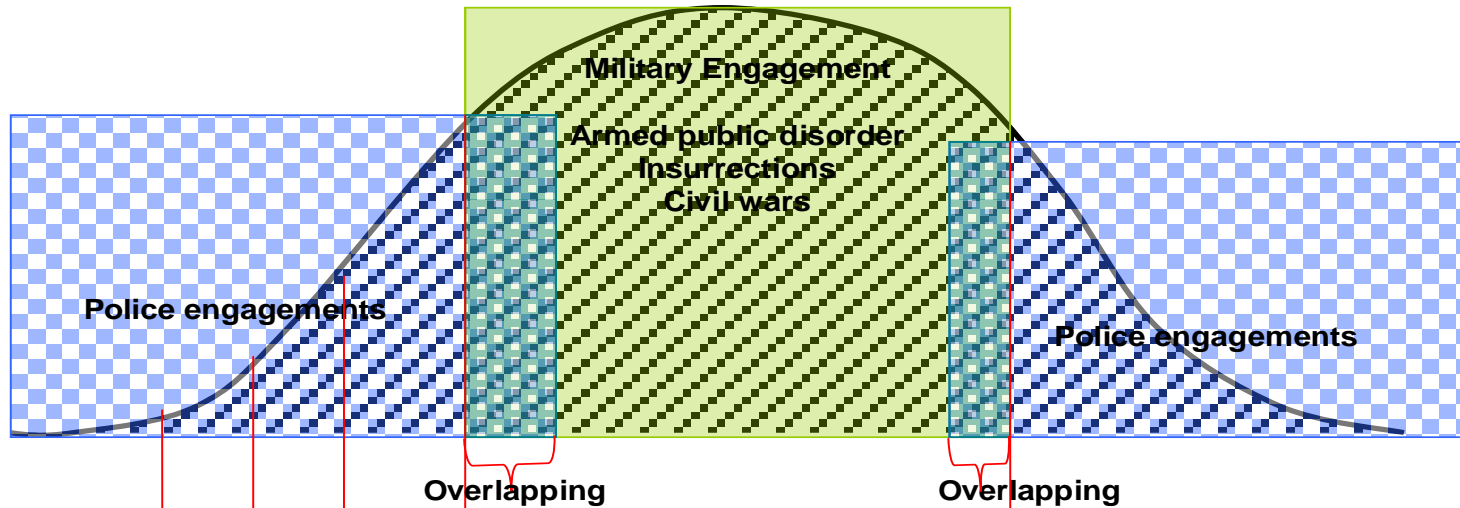
Capacity-building to be conducted through individual public order training experts within a mission's wider police capacity-building programme (UNPOL core business)



Principles of Use of Force

“Based on the principles of necessity, proportionality, legality and accountability, having in mind that the ultimate purpose of actions is the protection and preservation of human life, liberty and dignity”

THRESHOLD OF PUBLIC ORDER PROBLEM



Peaceful defiance

Unlawful Assemblies,
demonstrations

Crowd misbehaviours
Unruly demonstrations

Riots, Vandalisms and
Violent Demonstrations

Return to normality & civil order

UN FPU Definition

- Fully self-sufficient, mobile police unit of 140 members (may vary from 125-190)
- Formed entirely from one contingent
- Operational Command and Control are Unit responsibility
- Self-sustained with unit integrity and equipment
- Respond to situations of security, law and order challenges
- Might also be called upon to assist UNPOL in the capacity development of local police.

