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# Specialized Police Teams on Assignment with United Nations Peace Operations

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## **DPO Guidelines on Specialised Police Teams on Assignment with United Nations Peace Operations**

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### **A. PURPOSE**

1. This document provides guidance on the administration of police officers and civilian policing experts deployed as a part of a specialised police team. The guidance set forth in this document shall assist the United Nations Headquarters, peace operations, contributing Member States, as well as serve as guidance to the police officers themselves, on the necessary arrangements to nominate, select, on-board and administer a specialised police team on assignment with peace operations. These Guidelines form an integral part of the Strategic Guidance Framework (SGF) for International Police Peacekeeping and, more specifically, its Administration pillar.
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### **B. SCOPE**

2. These Guidelines apply to police officers and civilian policing experts nominated by their governments for service with peace operations<sup>1</sup> and deployed as a part of a specialised police team. These officers and civilian policing experts have the legal status of experts on mission and provide operational support and/or capacity-building and development services to host-State counterparts in specialised functions.
3. The administration of specialised capacities deployed as part of Formed Police Units, e.g. canine handling, close protection, crime analysis, forensics, investigation, public order management, special weapons and tactics (SWAT), guard units and riverine policing, shall be outside the scope of this document. It shall continue to be governed by the Manual on Policies and Procedures concerning the reimbursement and control of Contingent-Owned Equipment of Troop/Police Contributors Participating in Peacekeeping Missions

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<sup>1</sup> These Guidelines shall apply mutatis mutandis to SPT deployments under the auspices of the Global Focal Point for Police Justice and Corrections (GFP), including those in non-mission settings.

(A/72/288; hereinafter referred to as “COE Manual”) and DPKO/DFS Policy on Formed Police Units in United Nations Peacekeeping Operations (2016.10)<sup>2</sup>.

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## C. RATIONALE

4. United Nations police tasks have grown in complexity and sophistication; particularly over the past decade. Increasingly, host-State counterparts request specialised police expertise and/or operational support from the United Nations, targeting specific capacity and capability gaps in their police and other law enforcement agencies. While such expertise may also be found amongst individual police officers on assignment with peace operations, specialised police teams – often deployed with project funding and all of the requested police expertise and necessary equipment – have the added advantage of providing quick start-up and cohesive assistance. Further, accessing the expertise from the same service and/or personnel trained on the basis of a UN standardised course may enhance the effectiveness and continuity of the support provided to the host State.
5. These guidelines were developed to ensure a standardized approach by the Police Division’s Selection and Recruitment Section (SRS) for the recruitment and administration of specialised police teams and aim to:
  - a) Provide Member States with the necessary information to enable the nomination of highly-qualified officers suitable for service as members of a specialised police team and to facilitate the requisite pre-deployment arrangements.
  - b) Standardize the administrative procedures for the nomination, selection, deployment, extension, transfer and repatriation of police officers serving as members of a specialised police team.
  - c) Ensure that contributing Member States, police officers, civilian policing experts, host governments of peace operations and all relevant offices and stakeholders in field missions and at United Nations Headquarters are fully aware of the terms and conditions that govern the contribution and service of specialised police teams.

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## D. Guidelines

### D.1 Definition

6. **A specialized police team (SPT)** is a group of experts in a particular policing specialism seconded by a Member State or several Member States to serve with the United Nations at the request of the Secretary-General. The SPT would normally be seconded by a single Member State and consist of 2 to 15 police officers and civilian policing experts. The Secretariat shall review SPT nominations by more than one Member States, including through regional organizations, on a case-by-case basis. In exceptional circumstances, the head of police component may authorise a numerical strength of the team above 15 officers.

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<sup>2</sup> Under the Policy, capacity-building is not considered a core task of FPUs, including specialised capacities within FPUs. Only in exceptional cases shall an FPU support capacity-building programs, together with relevant mission components, for the benefit of host-state law enforcement services.

7. **SPT members** are experts nominated by their government for service with United Nations peace operations. They hold the legal status of “experts on mission” and provide operational support and/or capacity-building and development services to host-State counterparts in specialised functions. These officers are considered United Nations personnel for the purposes of the United Nations Security Management System (UNSMS).
8. **Planning and Budget Provision.** Based on its mandate and host-State needs analysis, each peace operation, during the planning and budget development process, assesses its requirements for personnel, including SPTs. Proposed use of SPTs shall be presented and justified in accordance with established budgetary procedures. Changes in requirements or utilisation during the implementation of a budget shall be reported in the applicable performance reports, in accordance with established procedures.

## ***D.2 Deployment and funding modalities***

9. **Personnel only.** This deployment modality envisages the secondment of highly skilled personnel only, eligible for Mission Subsistence Allowance (MSA) under conditions established by the United Nations to cover living expenses in the mission area. It is best suited to those circumstances when UNPOL assistance is provided to a host-State with significant resources allocated to the police reform needs. In these circumstances, SPT members will provide advice and/or mentoring to their host-State counterparts in a particular area of policing.
10. **Personnel with financial support.** More often than not, the host State has limited resources for the police reform tasks and requires considerable investment in police infrastructure, fleet, equipment and software. As a result, the Secretariat will circulate requests to Member States to not only supply personnel (eligible for Mission Subsistence Allowance (MSA) under conditions established by the United Nations to cover living expenses in the mission area) but to also envisage grants and/or equipment donation by the seconding Member State when a SPT deploys. The provision of equipment and/or grants is meant to enable SPT members to complete a skills transfer to their host-State counterparts using the equipment specifically procured for the SPT deployment or brought to the country for eventual donation. Under this scenario, equipment specifications are to be determined by the host State and police component based on the host-State police development plan and communicated by the Secretariat to Member States as part of the SPT generation process. The grant and/or equipment may come from the seconding States or other interested third parties, e.g. international or regional organizations, development agencies, bilateral donors, etc. The provision of equipment and/or grants shall be described in an exchange of notes signed between the donor and the Mission.
11. **Personnel with equipment.** Under this modality, the selection and recruitment of the individual members of the SPT shall follow the same process as described in paras 9 and 10 of the present Guidelines. Should the SPT seconding State or another Member State provide unique<sup>3</sup> police equipment to the United Nations for the purposes of the SPT project plan implementation and seek reimbursement for it, an appropriate authority, i.e. a “Letter of Assist” (LOA) for the procurement of services shall be administered between the United Nations and the contributing country. Detailed information about the LOA process can be found in chapter 13 of the United Nations Procurement Manual. Under this modality, the

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<sup>3</sup> The United Nations shall categorize the equipment as unique if it is essential for the SPT project implementation and is not readily available on market. It shall exclude the types of equipment covered by the COE Manual.

SPT members shall be eligible for Mission Subsistence Allowance (MSA) under conditions established by the United Nations to cover living expenses in the mission area. The authority, including the LOA, shall contain at the minimum, the requirements specifications, type of service, including equipment; overall regulations for reimbursement, and the general terms and conditions of the service, including equipment, its use and disposal. Services, including equipment specifications, are to be determined by the Mission based on the host-State police development plan and the mandate implementation plan, and communicated by the Secretariat to Member States as part of the SPT generation process. The services, including equipment, may be supplied by the seconding PCC or another Member State.

