



Equipping finance staff with the technology and skills to pay Afghan National Police personnel in an efficient manner remains a core support area for the Law and Order Trust Fund for Afghanistan. At the Police Academy in Kabul, Finance Manager Colonel Mohammad Dawood Omari (right) and Finance Officer Major Mahbobollah Haqiqi check computer-generated data to ensure the accuracy of the monthly payroll Photo: UNDP Afghanistan

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Gender training in Seoul, p.5

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 infoLotfa.af@undp.org or visit www.af.undp.org or www.moi.gov.af

LOTFA supports payroll refresher training

As part of ongoing cooperation to improve the efficiency and accountability of the payroll process for Afghanistan's Ministry of Interior Affairs (MoIA), 80 finance officers from all 34 Provincial Police Headquarters and the ministry's central Payroll Unit gathered in Kabul for a four-day refresher training course.

Held from 23-26 August 2014, the training focused on practical use of the Web-based Electronic Payroll System which will eventually connect all Provincial Police Headquarters to a platform in Kabul, streamlining salary payments for national police and uniformed prison guards.

The international community finances the MoIA payroll – approximately US\$500 million annually – through the Law and Order Trust Fund for Afghanistan (LOTFA), which is administered by the United Nations Development Programme (UNDP).

As of September, WEPS was fully operational in 22 provinces and partially functioning in four others. The national roll-out of the technology, accompanied by training for police finance officers, is a priority for MoIA and its LOTFA partners as WEPS enables real-time access to payroll data and evidence-based reporting.

This latest training was jointly conducted by the UNDP-LOTFA Project Office and MoIA's Finance and Budget Directorate. In addition to workshops and lectures, the participants also received WEPS training handouts.

Processing the Police Academy payroll



Major Haqiqi at the Police Academy in Kabul
Photo: Julie Marks/UNDP Afghanistan

Meet Major Mahbobollah Haqiqi, the Web-based Electronic Payroll System (WEPS) Operator at the Police Academy in Kabul. Having worked in the academy's Finance Department for the past seven years, Major Haqiqi is among the experienced police finance officers who are exponents of their new generation payroll system.

"The introduction of the WEPS is a noticeable part of the progress we've had at the Police Academy," explained Major Haqiqi who works alongside Finance Manager, Colonel Mohammad Dawood Omari. The academy's payroll varies based on turnover and attendance, but currently stands at some 485 personnel.

"When I was preparing the payroll by pen and ruler, many corrections had to be done," Major Haqiqi said. "Now, thanks to LOTFA, I use a computer and everything is centralised. There are less mistakes."

He said it used to take almost one week to prepare the M-41 forms which capture human resources data, such as attendance and payroll calculations, but now it takes one day. It means greater efficiency and reliable payment of salaries by the 25th of each month.

"When salaries are paid directly into the bank accounts of our personnel, it's like lunchtime. Everyone knows about it," Major Haqiqi said.

Procurement law update for police



Police from Bamyan and Daikindi provinces during the latest procurement law training
Photo: UNDP Afghanistan

Twenty-two police officers from Bamyan and Daikindi provinces participated in a LOTFA-sponsored course from 21-25 September to gain a better understanding of Afghan procurement law, regulations and processes.

Conducted in Bamyan, it was the latest LOTFA-sponsored training aimed at building the capacity of MoIA personnel to procure equipment and other goods and services for the Afghan National Police according to correct procedures.

In November, the UNDP-LOTFA team will support intermediate-level procurement training for MoIA's Department of Programme Analysis in Kabul. Intermediate training will also be arranged for the Department of Analysis and Evaluation, as an assessment of a basic procurement course conducted for the department in May found there was knowledge transfer but more advanced training was required.

Policing model preparations on track

The process of laying the foundations for a new approach to civilian policing in Afghanistan is well under way following the success of a training workshop for senior police personnel from the Ministry of Interior Affairs' Police-e-Mardumi – or community policing – Directorate.

