

Civilian Policing Project



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PROJECT:
Civilian Policing Project

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PROGRAMME:
Governance and Rule of Law

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Final

DONORS:
UNDP TRAC
Japan
European Commission
UK AID
Norway
Denmark
Counter Piracy Trust Fund
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CONTEXTUAL ANALYSIS

FEDERAL LEVEL

The Ministry of Interior and National Security split off into two ministries: the Ministry of the Interior and the Ministry of National Security. The new Ministry of National Security contains the Somali Police Force. The new Ministry is housed separately from the MoI and has requested the UN Police Section's help in acquiring necessary office equipment. The new UNSOM Police Commissioner has taken over supervision of the combined UN Police Section. Refurbishment of three police structures in the Bay region is complete and equipment needed has been procured and is ready for distribution to the Bay region. The 20th Stipend payment session took place and saw the continued bio-registration of SPF officers. The 21st session payment session began during this quarter. The SPF and UN Police Section developed a SPF Hiring, Training and Deployment Plan to assist the SPF human resource management into the new areas. The SPF's new Strategic Planning Team began its mandate.

PUNTLAND

The 8 January Puntland Presidential election was won by former PM of Somalia Mr. Abdiwali Ali Gaas. National leaders and international representatives attended a media-covered ceremony. In January the Puntland President appointed Mr. Hassan Osman Mohamud a Somali-Canadian (from Nugal Region) as the Ministry of Security (responsible for the PL Police) and DDR, and Mr. Abdi Aziz Mohamed Aden, Deputy Minister (from Sool region). Minister Hassan was the former Minister of Petroleum Natural Resources of Puntland up to 2009. The new Minister has not made significant changes to the former Ministry's administration which has maintained police organizational and administrative status quo. The UNDP continued its role as SPU Fund manager. CPP continued its support for PL Police through support to consultancies, material and resources. The recently built Garowe Model Police station is now ready for operation.

SOMALILAND

The security and political situation is stable and no significant change of political dimensions occurred during the quarter. The Police engagement when removing the protesters during a parliamentary session which was considered a public disturbance was criticized in public forums. The event was favourably settled by the House of Elders(Guti). The launching of a Police Reform and Development Programme by DFID through ASI has prompted the need for further coordination among all partners on police development. This was highlighted in a meeting with UNDP and ASI proposing to the Government Sector Working Group to establish a Police Sub Committee under the Committee for Security to serve as a coordination mechanism. A new SPU transparency program aimed at SPU attendance and financial accountability began engaging all UN and NGO partners. The CPP Manager visited SPU operations in Burao and Berbera.

RESULTS

SL	Indicator	2.4.1.1 Number of police officers trained and carrying-out duties in accordance with human rights and with mediation capacities	Y
	Result	A recruitment process for International Training Expert who will develop and conduct TOT training courses and syllabus is under process. This training will enhance the capacity of the 30 police trainers to design and deliver training courses based on human right principals using modern techniques.	
	Comment	The hiring process needs to be expedited and Completed.	
SL	Indicator	2.4.1.2 Number of women in the police service, disaggregated by operational and senior decision-making roles	Y
	Result	This activity will designate and enhance the capacity of women officers to lead investigations on the SGBV units. Target is to increase the number of women investigators Women officers by 20.	
	Comment	This selection process requires to speed up and follow up by HR.	
SL	Indicator	Support Police to respond to the community security needs effectively by providing minimum needs of transport.	Y
	Result	Procurement of 1 bus, 5 pickups and 10 motorbikes to be used in community policing activities.	
	Comment	Procurement process for these items is underway. Police are not equipped with required transport needs to respond to the needs of the people. This will improve the mobility of police.	
SL	Indicator	Police supported with necessary communication equipment for effective delivery of Policing to communities.	Y
	Result	Procurement process for communication equipment has commenced.	
	Comment	Police communication capacity is very limited with lack of proper equipment. Providing communication will improve better cordination of policing for the communities.	
SL	Indicator	UNDP is to continue funding 30 scholarships for police personnel for a agreed and selected diploma/degree in a University of Hargeisa	G
	Result	The course is commenced in the university and 30 students (F:09,M:21) are attending the university programme.	
	Comment	This activity need to be continued for three consecutive years, with funding currently available for one year.	
SL	Indicator	Number of Police officers trained and carrying out duties in accordance with human rights with mediation capacities.	Y
	Result	The hiring of an Expert to deliver the MPS training for 140 police personnel is underway. The expert will formulate and deliver training on human rights, conflict resolution techniques, management of a police station and investigation.	
	Comment	Construction of the MPS and procuring of equipment including transport, IT and Communication have been completed.	
SL	Indicator	Strategic development plan is developed	G
	Result	A comprehensive PSDP has been envisioned which includes both police capacity and infrastructure development in partnership with Police Commissioner and MOI. The recruitment of an international expert to support counterparts is under process and will be finalized soon.	
	Comment	The PSDP was discussed with Adam Smith International Police Development and Reform Programme. The project will closely collaborate with other implementing organizations on Police development.	