12. **SPT need identification.** In accordance with DPKO-DFS Guidelines on Police Capacity-Building and Development (2015.18) all United Nations police activities in the area of capacity-building and police development need to be based on a thorough assessment of existing host State capacities and resources and other relevant factors. A police development plan, designed and agreed upon by the host State, usually serves as a common framework of reference for all actors involved in the police reform effort. Against the background of the host-State police capacity and capability gaps and needs, the missions may request the deployment of a specialised police team to assist the host-State counterparts in a particular area of policing.
13. **Description of tasks.** The SPT would normally work on the basis of a project agreed upon with the host State and enshrined in the police development plan. A fact-finding trip – to be requested though and approved by the Police Division – prior to the SPT deployment may be particularly valuable to the project design. The project's benchmarks, expected accomplishments and outputs shall be aligned with the police development plan and/or the capacity and capability gaps and needs analysis. The project document – endorsed by the mission and the seconding State(-s) through an exchange of notes – shall also serve as a formal terms of reference for the SPT and as a benchmark against which the head of police component will assess its performance. The head of the police component may redeploy the SPT to other tasks only with the concurrence of the seconding Member State(-s) expressed in writing. Individual SPT members shall not be reassigned to tasks other than those agreed upon in the project plan without the concurrence of the Police Division and the seconding Member State(-s) expressed in writing.

### ***D.3 Nomination of Candidates***

14. **Requests for nomination.** The Police Division's SRS will oversee the selection and deployment process of SPTs. The Police Division, on the basis of ongoing consultation with the relevant peace operation, and in liaison with the regional division at Headquarters responsible for the field mission, shall communicate the requirements for SPTs to Permanent Missions of Member States to the United Nations in New York, attaching a project description for a specific SPT and inviting nominations of suitably qualified personnel for service in a specialised police team. The notes verbales shall indicate the duration of the initial tour of duty and specify a deadline for nominations. SPT members are normally expected to serve at least 12 months and a maximum of three years in their positions. However, experts with specific skills can be deployed for a shorter time frame, based on operational needs. If there is a need for personnel with specific language the Police Division may also send notes verbales to a select group of Member States, to be determined in close coordination with the regional division at Headquarters responsible for the particular field mission or country office.

15. **Nomination.** Member States will be requested to submit nominations to the Police Division in response to a note verbale through their Permanent Missions to the United Nations in New York. Candidates must be citizens of the contributing Member State. Member States are requested to submit a list of all nominated candidates, indicating against which project description each officer/ team is nominated, as well as a legible and duly completed Electronic Application for Seconded Police (EASP) for each nominated officer. Nominations from two or more Member States for a particular SPT shall be submitted in a separate notes verbal by each nominating Member State. Nominated SPT candidates shall undergo the same assessment for mission service as regulated in the AMS SOP.
16. **Nominee profile.** It is the expectation of the Police Division that each officer nominated for service with a specialised police team meet experience, rank and qualifications requirements outlined in the job description for a specific SPT and has a deep understanding of the United Nations policing principles outlined in the Strategic Guidance Framework for International Police Peacekeeping (SGF). Member States are strongly encouraged to nominate gender-balanced SPTs for service with the United Nations police.
17. **Member State attestation and self-attestation.** It is the responsibility of Member States to ensure that the nominated officers have never been convicted of, or are not currently under investigation or being prosecuted for, any criminal offence, or any violations of international human rights law or international humanitarian law. In the case of nominees who have been investigated for, charged with or prosecuted for any criminal offence but were not convicted, the contributing Member State will be requested to include in the statement, information regarding the investigation(s) or prosecutions concerned. Member States are also requested to certify that they are not aware of any allegations against their nominated candidates of their involvement, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law. Nominees are further required to provide a self-attestation that they have neither committed, been convicted of, nor prosecuted for, any criminal offence nor been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law. Member States are also requested to certify that they are not aware of any allegations against their nominated candidates of their involvement, by act or omission, in the commission of any acts that may amount to sexual exploitation and abuse.
18. **Zero-tolerance for fraud and corruption.** Member States shall be requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Police Division become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, such allegations may constitute grounds to revoke the acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned.
19. **Requirements for mission service.** All SPT candidates from Member States must meet the required SGF skill sets as well as minimum requirements relating to United Nations core values, age, medical fitness, professional experience, professional integrity, language skills, mission-specific skills, computer skills, driving skills, and, for police officers, firearms handling and shooting skills (for armed missions) to be selected for service in a specialised police team in a peace operation. Contributing Member States are requested to ensure that candidates meet the minimum requirements and, to the extent possible, the desirable experience and skills, as specified below:

- a) **United Nations Core Values and Competencies:** Nominated candidates shall possess the core values and competencies required for all United Nations personnel, in particular the core values of professionalism, integrity and respect for diversity, as well as the competencies specified in the respective job description.
- b) **Age:** The Police Division shall not consider candidates who are less than twenty-five and more than sixty years of age. Generally, it is strongly recommended that a candidate be under fifty-five (55) years of age at the time of deployment.
- c) **Medical Fitness:** A United Nations police officer must be physically and mentally fit taking into consideration that he or she will be deployed to a potentially hostile and hazardous environment. Before deployment to a peace operation, the candidate for SPT must be cleared by the United Nations Medical Services.
- d) **Education:** Nominated candidates shall have the educational qualifications as stipulated in the respective project description. A university degree is an asset and for some functions a requirement.
- e) **Work Experience:** Nominated candidates shall have a minimum of five years of work experience and shall have relevant experience in the specific policing or other law enforcement area which the SPT would deal with. Experience in advising and mentoring is highly desirable. Work experience in a post-conflict or developmental setting outside of the nominee's home country, preferably with the United Nations, or work related to international law enforcement, rule of law and/or human rights standards is an asset.
- f) **Language Skills:** SPT members shall ideally speak the Mission language. However, SPT members may be accepted for service with the United Nations despite their lack of proficiency in the Mission language provided a) mitigation measures, such as the funding of language assistants – to be vetted and recruited by the Mission - or pairing with bilingual IPOs, are implemented and b) the SPTs members are deemed to have the required skill sets to achieve the objectives defined in the Project Plan.
- g) **Computer Skills:** Basic computer skills are essential for any assignment with the United Nations. At minimum, nominated candidates shall possess skills in using the internet and standard email and text processing programmes. Experience in preparing reports and presentations and working with databases and spreadsheets is desirable.
- h) **Driving:** As a minimum, a candidate must be in possession of a valid national driving license, know standard traffic regulations, and be able to safely operate a manual gear four-wheel drive vehicle. The candidate's driving skills are assessed during the Assessment for Mission Service (AMS) and again upon arrival in the mission.
- i) **Firearms Handling and Shooting Skills:** For service in an armed PKO or SPM, a candidate must be authorized to carry a firearm, be able to handle a firearm, and demonstrate his or her shooting skills. This requirement does not apply to the civilian policing experts of the SPT.

