

United Nations Development Programme
Country: Somalia
Annual Work Plan

Project Title: Rule of Law in Somalia – Civilian Police Project; Support to the Somali Federal Police Force: Strengthening Command and Control and Oversight of Policing in Somalia

PSG Outcome(s):

Security – PSG 2: Strategic Objective: Establish unified, capable, and accountable and rights based Somali federal security institutions providing basic salary and security for its citizens.

Expected CP Outcome(s):

1. Somali society benefits from a more inclusive, equitable and accountable governance, improved services, human security, and access to justice and human rights. 2. Somali Police Force to meet the basic requirements of safety and security of the citizens of Somalia. Somali Police Force to increase numbers of police presence. Targets: Addition of 2300 police personnel for 2014/2015. 3. Somali women, men, girls, and boys benefit from more inclusive, equitable, and accountable governance, improved services, human security, access to justice, and human rights

Expected Output(s)

Police functions and enforcement are in line with mandated operational and legislatively supported activities. All of which support the protection, safety and security of the Somali public. 2. Somali Police Force met their operational needs and is in line with public needs and expectations. 3. Police structures, systems, competencies capacities and skills are in place ready for equitable delivery and service to the public of Somalia. 4. Strengthened civilian Police capacity in Somalia.

Executing Entity: UNDP

Implementing Agencies: UNDP

Brief Description

The Rule of Law (ROL) in Somalia - Bridging and Inception Project is intended to link the current UNDP Rule of Law activities with a new comprehensive ROL programme commencing in 2014. The project includes both on-going activities (bridging phase) as well as new initiatives (inception phase) for the new ROL programme. The Programme anticipates emplacing necessary infrastructure and building the capacity of the Somali Government so that ROL institutions are prepared and capable to implement a comprehensive ROL programme supported by the UN and the international community. Activities have been prioritized, based on important criteria and include those that are critical for conducting operations of police services and have been already planned and are ready for implementation. Activities that have been agreed to by Government counterparts are designed to build the foundation of the Police sector. While existing management structures will be utilized for the bridging phase, inception phase activities will be also contributed by UNSOM according to its mandate. The Project has the following outputs:

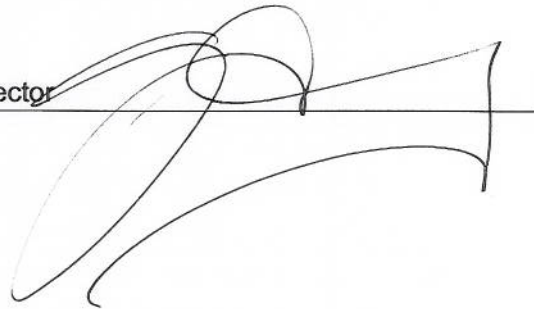
1. Strengthened civilian policing capacity in Somalia
2. Establish and strengthen access to police services and law enforcement for all elements of Somali society including vulnerable groups and women.

The Programme is aligned to the New Deal Compact, Peace and State Building Goal – PSG2. The Overall Objective of the programme is that local governance contributes to peace, security, safety and law enforcement coverage including newly recovered areas.

Programme Period:	2014
Key Result Area:	Outcomes 1 -4
Atlas Award ID:	
Start date:	January 2014
End Date:	December 2014
PAC Meeting Date:	TBC
Management Arrangements:	Direct Implementation

Total allocated resources 2014:	\$15,511,476
Total resources required	<u>\$14,659,629</u>
o TRAC*	\$ 200,000
o TRAC ²	\$ 390,000*
*This 390,000 is not included in the allocated resources as it is for the SPU project which is not in the work plan. These funds are a loan from TRAC and will be repaid from agency security cost sharing	
o Counter Piracy	\$ 1,370,000
o Japan	\$ 7,184,201
o Norway	\$ 978,877
o Denmark	\$ 1,450,000
o B & I	\$ 3,086,551