Role of FPU

a) Civil order maintenance tasks

Public order maintenance

Crowd control

Protection functions

(UN staff, property)



b) Fill in “capacity gap”

Confidence building patrols

Tactical support



c) Capacity Enhancement

Operational Support to Local LEA

BASICS CHARACTERISTICS OF A FPU

125/190 ELEMENTS FROM SAME COUNTRY

**MANTAIN SCTRUCTURES OF
NATIONAL COMMAND & CONTROL**

MUST BE FULLY SELF-SUSTAIN

**FPU PERSONNEL ARE AUTHORIZED THE USE OF
FORCE ACCORDING TO PARTICULAR ROE/DUF
AND MISSION MANDATE**

BASICS REQUIREMENTS OF THE FPU

03/04 OPERATIONAL PLATOONS (*)

01 ADMINISTRATIVE PLATOON

OPERATIONAL/LOGISTIC SELF-SUSTAIN

MEDICAL ASSISTANCE – LEVEL 1

OPERATIONAL PERSONNEL

**SPECIALIZED POLICE TECHNIQUES
& TACTICS IN PEACEKEEPING**

FIREARMS PROFICIENCY

PUBLIC ORDER MANAGEMENT

COMMAND AND CONTROL

Main Criteria for deployment

Operational Component formed not
Less than six months before mission

Command Staff must avail 5 years
Police service

Non-commissioned ranks two years

All Command Staff –down to smallest
deployable unit- tested on language and
Practical application of the gradation UOF

Main Criteria for deployment

The Unit will be tested on PO
management capacity

