



**Temporary Arrangements for the Assessment of Individual Police Officers (IPOs) and Formed Police Units (FPUs) for Deployment to Peacekeeping Operations and Special Political Missions**

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**A. Introduction**

1. Following travel restrictions and lockdowns related to the COVID-19 Pandemic, the United Nations Secretariat issued Transitional Measures for the Partial Resumption of Uniformed Rotations in a COVID-19 Environment, which took effect on 1 July 2020 and will last until 31 December 2020. In several instances, however, deployed United Nations Police (UNPOL) personnel have served beyond the duration of their tour of duty to support host-State communities and counterparts through their extended stays.
2. In order to ensure the timely deployment and rotation of individual police officer (IPOs) and formed police units (FPUs) in support of mandate implementation, it is essential that the United Nations Police Division continues deployment of assistance and assessment visits to police contributing countries (PCCs), to run assessments for mission service (AMS) and for operational capability (AOC). The physical presence of the Selection Assistance and Formed Police and Assessment Teams (SAAT/FPAT) on the ground is essential to exercising direct outreach, providing assistance and technical guidance to PCCs, and contributing to an improved selection and recruitment process. Such visits also play a key role in assisting Member States in the recruitment of women officers, in furtherance of the goals of the Uniformed Gender Parity Strategy 2018-2028. Finally, these visits play an important role, through direct collaboration with senior officials in the PCCs, in conveying key messages on cross-cutting police issues such as Member States contributions to Peacekeeping Operations and Special Political Missions (hereinafter field missions), raising awareness about the Strategic Guidance Framework for International Policing, new deployment modalities, including Specialized Police Teams and civilian policing experts, and other areas where Member States may require technical and advisory assistance.
3. To relieve deployed UNPOL personnel, ensure sustained operations and continue assisting PCCs in their pre-deployment readiness efforts in line with A/RES/49/37 (paragraph 47), the United Nations Police Division, in close cooperation with field missions, has undertaken several assistance and assessment visits in July and August 2020. The aim of these visits was to pilot a hybrid model of in-person and virtual critical assessments and evaluations of the compliance of PCCs' FPU and IPOs with WHO and

DOS guidance on precautionary measures to prevent the transmission of COVID-19, to ensure that selected personnel is operationally ready and in possession of the required skillsets prior to deployment to field missions.

## **B. Scope**

4. These temporary arrangements apply to the pre-deployment assessment of FPU, IPOs, civilian policing experts and other types of personnel to be deployed for service in police components in field missions and other assignments. They complement the SOP on Assessment for Mission Service of Individual Police Officers (Ref. 2019.19) and the SOP on Assessment of Operational Capability of FPU for service in PKOs and SPMs (2017.09), which remain the authoritative sources on United Nations pre-deployment readiness assistance efforts to PCCs during COVID-19 and until normal assessment modalities can resume.
5. These temporary arrangements shall be adhered to by all personnel of United Nations missions. Compliance with these arrangements by relevant national authorities of the Member State hosting assessment activities of police personnel for possible deployment is also mandatory.

## **C. Preparation for Assessment Visit**

### **C.1 Planning the visit**

6. During this pandemic, the United Nations Police Division, in coordination with field missions, should apply the following prioritization criteria when determining where to conduct assessments visits: (i) the operational needs of field missions for FPU deployments/rotations and the requirement of specific IPO skill sets for mandate implementation; (ii) available candidates already cleared for deployment; (iii) gaps in the capacity of UNPOL components; and (iv) gender ratio. Due to the current situation, the requirement to confirm the readiness to present candidates and units for assessments (30 days for IPOs and 60 days for the units) by the PCC should be strictly observed.
7. The United Nations Police Division seeks to enhance the level of preparedness of candidates for deployment; hence, the priority for assessment visits will also depend on the PCC's contribution to field missions, language of the assessment, the pre-selection and pre-assessment training of the candidates for assessment, the nomination of a sufficient number of women candidates, and FPU readiness for inspection and assessment of their operational capacity.
8. External factors related to COVID-19 will also be considered when determining where to conduct assessment visits, including (i) flight availability; (ii) the COVID-19 pandemic in the PCC and visa and health-related entry regulations, including requirements for quarantine; and (iii) availability of appropriate medical facilities and services, such as PCR testing, at the airport upon arrival and departure.
9. United Nations Police Division assistance and assessment teams travelling to PCCs will be limited to a maximum of three members, with due respect to gender considerations and past experience, and supported virtually by additional certified AMS and AOC instructors both from field missions and UNHQ.
10. PCCs are kindly requested to limit the number of nominees for the AMS/AOC to the minimum number of IPO/FPU personnel required for replacement or rotation in field missions, while retaining the percentage of women candidates as per applicable SOP.

