African Union Police

Policy for International Policing in African Union Peace Support Operations and Special Operations

African Union Police Component
Peace and Security Department
African Union Commission
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Foreword

Among others, peace support operations are one of the means employed by the African Union and its Regional Economic Communities and Regional Mechanisms to maintain peace and security in Africa. Peace support operations have contributed tremendously to conflict resolution, management, peacebuilding, post-conflict reconstruction and development in Africa. The African Union’s flagship, the African Union Mission in Somalia, amply testifies to this aspect. African Union peace support operations have also facilitated a seamless transition towards the deployment of United Nations peace operations for long-term stabilisation and peacebuilding in countries such as Mali and the Central African Republic. The unique concepts underpinning African Union peace support operations, its predictable African Standby Force tool and the right of the African Union to intervene without the consent of the host nation in grave situations described under Article 4(h) of the Constitutive Act of the African Union, give the African Union a distinct comparative advantage to undertake pre-emptive deployment to contain further deterioration of conflict, or to effect robust deployment to contain extreme violence, including genocide, war crimes and crimes against humanity.

African Union peace support operations are strategically integrated, multidimensional and multifunctional in nature and scope. The police are an integral component of African Union-mandated peace support operations and special operations, the African Peace and Security Architecture and the African Governance Architecture, and a substantive player in peace and security in Africa. The approval of this Policy for International Policing in African Union Peace Support Operations and Special Operations (2018) by Decision of the 30th Ordinary Session of the Assembly of African Union Heads of State and Government constitutes a major milestone in the growth and development of the police and policing in African Union peace support operations and special operations. The Policy is the beacon that provides the basis for the development of subordinate police strategic guidance instruments such as guidelines, standard operating procedures, directives and others.

Contemporary threats to peace are complex and diverse. The mandates for African Union peace support operations have also become complex and broader in scope. The African Union deploys peace support operations in hostile operational environments, which are characterised by the absence of peace to keep, or where the host nation’s rule of law and security institutions would have either become utterly dysfunctional or collapsed. These scenarios expose citizens to extreme vulnerability due to predatory behaviour by some or all parties to the conflict, resulting in gross human rights abuses, impunity, massive displacements and loss of lives and livelihoods.
As a function of governance, the main roles and responsibilities of the police in African Union-mandated peace support operations are to ensure public safety, protection of civilians, compliance with human rights, law enforcement and investigation if mandated; to take a lead role in the restoration of civil authority for stabilisation and early recovery; and to provide operational and capacity-building support, including police reform of host nations’ police and other law enforcement agencies, to empower them to perform their statutory responsibilities of maintaining law and order and internal security. The African Union will also deploy police capabilities to provide operational support for disaster management operations and security support to humanitarian actors.

Police officers deployed to the African Union come from different police institutions with different policing practices and law enforcement frameworks. Yet these police officers will be expected to apply the same standards of performance under the mandate of African Union peace support operations. By their ad hoc, short-term nature, peace support operations are supposed to quickly create conditions leading to their withdrawal and liquidation in the short to medium term. In this regard, the African Union police must be able to timeously assist in building and standing up the capacities of the host nation police and other law enforcement agencies, as well as facilitate the restoration of policing services and functions to all citizens.

Therefore, as an integral component of the African Union Doctrine on Peace Support Operations, this Policy for International Policing in African Union Peace Support Operations and Special Operations provides a standardised framework for legal, operational, administrative, command and control, training and cross-cutting issues relating to policing in African Union peace support operations and special operations. The Policy provides for the various categories of African Union police officers; defines policing, the vision, mission and core values of the African Union Police; and clearly delineates the roles and responsibilities of the African Union Police at strategic and operational mandate implementation levels. It also lays down the responsibilities of the African Union, Member States and police officers in the preparation, deployment, operation, command and management, as well as liquidation of police operations. This Policy will guide and assist the African Union and Member States to adopt qualitative and capability-focused preparation, generation and deployment of police capabilities, as opposed to numbers-driven pledges and deployments.

African Union Member States, all police training institutions for peace support operations, African Regional Mechanisms and Regional Economic Communities, training centres of excellence and training institutions are urged and encouraged to always refer to this Policy and its subordinate instruments to nominate and prepare all categories of African Union police officers, for service in African Union peace support operations and special operations.

The African Union wishes to express its deepest appreciation to African Union member states, the African Union Police Strategic Support Group, Training for Peace Programme, GIZ African Union Office and the United Nations Office to the African Union, for providing critical support in the development of this Policy.

Ambassador Smail Chergui
Commissioner for Peace and Security
African Union Commission
Addis Ababa, Ethiopia
1. In its report dated 10 December 2013 – the ‘Report of the Independent Panel of Experts’ Assessment of the African Standby Force and Plan of Action for Achieving Full Operational Capability by 2015’ (Gambari Report) – the Panel recommended that the African Union Commission (AUC) convenes a meeting of the African Chiefs of Police (ACOP) to define the role of the police in Peace Support Operations (PSO) and the African Standby Force (ASF). This recommendation came out of the Panel’s findings and observations regarding the lack of understanding of the roles and responsibilities of the police, as well as the structural challenges (policy, weak capacities, structure, perceptions and practices) experienced by the police in all the regions. The Chairperson of the AUC is required under Article 7 [1] (d) of the Protocol Relating to the Establishment of the Peace and Security Council of the African Union (PSC Protocol) to work in conjunction with the Peace and Security Council (PSC) of the African Union (AU) to lay down general policy for the conduct of PSO, including their mandates, and undertake periodic reviews of the same.

2. Pursuant to the implementation of the recommendations to address these challenges, the AUC developed this Policy for International Policing in Peace Support Operations (PSO) and Special Operations (SO) that are mandated or authorised by the PSC of the AU or the Assembly of Heads of State and Government of the AU (Assembly). The AUC convened a meeting of ACOP, which endorsed the draft Policy for International Policing in PSO and SO (Policy) at its meeting held on 14 December 2015 in Algiers, Algeria. The Policy was subsequently approved by the 10th Ordinary Session of the Specialised Technical Committee on Defence, Safety and Security (STCDSS) held on 9 January 2018, in Addis Ababa, Ethiopia, the Declaration of the Executive Council of the AU (EX.CL.1072[XXXII] Rev.1) of the 32nd Ordinary Session held in Addis Ababa from 22–26 January 2018 and endorsed by the Decision contained in Paragraph 7, page 37 of the 30th Ordinary Session of the Assembly of AU Heads of State and Government (Assembly/AU/Dec.679[XXX] held from 28–29 January 2018 in Addis Ababa, Ethiopia).

3. Peace, security and stability are the cornerstones of development and the harmonious co-existence of all people of Africa, as underscored in the objectives of the Constitutive Act of the AU, African Peace and Security Architecture (APSA), African Governance Architecture (AGA), the 50th Anniversary Solemn Declaration by the Assembly of AU Heads of State and Government and the aspirations spelled out in the continental blueprint ‘Africa Agenda 2063 for the Africa We Want’. These objectives, principles and aspirations are the foundations upon which the principles, vision, mission, core values and ethics of the African Union Police (AUPOL) shall be rooted, for enhanced and sustainable peace, public safety and security, stability, the rule of law, including access to justice and protection under the law, democratic governance, human rights and development of Africa.
4. Article 13 of the Protocol provides for the establishment of the ASF as a tool that enables the PSC or the Assembly to perform their responsibilities with respect to the deployment of peace support missions and interventions pursuant to Article 4 (h) and (j) of the Constitutive Act. The ASF comprises multi-disciplinary contingents, which are essential to facilitate a multi-dimensional approach to addressing complex political, security, international policing and rule of law issues and humanitarian challenges in order to achieve sustainable peace in conflict and post-conflict areas.

5. The number and complexity of intra-state conflicts on the African continent have increased, and these are often coupled with organised transnational threats. As a result, police mandates and the role of the police in PSO and SO have evolved in both scale and scope. They have gradually moved from traditional peacekeeping – primarily through passive observation/monitoring – to a contemporary approach of supporting the capacity development of national police and law enforcement institutions, as well as the protection of civilians and vulnerable groups of society.

6. In undertaking various measures and initiatives to enhance peace, security and stability in Africa, the AU Police shall cooperate with Regional Mechanisms and Regional Economic Communities (RMs/RECs), the United Nations (UN) and other international partners. In this regard, Article 3 (e) of the Constitutive Act and Articles 7 (k), 13 (16), 16 and 17 of the PSC Protocol underscore the strategic importance of the partnership and international cooperation among RMs/RECs, the UN and the AU in the area of peace and security.

7. In order to address the structural challenges facing the police, empower them and optimally leverage their significant comparative advantage towards the maintenance of international peace and security in Africa, within the framework of the APSA, AGA, Africa Agenda 2063 and the pledges of the 50th Anniversary Solemn Declaration by the Assembly, the Chairperson of the AUC is required to formulate appropriate policies, guidelines, standard operating procedures and other issuances, to provide strategic guidance for the deployment, employment, management, operations and administration of the AU Police and international policing in AU mandated or authorized PSO and SO.
8. The purpose of this Policy, which is an integral component of the AU Doctrine for PSO, is to provide a strategic, legal, operational and administrative framework for international policing in AU PSO and SO mandated or authorised by the PSC of the AU or the Assembly. Within the scope of the APSA and AGA, the Policy spells out the vision, mission, core responsibilities, core values, structures, authority, command and control, code of conduct, code of ethics and conditions of service of the AUPOL Officers and the principles for standardisation of its programmes, projects and activities.

9. The Policy is designed to guide AUPOL Officers deployed as Police Professional Staff (PPS) members, Individual Police Officers (IPOs), Formed Police Units (FPUs) and Specialised Police Teams (SPTs) in the execution of their duties, responsibilities, functions and activities in furthering the cause of peace and rule of law, including access to justice and public safety in PSO and SO.

