



THE AFRICAN STANDBY FORCE

POLICE DIMENSION STAFFING, TRAINING AND ROSTERING WORKSHOP

SOFITEL HAMMA GARDENS, ALGIERS, ALGERIA, 18-20 OCTOBER 2008

CONCEPT OF THE POLICE DIMENSION WORKSHOP



Coordinated by

The Training for Peace Programme (TfP) at the ISS

With financial support from

The Royal Norwegian Ministry of Foreign Affairs, the Federal Foreign Office of German, the UK Government (DFID) and the French Embassy in Pretoria



CONCEPT OF THE POLICE DIMENSION WORKSHOP

References:

- A. ECOWAS Training Needs Analysis Workshop: (West) African Civilian Professional Staff in PSO, Kofi Annan International Peacekeeping Training Centre, Accra, 8-10 June 2005.
- B. Report of the Technical Experts Workshop on the Civilian Dimension of the African Standby Force, Accra, Ghana, 29 August – 1 September 2006.
- C. Report of the ASF Training Support and Coordination Workshop, Addis Ababa, Ethiopia, 24-26 April 2007.
- D. Report of the ASF Rapid Deployment Workshop, Addis Ababa, Ethiopia, 24-27 July 2007.
- E. Report of the ASF Training Implementation Workshop, Addis Ababa, Ethiopia, 29-31 October 2007.

BACKGROUND

1. Under the management of the Peace Support Operations Division (PSOD) of the African Union (AU), and in collaboration with the Regional Economic Communities (RECs), the establishment of the African Standby Force (ASF) saw considerable progress. Especially during 2006 and 2007, the AU PSOD conducted a number of workshops that culminated in the finalisation of the harmonised policy tools relating to doctrine; logistics; training and evaluation; command, control, communications and information systems (C³IS); and standardized operational procedures (SOPs).
2. In addition, as part of efforts at expanding the range of regional partnerships towards the operationalisation of the ASF, an ASF Training Support and Coordination Workshop was held in Addis Ababa, Ethiopia, from 24-26 April 2007. The workshop was in response to the request from the AU PSOD during the 5th Annual General Meeting (AGM) at the Kofi Annan International Peacekeeping Training Centre (KAIPTC) in Accra, Ghana.
3. Finally, following the ASF Rapid Deployment Workshop (Addis Ababa, Ethiopia, 24-27 July 2007), and pursuant to the implementation of the ASF roadmap, the AU PSOD organised the ASF Training Implementation Workshop in Addis Ababa, Ethiopia, from 29-31 October 2007, to finalise the interim ASF Training Plan and source for funds for the major activities leading to the operationalisation of the ASF by 2010. Among other conclusions, the Workshop recommended that:
 - a) Civilian and police experts should be involved in the development of the concept and planning for the ASF exercise in 2010, and
 - b) Enhancing capacity by staffing the Planning Elements (PLANELMs) to the required levels as a matter of urgency, establishing an ASF planning staff within the continental PLANELM in 2008, to facilitate AU training aspects in the lead up to the ASF command post exercise (CPX), involvement of multiple elements of the ASF in the CPX, etc.
4. As part of the way forward on these steps, the ASF Training Directive incorporating the above conclusions were subsequently endorsed by the African Chiefs of Defence Staff (ACDS) and Heads of Security in March 2008.
5. However, even though considerable progress has been made in operationalising the, such

progress has largely been in the domain of the military aspects, with little progress in respect of the civilian and police aspects of the Force. This realisation therefore motivated the AU (PSOD) to extend an invitation to the Institute for Security Studies (ISS) to lead on the organisation and conduct of a dedicated workshop to deliberate on the management structures, staffing, rostering and training issues relating to the Police Component of the ASF.

6. A list of recommended reading materials is outlined as References above. Copies will be included in the workshop folder.

WORKSHOP DATE AND VENUE

7. In consultation with the AU and other partners, the AU ASF Police Dimension Management Structures, Staffing, Rostering and Training Workshop will be held at the Sofitel Hamma Gardens, Algiers, Algeria, from 18-20 **October 2008**. The Workshop follows the AU ASF Civilian Dimension Workshop, which was held at the Speke Conference Centre, Kampala, from **9-11 July 2008**.

AIM AND PURPOSE OF THE WORKSHOP

8. The AU ASF Police Training Design and Coordination Workshop seeks to build upon the outcomes of previous ASF workshops, by deliberating on the design, coordination and harmonisation of the police capacity.