#### **D.4 Evaluation of Candidates and Equipment**

20. **Normative framework.** The evaluation of candidates for service in a specialised police team is administered on the basis of the DPO SOP “Assessment for Mission Service of Individual Police Officers”. The SOP also covers the civilian policing experts. Assessment for Mission Service (AMS) is a mandatory process to determine whether an individual police officer from a Member State meets the minimum requirements to serve as an UNPOL member of a specialised police team in a peace operation. The fulfilment of the language, computer, work experience, driving, and firearms requirements are assessed by a United Nations-led team. The seconding Member State provides additional documentary evidence on the requirements of age, professional experience and professional integrity. The medical fitness will be certified only before possible deployment.
21. **AMS Modalities.** AMS is conducted on either on the basis of a Selection Assistance and Assessment Team (SAAT) deployed to a MS or on the basis of an in-mission AMS. The AMS is mandatory and AMS clearance is a pre-requisite for service in a peace operation. Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State concerned. The AMS may only be conducted on arrival in the mission area with the agreement of the Police Division . A candidate who has not been pre-cleared and does not pass the in-mission AMS will be repatriated at the cost of the seconding Member State.
22. **Selection Assistance and Assessment Team.** Upon request of a Member State, a Selection Assistance and Assessment Team (SAAT) is deployed by the Police Division’s SRS, to conduct an Assessment for Mission Service (AMS) of the candidates in the Member State. The language, driving, firearms, computer and professional experience requirements are assessed by the SAAT. The MS provides additional documentary evidence on the age, professional experience and professional integrity requirements. The medical fitness is certified before the deployment phase.
23. **Additional evaluation considerations.** Before a final deployment request is made to the seconding Member State, the Police Division shall also take into consideration the gender and geographical distribution of United Nations police officers in a peace operation to which the candidate would be deployed to. Police officers who have been AMS-cleared by a SAAT in their home country will not be assessed again upon arrival in the mission. However, they must pass an additional driving test in the mission area to obtain a United Nations driving permit.
24. **Feedback to nominating states.** The Police Division shall regularly inform the Permanent Missions of contributing Member States about the outcome of evaluation processes for which they have submitted candidates.
25. **SPT equipment.** The specific equipment needs for a given mission environment shall be assessed on the basis of the strategic planning process. Depending on the deployment modality, either an exchange of notes (personnel with financial support modality) or a Letter of Assist (personnel with reimbursable equipment) between PCCs and the United Nations shall be finalised prior to deployment and shall state the number of SPT personnel as well as any major or specialised equipment and/or self-sustainment capacity that the SPT needs. Pre-deployment evaluation of and the rates of reimbursement for the said equipment shall be undertaken in accordance with the operative relevant UN regulations.



## **D.5 Selection and Deployment<sup>4</sup>**

26. **Selection.** Selection for a specialised police team will be made by the Police Division from candidates generated through the note verbale process based on the findings of the assessment for mission service carried out by the Police Division. To facilitate a rapid deployment upon selection, the Police Division shall request from the Permanent Missions of those Member States the documents necessary to initiate the deployment for each SPT member found suitable. This includes a copy of the passport (valid for at least two (2) years beyond the date of submission) and a copy of the driving licence. Candidates shall be prepared to deploy within three (3) months of being informed of their selection. Following the selection decision, the Police Division shall inform the Permanent Mission of the respective Member State. In cases where the requirement can be met through a pre-cleared list of candidates generated from a previous note verbale and AMS process, the Police Division may select candidates with the requisite skill sets for service in a SPT.
27. **Medical forms.** The Police Division shall forward the completed medical forms to the Medical Services Division (MSD) at United Nations Headquarters that shall attest physical fitness for the respective mission area. MSD shall also determine the minimum vaccination requirements for the respective mission area. Member States are requested to ensure that police officers serving as a part of the SPT receive all mandatory vaccinations before deployment to the field mission. SPT members shall bring a copy of their personal health documents to the mission area, including an international certificate showing all received vaccinations and immunizations as well as an authoritative record of blood type and Rhesus factor.
28. **Pre-deployment arrangements: personnel.** Selected candidates, with support from the Mission concerned and their national authorities, shall be responsible for securing their own travel documents, including entry and transit visas and other travel documents if required. Deploying members of SPT shall bring these documents to the mission area. The United Nations shall issue a certificate that attests that the UNPOL SPT member travels on the official business of the United Nations and, where necessary, requests the host-country of the peace operation to facilitate the issuance of visas to the deploying SPT members. The Police Division shall ensure that the selected SPT member is issued a United Nations index number and shall request the peace operation to issue the travel/financial authorization. No travel shall be undertaken without the explicit authorization of the Police Division.
29. **Pre-deployment arrangements: equipment.** The transportation and deployment of SPT equipment shall be governed by the Exchange of Notes (as per para. 10) or the appropriate authority, including a "Letter of Assist" (LOA) (as per para. 11), whichever is appropriate. If requested to deploy with their accompanied contingent-owned equipment (COE), SPTs will be reimbursed following procedures established by the General Assembly, including in the COE manual and on the basis of signed MOUs.
30. **Pre-deployment arrangements: security.** Selected candidates shall ensure they have completed required security training for the duty station and completed a security clearance request for mission travel prior to departure
31. **Communications.** All communications between the requesting mission and the Permanent Mission of the contributing Member State are to be through the Police Division

at Headquarters. Requesting missions are not authorized to communicate directly with Member States in this respect.

32. **Duration of deployment.** The period of deployment for a SPT members shall be specified in the project description for the position required and will normally be for an initial period of up to twelve (12) months with possible extensions amounting to a total service of thirty-six (36) consecutive months. The head of the relevant component of the specific peace operation may request extension(s) beyond the initial period of deployment based on operational needs. Depending on the operational needs and in strictly exceptional circumstances, experts can be deployed for a shorter period of time. Police-contributing countries shall cover the travel costs of officers and civilian experts deployed for less than 12 months if it takes the decision to withdraw them before the 12-month mark.
33. **Extension requests.** The head of police component of the specific peace operation shall send the request for extension to the Police Division's SRS for its approval at least three (3) months prior to the completion of assignment of the SPT member. The Police Division shall forward the request for extension to the concerned Permanent Mission for consideration by the Government of the contributing country along with the necessary details requesting agreement on the period of extension. Bearing in mind the highly technical and project-oriented nature of SPT tasks, it is the expectation of the Police Division that a seconding Member State shall demonstrate the outmost flexibility concerning extension requests. Upon receipt of concurrence from the Member State, the Police Division shall inform the head of police component of the specific peace operation mission about the decision and the length of the extension granted.
34. **Extensions beyond 24 months.** Deployment beyond the maximum period of twenty-four (24) months may be requested in exceptional circumstances that require the continued presence of the respective SPT member, e.g. continuity in the advisory capacity of the peace operation in the area of work the police specialised team has expertise in; or the inability to replace serving personnel with specialised skills.
35. **Redeployment.** If force majeure requires evacuation of United Nations personnel and if there is no indication that SPT member will return to the mission in the immediate future (normally seven (7) calendar days), the tour of duty will be curtailed, unless transfer to another peace operation can be considered. The SPT member who have not completed one (1) year of service at the time of repatriation following the curtailment shall be placed on the list of pre-cleared candidates.
36. **Travel.** The United Nations shall be responsible for the cost of travel to the peace operation for initial deployment and from the peace operation for final repatriation upon completion of the SPT member's assignment. The most economical commercial route from the deploying SPT member's residence or duty station shall be used. The class of air travel shall be economy, irrespective of its duration.
37. **Shipment of unaccompanied baggage.** The United Nations shall be responsible for the shipment of unaccompanied baggage to the mission area as part of the deployment and to the home country upon completion of the tour of duty. Shipment of unaccompanied baggage shall be limited to 100kg if the initial tour of duty is twelve (12) months. It may be limited to 20kg if the initial tour of duty is less than twelve (12) and more than three (3) months. There may be no entitlement for shipment of unaccompanied baggage if the deployment is for an initial period of three (3) months or less. The Mission may authorise an exception to these limits if the SPT member is required to carry protective equipment to their deployed contingents as appropriate.