10. The Policy further serves as a guide to AU Member States (MS) and Police-Contributing Countries (PCCs) in creating a common understanding of the AUPOL in order to ensure and maintain minimum standards in the identification, preparation, employment, conditions of service and post-employment of PPS members, IPOs, FPUs and SPTs that are deployed for service in PSO and SO or at AU Headquarters in Addis Ababa. By defining the core roles and responsibilities, fundamental principles and conditions of service, the Policy guides the preparation, pre-assessment and planning processes of PCCs, as well as informing other stakeholders and mission components of the added value of the AUPOL, their contributions and the support needed in order to implement and deliver on their mandated tasks.

11. The Policy provides the context and lays the foundations for subsequent formulation of the necessary Guidelines and Standard Operating Procedures (SOPs), which will provide greater detail to guide and regulate the AUPOL's preparation, command, operations, administration, legal training, code of conduct and deployments.

12. The Constitutive Act and the PSC Protocol shall take precedence over this Policy. However, the Policy shall be the cardinal reference document on AU Police, policing and for the formulation of all Guidelines, SOPs and Directives and other strategic guidance instruments for the AU Police’s international policing functions and responsibilities in PSO and SO, including coordination and backstopping at AU strategic Headquarters in Addis Ababa.
13. This Policy is applicable to all categories of personnel within the AUC Headquarters and AUPOL components in AU PSO and SO, as well as other Departments and Divisions of the AUC in relation to their roles and responsibilities in supporting the AUPOL, as provided for in this Policy and other governing instruments of the AUC.

14. The Policy applies to all AU MS, PCCs and RMs/RECs with regard to their preparation and contribution of police personnel and other resources for deployment and service in AU-mandated or -authorised PSO and SO.

15. AU MS, RECs/RMs and Heads of Missions need an overarching AU strategic guidance for the preparation and employment of police capabilities in AU-mandated or -authorised PSO and SO. This Policy is to enhance the management, command, operational and administrative efficiency and effectiveness of the AUPOL at strategic and mission operational levels through a consistent, structured, standardised and harmonised approach in the implementation of international policing mandates in PSO and SO.

16. Policing is a function of governance, which encompasses the rule of law and public safety. Within the AUC, there are policing responsibilities or needs within the organic functions of the Department of Peace and Security, Department of Political Affairs and Department of Social Affairs. The Policy therefore seeks to organise and facilitate the achievement of these departmental objectives of the AU Commission, through harnessing the police dividend.
17. There is a need to provide sufficient details to operationalise the provisions of the PSC Protocol on issues of the police and policing in PSO and SO. The reference in Article 13 (1) of the Protocol to ‘multi-disciplinary contingents’ in peace support missions and peacebuilding clearly underscores the critical necessity and importance of – and requirement for – a multidimensional approach that includes policing and other initiatives of conflict prevention, management and resolution. This Policy seeks to provide clarity on the roles and responsibilities of the police and international policing in PSO and SO. It also seeks to address any gaps in order to enhance the AUPOL’s ability to discharge its duties and responsibilities in AU PSO and SO, as well as its participation in AU decision-making processes and structures regarding the maintenance of international peace and security in Africa.

18. In addition to PSO, Articles 14 and 15 of the PSC Protocol require that the police, as part of the ASF or other mission, assist in peacebuilding and humanitarian action. The roles and responsibilities of the police need to be properly defined in these SO, which include support for the restoration of the rule of law, development of democratic institutions, facilitation of humanitarian action and disaster management. The Policy therefore facilitates the PSC to be able to deploy the AU Police in support of its political missions, such as election observer missions and human rights observer missions, as part of the its soft approach initiatives towards conflict prevention, management and resolution in Africa.

19. A conceptual framework is essential for the AU Police if it is going to play its part, as a substantive and integral component of APSA, in an integrated fashion and contribute to conflict prevention, peacemaking, peacebuilding, stabilisation, early recovery, post-conflict reconstruction and development for sustainable peace. As the role of the AUPOL continues to increase in scope and importance, there is a need to provide clear policy guidelines to facilitate its fulfilment of specific international policing mandates, as well as broader peace and security responsibilities in Africa.

20. AUPOL Officers frequently work in unfamiliar situations unrelated to their domestic policing environments. They must navigate the variety of international policing approaches of colleagues from many different countries and agencies. Therefore, clear directions and guidance and an overarching policy that is responsive to international policing environments are essential to ensure harmonisation and standardisation of systems and approaches.

21. This Policy emphasises the added value of the AUPOL and international policing to PSO and SO, and provides guidance on the roles and responsibilities to be assigned to AUPOL Officers. The Policy also sets out the framework and pre-conditions critical to determine the activities of AUPOL Officers in implementing their policing mandates. This is essential for the prioritisation and sequencing of activities when time or resources are limited.

22. As the employer of all capabilities in PSO and SO, the Chairperson of the AUC lays the policy framework to facilitate their conformity to AU standards, systems and procedures.
African Union Police (AUPOL) is all or any of the police officers who constitute the Police Component, including the ASF Police pledged standby capabilities, when they are employed in the service of the AU at the AU Headquarters, in PSO and SO that are mandated or authorised by the PSC of the AU or the Assembly.

VISION:

The Vision of the AUPOL is to provide the highest quality international policing services in support of sustainable peace, security and development in Africa.

MISSION:

The AUPOL exists as a continental multi-national policing capability of the AU, dedicated to delivering world-class standards of international policing services for the protection of civilians, law enforcement where mandated and capacity building and operational support for PSO or SO Host Nation police and other law enforcement institutions, to contribute towards enhanced rule of law, public safety, access to justice and good governance for sustainable peace and development.

CORE VALUES:

Inspired by and derived from the objectives and principles of the Constitutive Act, the Core Values of the AUPOL are:

- Integrity
- Respect for diversity
- Professionalism
- Respect for the rule of law
- Accountability
- Respect for human rights
Roles and responsibilities of the AUPOL component at AU headquarters

27. The roles and responsibilities of the AUPOL Component at AU Headquarters in Addis Ababa shall be to:

27.1 Ensure and facilitate the implementation of AU legal, policy and operational framework guidance on sustainable peace, safety, security, stability, governance and development, including the Constitutive Act, the Protocol, Africa Agenda 2063 for the Africa We Want and subsequent continental blueprints for development;

27.2 Provide substantive expert advice to the AUC leadership on all issues relating to the police and international policing in PSO and SO field missions, the rule of law, protection of civilians and other vulnerable groups of society, access to justice, public safety, public order management, police capacity building within the context of post-conflict reconstruction and development and security to facilitate decision-making;

27.3 Coordinate, spearhead and facilitate the participation of the police in AU decision-making processes and structures on the maintenance of international peace and security in Africa and to leverage the comparative advantage of the police and policing in the prevention, resolution and management of conflict, post-conflict reconstruction and development, defending and upholding the rule of law and human rights, public safety and protection of civilians;

27.4 Plan, develop and coordinate the implementation of capacity building and development training packages for police capabilities in Africa, for AU PSO and SO field missions mandated or authorised by the PSC of the AU or the Assembly, including Exercise Planning, Field Training Exercises, Mapping Exercises, Command Post Exercises, Logistics Exercises and Pre-Deployment Training Exercises;

27.5 Design and maintain an updated roster of all categories of police personnel that have been verified, assessed and selected for service in PSO and SO or have served in previous PSO or SO;
27.6 Develop and implement other strategic guidance instruments that define the parameters for international policing in AU PSO and SO field missions. This entails the development of various policies, guidelines, standard operating procedures, directives and other issuances to facilitate AU Police command, management, leadership, operations, administration, recruitment and selection, training, conduct and discipline and mandate implementation;

27.7 Provide technical advice and strategic oversight to the AU Police Components of AU PSO and SO field missions, to facilitate achievement of the police objectives and tasks under the relevant mission mandates;

27.8 Set and update benchmarks to continuously enhance recruitment, selection, deployment and rotation of highly qualified staff in PSO and SO field missions and increasing the number of female officers in the AU Police;

27.9 Develop new and enhance current partnerships for more effective delivery of results and impacts on its roles and responsibilities, PSO and SO mandates, growth and development of the AU Police capacities and capabilities;

27.10 Coordinate and actively participate in the planning, organisation and execution of all pre-deployment, in-mission and post-deployment assessments for current and future PSO and SO;

27.11 Contribute substantive police inputs to the reports of the Chairperson of the AU Commission to the PSC of the AU, the Assembly or other policy Organs of the AU;

27.12 Coordinate, advise and assist MS and RMs/RECs in their efforts to prepare pledged police standby capabilities for selection, rostering and service in AU PSO and SO, in line with this Policy and its subordinate Guidelines and SOPs;

27.13 Establish and sustain close coordination, collaboration and communication with all Police-Contributing Countries to AU PSO and SO;

27.14 Plan, organise and coordinate all human and physical resource processes and procedures towards the effective functioning of AUPOL components in PSO and SO field missions;

27.15 Task, coordinate, manage, and render secretariat and administrative support necessary for the efficient and effective functioning of the AU Police Strategic Support Group (PSSG).
The roles and responsibilities of the AUPOL in PSO and SO are determined by the relevant mandate as decided by the PSC or Assembly. However, in broad generic terms, those roles and responsibilities fall into any or all of the following categories:

28.1 Peace Support Operations: Operational support/interim executive policing and other law enforcement. This entails the delivery of, when mandated, effective prevention, detection and investigation of crime, protection of life and property, maintenance of public order and provision of public safety.

28.2 Peace Support Operations and Post-Conflict Reconstruction and Development: Provision of support for the reform, restructuring and rebuilding of Host Nation police and other law enforcement institutions. This support is designed to develop Host Nation police and other law enforcement institutions’ effective capacity to provide representative, responsive and accountable police service of the highest possible professional standard.

