

UN Pre-deployment Training Standards for Police Officers

Introduction and Rationale

1. UN Police was first deployed to UN peacekeeping operations in the 1960s. Since the first deployment UN police has become a central component of UN's efforts to bring peace and security to conflict-torn environments. From the 1990s onwards calls for the engagement of UN Police in support of the local police have increased and its mandates have become complex and multidimensional moving beyond traditional monitoring. Advisory, mentoring and training functions have become core duties in order to reform, restructure and rebuild the host country police agencies with the ultimate aim of capacity enhancement.
2. UN Police officers are contributed by a large number of countries, with differing policing systems, training and specializations. In order to support the individual police officer to adjust to the challenges of new and different living and working conditions in a peacekeeping operation, UN DPKO, the Integrated Training Service developed pre-deployment training standards for UN Police. These UN Pre-deployment Training Standards are part of the UN's commitment to ensuring that all peacekeeping personnel are properly prepared for peacekeeping operations as outlined in General Assembly Resolution (A/RES/49/37) and the Selection Standards and Training Guidelines for United Nations Civilian Police (1997).
3. As the professional and personal requirements for successful work in a peacekeeping operation are continuously increasing, Member States are mandated to provide their selected police officers with the UN pre-deployment training standards consisting of the Core Pre-Deployment Training Material (CPTM) and the Specialized Training Material (STM) for Police.

Target audience

4. The UN Pre-deployment Training Standards apply to all individual police deployed to UN peacekeeping operations.
5. Police Officers are selected by the Member States and must satisfy the selection criteria set by DPKO Police Division (PD). Police officers selected for service in a UN peacekeeping operation are expected to be well trained, experienced and of the highest professional standards.
6. Training Standards for Formed Police Units (FPU) are provided separately.

Aim

7. The aim of the UN Peacekeeping training Standards for Police Officers is to support pre-deployment training of police officers going to serve in UN peacekeeping operations.

Training Objective

8. The training objectives of the UN Pre-deployment Training Standards for police are to generally prepare the participants for duties in a peacekeeping operation so that they can:

- Fulfill police aspects of UN peacekeeping mandates in accordance with DPKO/DFS principles and guidelines;
- Perform their police functions in an effective, professional and integrated manner; and
- Demonstrate the core values and competencies of the United Nations.

9. The training is aimed to turn a **capable** police officer into a competent peacekeeper.

Course contents

10. The course contents for the Police Pre-deployment Training are based on the Core Pre-deployment Training Materials and Standardized Training Material for Police.

CPTM Unit 1 – A Strategic Level Overview of UN Peacekeeping

CPTM Unit 2 – The Establishment and Functioning of UN Peacekeeping Operations

CPTM Unit 3 – Effective Mandate Implementation

CPTM Unit 4 – Standards, Values and Safety of UN Peacekeeping Personnel

STM – Core business of UN Police and its key partners

STM – Reform, Restructuring and Rebuilding of Law Enforcement Agencies

STM – UN Police and Different Legal Systems

STM – Mentoring and Advising

STM – Community Based Policing

STM – Human Rights standards in Arrest and Detention

STM – Human Rights standards in Use of Force and Firearms

STM – Mediation/Negotiation and use of Language Assistants

STM – Land Navigation, UN Police

STM – Radio Communication, UN Police

STM – Report Writing, UN Police

STM – Road Safety and 4x4 driving

For more a detailed description, please see the Course Specifications contained in Annex A

Duration and timing of the course:

11. Police Pre-deployment Training is delivered by Regional or National Peacekeeping Training Institutes over a minimum period of two weeks.

Methods of Training and Evaluation:

12. Methods of training will be decided by the training staff. It is, however, recommended that due attention is paid to principles of adult learning, guided by the following:

- Adults are autonomous and self-directed
- Adults have accumulated a foundation of life experiences and knowledge
- Adults are goal-oriented
- Adults are relevancy oriented
- Adults are practical

The training sessions should therefore reflect these factors and be interactive; case studies based and make use of the trainees' experiences.

The UN pre-deployment training standards include a combination of methods, ranging from knowledge-based areas (e.g. United Nations System) to skills-oriented activities (e.g. Mentoring and Advising, Community Based Policing), followed by questions, guided readings, observations, online research, appreciative inquiry¹, small group work, presentations, plenary discussions, case studies, role plays and simulations.

Contact Persons

John-Erik Jensen, ITS, jensen6@un.org

Leonel Fuentes, ITS, fuentesl@un.org

Karla Witte, ITS, witte@un.org

¹ Appreciative inquiry refers to a training method which builds on what the participant does already well and knows rather than does not know.