9. In more specific terms, the workshop will be aiming to brainstorm on:

- a) Design / Staffing of the strategic management capability of the ASF within the Planning Element (PLANELM) of the AU (PSOD), as well as the RECs headquarters.
- b) Design / Staffing of the police component of an AU mandated peace missions.
- c) A suitable harmonised framework of ASF police training that meets the minimum standards for AU mandated peace missions.
- d) A proposed police training calendar that meets with the requirements of the ASF's training needs for the next 12 to 24 months.

10. The Workshop will focus on these areas of specific request from the AU PSOD, and make recommendations aiming at bringing the police component of the ASF at par with the other components of the force.

11. Apart from the opening session, the rest of the workshop will be organised as an experts' forum for closer examination and reporting on the key issues of deliberation.

ORGANISATION, CONDUCT AND OUTCOMES

12. The workshop will consist of the sessions outlined below and will be expected to provide the outcomes outlined under the respective sessions (see Annex A):

- a) **Opening Session:** Welcome and Introduction (Public Event).
- b) **Session 1:** Understanding the concept and approach of the UN's Rule of Law and Security Institutions in peacekeeping.
- c) **Session II:** Regional Approaches/Experiences to Police Peacekeeping: EU and AMIS FPU.
- d) **Session III:** Proposed Structure and terms of reference of the Planning Elements (PLANELMs) at the continental and regional levels.
- e) **Session IV:** Proposed standardised Police mission management structure(s) and terms of reference of Police component of AU-mandated peace missions.
- f) **Session V:** Type of training required by AU police to enable the component to perform assigned roles, functions and mission tasks; and a proposed training plan for the next 12-24 months.
- g) **Session VI:** Proposal on the establishment and maintenance of an ASF Police standby roster, including an ASF Standing Police Capacity (SPC).
- h) **Session VII:** Summary of outcomes and broad recommendations on the way forward.

13. Each expert session will work under a Facilitator, assisted by a Rapporteur, to be identified by the AU and the ISS. Outcomes of each session will be presented within a consolidated framework.

14. For guidance and to better focus the work of the sessions, a set of guidelines, including key issues for consideration and proposed organograms will be issued later for prior study by all participants (see Annex B).

15. The ISS will compile and consolidate the workshop report for submission and endorsement by the AU PSOD, prior to its publication and dissemination. The document will serve as a discussion document during subsequent ASF police and other multidimensional workshops.

PARTICIPATION

16. The proposed list of participating institutions and individuals is attached (Annex C). It is expected that the workshop will be attended by up to **about 65** participants. APSTA member institutions that have police elements and undertake police training as part of their core activities will also be involved in the workshop.

ADMINISTRATION AND PROCESS MANAGEMENT

17. The workshop, as well as the entire process of collaborative support to the AU PSOD will be led by the PSOD who will remain responsible for the overall strategic direction of the workshop. The ISS will serve as a partner of the PSOD to facilitate the workshop.

18. The impending workshop is being organised with generous funding from the Royal Norwegian Government through the Training for Peace in Africa Programme; the German Government; the UK Government through DFID; and the French Embassy in Pretoria.

Attachments:

- A. Draft Agenda.
- B. Background Document (under consideration and development).
- C. Proposed List of Participating Institutions and Individuals (detached).
- D. Selected Reading Materials (see references).

PROPOSED DRAFT AGENDA

Day D-1: Friday, 17 October 2008

Arrival of Delegates and Registration

19:00-21:00 Ice-breaker cocktail

Day 1: Saturday, 18 October 2008

07:00 - 08:00 Breakfast

08:00 - 08:45 Registration (continued)

08:15 - 08:45 Workshop Working Committee (if necessary)

09:00-10:30 **OPENING SESSION: WELCOME AND INTRODUCTION (PUBLIC EVENT)**

Chair: AU to designate

09:00 - 09:10 Welcome Note, AU PSOD

09:10 - 09:30 Opening Remarks by ISS: Setting the Scene

09:30 - 10:00 Opening Address by Mr. Sivuyile Bam, Head of AU PSOD

10:00 - 10:30 Workshop Photograph

10:30 - 11:00 *Coffee break*

11:00 - 13:00 **SESSION I: UNDERSTANDING THE CONCEPT AND APPROACH OF UN's RULE OF LAW AND SECURITY INSTITUTIONS IN PEACEKEEPING**

Chair: AU to designate

11:00 - 13:00	Presentation by UN DPKO (OROLSI):	Rule of Law & Security Institutions
	Presentation by UN DPKO (Police Division):	Evolving Police Roles & Functions
	Presentation by UN DPKO (Police Division):	Standby Police Capacity (SPC)