28.3 Special Operations: Provision of policing services and support for special political missions, to facilitate the implementation of peace agreements or to observe and monitor the political and security situation in the Host Nation, as mandated. The AU Police will also provide, as mandated or authorised, policing support for humanitarian action and complex emergency situations such as disaster response and management operations. The AU Police will assist in the maintenance of public order and public safety that will ensure that other actors will be able to carry out their duties and responsibilities without hindrance or security risks.

28.4 In discharging these roles and responsibilities, the AU Police shall perform, as mandated, any or all of the following functions in the Host Nation of the PSO or SO:

28.4.1 Deliver effective policing services for the prevention, detection and investigation of crime and arrest offenders. This function usually applies in executive mandates where the AU Police are given powers of arrest.

28.4.2 Protect and secure the lives and property of the people.

28.4.3 Restore, promote and preserve public order, public safety and maintenance of law and order. The AU Police will be required to undertake such operations, independently or jointly with Host Nation police, to reassure communities and reduce the fear of crime, including of armed or violent crime.
28.4.4 Collaborate closely with Host Nation police and other law enforcement institutions, civil society organisations and stakeholders and take all necessary policing measures to prevent and end impunity, especially in situations of genocide, human rights violations, war crimes and crimes against humanity, allowing for the rule of law and access to justice for victims of abuse or violation.

28.4.5 Protect civilians within mission-mandated contexts. As mandated, the AU Police will take necessary measures to protect civilians, especially vulnerable groups of society such as victims of crime, internally displaced persons, returning refugees, victims of armed conflict, genocide, ethnic cleansing or witnesses in crime investigations.

28.4.6 Provide operational support to Host Nation police and other law enforcement institutions to re-establish police services and functions for public safety and extend state authority. In almost all post-conflict situations the police are the forerunners in the restoration of civil authority. The AU Police will be called upon to facilitate security conditions for the re-establishment of civil authority to provide much-needed public goods and services to communities.

28.4.7 Provide security support for the electoral process before, during and after balloting. The AU Police will be required to assist the Host Nation police and other law enforcement institutions to plan, assess, analyse, deploy and provide a safety and security service that is conducive for lawful political activities, the actual voting process and security for electoral officials.

28.4.8 Support criminal and security intelligence. The AU Police will undertake such criminal and security intelligence operations in support of the implementation of the PSO mandate and the overall peace process, to detect and frustrate imminent threats to AU personnel and facilities or threats against the citizens or Government of the Host Nation and members of the international community.

28.4.9 Support combatting organised crime in a collaborative approach. Conflict creates conducive conditions for unchecked criminal activities, including serious and organised crime, since the law enforcement institutions would have collapsed or are so incapacitated as to be unable to provide internal security or contain crime. The AU Police will be called upon to assist in combatting organised crime, which might actually perpetuate the conflict in some instances. This support may include building the capacity of the Host Nation to deal with organised crime, and cooperating with national, regional and internal entities in the fight against organised crime.
28.4.10 Provide institutional and human capacity building and development support to Host Nation police and other law enforcement institutions, as mandated. The AU Police will usually co-locate with the Host Nation police at strategic, operational service delivery and training levels. The overarching objective of this support is to create a professional, proactive and responsive Host Nation police or other law enforcement institutions that are accountable to the people for delivery of a professional and satisfactory police service, accountable to the law for their operations and accountable to the state for use of public resources. To achieve the desired results and impacts, the AU Police will need to conduct the following activities and functions:

(a) Comprehensive assessment of police services, capacities, capabilities and infrastructure, to determine appropriate interventions;

(b) Strategic advisory support for reform and restructuring to the leadership of Host Nation police and other law enforcement institutions;

(c) Census identification and bio-data registration of all Host Nation police and other law enforcement institutions;

(d) Vetting, selection, registration and certification;

(e) Training in all aspects of police science, including management, command, operational, basic and specialised training, and on-the-job mentoring at points of police service delivery, as well as the development of police institutional management systems, policies, strategies and procedures;

(f) Development of instruments of governance and accountability; and

(g) Support national efforts for resource mobilisation and infrastructure development.

28.4.11 Defend, protect, observe and promote human rights. Monitor, report and prevent human rights violations. In conflict situations, human rights violations tend to escalate due to the inability of the state to exercise its primary responsibility and authority to protect citizens against human rights violators. The AU Police will uphold and defend international human rights law and international humanitarian law. It will therefore be necessary, if not critical, for the AU Police to carry the international mandate to monitor and report on the human rights situation in the Host Nation and prevent human rights violations. The AU Police will also undertake practical measures to assist and capacitate the Host Nation police and other law enforcement personnel to respect and uphold human rights in all their operations and activities.

28.4.12 Support humanitarian action support efforts. The AU Police will be required to facilitate access for delivery of humanitarian aid, usually through the provision of security escorts, protection of humanitarian aid, planning and coordination with humanitarian actors in the mission area. The AU Police will in some instances be required to provide protection to the humanitarian aid workers.
28.4.13 Support disaster response and management efforts. The AU Police will be expected to provide support to the Host Nation police and other actors in the event of disasters such as outbreaks of disease epidemics (e.g. Ebola in West Africa in 2016, in which 11,325 people died of the disease in Sierra Leone, Guinea and Liberia according to Centres for Disease Control and Prevention-CDC), floods, drought and famine, volcano eruptions, landslides and others. This support is usually delivered in the form of public order management to prevent and stop looting or riotous mobs, evacuations, movement control, security checks and screening, documentation of missing or dead persons, medical support, communications, transport, and tracing of missing persons.

28.4.14 Observe and monitor peace agreements or conflict situations. The AU Police will be deployed to political missions to observe and report on ceasefire peace agreements or fragile political and security situations that have the potential to degenerate into open conflict. The AU Police will also be deployed to observe or monitor and report on Host Nation police’s election security processes, activities and operations. Where the Host Nation police has no capacity to provide security for the electoral process, the AU Police will be required, if mandated, to support the Host Nation police to provide security for the electoral process before, during and after the voting exercise.

28.4.15 Coordinate with other AU actors and AU development partners. In implementing the various PSO and SO mandates in the Host Nation, the AU Police will adopt a collaborative approach to synergise efforts with other components of the PSO or SO, Host Nation police and other law enforcement institutions and officials, other national rule of law institutions, international actors, civil society organisations, the media, women’s organisations, youth organisations, child protection organisations, religious organisations, disabled people organisations, representatives of business organisations, community opinion leaders, regional and international organisations that deal with matters of policing or the rule of law.

28.4.16 Protect AU personnel and facilities. This entails the provision of security escorts, screening, security checks and movement and access control.

28.4.17 Comply with and implement all AU and AU Police legal, policy, operational and administrative framework documents such as mandates, policies, guidelines, standard operating procedures, directives, instructions and other issuances directives, for the effective direction, accountability, administration and operations of the AU Police Components serving in AU PSO and SO. This entails the provision of security escorts, screening, security checks and movement and access control.
h/ Composition, structure and categories of AUPOL

29. The AUPOL shall consist of the following:
29.1 The AUPOL Component within the AU Headquarters in Addis Ababa;
29.2 AUPOL Components in PSO and SO field missions; and
29.3 Police Pledged Standby Capabilities in MS.

30. The composition and structure of the AUPOL are directly linked and aligned in order to achieve its Vision and Mission and to deliver on its Roles and Responsibilities under this Policy.

31. Within the AUPOL, there are four main categories of police personnel, namely:
31.1 Police Professional Staff (PPS) members;
31.2 Individual Police Officers (IPOs);
31.3 Formed Police Units (FPUs);
31.4 Specialised Police Teams (SPTs), independent or an integral part of IPOs or FPUs.

AUPOL COMPONENT AT AU HEADQUARTERS

32.1 The organisational structure of the AUPOL Component at the AU Headquarters in Addis Ababa, Ethiopia is shown in Annex A of this Policy. In broad terms, the AUPOL Component at AU Headquarters shall comprise the office of the Chief Police Adviser, Deputy Chief Police Adviser and such other units whose functions shall be related to police capability development, including recruitment assessment and selection, police research and strategic policy, ethics and oversight, police mandate implementation and mission management, and a corresponding support and administrative element.

32.2 The AUPOL organisational structure at the AU Headquarters shown in Annex A of this Policy is considered to be fit-for-purpose to:
32.2.1 Enhance police visibility and impacts at the continental and regional levels;
32.2.2 Empower the police to grow and develop in a manner that capacitates it to deliver on its roles and responsibilities in terms of this Policy;
32.2.3 Enable the AU and its regions to leverage the comparative advantages of the police and policing in the maintenance of international peace and security;
32.2.4 Facilitate delivery of its roles and responsibilities in terms of this Policy and full and active participation in AU decision-making processes and structures on matters regarding the maintenance of international peace and security in Africa;
32.2.5 Enhance AU Police command and leadership, ethics and identity;
32.2.6 Facilitate effective management, command, control, coordination and supervision, as well as capacity building and development of AUPOL Officers at all levels;
ORGANISATION OF AUPOL COMPONENTS IN PSO AND SO FIELD MISSIONS

33.1 The organisational structure of the AUPOL Component in PSO and SO is normally determined by the core functions and tasks of the police under the relevant mission mandate. However, depending on the specific mission mandate and identified operational needs and objectives, all or some of the different categories of AUPOL Officers may be deployed.

33.2 An AUPOL Component shall be led by a Head of the Police Component (HOPC), who may be appointed as the Police Commissioner (PC) or Senior Police Adviser (SPA) depending on the mandate and size of the Police Component in the specific field mission. The HOPC shall be accountable to the HOM or SRCC.

33.3 Where PPS are appointed they shall constitute the Police Senior Management Team (PSMT) of the Police Component and oversee the performance of the duties and activities of the IPOs, FPUs and SPTs.

33.4 The HOPC shall be responsible for ensuring the development and implementation of the Police Concept of Operations, Police Mission Implementation Plans, Police Mission Standard Operating Procedures and Directives in alignment with the AUPOL Policy, Guidelines and SOPs.