Agreed by (UNDP): George Conway, Country Director



ANNUAL WORK PLAN Year: 2014

EXPECTED OUTPUTS <i>And baseline, indicators including annual targets</i>	PLANNED ACTIVITIES <i>List activity results and associated actions</i>	TIMEFRAME				RESPONSIBLE PARTY	Funding Source	PLANNED BUDGET	
		Q1	Q2	Q3	Q4			Budget Description	Amount (USD)
SOMALILAND									
<p>Output 1: 2..4.1 Strengthened institutional and technical capacities of police services in Somaliland utilizing community policing techniques and rights based approach. Law enforcement coverage to expand and enhance to meeting the service needs of the public.</p> <p>Baseline: i. Somaliland Police Force to meet the basic requirements of safety and security its citizens. Indicators: Maintaining police presence. Adherence to UN and international requirements for police and SPU coverage. Model Police stations are commissioned with a comprehensive management plan. Strategic police development plan with a implementation plan is developed. Road Safety strategy is developed.</p>	1. Evaluate Civilian Police Project as an individual similarly to ROL overall evaluation	Y	Y			SIDP,Community Security Gender	EC	This will include workshops and technical facilitation	30,000
	2. Developing strategic police development plan for 5 years with an action / implementation plan for two years to include gender equity					UNDP, SL MOI ,Police Commissioner and other partners	EC	Activity includes consultants, workshop, consultative meetings as well as costs of facilitation and some potential travel as required.	50,000
	3. Functional review of police HQ and support the implementation of the new organogram that defines roles and job descriptions of the relevant departments		Y	Y		UNDP, SL MOI ,Police Commissioner and other partners	EC 15,000	This may include consultant, conducting workshop and facilitation The balance USD 5000 could be managed with other EC budget lines	20,000
	4. Support for Police reform team to achieve the goals and deliverables that will be identified with the ministry.					UNDP, SL MOI ,Police Commissioner and other partners	EC	This was changed in to procuring Com Equipment's as per the request of MOI ASI is engaged in Police Reforms	20,000

<p>Targets: All new personnel to be trained as per UN mandates. All SPU trained as per Police, Ministry and SPU requirements, Model Police Training conducted</p> <p>Related CP outcome: Outcome 2: Somali women, men, girls, and boys benefit from more inclusive, equitable, and accountable governance, improved services, human security, access to justice, and human rights.</p> <p>SL PF Hiring and training policies in line with society's inclusivity thereby balancing service and community relations. SL PF to increase training awareness that accommodates vulnerable groups.</p>	<p>5. Provide technical support to develop traffic management action plan for the Police including other stake holders</p>	<p>Y</p>	<p>Y</p>	<p>UNDP, SL MOI Police Commissioner and other partners</p>	<p>EC</p>	<p>This is a planned support to police to develop Road safety management action Plan. This includes consultant, workshops facilitations, travel etc.</p>	<p>50,000</p>
<p>6. 8 weeks training for 140 (40 female officers) police officers for model police Stations in Burao and Hargeisa</p>	<p>Y</p>	<p>Y</p>	<p>UNDP, SL MOI Police Commissioner and other partners</p>	<p>EC</p>	<p>This includes costs related to consultant, translators, and oversight cost of MOI, travel of trainees, operational costs of the Police Academy renting venue for TOT, providing meals, training materials and costs of facilitation.</p>	<p>150,000</p>	
<p>7. Develop a comprehensive management plan for model police stations, including operational and administrative procedures, job descriptions, organogram and a community engagement strategy.</p>	<p>Y</p>	<p>Y</p>	<p>UNDP, SL MOI Police Commissioner and other partners</p>	<p>EC</p>	<p>This activity is coupled with the previous training activity.</p>	<p>50,000</p>	
<p>8. 6 weeks training for the 68 mid rank officers (male/Female) including station commanders</p>	<p>Y</p>	<p>Y</p>	<p>UNDP, SL Ministry of Interior ,Police Commissioner and other partners</p>	<p>Norway</p>	<p>Costs related to consultants, training materials venue translation facilitation and some potential travel as required.</p>	<p>100,000</p>	
<p>9. Construction of the Police HQ</p>	<p>Y</p>	<p>Y</p>	<p>UNDP, SL Ministry of Interior ,Police Commissioner and other partners</p>	<p>DFID</p>	<p>Construction cost for the building, travel cost of expert and their services</p>	<p>750,000</p>	

