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About LOTFA: The Law and Order Trust Fund for Afghanistan (LOTFA) enables the international community to support efforts led by the Government of the Islamic Republic of Afghanistan to strengthen the country's law enforcement. LOTFA is a partnership administered by the United Nations Development Programme on behalf of the Ministry of Interior Affairs. In Dari, 'ba hum' means 'together'. For information, or to subscribe or unsubscribe to this newsletter, contact lotfa.af@undp.org or visit www.af.undp.org or www.moi.gov.af

LOTFA progresses in strengthening police salary payment

LOTFA's Pillar I, Payroll Strengthening and Transition, functions as a mechanism for the International Community to mobilize resources for the payment of around 157,000 Afghan National Police (ANP) salaries.

EFT Expansion

For the LOTFA project an 'Inception Phase' was approved for a period of six months, beginning 1 January until 30 June 2015. During this period, UNDP and the Government of the Islamic Republic of Afghanistan (GoIRoA) will work closely in priority areas to implement the key activities.

This includes the reorganization of activities into four pillars to align with the Ministry of Interior Affairs (MoIA) functional structure.

As part of the 2015 approved Work Plan for a 6 months Inception Phase, LOTFA/Pillar-I is to support the MoIA in order to pay the ANPs by Electronic Fund Transfer (EFT) and coordinate with MoIA to enroll police in EFT to the greatest extent possible.

It is also worth mentioning that ANP salaries are currently disbursed by two modalities; EFT and Trusted Agent (TA) and the third modality, which was M-Paisa has already been phased out as of December 2014. All M-Paisa subscribers (1,302) were migrated to EFT including Wardak, Khost and Helmand provinces. Ghor province was recently migrated to EFT whereas four districts of Badakhshan province are currently in process of migration with support of New Kabul Bank.

The main objective of the EPS team is to expand EFT country-wide and reduce the manual TA modality salary disbursement which is widely criticized and more vulnerable to potential fraud and error. LOTFA will be coordinating this with stakeholders; the MoIA, the Ministry of Finance (MoF) and Commercial Banks.

In the beginning of the year 2015, the Electronic Payroll System (EPS) team has conducted several meetings and engaged in discussions with MoF and four large banks in Afghanistan: New Kabul Bank, Azizi Bank, Bakhtar Bank and Maiwand Bank to address this issue and come up with solutions for this.

WEPS Expansion

One of the key activities for Pillar I - Payroll Strengthening and Transition is Web-Based Electronic Payroll System (WEPS) Expansion during the Inception Phase. Recently, 31 provincial headquarters are on WEPS whereas Nuristan, Saripul, Khost,

and Paktika are still on standalone Electronic Payroll System (EPS) due to challenges such as lack of internet, power and/or generator fuel. LOTFA efforts continue to connect the remaining three provinces (other than Nuristan) to WEPS as circumstances allow in the near future.

LOTFA also disburses salaries for the Central Prison Directorate (CPD) and since CPD is not connected to MoIA's Network Operation Centre (NOC), all CPD payroll stations are currently on Standalone EPS. LOTFA will determine whether there are alternative ways to connect CPD to the MoIA intranet for migration to WEPS since CPD is not part of the MoIA Intranet expansion plan due to budget issues.

Missions

UNDP Afghanistan is engaged with a Monitoring Agent (MA) for the LOTFA to monitor payment of remuneration under LOTFA Pillar I to Afghanistan National Police (ANP) personnel and uniformed Central Prisons Department (CPD) personnel. The MA submits monthly, quarterly and



Mission to Northern Badakhshan Province

annual reports in accordance with an agreed monitoring and reporting plan.

There has been significant investment on rebuilding a national police force that is professionally well-trained, aware of the responsibilities and utilize new technologies for efficient operation as well as be able to ensure public safety and enforce law and order. The remuneration of the police and prison guards was identified crucial in security sector and in civil service, therefore payment of salaries to uniformed police is considered as the first priority of LOTFA.

Monitoring missions to different provinces of Afghanistan are conducted regularly every year. LOTFA Pillar I team traveled to Nangarhar and Badakhshan Provinces in January, 2015 in order to monitor the financial documents; transactions; address challenges of salary payment modalities; review and monitor the salary payment process; conduct physical headcount of personnel; site survey of current network connectivity at the PHQ; meet with the MoI ICT personnel and discuss the connectivity issues and also to have a meeting with CPD finance officers. These missions included a follow up of LOTFA's Monitoring Agent (MA) reports and addressed previous mission findings.



Digital M16 and WEPS Training Kabul, 14-18 February 2015

Trainings

Capacity development trainings for MoIA-identified staff on database management, information management, human resources management, and payroll administration are crucial activity for LOTFA's Pillar I. As part of the Annual Work Plan for January-June 2015, a WEPS Expansion and M-16 Digitalization seminar was organized by Pillar I team to further enhance the Provincial Finance



Digital M-16 and WEPS Training, Kabul

Officer's knowledge about financial procedures, IT skills, accounting and many other key areas related to their work. 82 ANPs from Afghan Border Police, Afghan National Civil Order Police and Kabul Police Headquarters was organized from February 14-18, 2015 in Kabul.

The training also included assessments by the LOTFA Monitoring and Evaluation unit and group activities among the participants. One of the key purposes for the training was the digitalization of manual M16 which would bring more accuracy, transparency and ease in preparing of computer generated M16s with barcode. The next training will be conducted in March 2015.

In Their Words...