33.5 In all instances, the HOPC shall be a member of the Mission Senior Leadership Team in all PSO and SO field missions.

PLEDGED POLICE STANDBY CAPABILITIES

34.1 Regional Pledged Police Standby Capacity (RPPSC):

34.1.1 The RPPSC is a standby capacity within the framework of the multi-disciplinary ASF, as provided for under the Protocol.

34.1.2 The RPPSC shall consist of pre-identified, assessed and selected officers in the categories set out in this Policy (PPS, IPOs, FPUs, SPTs).

34.1.3 Prior to being assigned to be on standby, the nominated officers shall undergo and pass the mandatory AUPOL selection processes as stipulated in the different categories of officers.

34.1.4 Selected and identified officers included in the RPPSC shall, at all times, be kept operationally ready for deployment.

34.1.5 Police personnel shall not be placed on standby as part the RPPSC on the basis of a mere nomination by their national authorities or the RMs/RECs, without going through the prescribed assessment process.

34.1.6 Police personnel shall not be placed on standby as part of the RPPSC merely on account of their having undergone various ASF training exercises, without being properly assessed in accordance with the selection criteria.

34.1.7 The AU takes due cognisance of the fact that some police capacities might already have been pledged and even placed on the ASF Standby Roster. In such cases, all police personnel who have already been placed on standby without being assessed should now be assessed in line with the assessment criteria for their category.
34.2 The CPA shall develop the necessary guidelines for the verification and rostering of ASF police pledged capabilities.

34.3 AUPOL Officers and Experts on Africa Standby Capability (ASC) Roster:

34.3.1 The Roster shall contain the names and particulars of pre-identified police officers and experts who can be deployed at short notice to command, or for other specialised positions, as part of the Mission Start-Up Capability (MSUC) or for any other specific purpose authorised or mandated by the PSC or Assembly.

34.3.2 Officers that previously served as HOPCs, or as other PPSs, as well as civilian experts, may be placed on the ASC Roster if they meet the set requirements. The personnel placed on the ASC Roster may be deployed at short notice as part of the Police Rapid Deployment Capability (PRDC) or MSUC.

34.3.3 IPOs being considered for placement on the ASC Roster should meet the minimum requirements in terms of job specifications, professional experience, professional competence, skills, educational qualifications and professional integrity. They shall also be subjected to assessment in line with the prescribed assessment criteria for their category. Only the PSC, Assembly or the Chairperson of the AU Commission shall authorise exemptions from the prescribed assessment procedures in writing.

34.3.4 Individuals from the ASC Roster may be deployed on a temporary basis while awaiting the final recruitment and appointment of candidates to fill the positions. Where necessary, and in alignment with relevant prescripts, these individuals may be appointed for a longer period should other suitable candidates not be available.

34.3.5 The AU Police Component at AU Headquarters shall prepare any relevant Guidelines and SOPs that the Chairperson of the AUC may, in line with Article 16 of the Protocol, issue as additional directives and guidelines for the establishment, selection and utilisation of individuals of the RPPSC and Roster.

CATEGORIES OF AUPOL OFFICERS

35.1 Police Professional Staff (PPS)

35.1.1 This category consists of internationally recruited police staff members who are appointed and employed by the Chairperson of the AU Commission, in terms of an employment contract signed between themselves and the AU Commission.

35.1.2 Members of the PPS form the Command, Management and Leadership Structure of the AUPOL Component at different levels. They are responsible for command, management, developing strategy, supervising and coordinating implementation, exercising oversight and providing guidance on all AUPOL programmes, projects and police activities.
35.1.3 The PPS members are appointed by means of a competitive recruitment and selection process to fill professional-level positions. They are normally seconded to the AU by governments of AU MS or recruited as individuals if they are no longer in service in the government of an AU MS.

35.1.4 Where specific skills and qualifications are required, retired police officers or police experts who may not be in active police service within their countries, as well as civilian experts, may also be recruited and appointed, provided the officers or experts are under the AU retirement age of 60 years.

35.1.5 The initial term of employment of PPS other than the CPA and the DCPA shall be three years, which may be extended up to five years, subject to, at the least, a satisfactory performance evaluation upon completion of the first and subsequent years of service. Renewal of contract or extension of service for any PPS shall be based on organisational need and satisfactory performance. However, in exceptional circumstances, the Chairperson of the AUC may authorise further extension of service.

35.1.6 The CPA and DCPA shall be appointed for an initial four-year term, subject to, at the least, a satisfactory performance evaluation upon completion of the first and subsequent years of service. The employment contract of the CPA and DCPA may be renewed for one final term of not more than four years.

35.1.7 The CPA shall, working in collaboration with relevant offices in the AU Commission, provide strategic guidance regarding the conditions, criteria, processes and procedures for recruitment, selection, appointment, succession and rotation of all PPS at AU Headquarters and in AU PSO and SO field missions.

35.2 Individual Police Officers (IPOs)

35.2.1 IPOs are part of police contingents personnel that Governments of MS contribute to the AU under a Memorandum of Understanding (MOU) signed between the AU and Government of the contributing MS, for deployment and service in AU PSO and SO. They should meet the prescribed AU basic eligibility requirements and also have an acceptable minimum level of expertise in relevant policing fields to ensure effective implementation of international policing tasks within the framework of the specific mission mandate.

35.2.2 POs are deployed as individuals, but also form part of police contingents in PSO and SO. All IPOs nominated for deployment must first participate in and pass the Assessment for Mission Service (AMS) process that is conducted in their countries by the AUPOL experts constituted by the Chairperson of the AUC as an AU Police Selection Assistance and Assessment Team (SAAT).
35.2.3 The term of deployment for IPOs is an initial period of one year, with a possible extension for a further year, based on operational needs, performance and specialised skills, achievement of the agreed and expected results and impacts in their functional areas of responsibility, good conduct and discipline and upon request of the AU and approval of their PCCs. Only in exceptional circumstances shall the service of IPOs in PSO and SO field missions be extended beyond two years and such exceptional extensions of service shall not exceed three years from the date of initial deployment.

35.2.4 The AUPOL Component at AU Headquarters shall issue Guidelines and SOPs to guide the requirements, AMS procedures, management and administration of IPOs.

35.3 **Formed Police Units (FPUs)**

35.3.1 FPUs are part of police contingent personnel that Governments of AU MS contribute to the AU together with their equipment under an MOU signed between the AU and the Government of AU MS contributing the FPU, for deployment and service in AU PSO and SO. FPUs are mobile police units consisting of a minimum of 160 police officers each that are trained and equipped to operate as a cohesive unit, which has the stamina, capacity and capability to effectively execute public order and higher risk policing operations, even in high risk PSO or SO environments. The FPU is capable of delivering a more responsive and robust policing service in accordance with the mandate, including the protection of civilians and ensuring the safety and security of AU personnel and missions.

35.3.2 One FPU shall consist of a minimum of 160 police officers, including the core command element, tactical elements and support elements, and the prescribed Country Owned Equipment (COE), according to AU standards for operational serviceability.

35.3.3 Although they are armed and can be deployed alongside the military, FPUs are not deployed to perform the functions of the military. They are deployed to perform a range of high-risk police operations which IPOs are not equipped or configured to perform, including, but not limited to, taking necessary steps to stop or prevent genocide; providing public order management; providing operational support to host nation police or other law enforcement agencies; conducting special police operations independently or jointly with Host Nation police; protecting civilians, including vulnerable groups such as persons identified as internally displaced persons (IDPs) and returning refugees; protecting unarmed IPOs and other mission personnel, civilian components and unarmed military observers; providing security escorts for humanitarian actors to facilitate access, etc. They may also be utilised in the training processes of the Host Nation police, although this is not one of their core functions.
35.3.4 Before being deployed all FPU personnel nominated for deployment to PSO and SO must undergo and pass the Assessment of Operational Capability (AOC), as well as Pre-Deployment Verification (PDV) of their COE, which is conducted in their home countries by an AU Formed Police Assessment Team (FPAT) constituted by the Chairperson of the AUC.

35.3.5 FPUs are deployed as a unit for one year, after which they are rotated. They are not considered for extension of service in the mission beyond one year, unless operationally required, in which case they can only be extended as a unit and not as individuals.

35.3.6 The AUPOL Component at AU Headquarters shall develop the necessary Guidelines and SOPs for issuance to guide the requirements, AOC procedures, management, administration and use of force and firearms directives and operational directives for FPUs.

35.4 Specialised Police Teams (SPTs)

35.4.1 SPTs are specialised police contingents personnel that Governments of AU MS contribute to the AU under an MOU signed between the AU and Government and the contributing AU MS, for deployment and service in AU PSO and SO. SPTs are groups of police officers with specific specialised expertise, such as police reform, explosive experts, K9 units, forensic, training, project management, planning and any other specialised skills that are not generally present within the normal and generic deployment of IPOs and FPUs.

35.4.2 SPTs shall be deployed as a separate group or as part of a special group of IPOs or FPUs, under the command of the HOPC. They are deployed for a specific project and duration, as agreed between the AU and Governments of the contributing MS.

35.4.3 All police officers nominated or deployed to PSO and SO as SPTs must, prior to their deployment, participate in and pass either the AMS or AOC processes conducted in their home countries by the AU SAAT or FPAT.

35.4.4 The AUPOL Component at AU Headquarters shall formulate the necessary Guidelines and SOPs for the requirements, deployment and utilisation of SPTs.
36. Command, control and authority focus on ensuring overall accountability; providing strategic direction, planning and vision; effective management; administration; monitoring and evaluation of AUPOL.