Annex A. Course specifications

(Please note that the Core Pre-deployment Training Materials, Units 1-4, listed will only be available on the Peacekeeping Resource Hub website from the first week of May 2009).

<p>Unit 1 A Strategic Level Overview of UN Peacekeeping</p>	<p>The aim of this Unit is to provide a strategic level overview of UN peacekeeping by familiarizing peacekeeping personnel with:</p> <ul style="list-style-type: none"> • The main United Nations (UN) bodies involved in UN peacekeeping • The different kinds of peacekeeping activities and peacekeeping missions • The key principles and ideals of UN peacekeeping and how to put them into practice • The qualities needed in UN peacekeeping personnel. <p>On completion of this unit participants will be able to:</p>
<p>Part 1 Introduction to UN Peacekeeping Suggested Minimum Time 120 min</p>	<ol style="list-style-type: none"> 1. List the main bodies involved in UN peacekeeping 2. List the five types of peace and security activities used by the Security Council 3. Explain the main differences between traditional and multidimensional peacekeeping operations
<p>Part 2 Fundamental Principles of UN Peacekeeping Suggested Minimum Time 60 Min</p>	<ol style="list-style-type: none"> 1. List the basic principles of UN peacekeeping 2. Explain what is meant by the “credibility and legitimacy of UN peacekeeping mission” and how peacekeeping personnel can support this in practice 3. Explain what national ownership means and why it is important to the success of UN peacekeeping 4. List the necessary qualities in UN peacekeeping personnel
<p>Unit 2 The Establishment and Functioning of UN Peacekeeping Operations</p>	<p>The aim of this Unit is to familiarize peacekeeping personnel with the process for establishing a UN peacekeeping operation, strategic level direction of UN peacekeeping by the Security Council and Secretary-General and operational level structures of UN peacekeeping missions.</p> <p>Specifically, this section informs peacekeeping personnel on:</p> <ul style="list-style-type: none"> • how the Security Council establishes mandates for UN peacekeeping operations and monitors their work; • how the United Nations Secretariat transforms this strategic level guidance into operational frameworks for peacekeeping operations and the roles of different components in a mission; • authority, command and control in UN peacekeeping operations; • Mission management structures. <p>On completion of this unit participants will be able to:</p>
<p>Part 1 The Establishment & Operationalization of Security Council Mandates for Peacekeeping Operations Suggested Minimum Time 120 min</p>	<ol style="list-style-type: none"> 1. Describe how the Security Council establishes a mandate for a UN peacekeeping operation and monitors its implementation 2. Explain why all peacekeeping personnel must be familiar with the mandate of their peacekeeping operation 3. Name at least three key documents which operationalize Security Council mandates.

<p>Part 2 How United Nations Peacekeeping Operations Function</p> <p>Suggested Minimum Time 60 min</p>	<ol style="list-style-type: none"> 1. Explain the relationship between the support and substantive components of a peacekeeping operation and mandate beneficiaries 2. List at least four main positions of authority in a UN peacekeeping operation 3. Explain the main role of the military, police and civilian components of UN peacekeeping operations
--	--

<p>Unit 3 Effective Mandate Implementation</p>	<p>The aim of this Unit is to provide peacekeeping personnel with general knowledge on how peacekeeping missions can implement their mandates effectively.</p> <p>Part 1 outlines the UN position (contained in Security Council resolutions and UN policy) that conflict can only be addressed effectively when peacekeeping operations ensure respect for international humanitarian law, human rights and the rights of women and children in conflict. It then provides practical tools for peacekeeping personnel to apply that knowledge in their daily work. Part 2 then familiarizes peacekeeping personnel with the key partners they must engage to implement their mandate effectively and ensure that peacebuilding carries on even after the peacekeeping operation has been withdrawn.</p>
---	--