13:00 - 14:00 *Lunch*

14:00 - 15:00 Discussion of Session I presentations

15:00 - 17:30 **SESSION II: REGIONAL APPROACHES/EXPERIENCES TO POLICE PEACEKEEPING: EU AND MONUC FPU**

Chair: AU to designate

15:00 - 16:00	Presentation by the EU:	Policy framework, approaches, trends
	Presentation by the MONUC FPU:	Roles, functions, organisation & management structures

16:00 - 16:30 *Coffee break*

16:30:17:30 Discussion of presentations Discussant (*Mr. Hudson Benzu, former UNAMSIL*)

Police Commissioner)

17:30 - 18:00 *Wrap-up for the day*

Day 2: Sunday, 19 October 2008

08:00 - 10:30 **SESSION III: PROPOSED ROLES & FUNCTIONS OF AUPOL**

Overview: Discussant (*Mr. Paul Quaye, UN Police Adviser, DITF/AMIS*)
Discussions

10:30 - 11:00 *Coffee break*

11:00 - 13:00 **SESSION III: PROPOSED STRUCTURES/TOR FOR AU/RECs/RMs PLANELMs**

Chair: AU to designate

Overview: Discussant (*UNDPKO Police Representative*)
Discussions

13:00 - 14:00 *Lunch*

14:00 - 17:00 **SESSION IV: PROPOSED POLICE STRUCTURE(S) AND TOR FOR AU MISSIONS**

Chair: AU PSOD to designate

Overview: Discussant (*Mad. Kadi Fakondo, A/IGP, SLP*)
Discussions

15:00 - 15:30 *Coffee break*

Discussions (continued)

17:00 - 17:30 *Wrap-up for the day*

Day 3: Monday, 20 October 2008

08:00 - 10:30 **SESSION V: ASF POLICE STANDBY ROSTER AND STANDING POLICE CAPACITY (SPC)**

Chair: AU to designate

Overview: Discussant (???)
Discussions

10:30 - 11:00 *Coffee break*

11:00 - 13:00 SESSION VI: TYPE OF AUPOL TRAINING (12-24 MONTH TRAINING PLAN)

Chair: AU to designate

Overview: Discussant (???)
Discussions

13:00 - 14:00 Lunch

14:00 - 15:00 SESSION VII: SUMMARY OF OUTCOMES/WAY FORWARD/WRAP-UP,

Chair: AU

AU/ISS (Summary of Key Outcomes)

15:00 - 16:00 Closing remarks

Day 4: Tuesday, 21 October 2008

05:00 - Departures

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PROPOSED LIST OF PARTICIPATING INSTITUTIONS/INDIVIDUALS

Institution / Organisation	No
AU / AU Missions (actual details to be finalised by AU PSOD):	
AU PSOD	10
AU COMMISSION DEPARTMENTS	3
AU SPECIAL INVITES	14
Total AU (international travel cost/accommodation only)	27
RECS/Regions:	
EASBRICOM	3
EASBRIG MEMBER STATES	2
ECCAS (FOMAC)	3
ECCAS MEMBER STATES	3
SADCBRIG	3
SADC MEMBER STATES	4
ECOWAS STANDBY FORCE (ESF)	4
ECOWAS MEMBER STATES	5
NARC	3
NARC MEMBER STATES	3
Total RECS/Regions	33
APSTA:	
National Defence College, Nigeria (NDCN)	1
South African National War College (SANWC)	1
Kofi Annan International Peacekeeping Training Centre (KAIPTC)	2
Peace Support Training Centre (PSTC), Karen	1
Regional Peacekeeping Training Centre (RPTC), Harare	1
Mali Peacekeeping Training School	1
Legon Centre for International Affairs (LECIA)	1
Impact	1
SADSEM (RSA)	1
SADSEM (BOTSWANA)	1
SADSEM (TANZANIA)	1
Total APSTA	12
INTERNATIONAL PARTNERS:	
UN DPKO (AU PST)	2
UN DPKO (Police Division)	1
EURORECAMP	1
ACOTA	1
BPST	1
Germany (Federal Foreign Office)	1
TfP (Nairobi)	1
EUPOL (Addis Ababa)	1
Canada	1
Italy	1

Institution / Organisation	No
Norway	1
Sweden	1
Total International Partners (Self-Funded)	13
Organising Partners	
Institute for Security Studies (ISS)	4
ACCORD	1
Total ISS	5
Total Funded Regional / International Participants (up to)	85
Grand Total Participants (up to):	90

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