RESULTS

SL	Indicator	Recommendations are made to establish new organizational and functional structure for SL PF HQ and roles of the HQ structures are defined	Y
	Result	The hiring process of a expert to conduct a functional review of the police HQ is under process.	
	Comment	The expert will work closely and collaborating with other implementing organizations on the Police Reforms and the consultants who are working on functional review of the MOI initiated by SIDP.	
SL	Indicator	Road Safety Strategy is developed and shared with all concerned partners on traffic road accidents	G
	Result	An international Expert to develop road safety strategy is in the selection process.	
	Comment	Proper study on traffic laws, regulations and traffic management has not been undertaken in Somaliland. The road safety strategy is expected to bring all key stake holders in traffic management together to improve the road safety in Somaliland.	
SL	Indicator	Police HQ constructed.	R
	Result	Quality assurance and review of design drawings and bill of quantities being undertaken due to costing issues.	
	Comment	Consultations with all stakeholders undertaken to explain the delay with UNDP seeking further expertise for a comprehensive review of the design drawings and clarification of the costs for the bill of quantities.	
PL	Indicator	Model Police stations (MPS) are constructed according to plan	G
	Result	Garowe Model Police Station construction works completed. Handover ceremony is scheduled on 3rd April 2014. Rehabilitation and construction of Bossaso and Bandar Beyla MPS in progress.	
	Comment	The Project supports MPS construction, building community oriented police facility which can be easily accessed by vulnerable group at risk.	
PL	Indicator	List of furniture, IT and communication equipment for Garowe Model Police Station (MPS) received and deployed.	G
	Result	IT, communication equipment and furniture was procured and handed over to the counterpart.	
	Comment	The furniture and IT equipment was assembled and set as per floor plan prior to handover.	
PL	Indicator	Armo Police Academy receiving training and mentoring support from a regional partner	G
	Result	LOA with Puntland Ministry of Security has been revised and finalized.	
	Comment	Discussions with Government of Djibouti to engage the Djibouti National Police Academy personnel were concluded, Djibouti Police trainers will be available for capacity development assistance.	
PL	Indicator	Record-keeping system for Human Resources, Finance and Logistics departments of the PLPF HQ designed and implemented.	G
	Result	Recruitment of technical specialist has been finalized.	
	Comment	The technical specialist is expected to commence support by mid-May.	