	10. Support police transport division: One 30 seat bus, 5 double cab pickups, 10 motorcycles			Y	Y		UNDP, MOI Police Commissioner	EC	Costs includes shipment to Somaliland	250,000
	11. To provide 6000 Police uniforms, one per officer.		Y	Y			UNDP, MOI Police Commissioner	Norway		448,877
	12. Support the implementation of the training component of then existing Gender-responsive Policing Action Plan		Y	Y			UNDP, MOI Police Commissioner	EC	Cost includes consultant, training, materials and travel.	50,000
	13. Supporting SPU coverage for UN and other agencies.	Y	Y	Y	Y		UNDP, Other UN agencies, INGO's	TRAC		195,000
TOTAL SL										2,163,877
PUNTLAND										
Output 1: 2..4.1 To Strengthen institutional and technical capacity of police services utilizing community policing techniques and rights based approaches. Law enforcement coverage to meet the service needs of the public. Baseline: i. Puntland Police Force is meeting the basic requirements of safety and security of the citizens of Puntland	14. Support PL Community Policing assessment. Development of an integrated approach in policing to ensure better service delivery to the community	Y	Y				Ministry of Security, Puntland Police Force, PDRC	Denmark	Cost for 1 international expert to support the assessment and review process.	30,000
	15. Assessment of existing Model Police Station in order to ensure better community access and standard design	Y	Y				Ministry of Security, Puntland Police Force, PDRC	Counter Piracy Trust Fund	Cost for 1 international expert to support the assessment and review process in PL and FL	30,000

<p>and Somalia.</p> <p>ii. PL 5 Year Development Plan to outline service delivery and increased engagement into communities</p> <p>Indicators: All police personnel trained to MoS, UN and Police requirements. Implementation of 5 Year Deployment Plan. Adherence to UN and international requirements for democratic policing with focus on community policing.</p>	<p>16. Development of consolidated PL and FL Community Policing framework in line with the Compact, PL 5 year development plan and MPS concept</p>	<p>Y</p>	<p>Y</p>	<p>Y</p>	<p>Ministry of Security, Puntland Police Force, PDRC, Ministry of Women's Development and Family Affairs,</p>	<p>Denmark</p>	<p>Cost for 1 international expert to support the assessment and review process in PL and FL</p>	<p>30,000</p>
<p>Indicators: All police personnel trained to MoS, UN and Police requirements. Implementation of 5 Year Deployment Plan. Adherence to UN and international requirements for democratic policing with focus on community policing.</p>	<p>17. Support to develop CID relevant techniques, procedures and documentation for better response to organize crimes, GBV and community related crimes</p>	<p>Y</p>	<p>Y</p>	<p>Y</p>	<p>Ministry of Security, Puntland Police Force, Attorney General, PDRC</p>	<p>Counter Piracy Trust Fund</p>	<p>Cost relating to engaging a consultant and need for meeting rooms, catering services, logistics etc.</p>	<p>20,000</p>
<p>Targets: Construction/rehabilitation and equipping of 5 additional Model police stations in 2014. PLPF personnel are trained and equipped as per UN mandates and PL Government requirements.</p>	<p>18. Support review and development of existing PLPF reporting channels and crime statistic gathering</p>	<p>Y</p>	<p>Y</p>	<p>Y</p>	<p>Ministry of Security, Puntland Police Force PDRC</p>	<p>Counter Piracy Trust Fund</p>	<p>Cost relating to engaging a consultant and a need for meeting rooms, catering services, logistics etc.</p>	<p>10,000</p>
<p>Related CP outcome: Outcome 2: Somali women, men, girls, and boys benefit from more inclusive, equitable, and accountable governance, improved services, human security, access to justice, and human rights. PLPF Hiring and training policies in line with society's service needs. PLPF to increase training awareness accommodating vulnerable groups.</p>	<p>19. Develop a SOP for the criminal intelligence information collection and management as guided by the CID re-assessment outcomes, including data access protection and proper substantiation of intelligence</p>	<p>Y</p>	<p>Y</p>	<p>Y</p>	<p>Ministry of Security, Puntland Police Force, Police Commissioner</p>	<p>Counter Piracy Trust Fund</p>	<p>Cost relates to hiring 1 international expert to support the assessment and review process.</p>	<p>30,000</p>
<p>Related CP outcome: Outcome 2: Somali women, men, girls, and boys benefit from more inclusive, equitable, and accountable governance, improved services, human security, access to justice, and human rights. PLPF Hiring and training policies in line with society's service needs. PLPF to increase training awareness accommodating vulnerable groups.</p>	<p>20. Conduct an assessment on readiness of the station to move to electronic format. Re-design the current reporting system</p>	<p>Y</p>	<p>Y</p>	<p>Y</p>	<p>Ministry of Security, Puntland Police Force, Police Commissioner</p>	<p>Counter Piracy Trust Fund</p>	<p>Cost relates to consultant's needs, logistics etc.</p>	<p>25,000</p>
<p>Related CP outcome: Outcome 2: Somali women, men, girls, and boys benefit from more inclusive, equitable, and accountable governance, improved services, human security, access to justice, and human rights. PLPF Hiring and training policies in line with society's service needs. PLPF to increase training awareness accommodating vulnerable groups.</p>	<p>21. Support to establish the CID Forensics unit at the HQ level</p>	<p>Y</p>	<p>Y</p>	<p>Y</p>	<p>Ministry of Security, Puntland Police Force</p>	<p>Counter Piracy Trust Fund</p>	<p>Cost relates to the consultant's need for meeting rooms, catering services, logistics etc.</p>	<p>15,000</p>