<p>Part 1a International Law Applicable to Peacekeeping Operations</p> <p>Part 1b Human Rights Protection in UN Peacekeeping Operations</p> <p>Part 1c The Promotion of Gender Equality in UN Peacekeeping Operations</p> <p>Part 1d Child Protection in UN Peacekeeping Operations.</p> <p>Suggested Minimum Time 250 min</p>	<p><i>On completion of Unit 3 – Part 1a, participants will be able to:</i></p> <ol style="list-style-type: none"> 1. List the essential rules of international humanitarian law (IHL) 2. Define who is protected by international human rights law <p><i>On completion of Unit 3 – Part 1b, participants will be able to:</i></p> <ol style="list-style-type: none"> 3. Define human rights; 4. Recognize and identify human rights violations or abuses that occur in the conflict or post-conflict mission environment; 5. Discuss UN policies on human rights that are relevant to peacekeeping settings; 6. Describe the practical relevance of human rights to their work and ways to promote and protect human rights through their tasks 7. Explain the importance of coordinating human rights-related actions with the mission’s human rights component. <p><i>On completion of Unit 3 – Part 1c, participants will be able to:</i></p> <ol style="list-style-type: none"> 1. Explain the different impacts of conflict on women/girls and men/boys 2. Explain that women are both victims of conflict and key partners for peacekeeping and peace-building activities of UN peacekeeping operations 3. Provide examples of how peacekeeping personnel can help protect women and support gender equality in their daily work <p><i>On completion of Unit 3 – Part 1d, participants will be able to:</i></p> <ol style="list-style-type: none"> 1. Provide the definition of a “child” in international law 2. Explain how international law protects children affected by armed conflict 3. Describe the impact of violent conflict on children 4. Explain what peacekeepers can do to promote child protection and children’s rights in armed conflict.
---	--

<p>Part 2 Working with Mission Partners</p> <p>Suggested Minimum Time 60 min</p>	<p><i>On completion of Unit 3 – Part 2, participants will be able to:</i></p> <ol style="list-style-type: none"> 1. Explain the benefits of an integrated approach between a peacekeeping operation and UN Country Team 2. Explain why national actors are key partners for UN peacekeeping operations 3. List the three humanitarian principles Explain the role of a UN peacekeeping operation in the delivery of humanitarian assistance
--	--

<p>Unit 4 Standards, Values and Safety of UN Peacekeeping Personnel</p>	<p>Unit 4 focuses on the responsibilities and obligations of individual peacekeepers in relation to their service in a UN peacekeeping operation. It aims to familiarize UN peacekeeping personnel with the UN rules, core values and standards on conduct and discipline, respect for diversity, HIV/AIDs and all aspects of safety and security.</p> <p><i>On completion of this unit participants will be able to:</i></p>
<p>Part 1 Conduct and Discipline</p> <p>Suggested Minimum Time 205 min</p>	<ol style="list-style-type: none"> 1. List the three key principles governing the conduct of peacekeeping personnel 2. Describe what constitutes misconduct with reference to serious misconduct and misconduct 3. Describe what constitutes sexual exploitation and abuse, with reference to the uniform standards that peacekeeping personnel are expected to uphold 4. Outline the consequences of misconduct - particularly sexual exploitation and abuse - for peacekeeping personnel, the host population and the mission 5. Outline the Department of Peacekeeping Operation’s three-pronged approach to addressing sexual exploitation and abuse
<p>Part 2 HIV/AIDS in Peacekeeping Operations</p> <p>Suggested Minimum Time 80 min</p>	<ol style="list-style-type: none"> 1. Explain how HIV is transmitted 2. List the ABCs of prevention of HIV/AIDs 3. Describe how to use a condom properly 4. Explain whether it is possible to tell if a person is infected with the HIV virus from their appearance
<p>Part 3 Respect for Diversity in UN Peacekeeping</p> <p>Suggested Minimum Time 120 min</p>	<ol style="list-style-type: none"> 1. Explain what is meant by “diversity” and “culture” 2. Describe how cultural differences and different kinds of diversity might be evident in the mission environment and in the host country 3. Describe what is involved in respecting diversity in relation to working effectively in a multicultural peacekeeping environment 4. Describe strategies for effective communication
<p>Part 4 Safety and Security</p>	<ol style="list-style-type: none"> 1. Participants will be familiar with UN security Management System including the UN security phases system; 2. Participants will be familiar the procedures for security clearance for travel to a UN mission will have been initiated by relevant personnel 3. Eligible personnel (required for civilians and individually deployed military and police officers, and recommended for contingent and FPU commanders) will have completed the Basic and Advanced Security in the Field (B/ASITF) on-line course*

	<ol style="list-style-type: none"> 4. List the four basic UN rules of road safety; and 5. Explain that peacekeeping personnel require a UN driver's permit in order to drive a UN vehicle and how to obtain a UN driver's permit. 6. Be familiar with appropriate personal and food hygiene measures and personal behaviours that can protect their health while in mission; 7. Be familiar with, and have completed, all required and recommended vaccinations for their mission; 8. Be familiar with, and have received, any required prophylaxis for their mission deployment.
--	--