RESULTS

PL	Indicator	Regional CID office in Bossaso established and fully functioning.	G
	Result	Civil work procurement has been accomplished. Rehabilitation process is in progress.	
	Comment	Construction works will be finished in May-June 2014.	
PL	Indicator	Number of police units with improved knowledge of community policing.	G
	Result	Recruitment of international consultant to conduct PL Community Policing assessment and development of an integrated approach in policing is in final stage.	
	Comment	The consultant is expected to begin the assignment in May 2014.	
PL	Indicator	Number of PLPF personnel provided with essential legal reading materials.	G
	Result	200 copies of the booklets have been produced and distributed to the all PL police stations.	
	Comment	Support to enhance knowledge, skills, and professionalism of PLPF officers at regional and station levels by training on community policing, police procedures, human rights, HIV and gender sensitivity.	
FL	Indicator	New police uniform designed and uniforms provided for 10,000 police officers.	G
	Result	Terms of Reference for Specialist on Uniform Design and Procurement completed. SPF has designed a prototype uniform. SPF to designate an officer to assist the Specialist when procurement begins.	
	Comment	As soon as funds are approved, the Specialist will be hired and the procurement for the uniforms will begin.	
FL	Indicator	Existence of a dedicated capacity within SPF for preventing and responding to SGBV. Specialized TOT for SPF Trainers on investigating Gender Based crimes including station level training.	Y
	Result	AMISOM engaged to assist in the development of the SGBV TOT Programme that will increase the SPF Training Cadre with dedicated SGBV trainers.	
	Comment	Negotiations are ongoing to create a curriculum program for SGBV instruction.	
FL	Indicator	Review and reform Stipend Payment system ensuring transparency, accountability and compatability with SPF's Human Resources.	G
	Result	HR Biometric system employed since Q4, 2013, continuing bio-registering all SPF officers during Q1.	
	Comment	4,400 SPF Officers have been registered into the HR system which will support the administering of the stipends payments and also supporting SPF Administration and Human Resources operations.	
FL	Indicator	Stipends Payment Rounds continued in South Central for SPF Officers.	G
	Result	20th Stipend Round (for Nov & Dec. 2013), completed at end of February. Approximately, 5,711 officers paid approximately \$1,584,000 USD. The 21st Stipends Round began this quarter.	
	Comment	The 20th round was successfully completed. Japan was the support donor. The 21st Round not completed this quarter.	

RESULTS

FL	Indicator	Biometric Identifications cards for every SPF Officer	Y
	Result	Identification cards design and procurement ongoing. Cards will streamline payroll, stipends and security of payments.	
	Comment	Biometric cards for stipends payments and eventually to be used for SPF payroll payments. HR System has capability to produce cards for every officer. Will begin as soon as bio-data registration finishes which is currently ongoing.	
FL	Indicator	Development of an internal oversight mechanism to guide and monitor Police in the execution of their duties.	Y
	Result	SPF aims to establish a dedicated internal oversight and monitoring unit within the SPF. This unit will accommodate internal and public complaints with a direct line of communication to the Police Commissioner. Planning and design of this unit commenced this quarter.	
	Comment	The Police Commissioner will be a component of the adjudication efforts in resolving issues, complaints and any other oversight matters that affect SPF and its duties and responsibilities. The Commissioner has advocated a transparent process.	
FL	Indicator	New Ministry of National Security provided with necessary furnishings for their new building. RRF: 3.5.3.B.1	G
	Result	The furniture and IT equipment has been selected and will be procured in Q2.	
	Comment	Funding for the procurement processes was provided in Q1.	
FL	Indicator	SPF Human Resources Unit trained in vetting, hiring and HR management regarding engaging new police officers. RRF: 3.5.3.A.1.1	Y
	Result	A mini-seminar and documentation were provided to Training and HR units within the SPF so that they could develop a hiring and training plan for this year and beyond.	
	Comment	Hiring processes need to be refined and bolstered to include the expansion into the new areas and communities that need to be staffed by seasoned and newly hired officers.	
SL	Indicator	A mechanism to monitor SPU payments is approved and adopted.	Y
	Result	Agreement reached with Minister of Interior and SPU Commander on monitoring mechanism.	
	Comment	A new monitoring mechanism to oversight SPU performance which is also linked to SPU payments is planned to be introduced in Q2.	
PL	Indicator	Number of PL police personnel receive law education.	G
	Result	26 (F:6, M:20) PL police officers have been enrolled in Law faculty at Puntland State University for bachelor programme.	
	Comment	As agreed with the counterparts, the graduates will be promoted and assigned to key positions to contribute to the development of the institution and ensure enforcement of the legal norms and procedures.	