A five-day training last month equipped senior police with the necessary tools and knowledge to lead provincial-level consultations that will underpin the development of Afghanistan's first Civilian Policing Model, according to a formal evaluation.

Held at the Police Staff College in Kabul from 10-14 August, the training targeted 51 community police officers from the eight provinces where public consultations will take place: Kabul, Herat, Mazar, Kunduz, Bamiyan, Helmand, Ghor and Baghlan. It was jointly organised by MoIA with support from UNDP, the European Union Police Mission in Afghanistan (EUPOL), and financed through the Law and Order Trust Fund for Afghanistan (LOTFA).

The evaluation revealed that 71 percent of workshop participants found the training 'very useful'. The training achieved its objective of building the capacity of provincial Police-e-Mardumi teams to develop tailored work plans for the consultations, and improved the participants' community engagement skills. It also provided a platform for senior police to provide expert input into the development of the Civilian Policing Model and also helped strengthen collaboration between the key actors involved in developing the new model.

Developing a Civilian Policing Model to close the gap between the safety and security needs of the community, the investigative role of police and the need for a civilian approach to counter-insurgency is consistent with the MoIA's five-year Strategic Plan.

At the request of MoIA, the UNDP-LOTFA Project Office used the same forum to gather lessons learned and good practices related to community-oriented policing from the police participants. Group discussions were arranged on themes related to police governance mechanisms, the mandate of the Afghan Uniformed Police and police command and control structures at the national, provincial and district levels.

Among the recommendations to be addressed in a subsequent LOTFA-funded workshop are the need for more training and financial and human resources for police at the district and provincial level, and a lack of clear terms of reference for Afghan Uniformed Police.

First community consultation held in Bamiyan

With the police training completed, MoIA kicked-off the community consultations in Bamiyan on 24-25 September, assisted by UNDP-LOTFA.

Speaking at the event, the Chief of MoIA's Community Policing Directorate, General Mohammad Humayoon Ayni, said the development of the Civilian Policing Model for the Afghan Uniformed Police was a fundamental step forward in improving public trust in the police, and in improving safety and security in Afghanistan.

"The development and implementation of the model will allow for the professionalization of policing services, and result in greater acceptance of the police by the communities they serve," General Ayni said.

See previous [Ba hum](#) editions for more on the Civilian Policing Model.



Senior police officers at the LOTFA-supported training, held in August at the Police Staff College in Kabul as an important prerequisite for the roll-out of community consultations
Photo: EUPOL



Chief of MoIA's Community Policing Directorate, General Ayni, opening the first of the community consultations for the Civilian Policing Model, in Bamiyan on 24 September
Photo: D. Ladouceur/UNDP Afghanistan



Ten main recommendations from civil society for the focus of civilian policing which emerged from a LOTFA-sponsored workshop in August (shown above) will be discussed further in the community consultations
Photo: UNDP Afghanistan

Magazine promotes code

A new edition of the police magazine *Khiedmat* is dedicated to promoting the Afghan National Police Code of Conduct.

Released in September, the special edition aims to reinforce the Code of Conduct's principles among police personnel as well as inform civilians about the code and the high standards of policing it specifies.

It was jointly produced by MoIA, the UN Educational, Scientific and Cultural Organization (UNESCO) and the UNDP-LOTFA team as part of ongoing efforts financed by LOTFA to promote the code's adoption.

The magazine contains a full copy of the Code of Conduct in Dari and Pashto and explains the code's rationale. It also urges police who have not yet attended basic Code of Conduct training to contact their nearest provincial or district Education and Training Officer.

The publication is available at Literacy Centres around Afghanistan (which are supported by UNESCO, GIZ and MoIA), and from the Literacy Unit of MoIA in Kabul. It follows the release in March of a LOTFA-funded illustrated Code of Conduct booklet for police and a poster for display at police stations and community centres. Issued in 2012, the code is designed to strengthen police professionalism and integrity.