## **C.2 Preparation for the visit**

### **C.2.1 Preparation of the United Nations assistance and assessment teams**

11. Assessment preparations shall bear in mind current COVID-19 related restraints and limitations and provide ample time for the actual assessments and inspections, which have proven more time-intensive during this pandemic.
12. AMS/AOC instructors must travel with the necessary personal protection equipment (PPE) and sanitary kits, and the shortest and safest routes should be arranged for travel to and from PCCs. Alternate/back-up options should also be considered.
13. The United Nations Police Division should maintain close liaison with the PCC's Permanent Mission and focal point assigned by the national authorities to coordinate all arrangements relating to the travel of the assessment team, and should receive written assurances that safety requirements and precautionary measures have been met.

### **C.2.2 Preparations of the host PCC**

#### Expected PCC measures prior to the assessment visit:

14. Provide all necessary information to the assistance and assessment team on the travel entry and health regulations and restrictions imposed, recommended or provided accommodation and transport, training facilities that allow for social distancing and offer adequate IT capacities and services (e.g. high-speed internet, photocopy machines and scanners) for the virtual segments, as well as available PCR testing and medical assistance/isolation facilities.
15. Share a written statement, confirming commitment to avail of all means and take all measures to guarantee the security and safety of United Nations instructors and candidates during the entire period of the visit.

#### Expected PCC measures upon arrival of the assessment team:

16. Make available qualified and equipped medical personnel throughout the assessment/inspection, including post-assessment/inspection briefings and meetings with candidates and PCC police officials.
17. Facilitate all necessary COVID-19 formalities at the airport upon arrival referenced in paragraphs 8 and 14 and provide COVID-free certification for all candidates presented for assessment, followed by daily temperature checks.
18. Arrange visits to the assessment facilities ahead of the actual assessment so that the assistance and assessment team can verify the overall readiness and adherence to COVID-19 safety precautions, capacities and equipment sanitization.
19. Support the assessment team on its decision on the number of candidates to be assessed per shift, which will depend on the facility's capacity to allow for social distancing.

## **D. Assessment/Inspection Procedures**

### **D.1 Assessment of IPOs (AMS)**

20. Instructors, liaison officers, and all participants assigned to testing facility must follow the guidance on the use of necessary PPE (including face masks), carry out sanitizing measures and ensure necessary distancing (at least six feet) during the entire assessment. Any candidates not following the guidance shall be immediately excluded from the exercise.

### ***Language Competency Assessment***

21. The number of persons involved in photocopying documents and using audio equipment should be limited to a reasonable minimum. Copying/scanning equipment shall be duly disinfected before and after use.
22. Auditoriums, classrooms, chairs and stationery shall be disinfected before and after each assessment session.
23. Instructors shall use sanitizers and/or other disinfectants prior to distributing and collecting test materials.
24. Additional instructors from field missions and/or United Nations Police Division may be remotely involved in scoring written tests results. This arrangement shall be coordinated by the Police Division beforehand, considering time difference and deadlines for the submission of results. The details of the modalities of written tests evaluation and scoring should be timely agreed upon among all instructors, including those physically present in the PCC and those staying in their locations in field missions or in New York.
25. The assessment/inspection team leader shall announce written test results as soon as inputs from all involved instructors are received.

### ***Interviews***

26. Interviews will be fully or partially virtual, utilizing appropriate computer equipment connected to internet, video teleconference (VTC) software (Microsoft Teams).
27. Separated and isolated rooms equipped with a sufficient number of computers shall be provided according to the number of instructors involved in interviewing exercise. Computers should be equipped with high resolution (HD) cameras allowing verification of candidates' identity. The internet speed and connectivity should be checked prior to the interview. The Microsoft Teams application shall be installed on each computer or access to the web version shall be ensured. IT technicians should be present to facilitate connection between instructors and candidates.
28. Interview rooms and computers shall be disinfected before and after each use;
29. The assessment/inspection team leader should announce interview results as soon as inputs from all involved instructors are received.

### ***PC Proficiency Test***

30. Due to the virtual arrangement of the interviews, PCCs may organize computer proficiency tests in a separate session ahead of the assessment.

### ***Driving competency assessment***

31. All participants shall wear the mandatory PPE during the entire exercise.
32. After each use of the vehicle during the handling exercise, the cabin must be disinfected.

33. A maximum of two persons (instructor and one candidate) are allowed in the vehicle for the road exercise.
34. A transparent protective shield should be installed inside the cabin between the instructor and the driver.

### ***Firearm handling and Shooting exercise***

35. Preference should be given to the use of an open-air shooting range that complies with required security and environmental standards.
36. During the exercise, any firearms, furniture and other items that are touched by the participants shall be regularly disinfected.
37. Two meters/six feet distance and the use of necessary PPE should be observed at all times during the exercise.
38. A sufficient number of firearm instructors and medical and technical staff should be provided by PCC authorities to facilitate the exercise.
39. The installation of all targets and organization of the exercise (firearm handling, weapon and ammunition distribution point, ambulance etc.) should be arranged beforehand, observing COVID-19 precautionary measures.