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ACTIVITY HIGHLIGHTS

FEDERAL LEVEL

Working collaboratively with UNSOM, SPF and AMISOM, the Federal level of policing has become a smoother operation. Such partnership has enabled the exchange of information in a more stable and faster way. The SPF and the new MNS are forming Strategic Plan Implementation Teams that will be responsible for progressing the operational plans, that include new developments in hiring, training and deployment into the new areas. Surveys engaging the public to adopt a community oriented policing effort are planned and include a new Community Policing Pilot Project. The SPF plans to hire 2300 additional members in 2014 as well as enlisting and training new members in the newly recovered areas.

PUNTLAND

During the reporting period the project with UNSOM have finalized a handbook to equip the Police station commanders with the requisite skills and knowledge to execute their duties professionally through crime prevention and respond through investigation, leading to the prosecution of perpetrators. The project continued support to the building the capacity of the PLPF through training, mentoring and advising. This included support to the following: the development of a training curriculum for the PLPF after thoroughly conducting training analysis of the PLPF; designing training courses for the PLPF at all levels; training of new recruits and carrying out courses for all existing members of PLPF among others.

SOMALILAND

The initiation of the main activities outlined in the AWP have been commenced. The agreement was reached with the University of Hargeisa which granted scholarships for police personnel which has the aim is to enhance the managerial capacity of the organization and academically support future leaders of the Police. The hiring process of the international experts for the various capacity building and strategic development programs commenced. A recommendation was made to Government Sector Working Group which is headed by MOI to establish a sub committee for Police for better coordination on police developments among all actors after discussions with UNODC and ASI. The aim of such a Working Group would be to ensure synergy in actions and avoid possible overlapping of activities.

PARTNERSHIPS

At the FL UNDP is working closely with UNSOM, AMISOM and SPF to provide a better collaboration of service to all policing partners. Communication and engagement with the pertinent Ministries and agencies continues.

In SL apart from MOI and Police Commissioner, the project has discussions with other implementing organizations on Police Development such as Adam Smith International, UNODC, and DDG etc. Project has proposed to establish a sub committee on Police under the Security Committee at the Government Sector Working Group headed by Minister of Interior for better coordination and collaboration among all actors in police development.

Project in PL is continuing its close cooperation with the key counter-piracy actors in the region. Joint activities have been made with EU CAP Nestor, UNODC and UNOPS. Somalia Crisis Resolution Center has requested the Project to share its best practice related to the MPS construction. MAG (Mine Action Group) Puntland will continue its support in equipping police infrastructure buildings built by the Project with armories facility.

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PEACE AND CONFLICT

Attacks and threats of attacks on the SPF, UN and AMISOM have increased at the FL inhibiting ability to travel around Mogadishu and meet with counterparts at their locations. In SL, a revenge killing occurred in Togdheer region where Police actively operated and managed to capture the accuser as well as a group of his clan members who had assisted him to escape. In addition, it was observed that the police has taken the active role of organizing the traditional elders and the local community in order to initiate a conflict resolution mechanism and more importantly to bring back the peace and stability of the area.

Increased activity of AS in Puntland has affected normal interaction with the key governmental, ministerial and civil society counterparts, with the Police Commissioner and PL Minister of Security having been constantly engaged in responding to such activities.

GENDER

In Somaliland, 30 police officers have succeeded to receive admission of two years scholarship programme which is designed to provide students a criminal studies diploma. Out of the thirty nine (9) are women police officers. It is estimated that 30% of beneficiaries who will be benefited from this activity are serving women police officers. Therefore, the expectation is that the percentage of female officers in high positions will be increased.

In Puntland, Gender unit has taken active role in supporting AWP review and contributed to MCGA with Puntland State University where 26 (6 female) police officers enrolled for bachelor in Law.

At the Federal Level the UN Police section is working closely with AMISOM to provide a train the trainer course in SGBV and Violence against children so that station level training can be conducted.