37. In AU PSO and SO the HOPC is operationally and administratively accountable and responsible to the Special Representative of the Chairperson of the AU Commission to the Host Nation (SRCC) and Head of Mission (HOM) or Special Envoy (SE), for the supervision and management of the Police Component, with particular responsibility to ensure effective and efficient mandate implementation and strict compliance with AU policies and procedures. The HOPC shall have delegated authority to exercise command and control of the Police Component and shall form an integral component of the Senior Mission Leadership Team (SMLT). In this regard, the HOPC shall be consulted and involved in shaping strategy and policy guidelines for the PSO and SO field missions. Decisions about major police operations should result from consultations between the SRCC/HOM or SE and the HOPC.

38. The HOPC has a dual reporting line of responsibility to the SRCC/HOM, SE and the CPA at the AU Headquarters for policy implementation and strategic guidance.

39. The HOPC is vested with operational command, control and overall delegated authority of all personnel in the Police Component. Such command and control allow the HOPC to assign separate tasks to all individual personnel, units and sub-units within the Police Component as required within the mission area of responsibility (AOR). The HOPC may delegate such responsibility to appropriate subordinate levels but remains fully responsible and accountable for actions undertaken under his/her authority.

40. The HOPC, in consultation with the AU CPA and the HOM or SE, shall establish a police chain of command, including a clear succession plan in the absence of a HOPC, to ensure effective command and control. The HOPC has the delegated authority to deploy, redeploy, assign or reassign AUPOL contingent personnel within the mission area, taking into consideration mission operational requirements, categories of such AU Police officers, skills, competency levels, gender and national balance. He/she will participate in the identification and selection of the PPS for the mission, in collaboration with the AUPOL Component at AU Headquarters.

41. While a number of key administrative tasks are performed by other components (logistics, human resource management, finance), the AUPOL shall ensure the presence of an effective administrative capability to guarantee effective management of all resources and information within the AUPOL. These functions include, but are not limited to, record management, conduct and discipline, inspection and evaluation, transport, logistics, personnel administration, selection and deployment, staff welfare, asset management and information management.
42. Where there are operational needs for the placement of the AUPOL as part of components or teams outside the Police Component, such decisions will be taken in collaboration with the HOPC or SE and such officers may, based on need, be placed under the supervision of an alternative component, while retaining a reporting line to the HOPC.

43. AUPOL Management at different levels shall establish mechanisms, processes and procedures to ensure the effective, efficient and accountable management and utilisation of all resources, as well as the availability of relevant operational and management information.

44. HOPCs shall issue additional mission-specific SOPs, Guidelines and Directives, as required from time to time, to ensure standardisation and effective management and control of AUPOL Components in missions. These issuances may add to, but not contradict, any AU or AUPOL prescripts or issuances from AU Headquarters.

45. The HOPC shall be the principal adviser to the SRCC/HOM or the SE in all matters relating to policing, the rule of law, public safety and security in the mission and the Host Nation.

46. The AUPOL Component at AU Headquarters shall develop relevant additional policies, SOPs, Guidelines and Directives that might be needed from time to time, to ensure standardisation and effective management and control of AUPOL Components.
General principles for AUPOL

SOVEREIGNTY OF THE HOST NATION

47.1 Article 4 (e) and (g) of the Protocol provides for the sovereign equality and territorial integrity of the Host Nation. All AUPOL personnel shall therefore observe and respect the sovereignty of the Host Nation.

47.2 The AUPOL shall, at an early stage, engage with and seek commitment from the Host Nation authorities, police and other law enforcement agencies and civil society to identify approaches, entry points and priorities for AUPOL support.

47.3 On-going support will only be effective and police development will only be sustainable if they are anchored in Host Nation needs, ownership, sensibilities, resources and priorities.

47.4 National ownership has been fully adopted by the AU as a principle espoused within the framework of Article 4 of the Constitutive Act, but it is also a practical necessity and a key factor in any transition strategy.

47.5 While ‘ownership’ is complex and the AUPOL may not be able to satisfy all competing views on the way forward, buy-in from key stakeholders is required if the AUPOL is to succeed in implementing its mandated tasks.

47.6 Where possible, these efforts shall be led by Host Nation authorities, while the AUPOL shall provide professional advice on and support for the development of such national strategies.

47.7 Due Diligence on Professional integrity

47.7.1 The government of every PCC or MS shall conduct background integrity checks and certify to the following in respect of each and every police office that it nominates for assessment or deployment, for service in AU PSO or SO or at AU Headquarters in Addis Ababa:

47.7.1.1 The Government certifies that it has conducted background integrity checks in respect of each police officer that it has nominated for assessment or deployment, for service in under the (name of AU mission);

47.7.1.2 The Government certifies that none of the police officers that it has nominated for assessment or deployment, for service in AU PSO or SO or at
AU Headquarters in Addis Ababa, has been convicted of, or is under investigation or being prosecuted for, any criminal offence, or any violations by act of commission or commission, of international human rights law or international humanitarian law;

47.7.1.3 Moreover, the Government is not aware of any allegations against any of the said police officers, in any acts of violations of AU Compliance Framework or acts of Serious Misconduct including in an incident of sexual exploitation and abuse and/or sexual and gender-based violence in a previous AU PSO or SO or at AU Headquarters in Addis Ababa or in a REC/RM assignment;

47.7.1.4 The Government encloses a detailed nominal roll of all the police officers that it has nominated for assessment or deployment, for service in AU PSO or SO or at AU Headquarters in Addis Ababa.

47.7.2 Before they are deployed, all categories of police personnel must present to the relevant AU authorities, their original documents of acceptable national identity, educational and professional qualifications, for verification.

47.7.3 Every police officer shall self-attest to his or her professional conduct in the prescribed manner.

GENDER PERSPECTIVE

48.1 The AUPOL shall, in executing all its roles and responsibilities, observe the principles of AU Agenda 2063 and the AU Gender Policy in relation to the protection, rights and special needs of women, as well as UN Security Council Resolution 1325, and shall therefore incorporate gender considerations in all international policing programmes and activities.

48.2 All AUPOL policies, processes and procedures shall be devoid of any content that might be prejudicial to or exclude women. The AUPOL shall promote non-discriminatory and adequate representation of qualified women at all levels to ensure a representative workforce.

48.3 AUPOL Management at all levels shall ensure that they consistently take cognisance of and implement gender perspectives and gender mainstreaming principles in all activities, deployment and assignments.

48.4 Special capacity building and bridging programmes shall be developed and implemented to strengthen the ability of the PCCs and the AUPOL to deploy women in PSO and SO.

48.5 Specific measures and support programmes shall be implemented to ensure an environment conducive to the deployment of female police officers in the field. These include measures that respond to the basic physical and security needs of women and ensure respect, support and acceptance from male counterparts and from the AUPOL senior leadership.
48.6 A zero tolerance approach shall be followed to prevent and address any incidents of sexual harassment, sexual exploitation or any other form of harassment or exploitation, with specific emphasis on women.

48.7 The AUPOL shall promote non-discriminatory and adequate representation of qualified women in Host Nation police and shall work to ensure that women in the Host Nation police are provided with equal capacity and career development opportunities. They should be actively encouraged, including through training and advice as appropriate, to increase the representation of women at all levels of the Host Nation’s national police and law enforcement agencies.

48.8 Monitoring and reporting mechanisms shall be implemented to focus specifically on the internal and external gender balance and gender mainstreaming objectives and activities of the AUPOL.

48.9 A suitable person in the AUPOL Component shall be identified and designated as the focal point for gender mainstreaming, to advise and assist the AUPOL Management in the realisation and implementation of these objectives.

CAPACITIES AND CAPABILITIES

49.1 The AUPOL Component at AU Headquarters shall establish standards, processes and procedures to ensure the highest level of competency, capacity and capability for all AUPOL officers.

49.2 The AUPOL Component at AU Headquarters shall make every effort to identify and recruit those police candidates with the specialised capacities to fulfil mandates. AU Police Components can only deliver specialised assistance or advice if specialised personnel, police officers or other experts can be recruited and assigned commensurate tasks.

49.3 AU MS shall be encouraged to render all possible support to ensure the availability of human and physical resources that conform to the standards set.

HUMAN RIGHTS

50.1 Police Senior Management at all levels shall ensure that all AUPOL Officers are aware of and comply with the AU Charter on Human and Peoples’ Rights (Banjul Charter), the AU Compliance and Accountability Framework, the Universal Declaration of Human Rights and international humanitarian law and shall integrate human rights in all their activities.

50.2 Especially where PSO or SO are logistically and financially supported by the UN, all AUPOL Officers shall familiarise themselves and observe the UN Human Rights Due Diligence Policy in all their activities in the mission area.
50.3 In fulfilling their functions all police personnel shall respect, protect and promote human rights, be able to recognise human rights violations and be prepared to intervene according to their specific roles, responsibilities and functions.

50.4 Specific human rights training shall be provided to AUPOL personnel as part of pre-deployment, induction and in-service training programmes, in accordance with needs, as determined from time to time, with specific focus on gender-based violence (GBV) and the sexual exploitation of children.

50.5 AUPOL Senior Management, in consultation and collaboration with the Human Rights Component, shall ensure that adequate instructions and procedures are in place from the onset of all operations and activities to guide the actions of AUPOL personnel when they are confronted with human rights violations while performing their tasks.

50.6 Formal mechanisms shall be established between the AUPOL and the Human Rights Component to facilitate cooperation and information sharing to support the overall peace operation and mission mandate. The roles and responsibilities of each component shall be clearly established and internal procedures developed to ensure rapid preventative and protection responses.

POLICE–MILITARY COOPERATION

51.1 The AU Military Component is an important partner of the AUPOL in establishing and maintaining a safe and secure environment and the protection of civilians.

51.2 A common understanding by the two Components of the roles and responsibilities is essential in order to draw on the abilities and skills in these similar, yet distinctly different uniformed components. The two Components must operate in an integrated manner in order to create and maintain a safe and secure environment for the protection of civilians.

51.3 The AUPOL must maintain a police–community-oriented profile whose security tasks are the result of symbiotic interaction with the community that supports the maintenance of the moral authority and public trust needed for the effective implementation of international policing and community-based policing programmes.