<p>Output 3 Baseline: To strengthen civilian police capacity at all levels from equitable hiring practices to comprehensive training leading to increased capacity and the community's endorsement of Police services.</p>	22. Technical support to the Ministry of Security to improve structure, chain of command, reporting and administrative management (International/National consultancy)	Y	Y	Ministry of Security	Denmark	Cost relates to the consultant's need for meeting rooms, catering services, logistics etc.	25,000
	23. Scholarship for 25 selected police officers (5 female) for Bachelor degree in Law	Y	Y	Ministry of Security, Puntland Police Force, PSU	Denmark	This includes efforts towards a bachelor degree education, books/reading materials, accommodation for students who are non-residents of Garowe.	50,000
	24. Two weeks advanced training for CID and prosecutors on organized crimes, including piracy	Y	Y	Ministry of Security, Puntland Police Force, Attorney General	Counter Piracy Trust Fund	This relates to hiring a consultant, training costs, materials, travel DSA etc.	40,000
	25. Support development of SGBV basic and advance training curriculum and trainings	Y	Y	Ministry of Security, Puntland Police Force, UNFPA	Denmark	Cost relates to consultant's needs for, meeting rooms, catering services, logistics etc.	20,000
	26. Support to 6 week counter piracy training in Djibouti conducted by EUCAP Nestor	Y	Y	Ministry of Security, Puntland Police Force, UNODC, EUCAP	Counter Piracy Trust Fund	This includes transport DSA and accommodation for the trainees (PL Police) who will be trained abroad.	25,000
	27. Provide training for station commanders and HQ operations on reporting and statistics	Y	Y	Ministry of Security, Puntland Police Force, Police Commissioner	Counter Piracy Trust Fund	This includes consultant's training costs, materials, travel DSA, after training report production etc.	60,000
	28. Technical support to the CID Forensic unit's advanced international training	Y	Y	Puntland Police Force	Counter Piracy Trust Fund	Cost includes IT equipment, forensics forms printing, furniture and training.	60,000