UPCOMING QUARTER

At the FL, the UN police section is looking forward to supporting the implementation of activities under the Police Strategic Plan, in collaboration with the Ministry of National Security and the SPF. The stipend payment processes will also continue.

In SL, the project is planning support in the following areas: deliver training for Model Police Station personnel, provide training on SGBV, provide TOT training for Mandeera Trainers, develop road safety action plan, develop five years National Police Strategy Plan and to commence the procurement process for the selection of a company to construct the Police HQ.

In PL, the project will be mainly focusing on support for police training in different areas. This will include SGBV, Forensic for CID personnel locally and in the region. Training with Prosecutors on organized crimes related topics. Also, the Project expects to finalize procurement of essential equipment for the police.

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REFLECTIONS / LESSONS

In Somaliland; A new monitoring mechanism to oversee the SPU performances which is also linked to SPU payments was introduced after agreement with the Hon Minister of Interior and SPU Commander. The Project Manager conducted a mission to Somaliland which included consultation meetings with, deputy of Police commissioner, UNODC and the Adam Smith International police development and reform programme. Also, he visited Model Police Station in Burao and the Police HQ where new police HQ will be constructed. In addition, the discussion on coordination mechanism on police development amongst all implementing partners in Somaliland was discussed with ASI and UNDP and proposed to Governance Sector Working Group Meeting which is schedule on the 9th of April to establish a subcommittee for police under the Rule of Law and Security Group where all actors in the police sector can collaborate in a more coordinated manner.

In Puntland, processes similar to Somaliland have taken place. In order to improve SPU performance, monitoring and payment the project have reached an agreement with the counterparts to initiate Bio metric registration of PL police, starting from SPU immediately upon arrival of registration equipment. Both SL and PL Projects were in close collaboration regarding the SPU future development.

In FL, extensive working sessions took place with the SPF in the development of a comprehensive hiring, training and deployment plan that will strengthen the human resources and operational capability of the SPF in engaging new officers and in providing service delivery to the newly recovered areas. The UN Police Section and the SPF have devised a Community Police Project Pilot programme that enlists the help of community youths in four communities. This pilot programme engages the community at all levels geared to build confidence of police service delivery and change the negative perception of the police. The SPF will pursue the enlisting and hiring of officers in the new areas and have been reminded that any Stipends payments rely on a required training.

CUMULATIVE PROJECT FINANCIAL SUMMARY	
APPROVED BUDGET	7,911,423.00
TOTAL (DISBURSEMENTS + COMMITMENTS)	2,834,257.00
BALANCE OF FUNDS	5,077,166.00
% DELIVERY (AGAINST APPROVED BUDGET)	35.82%

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LIST OF ACRONYMS USED

A2J:	Access to Justice
CID:	Criminal Investigations Department
CJ:	Chief Justice
CPP:	Civilian Police Project
FGS:	Federal Government of Somalia
GFP:	Global Focal Point
GPS:	Global Positioning System
ID:	Identification
IED:	Improvised Explosive Devices
INGO:	International Non-Governmental Organisations
LOA:	Letter of Agreement
MCGA:	Micro Credit Grant Agreement
MNS:	Ministry of National Security
MOI:	Ministry of Interior
MOJ:	Ministry of Justice
MPS:	Model Police Station
PAC:	Police Advisory Committee
PDP:	Police Development Plan
PHQ:	Police Headquarters
PL:	Puntland
PLPF:	Puntland Police Force
PSG:	Peace-building and State-building Goals
ROL:	Rule of Law
ROLSIG:	Rule of Law and Security Institutions Group
SAP:	Strategic Action Plan
SC:	South Central (Mogadishu)
SGBV:	Sexual and Gender-Based Violence
SIDP:	Somali Institutional Development Project
SPF:	Somali Police Force
SPU:	Special Protection Unit
SL:	Somaliland
TOR:	Terms of Reference
TOT:	Training of Trainers
UNCC:	UN Common Compound
UNPOL:	UN Police Officers
UPS:	Uganda Police Service