51.4 Although the AUPOL may contribute to public order management and/or the physical protection of civilians from imminent physical threats, there are clear limits to the robustness of the AUPOL (including FPUs) compared to that of the military. Where threats exceed these limits or become threats of a military nature the AUPOL (including FPUs) shall hand over responsibility to AU Military Forces, using pre-defined disengagement processes and protocols. Similarly, the military shall, depending on the circumstances and on pre-defined procedures, hand over responsibility to the AUPOL (FPUs and/or IPOs).

51.5 Maintaining separate profiles while establishing interoperability and strong functional relationships between the AUPOL and AU Military Components is critical to the successful implementation of the overall mission mandate.
51.6 Mission-specific guiding documents shall be developed to outline modalities of cooperation and transitions of responsibility specific to a variety of circumstances. These shall be developed in the planning phases for each mission and approved jointly by the Head of the Military Component (HOMC) and HOPC. Joint training and exercises shall take place regularly to ensure operational effectiveness and efficiency.

POLICE–CIVILIAN COOPERATION

52.1 All AUPOL Officers should recognise the primacy of politics and governance at any stage of operations in the PSO and SO field missions. The Civilian Component is responsible for the implementation of the mission’s political support strategy to assist the Host Nation to achieve its national political blueprints. The activities of AUPOL are focused on both the immediate security situation and the long-term aspects of sustainable institution building. Effective partnership with all sections of the substantive Civilian Component is critical for capacity building of the Host Nation institutions and the enhancement of access to justice, the rule of law and good governance.

52.2 The AUPOL's regular interaction with communities also depends on the expertise of sections of the Civilian Component. These civilian sections depend on the AUPOL as the first point of contact with communities and forerunners in the restoration of civil authority.

52.3 All efforts should be made by the AUPOL Management and all AUPOL Officers to ensure the implementation of coordination mechanisms and joint programmes with other mission substantive units, as well as with agencies and other civilian stakeholders.

52.4 The AUPOL shall actively support and participate in mission coordination structures such as the Joint Mission Analysis Centre (JMAC), Joint Operations Centre (JOC) and any others.

COOPERATION WITH OTHER INTERNATIONAL ORGANISATIONS AND PARTNERS

53.1 The AUPOL Component at the AU Headquarters shall establish and maintain a close working relationship with all organisations involved in international policing, including and especially the African Union Mechanism for Police Cooperation (AFRIPOL), African Regional Police Chiefs Organisations, INTERPOL and others.

53.2 All AUPOL Components shall cooperate with partners and other key stakeholders within the mission area, in all matters concerning capacity building and development of the Host Nation institutions, protection of civilians, humanitarian affairs, stabilisation, restoration of the rule of law and access to justice, disarmament, demobilisation and reintegration, early recovery and development.
54.1 The use of force and firearms shall always be based on the principles of necessity, proportionality/minimum/gradual level of force, legality and accountability. All such actions shall be aimed at the protection and preservation of human life, property, liberty and dignity.

54.2 The AUPOL must exercise its powers, including the use of non-lethal and lethal force, in strict compliance with the mandate issued by the AU mandating authority and other official issuances at AU Headquarters and mission level. In all cases the use of force shall be governed by the Basic Principles on the Use of Force and Firearms by Law Enforcement Officials, which was adopted by the Eighth UN Congress.

54.3 The CPA at AU Headquarters shall develop appropriate guidelines and directives for the use of force and firearms by all AUPOL Officers deployed in PSO and SO.
55. The AU embodies the aspirations of peace, security and development of all the peoples of Africa. In this context all AUPOL Officers shall maintain the highest standards of integrity and conduct.

56. All AUPOL Officers will be provided with and will be required to sign an undertaking to comply with this Policy and any other guidelines, SOPs and any other issuances of the AU.

57. AUPOL Officers will perform their duties with the interests and values of the AU in mind and will adhere to the following ethical behaviour:

57.1 Dress, talk, act and behave in a professional manner befitting the dignity of disciplined, respected and trusted police officers;

57.2 Display the highest level of honesty, integrity and accountability;

57.3 Respect and regard the human rights of all;

57.4 Respect the law of the land and the Host Nation, its local culture, traditions, customs and practices;

57.5 Exercise their duties as peacemakers and peacekeepers in a diligent, compassionate and impartial manner;

57.6 Recognise and respect the needs and interests of the Host Nation and its people and promote national ownership during all peace support processes within the limits of the mandate;

57.7 Use all existing resources effectively and efficiently.

**CODE OF CONDUCT**

58.1 It is incumbent upon all members of the AUPOL to display an untarnished public appearance that reflects favourably on the image of the AU at all times. They must adhere strictly to the standards of conduct for personnel assigned to the mission, including standards relating to sexual exploitation and abuse and zero tolerance (SEA/ZT). Members of the AUPOL are expected to refrain from conduct that might adversely affect their credibility, professional image or impartiality, which is critical to the legitimacy and integrity of the mission. All members of the AUPOL shall conduct themselves in a professional manner, both on and off duty.
58.2 Therefore, AUPOL Officers **shall**:

58.2.1 Discharge their functions and duties and respond to all requests for assistance in a fair and impartial manner;

58.2.2 Respect the legislation applicable in the mission area insofar as it is not in conflict with internationally recognised human rights standards or AU rules, regulations and principles;

58.2.3 Treat the nationals and other inhabitants of the Host Nation with respect, courtesy and consideration;

58.2.4 Respect local customs, beliefs and culture and avoid acts that might be interpreted by the local population and the population of any states they are likely to visit while on duty or leave as outrageous and disrespectful;

58.2.5 Exercise the utmost discretion in handling confidential information and matters of official business which might compromise the reputation, credibility or security of the AU as a professional organisation;

58.2.6 Display a public appearance that will not tarnish the reputation and image of the AU;

58.2.7 Refrain from conduct that might adversely affect the credibility, professional image or impartiality of the AUPOL;

58.2.8 Record and report all incidents as directed and report on active or potential situations that might affect the AUPOL or mission mandate/operations;

58.2.9 Abide by this Policy and by guidelines, standard operating procedures, AU rules, regulations, instructions, circulars, directives or other issuances;

58.2.10 Obey and execute all lawful instructions, written or verbal, received from appropriate authorities/commanders;

58.2.11 Observe and follow strictly the chain of command in reporting any incidents, grievances, complaints or any other matters;

58.2.12 Wear their national police uniform while on duty, unless otherwise authorised;

58.2.13 At all times wear their uniform, national insignia and AU headdress and insignia in accordance with relevant prescripts that may be issued from time to time;

58.2.14 Properly use, care and account for all property, including money, vehicles and equipment assigned to them or placed under their authorisation;

58.2.15 Pay appropriate compliments to all personnel, including other AU sections, regardless of their creed, gender, rank or origin; and

58.2.16 Show respect for and promote the environment, including the flora and fauna, of the Host Nation.
58.3 Further, AUPOL Officers shall not:

58.3.1 Engage in political activity or publicly express any preference for any political, religious or ethnic entity;

58.3.2 Discriminate against any person on any grounds, such as gender, race, colour, language, religion, political or other opinion, national, ethnic or social origin, sexual orientation or association with a national community, property, birth or other status;

58.3.3 Indulge in immoral acts of sexual, physical or psychological abuse or exploitation of the local population or AU staff, especially women and children;

58.3.4 Abuse or misuse their authority or attempt to use their position for personal advantage;

58.3.5 Make false claims or accept benefits to which they are not entitled;

58.3.6 Solicit or accept any material reward, honour or gift, unless approved by the AU;

58.3.7 Absent himself/herself from duty without permission;

58.3.8 Participate in any illegal activities, corrupt, unethical or improper practices, including terrorism, money laundering, illicit dealing, smuggling or trafficking of any kind, or any other transnational organised crime;

58.3.9 Communicate in an unauthorised manner with external agencies or persons, including making unauthorised press statements;

58.3.10 Accept instructions from sources external to the AU;

58.3.11 Act in revenge or with malice against any person internal or external to the AUPOL; or

58.3.12 Engage in any act that might be contradictory to the good order, discipline and management of the AUPOL.
MISCONDUCT

59.1 All contraventions or behaviour that contradicts the values, code of ethics, code of conduct or any other prescripts of the AU or AUPOL will be dealt with as misconduct. All acts of misconduct shall result in disciplinary action being taken against the perpetrator.

59.2 Misconduct is classified in two categories: Serious Misconduct and Minor Misconduct.

59.3 Serious Misconduct: defined as any act, omission or negligence, including criminal acts, that is a violation of this Policy, AUPOL Guidelines, SOPs, directives, or any other applicable rules, regulations or administrative instructions, that results in or is likely to result in serious injury to an individual or adversely affect the credibility, legitimacy and professional image of the AU and/or the mission. Serious misconduct includes, but is not limited to:

59.3.1 Conduct prejudicial to good order and discipline, including disobeying a lawful order or instruction given by a superior officer or person placed in a position of authority over him/her;

59.3.2 Violation of international human rights law, or international humanitarian law or AU Compliance and Accountability Framework;

59.3.3 Sexual abuse and exploitation of any individual, particularly women and children;

59.3.4 Sexual and gender-based violence, including rape, against any person;

59.3.5 Harassment, including sexual harassment;

59.3.6 Corruption;

59.3.7 Being involved or participating in commercial business or trading of goods or commodities of any description for personal gain;

59.3.8 Abuse of authority;

59.3.9 Repeated absence from duty without permission;

59.3.10 Excessive or improper use of force;

59.3.11 Unlawful discharge of firearms;

59.3.12 Breach of confidentiality;

59.3.13 Abuse of AU privileges and immunities;

59.3.14 Involvement in criminal activities and unlawful acts (e.g. theft, fraud, smuggling bribery, possession of illegal substances or objects);

59.3.15 Intoxication while on duty; or

59.3.16 Repeated minor misconduct.
59.4 Minor Misconduct: defined as any act, omission or negligence that is a violation of this Policy or any other applicable rules, regulations or administrative instructions, but which does not result in or is not likely to result in major damage or injury to an individual or the mission. Minor misconduct includes, but is not limited to:

59.4.1 Improper appearance;
59.4.2 Neglect in performance of duty not amounting to a wilful or deliberate act;
59.4.3 Intoxication while off duty;
59.4.4 Negligent driving;
59.4.5 Absence from duty without permission; and
59.4.6 Malingering.