38. **Insurance coverage for unaccompanied baggage.** Where the United Nations is responsible for shipping unaccompanied baggage, insurance coverage shall be provided only if an itemized inventory indicating value is provided in advance of the travel. The United Nations shall not be responsible for insuring accompanied luggage or for the reimbursement for any accompanied excess luggage.
39. **Travel arrangements.** The receiving mission in consultation with the Police Division shall make the necessary travel arrangements for the SPT member. The contributing Member State may choose to be responsible for making the travel arrangements based on a reimbursement scheme. In no circumstances shall the United Nations reimburse a SPT member for travel arranged by him/herself.
40. **Travel arrangements made by seconding Member State.** Member States or the United Nations office responsible for making the travel arrangements shall inform the receiving peace operation, the Police Division and the respective Permanent Mission of the itinerary, airline and flight number with due notice, including any delays or alterations, to ensure that personnel of the peace operation will receive the deploying SPT member at the airport. Deploying SPT member shall also inform the Police Division directly, as soon as possible, of airline and flight details and of any subsequent changes.
41. **Individual travel claims.** Individual travel claims shall be submitted upon arrival. Originals of used air-tickets, boarding passes and any receipts are to be retained by the SPT member and submitted to the administrative section in the peace operation, together with the established claim form (obtainable in the peace operation).
42. **Pre-deployment training.** SPT members found suitable for deployment are to be prepared for their assignments through receipt of mandatory pre-deployment training with focus on the Core Pre-Deployment Training Materials (CPTMs) and the police-specific Specialised Pre-Deployment Training Materials (SPTMs) developed by the United Nations on the basis of the Strategic Guidance Framework for International Police Peacekeeping. SPT members shall also familiarize themselves with the project document related to their specific deployment in order to gauge the functions they are required to fulfil once deployed. The CPTMs and SPTMs represent the essential knowledge on peacekeeping required by all police personnel, to function effectively in a United Nations peace operation.

#### ***D.6 Service in peace operation***

43. **General Provisions.** Specialised Police Teams members shall serve under the supervision of the head of the police component of the peace operation or his/her designate. The head of the police component of the specific peace operation shall provide leadership and guidance to specialised police teams and shall be responsible for regularly completing performance assessment reports. All assessment reports shall be professional, objective, transparent and impartial, and shall, to the extent possible, highlight positive as well as negative aspects with regard to professional performance, conduct and competence. Such reports shall be retained in the peace operation, forwarded to the Police Division and uploaded into COSMOS management system for knowledge retention and for organizational learning. They shall be used, inter alia, in making decisions on extensions or selection for future UNPOL deployment. The assigned Specialised Police Team leader will establish the work plan and the work schedule, consistent with the work plan of the police component and the established working hours in the peace operation.

44. **Human rights compliance.** In discharging their functions, SPT members shall uphold, promote and protect human rights and observe and apply the joint OHCHR-DPKO-DPA-DFS Policy on Human Rights in United Nations Peace Operations and Political Missions (2011). SPT members shall actively collaborate with other components of the field operation. SPT members shall observe and apply the relevant provisions of Security Council resolutions 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), and 1960 (2010) and 2106 (2013), 2122(2013) and 2467 (2019) on women, peace and security, including in relation to the protection, rights and special needs of women as well as on the importance of involving women in all peacekeeping and peace-building measures. SPT members shall actively encourage, including through training and advising as appropriate, the increased representation of women at all levels of the host State police and other law enforcement agencies. SPT members shall encourage the host State police and other law enforcement agencies to consider gender issues in policy development, training, daily operations and all other activities.
45. **Materials developed during tour of duty.** Any materials developed by SPT Members during the course of their assignment such as training curricula, reports, guidance material and assessment instruments shall be deemed the property, including the intellectual property, of the United Nations and all rights thereto shall remain with the United Nations.
46. **Administrative support.** The Administrative pillar of the police component (UNPOL Chief of Staff) shall be responsible for the administration of SPT members, including, but not limited to, check-in and check-out, evacuation, repatriation and processing and disbursement of entitlements as well as visa and travel requests for official travel other than the initial deployment. The necessary administrative and logistics support a SPT with equipment shall be provided by the Mission Support Division of the peace operation in question. SPT members shall be issued with identification cards that identify them as "Member of [Insert Name of PKO or SPM] – UNPOL".
47. **Clothing and Equipment.** United Nations Police Officers, including members of the specialised police teams, are obliged to wear their national uniforms during the performance of their duties. The United Nations will provide a blue beret, peak cap, cap badge, neck scarf and six shoulder patches to be sewn on the upper right sleeve of the uniform shirt or jacket. A national identification symbol, normally a small national flag, should be sewn on the upper left sleeve of the uniform shirt and jacket. United Nations Police Officers must have the United Nations blue helmet and anti-flak jacket – to be provided by the seconding Member States – readily accessible to wear in case of emergency, or upon notification and order from the chain of command. It is recommended to Member States to provide protective equipment to their deployed contingents as appropriate. Selection of clothing and equipment will depend on climatic and terrain conditions in the mission area. United Nations Police Officers may wear civilian clothes while off-duty.
48. **Firearms, ammunition and personal equipment.** Member States are fully responsible for the provision and transport, to and from the mission area, of firearms, ammunition and personal equipment for United Nations specialised police teams deployed in peace operations, when so required by the United Nations. Such weapons and equipment must be in excellent working condition and ammunition must be valid for at least five (5) years at the time of their transportation to the mission area.
49. **Cameras.** Members of United Nations specialised police teams are not authorized to carry cameras while on duty, unless for service purpose and as otherwise authorized by the mission. Upon arrival, all United Nations SPT members should acquaint themselves with

the standard operating procedures and other administrative directives, which give details governing the off-duty use of cameras.