All operational personnel tested on FA

All drivers tested on driving skills

■ FPAT/AOC Assessment

- The assessment conducted by United Nations “FPAT Visit” will focus on verifying Unit’s operational capacity and readiness, identifying the professional background of the units and specific training received.

Main Criteria for deployment

- For an FPU to qualify for international deployment in a United Nations peacekeeping operation, it must meet the following criteria:
 - a)- The operational component of the FPU and its command element should have been formed not less than six months prior to deployment.

b) Command staff down to the smallest deployable unit of the FPU (Commander, Deputy Commander, Platoon and Section Commanders) will have a minimum of five years of police service in their home countries prior to deployment (this service not need necessarily be with the FPU).

c) Non-commissioned ranks will have a minimum of two years of police service in their home countries prior to deployment.

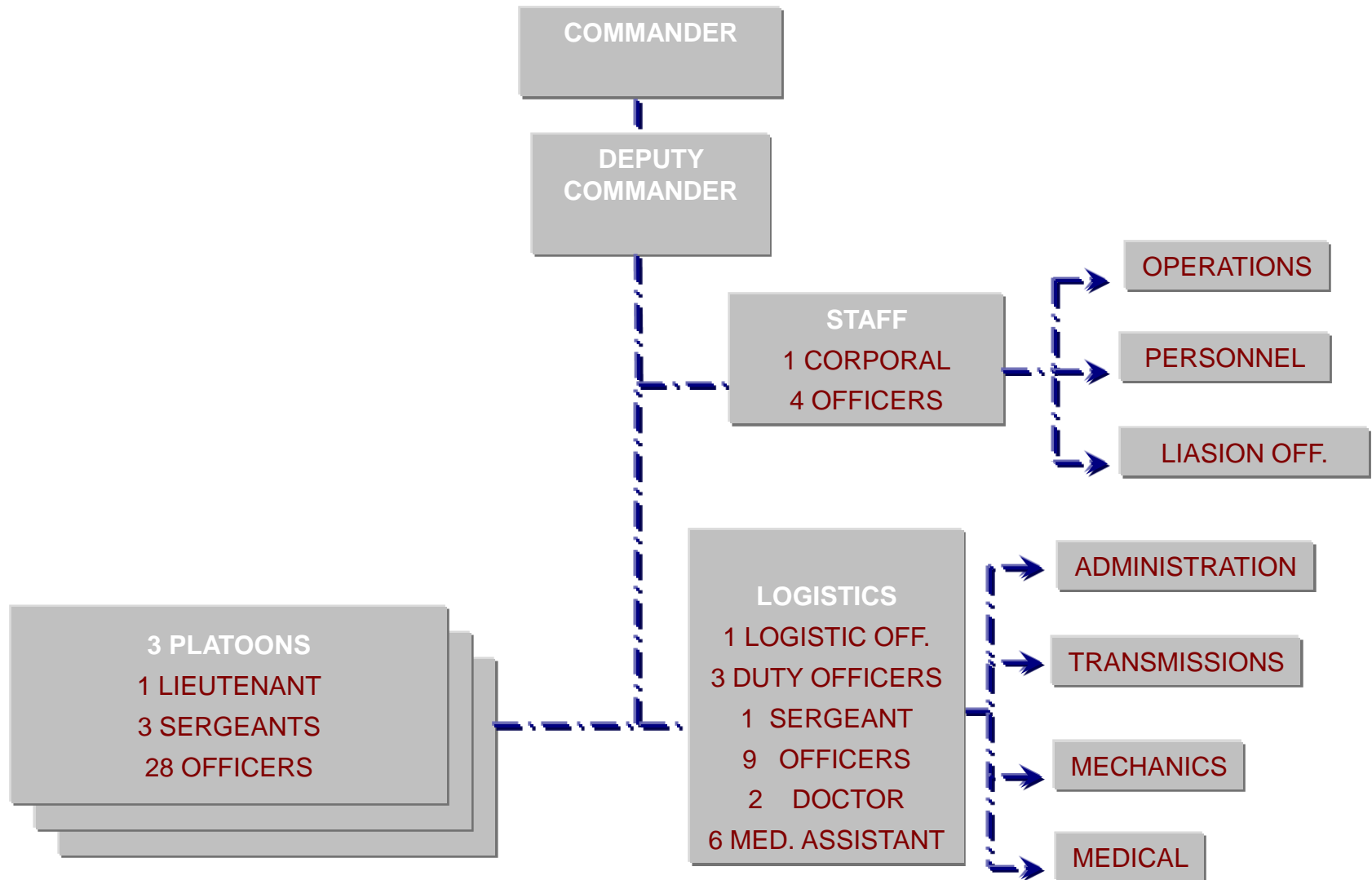
- d) The Command Staff down to the smallest deployable unit will be tested on their language skills and their understanding and practical application of the graduated use of force principles.