29. Institutional agreement with regional police on to conduct assessment and ToT programmes for Armo training centre's personnel	Y	Y	Y	Y	Ministry of Security, Puntland Police Force, Armo academy,	Denmark	Costs relating to consultant's ,training costs, materials, travel DSA for trainers and trainees , after training report production etc.	140,000
30. Delivery of one week Division/Station commanders training modules on community policing for 50 Officers (5 females)		Y	Y	Y	Puntland Police Force	Denmark	Costs relating to consultant's, training costs, materials, travel DSA , after training report production etc.	30,000
31. Support needs assessment and existing curriculum improvement in collaboration with FL training capacity	Y	Y	Y	Y	Puntland Police Force, Somali Police Force, Armo academy	Denmark	Cost relates to consultant's need for meeting rooms, catering services, logistics, travel DSA etc.	40,000
32. Model Police Stations: Rehabilitation/Construction of police stations in Bandar Beyla and Eyl	Y	Y	Y	Y	Puntland Police Force, Somali Police Force, UNODC, EUCAP	Counter Piracy Trust Fund	Rehabilitation/Construction works	360,000
33. Model Police Stations: Rehabilitation/Construction of police station and post in Jeriban and Garad	Y	Y	Y	Y	Puntland Police Force, Somali Police Force, UNODC, EUCAP	Counter Piracy Trust Fund	Rehabilitation/Construction works	200,000
34. Model Police Stations: Rehabilitation/Construction of police station in Gaikayo	Y	Y	Y	Y	Puntland Police Force, Somali Police Force, UNODC, EUCAP	Counter Piracy Trust Fund	Rehabilitation/Construction works	180,000
35. Model Police Stations: Rehabilitation/Construction of police stations in Bossaso, Gardo and Iskushiban	Y	Y	Y	Y	Puntland Police Force, Somali Police Force, UNODC, EUCAP	Denmark	Rehabilitation/Construction works	400,000

36. Procurement and supply of essential equipment and furniture for Bandar Beyla and Eyl model police stations	Y	Y			N/A	Counter Piracy Trust Fund	Procurement process	40,000
37. Procurement and supply of essential equipment and furniture for Gardo and Bossaso model police stations	Y	Y			N/A	Denmark	Procurement process	40,000
38. Procurement and supply of essential equipment and furniture for Jeriban and Garad model police station and police post	Y	Y			N/A	Counter Piracy Trust Fund	Procurement process	25,000
39. Procurement and supply of essential equipment and furniture for and Galkayo model police stations and CID offices	Y	Y			N/A	Counter Piracy Trust Fund	Procurement process	20,000
40. Procurement of 5 vehicles for the model police stations and CID offices in Bossaso and Gardo	Y	Y			N/A	Denmark	Procurement process	150,000
41. Procurement of 6 vehicles 9 motorbikes and 3 light patrol boats for coastal model police stations and posts in Galkayo, Eyl, Bandar Beyla and Jeriban	Y	Y			N/A	Counter Piracy Trust Fund	Procurement process	200,000
42. Procurement of essential communication system for/between coastal model police stations/posts in order to respond piracy threats (Must be aligned with FL coastal police facilities)	Y	Y	Y		N/A	Counter Piracy Trust Fund	Procurement process	30,000
43. Procurement of 6000 Federal Police uniforms	Y	Y	Y		N/A	Denmark	Procurement process	170,000
44. Procurement and supply of essential equipment for criminal Intelligence unit	Y	Y			N/A	Counter Piracy Trust Fund	Procurement process	20,000
45. Procurement and supply of essential equipment to support statistics gathering	Y	Y			N/A	Counter Piracy Trust Fund	Procurement process	20,000