STM: Core Business of UN Police and its Key Partners

Aim:	The aim of this module is familiarize participants with the evolution of mandates and the current police tasks.
Topic:	Learning Outcome
Core Business of UN Police and its Key Partners	<p>On completion of this module, participants will be able to:</p> <ul style="list-style-type: none"> • Recognize their tasks and responsibilities as UN Police and FPU (Formed Police Units) members in current missions and understand the future direction of UN Peacekeeping Operations • List the core tasks and activities of UN Police and FPU's in current missions • Explain the principles of democratic policing • Describe the cooperation with main partners
Suggested Time: 75 minutes	

STM: Reform, Restructuring and Rebuilding of Police and Law Enforcement Agencies

Aim:	The aim of this module is to provide participants with a clear understanding of the basic concepts and strategy of reform, restructuring and rebuilding of law enforcement agencies and the role of UN Police in support of that process.
Topic	Learning Outcome
Reform, Restructuring and Rebuilding of Police and Law Enforcement Agencies	<p>On the completion of the module participants will be able to:</p> <ul style="list-style-type: none"> • Define reform, restructuring and rebuilding • Understand the objectives of police reform • List necessary activities to implement a successful RR & R process • Know the challenges in a post conflict environment • List indicators to evaluate the reform process • Identify the different phases and processes involved and the sequencing of those phases.
Suggested Minimum Time: 60 min	

STM: UN Police and the Different Legal System

Aim:	The aim of this module is to provide participants with an understanding of the basic concepts, characteristics and peculiarities of the main legal systems and the practical aspects of working within those particular legal systems in a UN mission.
Topic	Learning Outcome
UNPOL and Different Legal System	On completion of this module, participants will be able to: <ul style="list-style-type: none"> • Have a basic theoretical understanding of the legal context in which they will be tasked to operate in the mission area and an understanding of their role as police working with other partners within that legal system • List the three most common Legal System in mission areas • List the three [pillars of the Criminal Justice System and describe their roles • Describe the importance for peacekeepers to have a common knowledge of the legal system of the world
Suggested Minimum Time: 100 min	

STM: Mentoring and Advising

Aim:	The aim of this module is to provide participants with a clear understanding of the basic concepts and strategies of mentoring and advising in support of the reforming, restructuring and rebuilding process of the host country law enforcement agencies.
Topic	Learning Outcome
Mentoring and Advising	On completion of this module, participants will be able to: <ul style="list-style-type: none"> • Understand the overall process of mentoring and advising of law enforcement personnel and agencies in a post-conflict environment. • Define mentoring and advising • Outline the aim of mentoring and advising • List the objectives and skills needed for mentoring and advising • Explain the role mentoring and advising plays in the process to reform, restructure and rebuild law enforcement agencies • Apply mentoring and advising activities in an exercise
Suggested Minimum Time: 70 min	

STM: Community Based Policing

Aim:	The aim of this module is to provide participants with an understanding of the basic concepts and practical aspects of implementing Community Policing measures tailored to local needs and local context.
Topic	Learning Outcome
Community Based Policing	On completion of this module, participants will be able to: <ul style="list-style-type: none"> • Understand the philosophy of Community Policing as it relates to post-conflict environments. • Understand the principles, theory and practice of Community Policing • Explain the importance of local context and the ways in which a partnership with local communities can be established • Explain the strategy of Community Policing and the forms it takes in practice • Explain the benefits of Community Policing

Suggested Minimum Time: 105 min	<ul style="list-style-type: none"> • Describe the practical challenges that police may have in implementing Community Policing successfully • Explain the application of collaborative, community based problem solving
--	---

STM: Human Right Standards in Arrest and Detention

Aim:	The aim of this module is to provide participants with a clear understanding of human rights achieve a thorough understanding of Human Rights implications related to the procedures of arrest and detention, aimed at allowing the students to detect and report relevant violations, mentor local police on the performance of executive powers and provide a common basis for the performance of executive missions by UNPOL/FPU according to international standards and best practices.
Topic	Learning Outcome
Human Rights Standards in Arrest and Detention	<p>On completion of this module, participants will be able to:</p> <ul style="list-style-type: none"> • Understand the human rights implications related to procedures of arrest and detention and the actions to be taken to prevent a respond to human rights violations in regards to arrest and detention • Define the terms “Arrest”, “Detention”, “Prisoner”, “Force”, and “Body Search” • Identify which human rights can be affected by arrest and detention • List the correct post arrest procedures in conformity with human rights standards • Indicate when and how the law allows a police officer to exercise legal powers in accordance with the International Law • Mentor and advise law enforcement agents on how to apply lawful arrest and detention procedures, paying particular attention to female and child suspects/detainees • Recognize the sensitive of search of persons and properties and other intrusive measures
Suggested Minimum Time: 95 min	