**DISCIPLINARY AND ADMINISTRATIVE ACTION**

60.1 Any AUPOL Officer who is found to be involved in any act, omission or negligence that may constitute Serious or Minor Misconduct shall be subjected to administrative and/or disciplinary measures.

60.2 Disciplinary measures that can be taken against AUPOL Officers will be limited to administrative actions, including, but not limited to, verbal and written warnings, written reprimand and/or redeployment to another position/area and/or removal from AU or mission administrative benefits and concessions, such as a driving licence, when appropriate. In circumstances where the misdemeanour constitutes Serious Misconduct and/or merits more stringent measures, such as repatriation, the findings and recommendations shall be forwarded to the CPA for further consideration and recommendations for decision of the Chairperson through the established reporting channels in the AU Commission and the mission.

60.3 Administrative sanctions that are considered appropriate by the CPA shall be communicated to the relevant PCC for implementation and disciplinary action through the diplomatic channels established in Addis Ababa. The PCC shall be required to provide feedback in the prescribed manner to the AU Commission for the attention of the CPA on any further disciplinary action taken.

60.4 The AUPOL Component at AU Headquarters shall issue guidelines pertaining to disciplinary matters to ensure that all alleged breaches of conduct are dealt with in a standardised and effective manner.
Roles and responsibilities of police-contributing countries and member states

61. MS that offer to contribute police and other resources for service in PSO and SO shall also agree to support and adhere to the policies, guidelines, directives and SOPs of the AU pertaining to the AU Police and international policing in AU PSO and SO.

62. An MOU shall be negotiated and concluded between the AU and the Government of the MS contributing police and other resources for secondment or deployment for service under the AU. The purpose of the MOU is to establish the legal, administrative, logistical and financial terms and conditions that will govern the entire contribution of all categories of police personnel, equipment and services to PSO and SO. Deployment of MS police and other resources shall only take place after the MOU is signed and sealed between the AU and the Government of the contributing MS.

63. The AU shall not authorise deployment of police officers from MS to any of its PSO and SO unless the relevant MOU has been concluded between the MS and the AU and is adhered to.

64. The AU strongly discourages MS or PCCs from conducting self-deployment of their police personnel to any AU PSO or SO field missions without written authorisation from the Chairperson of the AUC. In the same spirit the AU shall not authorise or encourage any MS to conduct self-rotations or self-relocations in the mission area without its written authorisation.

65. MS and PCCs shall establish mechanisms to coordinate and communicate effectively with the AUPOL Police Component at AU Headquarters to enable the successful implementation of all AUPOL objectives, roles, responsibilities, processes and procedures. These mechanisms may be established in collaboration with the RMs/RECs.

66. MS and PCCs shall ensure compliance with the standards set out in this Policy, the AUPOL Guidelines and SOPs, as well as any other prescripts that may be issued by the AU from time to time.

67. MS and PCCs shall ensure compliance with and the implementation of relevant selection procedures, prerequisites for deployment and pre-deployment training in accordance with AU policies, the AUPOL Policy, AUPOL Guidelines and SOPs.
68. Within this Policy framework and the provisions of the relevant MOU, PCCs or MS are required to plan and prepare their police contributions to ensure effective response, support and coordination in an effective and sustainable manner. This planning includes the identification, selection, training, deployment and sustainment of all resources.

69. Where a PCC or MS requires support in fulfilling its responsibilities it can, through the relevant processes, request the assistance of AU POL experts from the AU Commission Headquarters or other relevant supporting organisations and experts.

70. PCCs or MS shall ensure that all entitlements under national employment legislation, rules and regulations, including employment benefits and promotion opportunities in MS, are not discontinued, not accorded or prejudiced on account of their police officers being seconded or deployed for service under the AU.

### Roles and responsibilities of regional mechanisms/regional economic communities (RMs/RECs)

71. In accordance with Article 16 (1) of the PSC Protocol, the RMs/RECs are part of the overall APSA.

72. In this regard, the AU POL Component at AU Headquarters and the Police Components in the regional Planning Elements (PLANELMs) of the RMs/RECs shall work in close partnership and collaborate to ensure that international policing for PSO and SO in Africa is consistent with the objectives and principles of the AU.

73. The Regional PLANELMs shall assist the AU POL to promote the relevant AU policies, AU POL Policy, AU POL Guidelines and SOPs to the MS at regional levels and to obtain the necessary support and adherence thereto.

74. RMs/RECs shall assist PCCs or MS to establish effective coordination and communication processes with the AU POL, aimed at the successful implementation of all AU POL objectives, responsibilities, processes and procedures.

75. RMs/RECs shall support the AU POL and PCCs or MS in the implementation of relevant training and development programmes.
n / General conditions of service for AUPOL officers

PRIVILEGES AND IMMUNITIES

76.1 Under Article VII of the General Convention on Privileges and Immunities of the Organization of African Unity, AUPOL Officers are, inter alia, ‘immune from personal arrest or detention’ and from legal process of any kind ‘in respect to words spoken or written and acts done by them in the course of the performance of their duties’.

76.2 The Chairperson of the AUC has ‘the right and the duty to waive the immunity of any AUPOL Officer in any case where, in his/her opinion, the immunity would impede the course of justice and it can be waived without prejudice to the interests of the AU.’

76.3 Privileges and immunities are granted in the interests of the AU and are not for the personal benefit of the individuals themselves. AUPOL Officers are subject to the jurisdiction of the Host Nation in respect of any criminal offences they may commit and any dispute or claim of a civil nature not related to the performance of their official functions.

TRAINING

77.1 All AUPOL Officers deployed to PSO shall undergo the prescribed pre-deployment training programmes in accordance with operational needs.

77.2 On arrival in the mission AUPOL Officers shall undergo induction training programmes aligned with their specific mandate and the functions expected of them, before in-mission posting.

77.3 Depending on the need and available resources, AUPOL Officers will receive in-service training in various specialised areas to enhance their skills or to address performance deficiencies.

77.4 The HOPC shall, in consultation with the mission’s integrated training cell or unit, ensure regular planning and implementation of relevant in-service training programmes for AUPOL Officers.
77.5 The CPA shall develop the following comprehensive training course packages for AU Police Officers, among other generic and cross-cutting training packages:

77.5.1 Integrated senior mission leadership;

77.5.2 Leadership and command courses for PC or HOPC;

77.5.3 Command and management courses for PPS in PSO and SO, or at AU Strategic Headquarters in Addis Ababa;

77.5.4 Command courses for FPU command element personnel;

77.5.5 Capacity building, including strategic advising, mentoring, training and police reform, restructuring and development courses for IPOs and SPTs within the security sector reform, state building and peacebuilding support frameworks;

77.5.6 Assessment of police capabilities, verification of police contingent-owned equipment and recruitment of PPS;

77.5.7 Police-specific field training, command post and mapping exercises; and

77.5.8 Complex emergency such as disaster planning, coordination and management support.

77.6 The CPA shall develop appropriate and relevant training guidance for use by all AU MS at recruit, cadet and senior officer levels, to prepare them for current and future roles in AU-mandated or -authorised PSO or SO field missions.

🌟 RANK SYSTEM

78.1 The AUPOL is a uniformed component with a unified command and control system and a defined hierarchical structure.

78.2 Police ranks are not standardised and differ from one country to another, thereby complicating the direct transfer of national ranks to AUPOL environment.

78.3 The AU shall not be placed under any obligation to observe the ranks that police officers bring or carry to PSO and SO or AU Headquarters from their home country, including promotion during their tour of duty with the AUPOL, for deployment and assignment purposes.

78.4 Owing to the non-standardisation of ranking systems, competency, skills and knowledge will be used as the main criteria for appointment to managerial, supervisory positions or specific tasks.

78.5 It is, however, expected that seniority in rank will contribute to improved managerial exposure and expertise. Seniority may have an impact during the process of competing for positions, therefore the CPA may take the police rank into consideration in specific circumstances where senior rank is strategically required.
78.6 The AUPOL Component at AU Headquarters shall identify and develop AUPOL-specific mechanisms, criteria and ranking/seniority systems in accordance with identified structures at AUPOL at AU Headquarters and in field missions.

ASSIGNMENT, APPOINTMENT AND DEPLOYMENT

79.1 Any police officer who has been nominated, identified or assigned for deployment to the AU Headquarters, PSO or SO shall be subjected to the prescribed AUPOL recruitment, selection and training processes as determined and in line with the specific categories of police officers.

79.2 Only the Chairperson of the AUC shall authorise exemptions in exceptional circumstances, which exemption shall be provided in writing.

79.3 The HOPC has the authority and responsibility to assign AUPOL Officers deployed in AU PSO, while taking into account their capabilities, special skills, regional diversity, national and gender balance.

79.4 Extension of an AUPOL Officer’s normal tour of duty is requested as an exception and not as a matter of routine.

79.5 Under normal circumstances AUPOL Officers are not transferred from one mission to another. However, in certain cases, due to AU or mission operational necessities and exigencies, they may be transferred at the request of the AUC in consultation with MS within the prescribed processes.