Output 1: 2.4.1 To Strengthen institutional and technical capacity of police services in Somalia utilizing community policing techniques	46. Procurement and supply of essential equipment for CID Forensics unit	Y	Y		N/A	Counter Piracy Trust Fund	Procurement process	20,000
	47. Internal and external awareness rising on gender violence in Puntland and support development of PL Govt. referral mechanisms/SOP to prevent, respond to and prosecute SGBV crimes			Y	Y	Ministry of Security, Puntland Police Force, PDRC, UNFPA	This includes printing of materials, production of announcements for media, and other components (allocated to joint awareness raising campaign with MOS)	30,000
	48. Support public awareness initiatives on community policing activity including monitoring and evaluation on PLPF response to the crimes against vulnerable groups of society			Y	Y	Ministry of Security, Puntland Police Force, PDRC, UNFPA	This includes printing of materials, production of announcements for media, and other components (allocated to joint awareness raising campaign with MOS)	45,000
	49. Engagement of local/international NGOs for strengthening capacity and capability of the Ministry including monitoring and evaluation, accountability, reporting and oversight			Y	Y	Ministry of Security, Puntland Police Force, PDRC, NGOs	This is includes one consultant and one advisor on consultative processes.	25,000
	50. Supporting SPU coverage for UN and other agencies.	Y	Y	Y	Y	UNDP, Other UN agencies, INGO's	TRAC	195,000
FEDERAL LEVEL								2,850,000
Output 1: 2.4.1 To Strengthen institutional and technical capacity of police services in Somalia utilizing community policing techniques	51. Radio and print media campaign to promote community policing in the south, central, Juba and PL areas.	Y	Y	Y	UNSONM, MoNS, SPF, UNDP	Japan	Budget will be used by the SPF Community Policing Unit for print, radio, TV and live promotions of the SPF.	60,000

<p>and rights based approach. Law enforcement coverage expanded and enhanced leading to meeting the service needs of the public.</p> <p>Baseline:</p> <p>i. Somali Police Force to meet the basic requirements of safety and security of the citizens of Somalia.</p> <p>ii. SPF devising a Hiring, Training and Deployment Plan outlining service delivery and increased engagement into new areas.</p> <p>Indicators: Increased numbers of police officers; Implementation of SPF Hiring, Training and Deployment Plan. Adherence to UN and international requirements for stipends payments. Increased regional coverage into new areas.</p> <p>Targets:</p> <p>Addition of 2300 police personnel starting 2014.</p> <p>All new personnel to be trained as per UN mandates and SPF payment requirements.</p> <p>Related CP outcome: Outcome 2- Small women, men, girls, and boys benefit from more inclusive, equitable, and accountable governance, improved services, human</p>	52. Technical expert to work with south central, Jubaland and Puntland in developing a one uniform plan for all police to include the technical specifications, SPF Uniform policy	Y	Y	UNSON, MoNS, SPF, UNDP	DFID, EC	This budget will fund a consultant to look at a one uniform policy as well as setting uniform standards.	24,000
	53. Specialized TOT for SPF Trainers on investigating Gender Based crimes and supporting station level training at the academy in Mogadishu or at regional stations.	Y	Y	UNSON, MoNS, SPF, AMISOM, UNFPA, UNICEF, UNDP	EC, DFID	This will provide SPF trainers with the skills to conduct station level courses in GBV investigation.	60,000
	54. Biometric registration and production of biometric identification cards conducted in Mogadishu and areas outside Mogadishu.	Y	Y	SPF, UNSON, UNMAS, UNDP	EC, DFID	The majority of officers in the Benasir region have been registered; this will cover the costs of transporting the equipment and officers to outside areas to conduct registration.	50,000
	55. Review, and refurbish the CID Infrastructure and maintenance plan to include the main building, office structure and jail.	Y	Y	UNOPS, UNSON, SPF, MoNS, UNDP	EC, DFID	The CID headquarters was formerly a showcase but has since been the victim of two failed bombings and is need of repair.	200,000
	56. Provision of barriers/safety systems furniture and equipment around/in police stations/HQs in regions	Y	Y	UNOPS, UNSON, SPF, MoNS, UNDP	Norway	To provide more protection against attacks at various locations	150,000
	57. Provide furniture, office supplies and IT equipment to Commissioner appointed Professional Standards Unit	Y	Y	UNOPS, UNSON, SPF, MoNS	Japan	The new unit will need dedicated computers in order to carry out internal affairs investigations.	100,000
	58. Establish 888 Emergency Centre	Y	Y	UNOPS, UNSON, SPF, MoNS, UNDP	Japan	The budget is for equipment.	200,000