50. **Mission assets.** SPT members shall have access to those mission assets as required to effectively fulfil their duties, including transport and IT/communications equipment in accordance with established United Nations policies and procedures.
51. **Security.** The Head of Mission shall be accountable for the security of all personnel deployed to a peace operation. Policies, procedures, standards and other arrangements of the United Nations Security Management System (8 April 2011) shall also be applicable to SPT members, and they are required to comply with them. These officers are considered United Nations personnel for the purposes of the United Nations Security Management System (UNSMS)<sup>5</sup>.
52. **Accommodation.** Unless accommodation is provided by the peace operation, the SPT members are required to make their own arrangements. All duty stations are considered non-family duty stations for SPT members. The United Nations will not facilitate the presence of family members of SPT members at the duty station, regardless of the designation of the duty station. The United Nations accepts no responsibility for family members of SPT members. They are not included in the mission's security, relocation or evacuation plans.
53. **Legal Status.** The SPT members serve with the legal status of expert on mission and enjoy the privileges and immunities as are necessary for the independent exercise of their functions as outlined in Article VI of the Convention on Privileges and Immunities of the United Nations and the applicable agreements of the receiving peace operation with the host government, i.e. the status-of-forces agreement (SOFA) or the status-of-mission agreement (SOMA). These privileges and immunities are granted in the interest of the United Nations and not for the personal benefit of the individuals concerned. SPT members shall refrain from any action or activity incompatible with the impartial and international nature of their duties and respect all local laws and regulations. The Secretary-General has the right and duty to waive the immunity of an expert on mission in any case where, in his opinion, the immunity would impede the course of justice and it can be waived without prejudice to the interest of the United Nations.

#### ***D.7 Code of Conduct***

54. All SPT members shall comply with and obey all United Nations rules and procedures, including the Regulations governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials, and Experts on Mission (ST/SGB/2002/9), Secretary General's Bulletin - Special Measures for Protection from Sexual Exploitation and Sexual Abuse (ST/SGB/2003/13); Secretary-General's Bulletin - Prohibition of Discrimination, Harassment, including Sexual Harassment, and Abuse of Authority (ST/SGB/2008/5); Code of Conduct for Law Enforcement Officials (General Assembly resolution 34/169 of 17 December 1979), as well as mission-specific standard operating procedures (SOPs), directives and any other applicable rules, regulations or administrative issuances issued by the Police Commissioner, or the Mission.
55. All SPT members shall be aware of and subject to the provisions of General Assembly Resolution 71/134 of, 13 December 2016 on Criminal accountability of United Nations

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<sup>5</sup> UNSMS Security Policy Manual, Chapter III 'Applicability of the United Nations Security Management System'.

officials and experts on mission. In particular, at all times while serving with the United Nations, SPT members are bound to demonstrate and maintain the highest standards of conduct, ethical behaviour, discipline and professionalism.

56. With the delegated authority of the Police Commissioner, the Police Chief of Staff and relevant internal investigations mechanisms, supported by National Contingent Commanders / Team Leaders, are responsible for maintaining and enforcing professional standards and conduct and ensuring that Mission-specific guidance concerning conduct and discipline matters is fully complied with.
57. Chiefs, Commanders, Team leaders and Supervisors at all levels have continuous additional responsibilities in their capacity as senior staff to uphold and enforce United Nations standards of conduct and the zero-tolerance policy on sexual exploitation and abuse, which consider the failure to follow up on complaints itself a violation warranting disciplinary action and repatriation. Senior staff are responsible for the application and respect of professional standards and conduct at their levels of command, and are responsible for taking steps to prevent and address misconduct on the part of their subordinates.
58. Command staff and Supervisors shall exercise "Positive Control" of all personnel under their command at all time.
59. **Internal Investigations.** The relevant internal investigations mechanisms, upon the instruction of the Police Commissioner and as directed by and under the authority of the Head of Mission, may conduct investigations into allegations of misconduct, in accordance with applicable procedures and with full respect for due process and principles of confidentiality. The investigations conclude with a written report with supporting evidence and which shall, where possible, include findings regarding facts established during the investigation and conclusions if misconduct was established or not. The reports shall be transmitted to the mission CDT for review and determination by the HOM of potential further action.
60. **Recording of misconduct.** All information regarding allegations of misconduct received and the results of investigations conducted into allegations of misconduct shall be shared with the mission CDT for entry and recording in the Misconduct Tracking System maintained by DOS. Such information will be shared with Police Division, which will consider this information when reviewing Member State nominations or conducting background and reference checks of officers for future deployments.

#### **D.8 Benefits and Entitlements**

61. **Allowances.** SPT members will retain the salary and entitlements from their respective Government of the contributing country for the duration of their assignment with the United Nations. In addition, SPT members shall be eligible for Mission Subsistence Allowance (MSA) under conditions established by the United Nations to cover living expenses in the mission area. MSA rates are determined on the basis of long-term accommodation, food and other expenses at the duty station and are periodically adjusted to reflect changes in living costs. Where food and/or accommodation are provided free of charge by the United Nations or a government, MSA will be reduced accordingly.
62. MSA shall be payable from the date of arrival at the duty station until final repatriation for: actual work days spent in the mission; weekends and official holidays spent within or

outside the mission area; annual leave accrued while on mission assignment, and taken prior to the expiration of the mission assignment where the annual leave was accrued; and sick leave taken in the mission area. When hospitalized in the mission area, the MSA may be reduced.

63. When travelling on official business within the mission area which requires an overnight stay at a location away from the normal duty station, MSA is payable or, if no MSA rate has been established for the location of the overnight stay, the daily subsistence allowance (DSA) may be paid as applicable to the location of the overnight stay, in addition to the accommodation portion of the MSA for the normal duty station where applicable.
64. The Head of Mission or his or her designate may withhold MSA to cover financial loss or damage caused to United Nations property by negligence or wilful act. S/he may reduce MSA for unauthorized absence from duty, or for indebtedness to the Organization.
65. **Annual Leave.** SPT members are entitled to two and a half (2.5) days of annual leave per month of completed service. Annual leave shall begin to accrue from the date of arrival in the mission area. Requests for annual leave shall be submitted to the head of the police component of the specific peace operation for approval. The head of the police component may determine a maximum number of days of annual leave that may be taken at a time.
66. The general rule is that annual leave shall not be taken before it is earned, except with regard to leave accruing during the last month of service. In exceptional circumstances, the head of the police component of the specific peace operation may approve advance leave. Annual leave shall not be taken in the last five (5) days prior to the end of tour of duty to facilitate an orderly check-out process. Assignments shall not be extended for the purpose of exhausting leave entitlements. No financial or other compensation is applicable for annual leave not taken during the tour of duty.
67. **Medical Support.** The United Nations shall provide coverage for medical services, including hospitalization and emergency evacuations, for illness or injury which is attributable to conditions and hazards within the area of assignment and occurring during their service in the mission area. The SPT members shall have access to the peace operation medical facilities. They may also seek medical services from a physician of their choice (except for medical examinations for fitness for duty) and shall be reimbursed for reasonable expenses upon submission of adequate documentation and receipts to the office of the UNPOL Chief of Staff. The United Nations shall not reimburse expenses if the SPT member is reimbursed by other insurance arrangements or sources. Expenses for dental treatment shall not be reimbursed unless relating to emergency treatment or attributable to mission-related injury or illness.
68. The United Nations attending physician in the peace operation shall certify any absence due to illness or injury in excess of one (1) day per month. The police component of the specific peace operation shall report all cases of serious illness, injury or hospitalization to the Police Division. The Police Division shall inform the Permanent Mission of the contributing Member State.
69. Member States are requested to continue providing medical coverage for any injury or illness that is not related to service in the mission area, if applicable under national legislation. Member States will be requested to facilitate the provision of medical and psychological services for SPT members upon completion of their assignment, if necessary.