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UNDP-LOTFA's Sayed Assadullah Zal checks the new magazine he helped produce Photo: UNDP Afghanistan

Police emergency service awareness blitz



A fire safety notice encouraging Afghans to take advantage of the '119' police Emergency Call Centre service Image: Asad Hasan/MoIA Media and PR Directorate

In case of fire, phone '119' for help! That is a key message for Afghan citizens in a fire safety campaign created by MoIA and the Ministry of Communication.

The campaign provides fire safety tips and is also intended to improve public understanding of how and when to use the Afghan National Police 119 Emergency Call Centre service, complementing a broader national awareness effort being financed through LOTFA.

The fire safety campaign was launched in late July on the MoIA website and taps into the growing use of social media in Afghanistan, incorporating content on Facebook, Twitter, Google Plus, SoundCloud and YouTube. More than 3,000 Facebook users have since viewed a campaign fire safety video.

Additionally, an article on fire safety was distributed to major newspapers, and radio public service announcements in Pashto and Dari were sent to all radio stations in the country. Agreements were secured with five telecommunications companies, Afghanistan National Television, and some 160 radio stations nationwide to share the fire safety awareness announcements.

A 119 Campaign Committee is led by the Chief of MoIA's Community Policing Directorate, General Mohammad Humayoon Ayni, and its Media and Public Relations Directorate head, Sediq Sediqqi, and includes representatives of the NATO Training Mission-Afghanistan, EUPOL, the UNDP-LOTFA Project Office and the International Security Assistance Force (ISAF).

Afghans can dial 119 to request urgent police assistance or to report crimes, public disturbances, public safety issues or corruption. While the emergency call centre service commenced in 2008, MoIA is concerned many people are not yet aware of the service or are reluctant to use it for fear of reprisals.

The production of LOTFA-funded television public service announcements to raise awareness of the 119 service got under way this month, and information materials are also being developed. The messaging will emphasise the confidential nature of calls to 119 and how cooperation between the public and the police can assist in fighting crime and enforcing the rule of law.

Did you know?

Development statistics for Afghanistan are contained in the 2014 Human Development Report "**Sustaining Human Progress: Reducing Vulnerabilities and Building Resilience**" and its associated statistical tables, released in July. Afghanistan is ranked 169 out of 187 countries in the Human Development Index. The report is an editorially independent publication of UNDP.

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 donor countries since the mechanism was created in 2002 are: Australia, Belgium, Canada, Czech Republic, Denmark, European Union, Finland, Germany, Hungary, Iceland, Ireland, Italy, Latvia, Poland, Republic of Korea, Japan, Netherlands, Norway, Switzerland, the United Kingdom and the United States of America.

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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.

About UNDP: In partnership with the Government and the people of Afghanistan, UNDP is working to empower Afghan men and women to improve their lives and to help the country become more resilient. In all of its activities, UNDP promotes human rights, gender parity and the protection of the poorest and most vulnerable.



Empowered lives.
Resilient nations.



Training opens new perspectives on gender

In August and September, LOTFA-sponsored capacity building also focused on gender equality. Forty male and female Afghan police officers travelled to Seoul to study principles of gender-sensitive policing, police response to domestic violence, forensic investigation and human rights law and the role of policewomen.

The training featured lectures, field visits and workshops and was a result of collaboration between MoIA, UNDP-LOTFA, the Korean Institute for Gender Equality Promotion and Education (KIGEPE), Korean National Police Agency, the Korean National Police University and the Government of the Republic of Korea.



In late August, 20 Afghan policemen returned from their intensive three-week training in Seoul. Selected from 10 provinces, they were the first Afghan policemen to complete specialized gender training in the Republic of Korea. Here Afghan police learn fingerprint detection techniques from their Korean counterparts in a Crime Scene Laboratory. Photo: S. Assadullah Zal/UNDP Afghanistan



In mid-September, 20 Afghan policewomen from four provinces also departed for Seoul, buoyed by the prospect of improving their practical policing skills and knowledge in the sphere of gender equality. The Afghan policewomen are pictured on 19 September with their Korean trainers at the Korean National Police University during a crime scene workshop. Photo: KIGEPE



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