STM: Human Right Standard in the Use of Force

Aim:	The aim of this module is to provide participants with a clear understanding of human rights implications related to the use of force and firearms by law enforcement officials. The module will also familiarise participants with the procedures to follow once human rights violations, as a result of the use of force and firearms, have been detected and with actions to prevent them from occurring.
Topic	Learning Outcome
Human Rights Standards in the Use of Force	<p>On completion of this module, participants will be able to:</p> <ul style="list-style-type: none"> • The international human rights standards and requirements for the use of force • Know the actions to be taken to prevent and/or respond to human rights violations in regards to use of force. • List and explain the relevant principles on use of force and firearms based on the relevant international human rights standards • Explain the permissible circumstances for the use of firearms • Explain the procedure when use of force and firearms is unavoidable • Determine the appropriate means of force and/or firearms in different
Suggested Minimum	

Time: 90 min	situations on the basis of case studies
-------------------------------	---

STM: Negotiation/Mediation and the Use of Language Assistants

Aim:	The aim of this module is to enable participants to: <ul style="list-style-type: none"> • Mediate and negotiate on a daily basis in the complexity of a peacekeeping operation • Work with language assistants
Topic	Learning Outcome
Negotiation/Mediation and the Use of Language Assistants	On the completion of the module participants will be able to: <ul style="list-style-type: none"> • Describe the characteristics of a conflict • Define communication, mediation and negotiation • Identify the three principles of negotiation/mediation • Identify the phases of a mediation/negotiation process and list some needed action within the phases • Describe preparation steps when working with language assistants • Apply mediation/negotiation skills including the use of a language assistant in an exercise
Suggested Minimum Time:	

STM: Land Navigation

Aim:	The aim of this module is to give the participants the necessary tools to identify coordinates in a map and be able to use GPS / Compass.
Topic	Learning Outcome
Land Navigation	On the completion of the module participants will be able to: <ul style="list-style-type: none"> • Interpret the information on a map and be able to read a map. • Demonstrate the use of different grid reference systems and be able to establish coordinates and grid references. • Explain the main principles of using a compass. • Explain the main principles of using GPS.
Suggested Minimum Time: 105 min + Field exercise	

STM: Radio Communications

Aim:	The aim of this module is to enhance the general knowledge of radio communications through the use of appropriate radio procedures, procedure words (pro-words) and the International Phonetic Alphabet.
Topic	Learning Outcome
Basic UN Radio Communication	On completion of this module, participants will be able to: <ul style="list-style-type: none"> • Define communication • List the different parts of a hand radio • Apply pro-words and international phonetic alphabet • Use appropriate radio procedures
Suggested Minimum Time: 40 min + Field exercise	

STM: Report Writing

Aim:	The aim of this module is to provide participants with the knowledge of basic report writing standards for United Nations peacekeeping operations and will provide guidelines on effective report writing which UN Police should follow.
Topic	Learning Outcome
Report writing	On completion of this module, participants will be able to: <ul style="list-style-type: none"> • Know the basic report writing standards for United Nations peacekeeping operations. • Understand the importance of accurate and timely reports and be able to apply their knowledge. • Identify and apply essential elements of report writing • Explain the importance and meaning of the “5Ws and How” • State the basic writing guidelines (grammar, abbreviations, dates, names of places and numbers) • Demonstrate the ability to complete and submit accurate and timely reports
Suggested Minimum Time: 70 min	

STM: Road Safety

Aim:	The aim of this module is to enhance the general road safety awareness and the theoretical and practical knowledge on how to operate four wheel drive vehicles in a safe and proper manner within UN Standards.
Topic	Learning Outcome
Road Safety	On completion of this module, participants will be able to: <ul style="list-style-type: none"> • Know how a four wheel drive (4WD) vehicle operates. • Will be able to assess road conditions and terrain for safe driving and know about different braking techniques as well as safe braking distances. • Explain the differences between 2WD and 4WD • Describe defensive driving • Indicate major causes of road accidents • Know the UN driving standards • Recognize different braking techniques • Recognize road conditions and terrain • Demonstrate driving techniques in field exercise
Suggested Minimum Time: 60 min + Field exercise	