70. **Compensation for Death and Disability.** SPT members shall name their beneficiaries. For this purpose, each SPT member is required to complete, in triplicate, a designation-of-beneficiary form upon arrival to the peace operation. If no beneficiary has been named, payments shall be made to the estate of the deceased. In either case, payment shall be made by the United Nations through the respective contributing Member State.
71. SPT members or their beneficiaries shall be eligible for compensation, as determined by the Secretary-General, for death and disability. Compensation shall not be paid if the injury, illness or death is attributable to the individual's own wilful misconduct or negligence. In the event of the death of a SPT member, the United Nations shall be responsible for all costs associated with the return of the remains to the home country. The beneficiaries of the SPT member may also be entitled to an allowance for funeral expenses, as determined by the Secretary-General.
72. Guidance for the submission of death and disability claims can be found in General Assembly documents A/52/369 of 17 September 1997 and A/63/550 of 17 November 2008. In line with the provisions of General Assembly resolution 52/177, the arrangements for death and disability compensation benefits applicable to uniformed personnel, apply to SPT members with the status of expert on mission, as approved by the General Assembly in its resolution 64/269, apply to SPT members with the status of expert on mission. Compensation shall be limited to a maximum amount of US \$77,000.00
73. The determination of permanent disability and the type and degree of incapacity and the relevant compensation shall be decided on the basis of documentary evidence and of the "Guide to Evaluation of Permanent Impairment" of the American Medical Association, as prescribed in A/52/369. In cases of doubt, the United Nations shall give all cases sympathetic consideration.
74. **Compensation for Loss or Damage to Personal Effects.** SPT members may be entitled, within the limits and under the terms and conditions established by the Secretary-General, to reasonable compensation for the loss of, or damage to, their personal effects. Compensation is limited to cases occurring in the mission area or during official travel and determined to be directly attributable to the performance of official duties on behalf of the United Nations. SPT members will be requested to take all possible precautions against loss or theft of their personal property, and avoid bringing expensive or luxury items to the mission area. There are strict limits to the amount of compensation that may be paid for such items, regardless of their value. No compensation will be paid for loss or damage to any article, which, in the opinion of the Secretary-General, cannot be considered to have been reasonably required for day-to-day life under the conditions existing at the duty station. Compensation is not payable for loss or damage to personal effects when the loss or damage was caused by the negligence or misconduct of a SPT member.
75. As part of the check-in process in the mission, SPT members will be required to complete the appropriate forms listing personal items in possession and their approximate value. Upon acquisition of additional personal property, SPT members will be required to amend the aforementioned forms accordingly. Failure to register personal property shall render any claim for loss or damage inadmissible. The United Nations shall not provide compensation for the loss of, or damage to, any articles, clothing or equipment of SPT members provided by the Member States.

#### ***D.8 Transfer of SPT Members to another peace operation***



76. Under normal circumstances, SPT shall not be transferred between peace operations. However, in the event of urgent and unforeseen operational requirements, transfers of the entire SPT may be approved by the Police Division, if the releasing and receiving peace operation, the respective SPT and the contributing Member State (represented by the Permanent Mission to the United Nations) agree and if other criteria for the SPT deployment contained in Paras 8 and 12 are met. The peace operation requesting the transfer shall be responsible for travel expenses of the SPT to the new mission area. The receiving peace operation shall be responsible for expenses related to the repatriation at the end of the tour of duty. The Police Division shall be kept informed of all transfers of SPTs.
77. The transferring SPT members will complete their remaining tour of duty in the receiving peace operation. The head of the police component of the receiving peace operation may request an extension of service of the SPT in line with the respective provisions of these Guidelines. The leave accrued during service in the releasing peace operation shall be carried over to the new assignment.

#### ***D.9 Early Repatriation***

78. SPT members may be repatriated prior to the completion of their tour of duty upon the recommendation of the Head of Mission and following the approval of the Under-Secretary-General for Peace Operations (for DPO-led missions) or the Under-Secretary-General for Political Affairs (for missions led by the Department of Political and Peacebuilding Affairs (DPPA)) for the following reasons: failure to meet the minimum requirements for service in the mission compassionate grounds; a formal request citing personal reasons; medical grounds; at the Member State's request; lack of integrity with regard to meeting the minimum requirements in terms of educational background, language skills, or work experience; or on disciplinary grounds. Once decided, repatriation shall be immediate and the Police Division shall inform the concerned Member State through its Permanent Mission.
79. SPT members shall be considered to not meet the minimum requirements for service
- a) if s/he cannot discharge regular duties effectively for other reasons related to competence professional skills, and unauthorized absences; or
  - b) when duties require driving skills, if s/he is unable to obtain a driver's license issued by the peacekeeping operation or special political mission after three (3) attempts within the first three (3) months upon deployment, and the head of the police component of the specific peace operation is unable to assign him/her duties that do not require driving skills. More time shall be allowed in cases of natural disasters, emergency evacuation, or if the SPT members is unable to take the driving test due to force majeure.
80. SPT members may be repatriated upon their request for personal reasons or at the request of the contributing Member State. S/he may also request repatriation on compassionate grounds in the case of death or serious illness or injury of a relative of the first degree (parent, spouse or child) or another family member who was the only surviving relative of the individual. SPT member may also be repatriated in cases of dishonesty with regard to meeting the minimum requirements in terms of educational background, language skills, or work experience. SPT member may also be repatriated for misrepresentations by the contributing Member State or the SPT member in connection with past criminal conduct and/or violation of international humanitarian and international human rights laws.

81. SPT members may be repatriated for medical reasons upon recommendation of the Chief Medical Officer or his/her designate, who determines that the individual is unfit for service in the peace operation or requires treatment not available in the mission area.
82. SPT members may be repatriated on disciplinary grounds for any breach of the United Nations standards of conduct as substantiated through appropriate investigation. SPT members repatriated on disciplinary grounds shall not be considered for service in any capacity with the United Nations in the future. The United Nations shall request information from Member States regarding national disciplinary and/or legal action taken with regard to the repatriated personnel.
83. In the case of repatriation due to disciplinary grounds, for failing to meet the minimum requirements for service in the mission, dishonesty with regards to meeting the minimum requirements, misrepresentations, for personal reasons upon request of the individual, or upon request of the contributing Member State, the contributing Member State will be responsible for all travel-related expenses, including the shipment of unaccompanied baggage. In case of repatriation for compassionate or medical grounds, the United Nations shall be responsible for travel-related expenses and unaccompanied shipment unless the medical condition requiring the repatriation was pre-existing and the SPT member misrepresented facts in the medical examination form submitted to the Secretariat prior to his/her deployment.