<p>security, access to justice, and human rights. SPF Hiring and training policies in line with society's inclusivity thereby balancing service and community relations. SPF to increase training awareness that accommodates vulnerable groups.</p>	<p>59. Stipend Payments for 6500 officers, including female officers</p>	<p>Y</p>	<p>Y</p>	<p>Y</p>	<p>UNDP, UNSOM, SPF, MoNS, UNDP</p>	<p>Japan</p>	<p>Providing stipends.</p>	<p>9,018,674</p>
<p>Output 3 Baseline: Strengthened civilian police capacity in Somalia in all levels from equitable hiring practices, comprehensive training, increased capacity leading to the community's endorsement of Police service and practices.</p>	<p>60. Technical and operational support to Comprehensive Participatory Assessment Team to conduct assessments on the security needs of women, girls, men and boys in regions outside of Benadir</p>	<p>Y</p>	<p>Y</p>	<p>Y</p>	<p>UNSOM, MoNS, SPF, UNDP</p>	<p>EC, DFID</p>	<p>Costs include travel expenses, stationary and other items to facilitate the Strategic Plan.</p>	<p>50,000</p>
<p>Indicators: New Strategic Planning Team members hired. Related CP outcome: SPF Organizational and administrative deficiencies addressed by the SPT including engaging in SPF supportive activities in the newly recovered areas.</p>	<p>61. Funding for 8 Strategic Planning Team members at \$5,000 each per month to be recruited in a merit based approach. Funding for 5 College graduate team members at \$500 each per month to be recruited in a merit based approach. Funding for 3 MINS Police Directorate Strategic Planning Team members at \$5,000 each per month to be recruited in a merit based approach. Funding for 3 College graduate team members at \$500 each per month to be recruited in a merit based approach</p>	<p>Y</p>	<p>Y</p>	<p>Y</p>	<p>UNSOM, MoNS, SPF, UNDP</p>	<p>EC, DFID</p>	<p>Funds will pay the salaries for two months of a one year plan to implement and forward the SPF Strategic Plan.</p>	<p>118,000</p>
	<p>62. Provide basic two week training to Somali Professional Standards Unit already in place with the SPF</p>	<p>Y</p>	<p>Y</p>	<p>Y</p>	<p>UNSOM, MoNS, SPF, UNDP</p>	<p>Japan</p>	<p>The newly selected Professional Standards Unit will receive training on conducting internal affairs investigations.</p>	<p>25,000</p>

	63. Provide training in basic post-academy field training supervision (mentoring) and support for experienced officers who have completed the training to provide four months of new officer training for newly recovered and selected areas for new police deployment. To include 25% female officers in training	Y	Y	Y	UNSON, MoNS, SPF, UNDP	Japan	The new officers in the new areas will need mentors to train them in how to act as police officers. This team will provide that needed boost.	75,000
	64. Review and reform the stipends/Human Resources system with one that is compatible with the HRS Biometric database system.	Y	Y	Y	UNSON, MoNS, SPF, UNDP	EC, DFID	Finding and purchasing a software package that will work well with the biometric database.	40,000
	65. Provide training to 888 emergency line operators	Y	Y	Y	AMISOM, UNSON, MoNS, SPF, UNDP	Japan	The new 888 emergency dispatchers have little experience working an emergency dispatch line	60,000
	66. Provide training to new commanders for newly recovered and selected areas for new police deployment to include gender issues. Provide training to new mid-level managers for newly recovered and selected areas for new police deployment to include gender issues	Y	Y	Y	AMISOM, UNSON, MoNS, SPF, UNDP	Japan	Commanders moving into new regions will gain experience in command, and gender issues.	80,000
	67. Provide Training to 2000 newly assigned officer in recently liberated areas including 20% female officers	Y	Y	Y	AMISOM, UNSON, MoNS, SPF, UNDP	Norway	To supply police to areas outside of Mogadishu with the logistical and training needs.	100,000
	68. SPT working with HRTFG and MINS develop replacement for PAC to provide civilian oversight of police and investigate possible human rights violations	Y	Y	Y	AMISOM, UNSON, MoNS, SPF	EC, DFID	The need for Civilian oversight of the police will be funded by this budget	50,000

	69. Quick Impact Infrastructure support to regional police stations		Y	Y	Y	AMISOM, UNSOM, MoNS, SPF	EC, DFID	For the SPF to select and implement it's own improvement projects	36,925
<u>Total FL</u>								Total All Regions	10,497,599
									15,511,476