### **D.2 Assessment of FPU (AOC)**

40. For those aspects of the AOC that are similar to the AMS activities (Language / Driving / Shooting Assessments), the same recommendations and exceptional measures recommended above (paragraphs 21 to 39) should apply.
41. The PCC shall ensure that all FPU personnel have observed a 14-day quarantine period (prior to commencing the AOC activities), during which they have been monitored by medical personnel.

### ***The Tactical Exercise***

42. Throughout the entire assessment of the operational capability of the unit, the AOC team leader will exercise maximum discretion and consider all preventive measures required to mitigate possible spread of COVID-19, including minimizing the exposure of the FPU elements to unnecessary physical contact.
43. The AOC team leader is authorized to adjust the requirements for the performance of any large-scale tactical exercise and tasking orders to minimize the risk of potential transmission (i.e. large scale public order management activities, use of tear smoke munitions, exchange of protective equipment, random use of vehicles, etc.).
44. Wearing the required PPE by all members of the unit (including cloth masks, face shield, gloves, etc.) shall be mandatory throughout the exercise.
45. The PCC is requested to ensure that all police equipment utilized by one FPU officer shall not be re-utilized by anyone else until thoroughly disinfected.

### ***The COE inspection***

46. The Secretariat (UCSD/DOS) has issued temporary instructions and guidelines on how to proceed with the inspection of Contingent Own Equipment (COE) during Pre- Deployment Visits (PDV) and other type of Assessment Visits (AAV/VV), until the situation permits regular travel of field missions and/or Secretariat personnel.

47. Accordingly, experts from the Secretariat (DOS/DPO) and field missions (COE Unit, Mission Support Center or other experts) shall undertake virtual/remote inspections and assessment of the equipment presented by Member States for future deployment.
48. The AOC instructors from UNHQ, if present on site, shall be used to facilitate the verification of equipment, when referred to FPU assessments.

***The exceptional deployment of a Formed Police Unit without prior AOC Assessment***

49. The Secretariat envisages that all rotating FPUs will be assessed on their operational capability, prior to their deployment.
50. However, in case travel restrictions, unavailability of qualified AOC experts, medical conditions, or close proximity of the rotation date associated with mandatory quarantine periods do not permit the dispatch of FPAT experts, the AOC of the unit will be organized upon arrival of the personnel in the field mission, immediately after completion of the mandatory quarantine period.
51. In these exceptional cases, the command staff of the proposed FPU will need to pass a remote/virtual pre-deployment assessment interview by a qualified panel composed of AOC instructors from the field mission, coordinated by the United Nations Police Division.
52. The above-mentioned provisions relating to the assessment interviews of IPOs (paragraphs 26 to 29), will also apply to the FPU command personnel.
53. The aim of this pre-deployment assessment interview will be to make a preliminary assessment of the oral communication skills of those officers nominated to occupy command positions within the FPU Unit and of their professional competence and skills for the command role for which they are being nominated. This assessment does not replace the full-scale AOC that will be conducted upon arrival.
54. Under these exceptional circumstances, the complete assessment of the Unit will be carried out upon arrival in the Mission and in line with the provisions of the FPAT/AOC SOP for the Assessment of FPUs (Ref: 2017.9).
55. Any FPU members failing to meet the individual eligibility requirements despite remedial actions (e.g. training and additional attempts in driving and shooting) will be subject to repatriation at the cost of the PCC. The PCC shall also bear the cost of replacement of the FPU member(s).
56. In the exceptional circumstance that a unit is deployed to a field mission without an AOC prior to deployment and there is no possibility in the mission area to conduct any essential part of the AOC (e.g. shooting test due to lack of shooting ranges), the PCC will be requested to certify, in writing, to the United Nations Police Division, through its Permanent Mission, that its personnel has completed the mandatory pre-deployment training and is qualified in the particular subject matter.

***Meetings, briefings, de-briefings***

57. PCCs shall reduce and limit the number of participants in briefings and meetings during the assessment visit to key personnel. All attendees shall wear the required PPE and observe social distancing regulations.
58. PCCs and AMS/AOC team leaders are required to include key messages related to COVID-19 precautionary measures in all briefing notes and discussions.

**E. Medical Coverage**

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59. During these exceptional times, it is of paramount importance that PCCs receiving an AMS/AOC Team ensure that necessary and adequate medical support is available throughout the assessment visit.
  60. This may include the provision of adequate medical resources and facilities to which to refer UN personnel, in the event that medical assistance is required.