- e) The FPU (as a unit) will be tested on its public order management capacity in accordance with the current testing regime as detailed by the UN DPKO Police Division.

f) All members of the FPU will be assessed on their individual weapons handling and shooting skills in accordance with the current testing regime as detailed by the UN DPKO Police Division. Firearms qualifications shall reflect the types of weaponry stipulated in the regulations on equipment.

g) All drivers within the FPU will be tested on their driving skills.

FPU - ORGANISATION CHART



TOTAL: up 140

Major Equipment

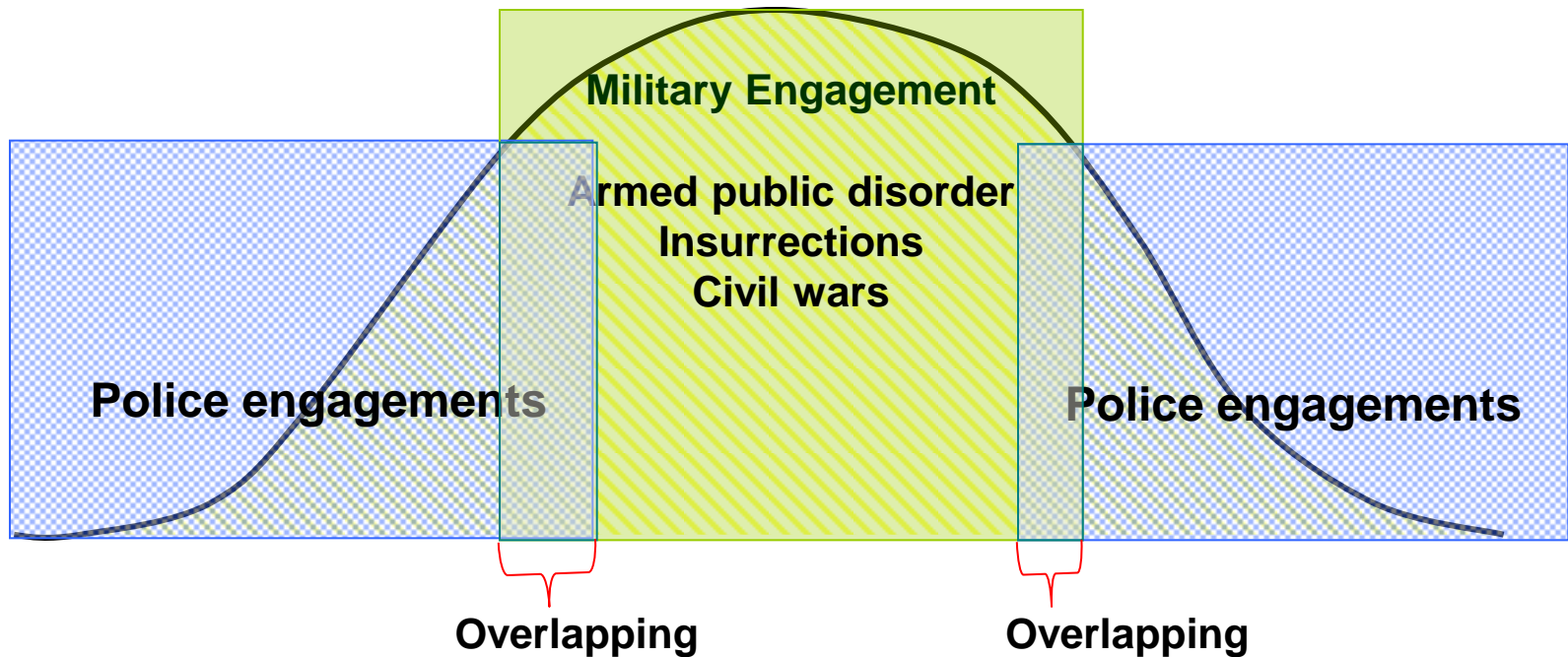
Description	Quantity
APCs/PAPVs	3-6
Ambulance	2
Jeep 4X4 with military radio	15
Buses (12 Passengers)	3
Truck Utility cargo (2.5 to 5 ton)	4
Truck tanker (up to 10.000 liters) (F/W)	2
Fuel/Water trailers(2.000 liters)	6
Engineering Equipment (Fork Lift, WTP, Recovery, sewage truck)	1 each
Electrical Generators (700 KVA capacity)	Paralell

Self-Sustainment

- Catering
- Communication
- Office
- Minor engineering
- Laundry-Cleaning
- Tentage
- Accommodation
- Medical (level I)
- Observation
- Identification
- Bedding and stores

COMMAND AND CONTROL IN PEACEKEEPING

Police and Military engagement



Command and Control

The Command and Control is defined by the tactical requisition on the ground, however the command relationship is defined as follows:

- **Full Command (FULLCOM):**

The FPU is a tactical unit of the Police component and UN Police Commissioner (PC) has full command.

- **Operational Command (OPCOM):**

Under PC or his/her designated officer. The order for the operational engagement will only come from PC or his/her designate Chief of Operations, Regional Commander.

Command and Control

- **Operational Control (OPCON):**

FPU Commander is responsible for the Operational Control. In combined operations between various FPUs the PC designates the senior most FPU Commander

- **Tactical Control (TACON):**

Platoon Commander is entrusted including crowd, riot and other tactical requirements on the ground