#### ***D.10 Conduct and Discipline***

84. The Charter of the United Nations requires all personnel to maintain the highest standards of conduct. All SPT members shall uphold the highest standards of professionalism, competence and integrity. SPT members shall comply with local laws and regulations and honour their private legal obligations, including, but not limited to, the obligation to honour orders of competent courts, including in relation to child support.
85. Upon entry in service, SPT members shall sign the Undertaking and Declaration by Experts on Mission acknowledging that they will comply with the rules set therein, as well as relevant regulations, standard operating procedures, policies, and directives as issued by the United Nations. The following standards of conduct, guidelines and directives shall be applicable to SPT members: i) Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials, and Experts on Mission (ST/SGB/2002/9), ii) "We are United Nations Peacekeepers"; iii) Secretary-General's Bulletin on Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13); iv) General Assembly resolution 66/93, adopted on 13 January 2012, on Criminal accountability of United Nations officials and experts on mission (A/RES/67/88 or as may be amended); and v) any additional codes of conduct or mission-specific directives applicable in the respective peacekeeping operation or special political mission. The peacekeeping operation or special political mission shall ensure that SPT member receive a copy of the above documents.
86. In exercising their official functions, SPT members shall observe international human rights standards and shall not discriminate against any person on grounds of gender, race, colour, language, religion, political or other opinion, national, ethnic or social origin, sexual orientation, association with a national community, property, birth or other status. They shall report human rights abuses they witness to their supervisors and to the human rights component or its equivalent in the peacekeeping operation or special political mission.

87. In exercising their official duties, SPT members shall in particular:
- a) Neither seek nor accept instructions from any Government or from any other source external to the Organization;
  - b) Perform their duties with the interests solely of the United Nations in mind, duly recognize the needs and interests of the host country and its people, and act with strict impartiality, integrity, independence and tact;
  - c) Not abuse or exploit members of the local population, in particular women and children;
  - d) Neither solicit nor accept any material reward, honour, or gift other than the due entitlements from their home country and the United Nations; and,
  - e) Treat United Nations property, especially vehicles and communications equipment, with care, and not trade, sell or use such property for personal benefit.
88. SPT members shall not engage in any acts of sexual exploitation or abuse. Exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading, or exploitative behaviour, is prohibited. This includes any exchange of assistance that is due to beneficiaries of assistance. Sexual activity with children (persons under the age of eighteen (18) years old) is prohibited regardless of age of majority or age of consent locally. Sexual relationships between members of peace operations, including SPT members, and beneficiaries of assistance (including the local population and refugees) are prohibited, since they are based on inherently unequal power dynamics and undermine the credibility and integrity of the work of the United Nations.
89. SPT members are required to exercise utmost discretion in all matters of official business. They shall not communicate to an unauthorized person any confidential information known to them because of their official position and/or take any action that may adversely affect the interests of the United Nations. This obligation shall not cease even after the assignment with the United Nations is completed. A declaration to that effect shall be signed by all SPT members upon arrival in the peace operation.
90. The head of the police component of the specific peace operation shall inform the conduct and discipline team or focal point in the peace operation of any allegation or report of possible misconduct by any SPT member. S/he shall also inform the Head of Mission or his/her designate and seek guidance to mitigate any negative consequences of the alleged misconduct. To the extent possible, the head of the police component of the specific peace operation will be informed of any investigation for misconduct against a SPT member.
91. The United Nations shall investigate any form of misconduct through the appropriate investigative office in accordance with the rules of the Organization. If a SPT member is found to have engaged in misconduct, the Head of Mission shall inform the Under-Secretary-General for Operational Support with copy to the Under-Secretary-General for Peace Operations (in the case of a peacekeeping operation) or the Under-Secretary-General for Political and Peacebuilding Affairs (in the case of a special political mission) and the SPT member may be subject to repatriation on disciplinary grounds. The right of the United Nations to investigate any form of misconduct committed by SPT members is without prejudice to the right of the host State to investigate crimes under its domestic criminal laws, in accordance with the procedures of the applicable SOMA, SOFA or other agreement with the host government, or to the right of the contributing Member State to separately investigate misconduct or crimes by its personnel.

92. While the United Nations shall conduct administrative investigations into alleged misconduct by its experts on mission and impose administrative measures as appropriate, it may also refer credible allegations that a criminal offence may have been committed by the SPT member, to the appropriate authorities of the host State or the State of nationality. In particular, and in accordance with General Assembly resolution 62/63 of 6 December 2007 and subsequent resolutions on criminal accountability of United Nations officials and experts on mission, the Secretary-General shall refer credible allegations of criminal conduct by SPT members to his/her State of nationality. In such cases, the Secretary-General shall also request that the Member State provide information on its efforts to investigate, and where appropriate, prosecute crimes of a serious nature.
93. In cases where the host State initiates an investigation into alleged crimes, the peace operation shall cooperate with the host State in accordance with the standard provisions of the applicable SOFA or SOMA, following consultation with DOS and the Office of Legal Affairs (OLA). In cases where the host State institutes criminal proceedings against the SPT members, the Organization may facilitate the possible use of information and material by the State, on the understanding that the proceedings are consistent with the procedures as set forth and meet the due process standards described in the applicable SOFA or SOMA.
94. Peace operations shall report to DOS (with a copy to OLA and the Police Division) all requests for waiver of immunity of a SPT member by a host State intending to initiate criminal proceedings, together with an assessment of any policy implications of cooperation and possible impact on the proper administration of justice, in particular considering the capacity of the host State's justice system to meet international standards of due process, humane treatment, fair trial and detention conditions. The peace operation shall provide information to the United Nations Department of Safety and Security (UNDSS) for advice on related security aspects.
95. With respect to possible proceedings in a host State, the Head of Mission and the host State concerned shall agree on whether or not to institute civil or criminal proceedings, in accordance with the provisions of the applicable SOFA or SOMA. The Secretary-General has the right and duty to waive the immunity of SPT member (if immunity applies) in any case where, in his/her opinion, the immunity would impede the course of justice and it can be waived without prejudice to the interests of the United Nations.
96. SPT members shall not leave the mission area during an ongoing investigation or to avoid civil actions or criminal charges without authorization from United Nations Headquarters in New York. If necessary, the concerned Member States shall ensure the return of the individual(s) to the mission area to facilitate completion of investigations or civil or criminal proceedings.
97. Loss of or damage to United Nations property shall be immediately reported to the appropriate officials through the established channels. SPT member shall reimburse the United Nations either partially or in full for any financial loss as a result of negligence or wilful act, or from having violated any regulation, rule or administrative instruction. This shall be done primarily by withholding an appropriate part of the MSA payments.
98. SPT members shall be responsible to learn and abide by the currency regulations of the host State and other States in the mission area, especially with regards to foreign currency exchanges on the local market. Violations of these regulations may be considered as misconduct.

#### **D.11 UN Medals and Awards**

99. The Secretary-General establishes the United Nations Medal for award, subject to the applicable regulations, to United Nations Police Officers who are or have been in the service of the United Nations.