"Digital M-16 form is very much practical, easy to use and transparent compared to previously used pen and paper ones" - Lieutenant Zekrullah, Head of Fire Department, Kabul PHQ.

"The problems we had is now solved by Digital M-16 form, easy and transparent" - Lieutenant Nesar Head of Finance Department, PD15, Kabul.

"I thank UNDP-LOTFA for creating Digital M-16 and facilitating the training, it is very useful and a very good improvement" - Lieutenant Mohammad Murtaza, Head of Finance, Police District 4, Kabul.

Tribute to policewomen on International Women's Day

The vital role of policewomen in Afghan society and the need to attract more women to join the Afghan National Police (ANP) were the common themes at the event held to mark the International Women's Day 2015 in Afghanistan.

More than 500 people, many of them police personnel, turned out to mark the occasion at the Ministry of Interior Affairs (MoIA) Headquarters in Kabul. Speaking at the event, co-organized by the ministry and UNDP, the Minister of Interior, H.E. Noorulhaq Olomi, praised the role of women in the Afghan society and paid tribute to policewomen.

"We will work to increase the representation of women and youth in the ANP and to ensure a safe working environment for them," Minister Olomi said.

The event was supported by LOTFA, through which the international community fund the professionalization of policewomen as well as improvements to the police services available to Afghan women and girls.

This year's global theme was *Empowering Women - Empowering Humanity: Picture it!*. Representing the United Nations Development Programme, Law and Order Trust Fund for Afghanistan (LOTFA)'s Programme Manager Mr. Basil Massey spoke of the UNDP support to the women in ANP.

"UNDP is pleased to support the Ministry of Interior Affairs as it pursues initiatives that are having a positive impact on the mind-set and behaviour of male and female police, such as police women council networks " Mr. Basil Massey said.

Brigadier General Hekmat Shahi, the Head of MoIA's Human Rights, Women's Affairs and Children's Rights Directorate, was among the guest speakers at the event.

"Gender equality and women's empowerment will fulfill the rights of all women and men, and create a more inclusive, sustainable and resilient future for Afghanistan," Brigadier General Hekmat Shahi urged.



Minister of Interior H.E. Olomi pays tribute to women on International Women's Day

More on LOTFA: Contributions from donor governments are used to: pay the salaries of Afghan National Police personnel and Central Prison Department guards; build vital police infrastructure; sponsor capacity development; further institutional reform of MoIA; support gender-responsive policing and the empowerment of female police personnel, and promote community-oriented policing.

LOTFA donors since the mechanism was created in 2002 are: Australia, Canada, Czech Republic, Denmark, European Union, Finland, Germany, Italy, Poland, South Korea, Japan, Netherlands, Norway, Switzerland, the United Kingdom and the United States of America.

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About UNDP: UNDP partners with people at all levels of society to help build nations that can withstand crisis, and drive and sustain the kind of growth that improves the quality of life for everyone. On the ground in over 170 countries and territories, UNDP offers global perspective and local insight to empower lives and build resilient nations.

About MoIA: Afghanistan's Ministry of Interior Affairs oversees the Afghan National Police and leads efforts to improve the professionalism and strengthen the capacity of police so they can better serve their people and country. Its four deputy secretaries cover: security, administration and support, counter narcotics and policy and strategy.



Empowered lives.
Resilient nations.



Female Cadets Return Home from Training in Turkey

A total of 191 graduated Afghan women cadets and 30 women police officers have returned to Kabul after four months of training from November 2014 to end of February 2015 at Sivas Police Training Centre for Afghanistan (SPTC-A) in Turkey.

The graduates were received at Hamid Karzai International Airport by Ministry of Interior Affairs (MoIA)'s representatives from the National Police Academy, the Education and Training Command, Directorate of Human Rights, Women's Affairs and Children Rights as well as representative from the Law and Order Trust Fund for Afghanistan (LOTFA).

The Sivas initiative is jointly supported by UNDP's LOTFA and the North Atlantic Treaty Organization Training Mission – Afghanistan (NTM-A) with contributions from the Governments of Japan and Turkey.

The 191 officers attended four months professionalization training programme and received intensive police training focusing on knowledge and skills required for police officers. To ensure the sustainability of this recruitment initiative, 30 female police officers received Training of Trainer (ToT) courses so that they can continue as trainers in the future.

"I would like to thank my teachers, the MoIA and all supporters of this capacity building programme. We have learnt many good things and can train our female colleagues" said Sediqa Rustami from Gender Department of General Recruitment Command who received 4 months ToT - training.

These SPTC-A trainings will address the existing capacity gap between women and men police officers and increase the pool of qualified women police officers. The trained women officers will strengthen the role of women police officers within the police force and positively impact providing police services, especially in addressing the needs of women and children.

"Now, that I learned many things, I would like to serve my people. I call on my sisters to join the Afghan National Police and hand in hand to take part in peace and prosperity of our country" said Freshta, one of the 191 female officer who returned.

To date, more than 2000 policemen and 300 policewomen have graduated from SPTC-A from basic and advanced police training programmes in civilian policing such



Female Officers returning home after 4 months training in turkey Photo: MoIA
as enforcing the rule of law, maintaining law and order on the streets and protecting human safety. The group of 191 female cadets, all being at least high school graduates, marks a significant change in the recruitment policy of the MoIA now focusing on quality instead of quantity.

"LOTFA remains committed to working with the MoIA towards achieving its vision of reform and professionalization. The Sivas training is an excellent example of partners working together to support the Government of Afghanistan", said Mr. Basil Massey, LOTFA Programme Manager.



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