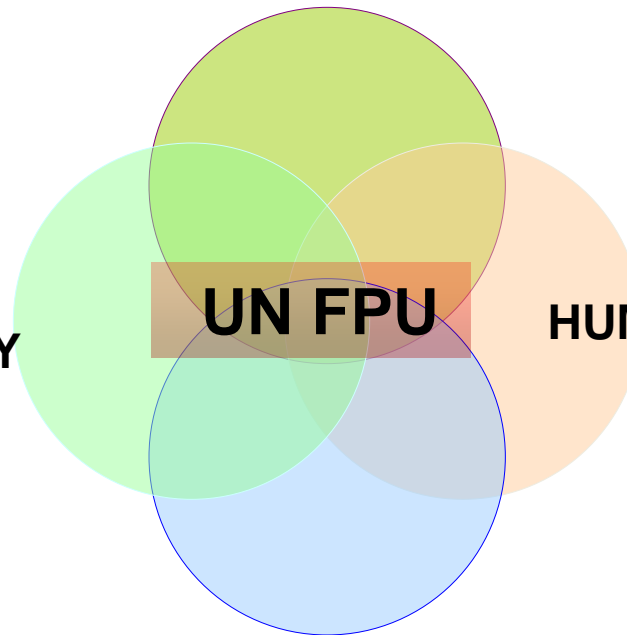
Command Structure



Coordination

MILITARY COMPONENT OF THE MISSION
SECURITY

DSS- Mission
SAFETY/SECURITY



OTHER PARTNERS
HUMANITARIAN SUPPORT
DEVELOPMENTAL

LOCAL NATIONAL POLICE
LAW & ORDER MAINTENANCE

Training and Maintaining of the FPU

FPU Training principles

All FPU staff must receive pre-deployment training based on the UN Peacekeeping Pre-deployment Training Standards for Formed Police Units which shall be approved by the Police Adviser/DPKO and Chief of the Integrated Training Service/DPET, in accordance with the Policy on Support to Military and Police Pre-deployment Training.

Content of training

- Formed Police Units must be trained to a standard whereby they are competent in:
 - Police techniques and tactics in peacekeeping operations
 - Public Order Management and
 - Weapons handling and shooting.
- Whilst training remains the responsibility of the PCC, the United Nations provides the following guidance on the training that FPU's shall receive prior to their deployment.

- The Peacekeeping Pre-deployment Training Standards shall be based on UN and DPKO/DFS doctrine and guidance on UN policing, and will be updated accordingly (CPTM / STM).
- New or updated Pre-deployment Training Standards are communicated to Member States and the C-34, and posted on the Peacekeeping Resource Hub (<http://peacekeepingresourcehub.unlb.org>) so that they are accessible to peacekeeping training institutions in a timely manner.

Pre-deployment Training by PCCs

- Operational
- Crowd behaviour
- Crowd control tactics
- Intelligence
- Use of Non-lethal weapons including chemical agents
- Use of firearms
- Human rights and humanitarian laws
- Sexual Exploitation and Abuse
- Code of conduct and ethical legal responsibilities of Police
- Emergency Medical services
- SWAT training for specialized unit
- Hostage negotiation and crises management training

Assessment Regime

- All of this training shall be conducted prior the FPU is deployed to the United Nations Mission.
- All potential FPUs will be assessed through an Assessment of Operational Capability (AOC) by a Formed Police Assessment Team (FPAT) to ensure that they are competent prior to their acceptance for deployment in accordance with the FPAT assessment regime.

■ FPAT Assessment

- The assessment conducted by United Nations “AOC instructors” will focus on verifying Unit’s operational capacity and readiness, identifying the professional background of the units and specific training received.

- **Only FPU's who have successfully completed this assessment regime – usually not more than 60 days prior to deployment – will be permitted to deploy to United Nations Missions.**
- **Unsuccessful FPU's will have to undergo retraining and retesting.**

In -Mission Training / Maintenance

All FPU members, upon arrival, shall receive initial mission induction training

Carried out within first month deployment

All operational personnel will be re-tested on FA once every six months

The Unit shall be tested in PO management one month after deployment and then every four months.

Training Contents

- Public order management, Police techniques and tactics in peacekeeping operations and Firearms training should be conducted in accordance with the UN Peacekeeping Pre-deployment Training Standards for FPU.

(Temporary Training Curriculum until the Standards are issued).

Training within PKO

- UN mandate and tasks;
- Use of Force;
- Human Rights;
- Rule of Engagements;
- International Law/Local Law;
- Legal Aspect/ Disciplinary matters;
- Sexual Exploitation and Abuse;
- Joint Training among FPU's;
- Exercises among components (Police/Military);

Role of FPU's in Capacity Building

- Capacity-building is not one of the FPU's core tasks, due to frequent rotations and the absence of a yet standardized training approach by PCCs.
 - However, FPU's under guidance and coordination of the FPU training officer within UNPOL may be made available for exercises and joint training with host state police.

- If the mandate and the security situation allow for a diversion from the core tasks into capacity building and if an FPU has dedicated training capabilities, an FPU may support the United Nations police capacity-building programmes in the development of the host state police, mainly in the area of public order management, on a case by case basis.

CHALLENGES OF FORMED POLICE UNITS

FPU REVIEW

2008-2010



Police Division / DPKO

What Was Verified?

PT3s - 2008

Basic Firearms Proficiency

Basic Public Order Management

Operability of Equipment

Command and Control

Categorization of Results

Good to Adequate

Significant Operational Deficiencies

Serious Operational Deficiencies

Unrecoverable Deficiencies

Operational Status of FPUs

Mission	No of FPUs	Green	Yellow	Orange	Red
MINUSTAH	9	6	0	3	0
MONUC	6	1	3	2	0
ONUCI	6	3	2	1	0
UNMIK	5	3	1	1	0
UNMIL	5	0	3	1	1
UNMIT	4	0	3	1	0
UNAMID	3	1	2	0	0
TOTAL	38	14	14	9	1
		37%	37%	24%	2%

Mobile Training Teams – MTT

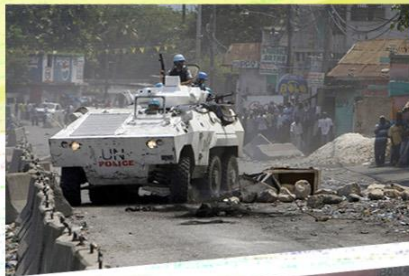
Anglophone and Francophone
Teams where dispatched to 6 PKO (2009)

6 Months training on full time regime

Training Curriculum address
4 Main topics (PTT / FA / POM/ CC)

MTT Curriculum composed of
184 hours of training

UN POLICE DIVISION ORoLSI / DPKO



FPU AIDE MEMOIRE

FPU MAIN CHALLENGES

Formed Police Units

- Non submission of monthly operational performance reports
- Limited oversight on FPU coordination
- Professionalism of the FPU Coordination Office
- FPU should not replace military capabilities
- Proper support/consideration given to FPU personnel
- Non compliance with FPU Policy



Challenges

Operational performance

- Operational Capability of the Units
- COE Deficiency affecting Capacity of FPU.
- PCCs responsible for rectifying COE deficiency
- Pre-deployment training (UN training standards exist but PCC are responsible for PDT.
- Language requirements affecting major PCCs
- FPU performance

Challenges

Generation and Rapid Deployment

- Pool of PCCs with available capacity to deploy
- IMC is the only existing mechanism for rapid deployment. But it presents serious limitations
- Standard FPU generation process requires at least 6 months
- PCC will only start to procure COE and start PDT once their pledge is accepted by DPKO.
- PCCs deploying several Units face challenges to find suitable Command Staff and completing adequate PDT.

FPU CHALLENGES

- **Generation and deployment of FPUs**
- **Standardization of Operational Capabilities as per UN standards**

- **Standardization of FPUs Equipments (COE)**
 - **Provision and maintenance of self sustainability**

FPU and language requirements

English Missions	Authorized Units	Anglophone FPU	Remarks Francophone FPU
UNAMID (2007)	(13)	9	TOG-SEN-BKF-DJI
UNMIL (2003)	(10)	8	2 FPU not deployed
UNMISS (2014)	(4)	4	All are English speaking PCCs

French Missions	Authorized Units	Francophone FPU/PSU	Remarks Anglophone FPU
MINUSMA (2013)	(8)	7	BAN-NIG
MINUSCA (2014)	(10)	10	All are French Speaking PCCs
MINUSTAH (2004)	(11)	2	JOR-NEP-PAK-BAN-IND
MONUSCO (2005)	(8)	2	BAN-EGY-IND
UNOCI (2005)	(6)	1	BAN-PAK-JOR

FPU Challenges

- Political will to contribute to PKOs, especially in Africa
- Self-sustainment and Equipment
- Common doctrine and tactics
- Language requirements (French/ English)

Challenges

- Female officers
- Enhance African peacekeeping capacity
- Integrity of composition
- Regional and sub-regional commitments can have adverse affect on generation (EU, AU, etc...)