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#### **E. TERMS AND DEFINITIONS**

100. For purposes of this Guidelines, the following definitions shall apply:

<b>AMS</b>	The Assessment for Mission Service is the mandatory process to assess a police officer or a civilian policing expert nominated by a Member States against the requirements for service in a peace operation.
<b>Candidate</b>	A candidate is a police officer or a civilian policing expert who has been nominated by his or her government to participate in an AMS.
<b>Civilian policing expert</b>	A civilian policing expert is a civil servant from a police or other public administration entity of a Member States with expertise in areas that are not core policing responsibilities but are critical for the functioning of a host-State police or other law enforcement agency. Civilian policing experts fall within a peace operation's authorised police strength but do not exercise police powers. Depending on the host State needs, a civilian policing expert may be selected individually or as part of a Specialized Police Team.
<b>CPTM</b>	Core Pre-Deployment Training Materials.
<b>DOS</b>	Department of Operational Support
<b>DMS/CMS</b>	The Director of Mission Support/Chief of Mission Support oversees all administrative functions of a peace operation.
<b>DPPA</b>	Department of Political and Peacebuilding Affairs
<b>DPO</b>	Department of Peace Operations
<b>FPU</b>	A Formed Police Units is a specialised, cohesive armed mobile police unit, providing security support to United Nations operations by ensuring the safety and security of United Nations personnel and assets; contributing to the protection of civilians; and supporting police operations that require a formed

response. Depending on the particular mission's mandate, an FPU may perform these tasks independently (in the case of executive law enforcement mandate) or in support of existing host-state law enforcement agencies and within the limits of its operational and logistical capabilities, areas of deployment and relevant United Nations policies.<sup>6</sup>

<b>HOM</b>	The Head of Mission leads a peace operation, including its police component.
<b>HOPC</b>	The Head of the Police Component of a peace operation.
<b>Individual police officer</b>	An officer who is authorised to exercise police powers and serves in a police or other law enforcement agency of a seconding Member State.
<b>MS</b>	A Member State of the United Nations.
<b>OROLSI</b>	Office of Rule of Law and Security Institutions in the Department of Peace Operations.
<b>PCC</b>	A Police Contributing Country is a Member State that provides police officers and/or civilian policing experts for service in a peace operation.
<b>PD</b>	Police Division.
<b>PO</b>	United Nations Peace Operation.
<b>SAAT</b>	A Selection Assistance and Assessment Team is a team of AMS instructors sent by the United Nations Police Division to a Member State to conduct an AMS.
<b>SGF</b>	The United Nations Strategic Guidance Framework for International Police Peacekeeping is the policy foundation for United Nations policing and consists of an overarching <i>Policy on United Nations Police in Peacekeeping Operations and Special Political Missions</i> , four subsidiary guidelines on police capacity-building and development, police command, police operations and police administration, related SOPs, manuals and training curriculum.
<b>SPT</b>	A specialised police team is a group of experts in a particular policing specialism seconded by a Member State or several Member States to

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<sup>6</sup> Department of Peacekeeping Operations/Department of Field Support, *Policy (Revised): Formed Police Units in United Nations Peacekeeping Operations*, 1 January 2017 (Ref. 2016.10).

	serve with the United Nations at the request of the Secretary-General.
<b>SDPS</b>	Strategic Policy and Development Section of the Police Division in the Office of Rule of Law and Security Institutions in DPO.
<b>SRS</b>	Selection and Recruitment Section of the Police Division in the Office of Rule of Law and Security Institutions in DPO.
<b>UNPOL</b>	United Nations Police.
<b>UN Police Adviser</b>	The United Nations Police Adviser heads the United Nations Police Division in the Office of Rule of Law and Security Institutions of the Department of Peace Operations.
<b>UN police component</b>	All United Nations police officers in a given peace operation including individually deployed officers, civilian policing experts and FPU members.
<b>UN police officer</b>	A police officer serving within a United Nations police component, either as individual United Nations police officer or as member of a Formed Police Unit.

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## F. REFERENCES

### Normative or Superior References

- Report of the High-Level Independent Panel on United Nations Peace Operations, 16 June 2015
- Security Council Resolutions 2167 (2014), 2185 (2014) and 2382 (2017)
- Report of the Secretary-General on United Nations policing, S/2018/1183, 31 December 2018
- Report of the Secretary-General on United Nations policing, S/2016/952, 10 November 2016
- Report of the Secretary-General on United Nations police, A/66/615, 15 December 2011
- DPKO-DFS Policy on United Nations Police in Peacekeeping Operations and Special Political Missions, Ref. 2014.01, 1 February 2014
- DPKO-DFS Policy on Authority, Command and Control in United Nations Peacekeeping Operations, 15 February 2008
- United Nations Basic Principles on the Use of Force and Firearms by Law Enforcement Officials (Eighth United Nations Congress on the Prevention of Crime and the Treatment of Offenders, welcomed by General Assembly resolution 45/121, 18 December 1990)
- Code of Conduct for Law Enforcement Officials (General Assembly resolution 34/169, 17 December 1979)
- Manual on Policies and Procedures Concerning the Reimbursement and Control of Contingent-Owned Equipment of Troop/Police Contributors Participating in Peacekeeping Missions (COE Manual)

### Related Policies

- DPKO-DFS Guidelines on Police Command in Peacekeeping Operations and Special Political Missions, Ref. 2015.14, 1 January 2016
- DPKO-DFS Guidelines on Police Operations Command in Peacekeeping Operations and Special Political Missions, Ref. 2015.15, 1 January 2016
- DPKO-DFS Guidelines on Police Capacity-Building and Development, Ref. 2015.08, 1 April 2015
- DPKO-DFS Guidelines on Police Administration in United Nations Peacekeeping Operations and Special Political Missions, Ref. 2016.26, 1 February 2017
- DPO Standard Operating Procedure on Assessment for Mission Service of Individual Police Officers, Ref. 2019. 19, 09 September 2019
- DPO-DOS Manual on UNPOL Donor Coordination and Fund Management in Peace Operations, Ref. 2019.06, February 2019.
- DPKO-DFS Guidelines for Integrating Gender Perspectives into the Work of United Nations Police in UN Peacekeeping Missions, June 2008
- Directives on Disciplinary Matters Involving Civilian Police Officers and Military Observers, DPKO/CPD/DDCPO/2003/001, DPKO/MD/03/00994
- Policy on Integrated Assessment and Planning (2018)
- United Nations Security Management System Policies (8 April 2011)
- DPKO-DFS Guidelines on Improvised Explosive Device (IED) Threat Mitigation in Mission Settings, Ref. 2016.14

### G. MONITORING AND COMPLIANCE

101. In field missions, the implementation of these Guidelines shall be the responsibility of the Head of police component assisted by other managers. At Headquarters, the implementation of these Guidelines shall be the responsibility of the SRS under the direction of the UN Police Adviser.

### H. CONTACT

102. The contact for these Guidelines is DPO/OROLSI/PD/SPDS.

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### I. HISTORY

103. These Guidelines are effective from 01 September 2019.


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APPROVAL SIGNATURE:

  
Jean-Pierre Lacroix

DATE OF APPROVAL:

APPROVAL SIGNATURE:

  
Atul Khare

DATE OF APPROVAL: