

COMMAND STAFF TRAINING

FPU Training & Maintenance



Background

FPU Command staff must be fully cognisant able to prepare the keep their unit fully competent in their core skills of crowd control and protection. Therefore, they need to be able to conduct a training regime within the Mission to enable them to do this. It is also essential to keep the unit's equipment well maintained and ready for use. This is especially important where equipment is passed from one deployment to another and when the Mission is in a harsh climate.

This module introduces the Command Staff to this concept and what is necessary to keep the unit with its full operational capability, whilst in Mission.

Aim

To enhance FPU command staff's awareness of the mechanism needed to keep the unit trained and maintained whilst in Mission.

Learning outcomes

On completion of this module participants will be able to:

- Conduct a training needs analysis
- Develop the FPU training plan
- Conduct training & exercising

Training sequence

The material in this module is designed to be delivered over a 40 minute classroom based theory lesson; this is on the assumption that the students have received no previous training in this subject.

Duration

Minimum Session time	Lecture/Presentation	Question/Assessment	Session Activities
40 mins			
Additional Options	Mission Specific	Optional film	Optional activity

Methodology

This module contains a PowerPoint theory presentation

The instructor should inform participants of the content, format and timing. Knowing what to expect, participants can improve their ability to focus on the subject and

benefit better from the session.

- FPU Training & maintenance (40 minute classroom lesson)

Instructors are encouraged to add practical examples and mission specific information related to the specific deployment of participants, if known.

Instructor Profile

This module is best presented by an instructor who has practical experience in peacekeeping operations and who could share his/her experience with the group. They must be practiced and skilled to be able to demonstrate the technique correctly. If there is more than one instructor, at least one should have practical experience as trainer, in either domestic policing or a peacekeeping mission.

Instructor Preparations

Required Readings and useful references:

- UN Policy on Formed Police Units in United Nations Peacekeeping Operations¹
- Assessment of Operational Capability of Formed Police Units for Service in United Nations Peacekeeping Operations²
- Until these standards are formally approved, the Temporary Training Standards for Formed Police Units are used as the basis for pre-deployment training of FPU's.³
- Standard Operating Procedure: Selection and Recruitment Procedures for United Nations Personnel at the Police Division, Peacekeeping Operations and Special Political Missions⁴

¹Policy (Revised): Formed Police Units in United Nations Peacekeeping Operations 1 March 2010 (DPKO/DFS/2009.32)

²Assessment of Operational Capability of Formed Police Units for Service in United Nations Peacekeeping Operations, September 2012 OROLSI/Police Division/Selection and Recruitment Section

³Temporary Training Standards for Formed Police Units, Annex A(revised as of 20 December 2011)

⁴Department of Peacekeeping Operations, Office of Rule of Law and Security Institutions, Police Division,

Standard Operating Procedure: Selection and Recruitment Procedures for United Nations Personnel at the Police Division, Peacekeeping Operations and Special Political Missions, 25 March 2011 (DPKO/PD/SOP/2011).

General Preparations

Equipment:

1. Computer and PowerPoint slides for lesson 1
2. Projector and Screen for lesson 1

Session notes

Lesson 1 – FPU operational readiness and leadership (Theory)

Contents:

CONTENT

- Aim
- Learning outcomes
- FPU Training Principles
 - Pre-deployment Training
- Assessment regime
 - FPAT/AOC
- In-Mission Training / Maintenance.
 - Induction Training
 - In-Mission Training
 - Training Contents.
 - Training Regimes and Staff.
- Capacity Building role of FPU's.
- Summary

Slide 1

AIM

To enhance FPU command staff's awareness of the mechanism needed to train the Unit, and prepare for pre-deployment assessments, as well as to keep its operational readiness through training whilst in Mission.

Slide 2

LEARNING OUTCOMES

On completion of this module, participants will be able to:

- Conduct a training needs analysis
- Develop the FPU training plan
- Prepare the Unit for FPAT/AOC
- Maintain in-mission training & maintenance

Slide 3

FPU TRAINING PRINCIPLES

- The Peacekeeping Pre-deployment Training Standards for FPU (2009-2015).
 - Core Peacekeeping Training Modules
 - Police Tactics & Techniques
 - Firearms
 - Public Order Management
 - Training for Command Staff
 - Specialized Police Training
 - High Risk Operations
 - Protection of Civilians
 - Security of UN personnel & facilities



Slide 4

Formed Police Units should be trained to a standard whereby they are competent in:

- Police techniques and tactics in peacekeeping operations,
- Public order management and
- Firearms.

Whilst training remains the responsibility of the PCC, the United Nations provides the following guidance on the training that FPUs shall receive prior to their deployment.

The Peacekeeping Pre-deployment Training Standards shall be based on UN and DPKO/DFS doctrine, policies and guidance on UN policing, and will be updated accordingly (CPTM / STM).


New or updated Pre-deployment Training Standards, will be 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.

All FPU staff should 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. (Until the Standards are formally approved, the Temporary Training Curriculum dated 21 April 2009 shall be used as the basis for pre-deployment training of FPUs).

In addition to the standards shown in Slide 4, there is a further module on Command Staff Training.

ASSESSMENT REGIME

- FPUs must be assessed on their Operational Capability prior deployment to a peacekeeping mission.
- SOP on Formed Police Assessment Team (FPAT/AOC) was developed in 2012.
- FPU Assessment Criteria
 - Personnel Eligibility
 - Language skills
 - Command Staff Capability
 - Driving skills
 - Firearms proficiency
 - Unit's Operational Capability



Slide 5

All of this training shall be conducted prior to the FPU being proposed for deployment to the United Nations Mission. The assessment is conducted during an AOC, (Assessment of Operational Capability) by a United Nations Formed Police Assessment Team (FPAT) whose team members are all UN certified to undergo these functions.

All potential FPUs will be assessed through a FPAT assessment usually conducted in connection with the Pre-Deployment Visit (PDV) to ensure that they are competent prior to their acceptance for deployment in accordance with the SPAT assessment regime.

The assessment conducted by United Nations "FPAT" will focus on operational capacity and readiness, professional background of the unit and specific training received.

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 need not 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. The maximum age is 62, physically and mentally fit, but it is strongly encouraged not deploying staff more than 55 years old.
- d) The Command Staff down to the smallest deployable unit team leader will be tested on their language skills and their understanding and practical application of the graduated use of force principles. The commanding Officer must hold the rank of major as a minimum and platoon leaders Lieutenant.
- 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.

Beyond the basic eligibility criteria, an assessment is run regarding the professional competence and professional conduct, applicable to FPU staff.

A. Professional competence

1/ Professional knowledge and skills:

- Knowledge of the UN Peacekeeping

- Knowledge of the UN Policing principles, tasks and responsibilities
- Knowledge of the Mission's mandate
- Special knowledge and skills of FPU officers in command positions.

2/ Language skills: (Commanding Officer, Deputy, Platoon Commanders, Operation Officers, Liaison Officer, Logistic and Duty Officers must speak fluently English or French according to the mission).

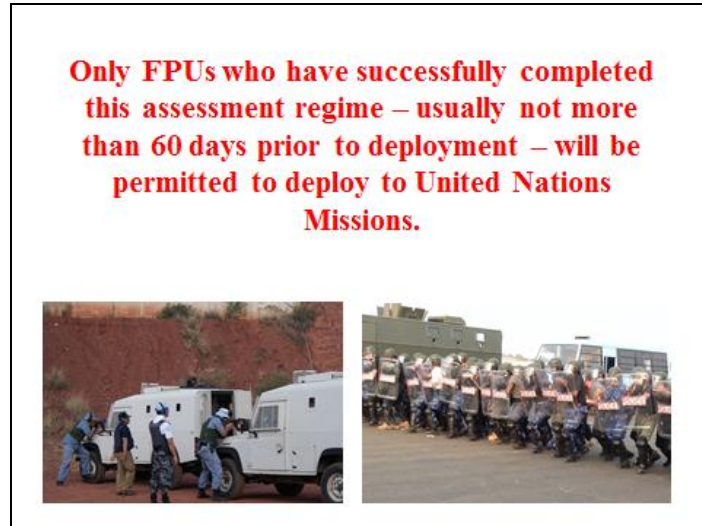
3/ Driving skills: For all Officers authorized to drive a vehicle in the mission.

4/ Weapons handling and shooting skills: For all of those who carry a firearm or a non-lethal weapon in the PKO theatre.

B. Professional conduct:

1/ Knowledge of standards related to professional conduct:

- Human rights and humanitarian law standards in a PKO.
- Responsibilities and obligations of individual Peacekeepers
- Background integrity: (conduct prior working with the Un and conduct during previous PKO mission).



Slide 6

Only FPUs 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 FPUs will have to undergo retraining and retesting.

IN-MISSION TRAINING & MAINTENANCE

- Induction training
- Weapons training
- Public Order management




- Training regimes
- Training staff

Slide 7

All FPU members, upon arrival, shall receive the initial mission induction training, including mandatory induction and additional induction requirements that may be added for FPUs. This should be carried out at least one week in duration and take place within the first month of deployment.

All operational FPU members that have been tested as part of the FPAT pre-deployment assessment shortly before arrival, they shall then be re-tested in their weapon handling and shooting skills once every six months. This may be done in sub-units at intervals throughout the tour of duty.

The FPU shall be tested in its public order management capacity one month after deployment and then at four month intervals thereafter.

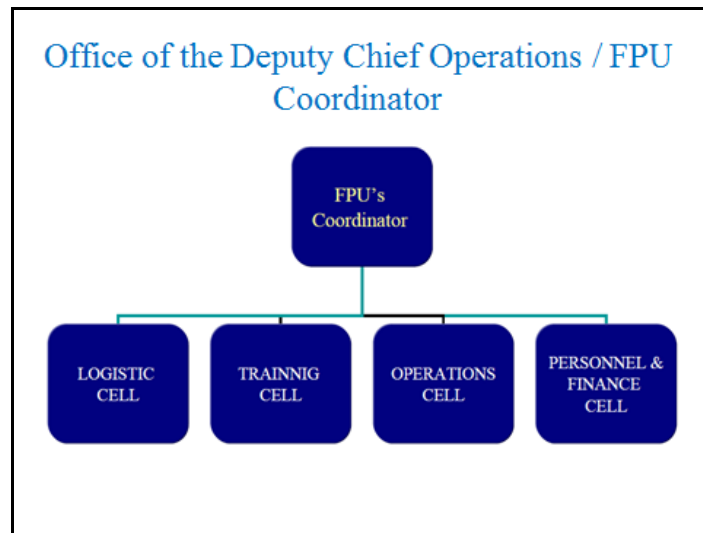
Every FPU shall have its own dedicated staff for internal training and a training regime. This should include dry weapons training, to keep the officer's weapons drills current as well as to clean and maintain the weapons in good working order. Along with, training towards their weapon & Public Order tests as part of their deployment, officers should be given plenty of physical training to keep them fit and reduce the effects of stress.

FPUs are granted with a weekly regime, for maintenance of equipment and training. This should be used to ensure that equipment is ready to deploy at short notice, in case of an emergency deployment. Officer training should be in all aspects of their duties including basic police tactics such as self-defence, handcuffing, vehicle drills

and tactical progression as well as the key subjects of shooting and crowd control.

Where possible, joint exercises should be arranged with neighbouring FPUs or other UN Military units. This can also be extended to the Host State police where appropriate.

The basic syllabus for Formed Police units should be used for refresher training within mission.



Slide 8

The Deputy-Chief Ops (FPU) or FPU Coordinator shall have the responsibility to oversee in-mission training and assessment of the FPUs. They shall ensure that such training is appropriately coordinated with the annual police training directive, issued by the Head of the Police Component (HOPC), and the overall mission training plan, developed by the Integrated Mission Training Centre (IMTC).

The head of the training cell should work with the individual FPUs to assist them with their training regimes, identifying appropriate Ranges and Public Order training Areas, as well as arranging joint exercising.

The Training cell will also be responsible for carrying out the In Mission tests on weapons handling and Public Order Management.

The overall training activities and maintenance of the FPUs operational readiness is of paramount importance.

PDT is a national responsibility. However, the UN provides PCCs with clear directives and guidelines on the contents of the required specialized training. In-Mission training is the responsibility of the UN and is conducted by experts while at the Mission area.

ROLE OF FPUs IN CAPACITY BUILDING

- Capacity-building is **not** one of the FPU's core tasks
- However, FPUs under guidance and coordination of the UNPOL/FPU training officer may be made available for joint exercises and training with host state police.



Slide 9

Capacity-building is not one of the FPU's core tasks, due to frequent rotations and the absence of a standardized approach.

However, FPUs under guidance and coordination of the FPU training officer with 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.

SUMMARY

- FPU Training Principles
 - Pre-deployment Training
 - Assessment regime
- In-Mission Training / Maintenance.
 - Induction Training
 - In-Mission Training
 - Training Contents.
 - Responsibilities.
- Capacity Building role of FPUs.

Slide 10

The officers should be given a summary of the key points of the lesson before being asked if they have any questions.



QUESTIONS

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

Slide 11