Challenges at Missions Level

- Equipment and Skills
- Routine Exercises
- Contingency Plans
- Training of Local Police
- Awareness of the FPU Concept
- Information Flow
- Familiarization with Area of responsibility

Challenges

1. RAPID DEPLOYMENT

- *Currently possible only through IMC*
- *Standard FPU generation process – min 6 months*
- *PCCs start procuring COE or looking for donors only after the acceptance of their pledge is confirmed by DPKO*

Stand-by FPU Initiative

Launched in December 2013

- **4 options:**

- 1) PCC standard contribution
- 2) PCC w/personnel + donor contributing COE,
- 3) PCC w/personnel + UNOE equipment
- 4) FPUs stationed in PKO as “Reserve Units” (for rapid deployment)

- **All MS invited** – limited responses (*France, Finland, Romania, B&H, Ethiopia, Portugal*) with questions about incentives.

- **Incentives** - SAG recommendation on premium for rapid deployment might be explored (bonuses of 25, 15 or 10 percent for 30, 60 or 90 days rapid deployment).

Stand-by FPU project

- **4 concepts:** 1) PCC contribution, 2) PCC + donor contribution, 3) PCC personnel + UN equipment 4) FPU on “Reserve”
- **MS invited** – few responded (*France, Finland, Romania, B&H, Ethiopia, Portugal*)
- **Incentives** - SAG recommendation on premium for key enablers – bonus of 25, 15 or 10 percent for 30, 60 or 90 days deployment

Challenges

2. OPERATIONAL CAPABILITIES OF THE UNITS

- **COE** (PDV, quarterly inspections, CMMRB, rotation of equipment)
- **Pre-deployment training** (UN training standards but PCC 100% responsible)
- **Language** (majority of French missions)
- **FPU performance** (AOC conducted by FPAT, monthly Operational Readiness Inspections)

Summary

- The overall predeployment training activities and the in-mission training for the Police is of paramount importance to maintain operational readiness.
- PDT is a national responsibility, however the UN provides PCCs with clear directives and guidelines on the contents of the required specialized training (UN SPTM/STM).

Summary

- Generation capabilities (personnel & COE) as well as COE Maintenance is one of the major challenges for PKO.
- Standardization of the Operational capabilities is of paramount importance

Review of FPU concept

- *The tasks of the FPUs evolve into more complex*
- *Less Public Order Management tasks and more related to Protection of Civilians* (IDP sites/camp, convoys, humanitarian aid distribution, etc.)
- *The FPU concept and related documents - FPU Guidelines (2006) and FPU Policy (2010) – on process to be reviewed.*

ENHANCING FPU CAPABILITY

ENHANCING FPU_s

**1st FPU ToT Course Conducted India
(Nov- Dec 2011)**

**2nd FPU ToT Course Conducted Botswana
(April-May 2012)**

**Publication of new FPAT SOP
(September 2012)**

**Validation of FPU PDT Curricula
June 2014 – July 2015**

ENHANCING FPU (Cont.)

**Workshop on the FPU Policy Review
Amman, Jordan (July 2015)**

**3rd ToT Course for FPU Trainers/Instructors
Amman, Jordan (August/Sept 2015)**

**4th ToT Course for FPU Trainers/Instructors
Yaoundé, Cameroon (2015-2016)**

**Publication of Revised FPU Policy
(March 2016)**

“The role of policing in peacekeeping operations has expanded significantly over the past decade. United Nations Police play an invaluable role in post-conflict peacekeeping and peacebuilding environments.”

Ban Ki-moon
United Nations Secretary-General
November 2011



QUESTIONS