SERVICE ENTITLEMENTS

80.1 Entitlements, compensation and/or allowances shall be paid by the AU to all categories of AUPOL Officers as determined in the relevant AU Guidelines, AU Staff Rules and Regulations, AU Financial Rules and Regulations and agreed to in the MOU signed between the AU and the Government of the MS for the deployment of IPOs, FPUs, SPTs and other resources for service in PSO and SO, or as determined in the employment contract between the AUC and the PPS.

80.2 Service entitlements for IPOs, FPUs and SPTs are not necessarily similar, even though they are all AUPOL Officers.

80.3 The AU shall make provision to cover claims for costs incurred for treatment and hospitalisation, as well as to make financial awards for disability, death or missing-in-action for AUPOL Officers deployed for service in AU PSO.

80.4 The AU shall be responsible for the payment of compensation for disability, death or missing-in-action that is determined to have been attributable to the performance of official duties by the concerned AUPOL Officer on behalf of the AU.
80.5 Within the prescribed administrative and financial rules, the AU shall bear the cost of travel or movement from home country to duty station for all AU Police Officers upon initial deployment, as well as for movement upon repatriation or separation and return to home country at the end of their service in the PSO and SO or with the AU Headquarters.

80.6 AUPOL Officers shall be entitled to annual leave and/or compensatory time off (CTO), as set out in the AUPOL Guidelines for the different categories of officers.

PERFORMANCE OF AUPOL OFFICERS

81.1 The working hours of AUPOL Officers shall be determined by the HOPC as approved by the Head of Mission and be based on the operational and administrative requirements of the mission.

81.2 Every PPS, IPO, SPT and FPU member shall, on arrival and/or appointment, sign a performance agreement in accordance with his/her specific job description.

81.3 The performance of PPS and IPOs shall be assessed on a bi-annual basis, in a professional, objective, transparent and impartial manner. Should their term of duty be extended they will undergo an evaluation for every subsequent extension.

81.4 The performance of all FPUs shall be evaluated after completion of every six months of service. If the performance of any FPU member is found to be below average after completion of the initial six months of service, the Unit command element of such FPU member shall be repatriated with the approval of the AU Chairperson and the cost of such repatriation shall be borne equally by the AU and the Government of the contributing MS.

81.5 The performance of SPTs who are deployed as part of either IPOs or FPUs shall be assessed on a bi-annual basis or upon completion of their mission if the period is shorter than six months.

81.6 Performance management processes and procedures shall be included in the AUPOL Guidelines issued for the different categories of the AUPOL.
82. The AU may give commendations and meritorious awards as acknowledgement for good work to deserving AU Police Officers, as determined from time to time.

83. Every AUPOL Officer shall be eligible for award of an AU Service Medal and an AU Certificate of Service after completing six months of continuous service starting from the date of arrival in the Mission area.

84. The HOM, HOPC or other designated official shall confer the Service Medal and Certificate of Service on parade.

85. The AU Police Component at AU Headquarters shall develop the necessary guidelines for AU Police commendations and awards.

86. The AU shall convene Boards of Inquiry to investigate, report and make recommendations in all instances concerning:

86.1 Death of an AUPOL Officer;

86.2 Missing-in-action of an AUPOL Officer;

86.3 Injury of an AUPOL Officer;

86.4 Attacks;

86.5 Certain disciplinary situations;

86.6 Disability of an AUPOL Officer; and

86.7 Loss of or damage to the mission or AU property or partner-owned property on issue to the mission or to the AU.
87. The BOI shall express an opinion on whether the death, injury or missing-in-action of an AUPOL Officer, or the damage to or loss of mission, AU or partner-owned property was caused by the wrongful act, carelessness or negligence on the part of any person or entity.

88. The BOI shall make appropriate recommendations regarding:

- 88.1 The recovery from or payment of compensation by any person or entity and the amount thereof in United States Dollars, or whether any claim should be acceded to, resisted or instituted;

- 88.2 The measures or action that should be taken and the actors, to prevent a recurrence of similar incidents in the future.

89. The Convening Order for all BOIs shall be signed by the HOM in his/her capacity as the Accounting Officer for the Mission, in terms of the AU Financial Rules and Regulations.

90. All official AU or AUPOL correspondence shall be written on the approved official letterhead of the AU.

91. The AUPOL shall ensure that a proper record and filing system is in place at the AUPOL Component at AU Headquarters and at all levels in a mission, in accordance with AU guidelines and record classification systems.

92. AUPOL Officers shall not communicate AU confidential information or documents without express approval or authorisation by the Chairperson of the AUC, HOM or HOPC, as applicable.

93. The AUPOL at Headquarters in Addis Ababa shall design and arrange for the production of appropriate instruments of AU Police identity for use by AU Police, which shall be complementary to the prescribed instruments of AU brand identity. Such instruments shall consist of the following:

- 93.1 AU Police logo;

- 93.2 AU Police letterhead;

- 93.3 AU Police headgear for the Chief Police Adviser at AU Headquarters in Addis Ababa;
93.4 AU Police headgear for the Police Commissioner or Head of the Police Component in a PSO or SO; and

93.5 AU Police sportswear/kit/equipment and official plaques, memorabilia or official tokens of appreciation.

94. The African Union Police Strategic Support Group (PSSG) is established as a specialised police advisory body to AU and its policy organs, including the AUC, AU PSC and AU Specialised Technical Committees, REC/RMs and AU MS, on all matters relating to the police and international policing, the rule of law, public safety and access to justice, within the framework of conflict prevention, resolution and management, PSO and SO, that are mandated or authorised by the PSC, the Assembly or the RECs/RMs.

95. The PSSG consists of senior police experts from AU MS who are selected based on their knowledge, skills, experience, expertise or qualifications in the areas of international policing and/or police command and management in peace operations, as well as co-opted members from AU development partners that support the police, policing, governance and rule of law sector in Africa. The PSSG mainly functions at the level of senior police experts, though it can also meet at the level of African Chiefs of Police within the framework of the relevant decision-making AU Specialised Technical Committee, to deliberate on matters brought by PSSG technical experts or to task, direct or assign PSSG technical experts.

96. The strategic objectives of the PSSG are to:

96.1 Enhance the participation of the police in all AU decision-making processes under the rubric of peace and security, including AGA, APSA, Africa Agenda 2063 and the 50th Anniversary Solemn Declaration by the Assembly, to enhance and consolidate governance and the rule of law, public safety, post-conflict reconstruction and development, human rights and development in Africa;

96.2 Render support to strengthen and augment the capacity of the AU, including its Police Components, to discharge international policing functions efficiently and effectively;
96.3 Support all efforts, initiatives, projects and programmes designed to strengthen AU Police capacities in performing their mandated functional responsibilities in conflict prevention, resolution, management, PSO, SO, post-conflict reconstruction and development;

96.4 Promote and project AU Police vision, mission, identity, values, ethics and chain of command relationships;

96.5 Establish effective networking among Africans with the relevant knowledge, expertise and experience in international police operations and command across the continent, to enhance African international policing capacities;

96.6 Assist in mobilising the required technical, financial and logistical resources to support international policing in conflict prevention, resolution, management, PSO, SO, post-conflict reconstruction and development; and

96.7 Harness the African police and other intellectual resources to enhance the police and international policing for peace, security, governance and development in Africa.

97. The principal roles and responsibilities of the PSSG are to:

97.1 Provide substantive strategic and technical expert advice, assistance and support on all matters relating to the police and international policing in support of conflict prevention, resolution and management, including PSO and SO such as political missions, disaster response and humanitarian action support, within the framework of the AGA and APSA;

97.2 Harness and develop African international policing capacities for conflict prevention, resolution and management, including PSO and SO;

97.3 Support, assist and augment the efforts of the AU in the areas of strategic, operational and tactical planning, police assessments, recruitment, research, training and development, strategic and technical assessments, policy development for police and international policing for conflict prevention, resolution and management, including PSO and SO;

97.4 Assist, advocate, promote and support the participation of the police in AU decision-making processes of the AU, AGA, APSA and the development of Africa, as outlined in the Africa Agenda 2063 for the Africa We Want and any other subsequent blueprints;

97.5 Meet as often as required or necessary to deliberate or perform given tasks.

97.6 The Chairperson of the AUC shall provide financial budgetary support for PSSG activities, projects and programme meetings. The Chairperson of the AUC may raise and accept voluntary contributions from external sources in accordance with the objectives and principles of the AU and the AU Financial Rules and Regulations.

97.7 Approved documents of the PSSG shall be translated into AU official languages.
97.8 The AUC shall facilitate the activities of the PSSG, consider the advice, documents, assistance provided by the PSSG, provide the necessary feedback on substantive issues raised by the PSSG, and submit its reports and documents to the relevant policy Organs of the AU, for decision.

98. The AUPOL Component at the AU Headquarters shall facilitate PSSG activities including the implementation of its support work plans. Communication on PSSG work shall be channelled through:

98.1 The officer-in-charge of Peace Support Operations at AU Headquarters in Addis Ababa, Ethiopia;

98.2 The official designated by the officer-in-charge of Peace Support Operations at AU Headquarters in Addis Ababa, to coordinate the tasking, coordination and management of the PSSG and its membership;

98.3 The Chief Police Adviser at AU Headquarters in Addis Ababa, Ethiopia;

98.4 The established diplomatic channel of communication between the AUC and AU MS, RECs/RMs, development partners and individuals, which is established in Addis Ababa, Ethiopia.

99. The AU Police Component at the AU Headquarters in Addis Ababa, Ethiopia shall develop the relevant Administrative Guidelines for the tasking, management, coordination and accreditation of PSSG members, including setting up an ad hoc PSSG accreditation advisory committee, for the accreditation of PSSG members.

100. The PSSG shall compile annual reports about its work and deliverables at the end of each calendar year. The CPA shall ensure that such annual reports are tendered before the Chairperson of the AUC, the PSC, ACOPs, relevant Specialised Technical Committees and RECs/RMS, for decisions on any substantive issues.
Definitions

For the purpose of this Policy, unless the context indicates otherwise:

**Accountability** means the obligation of the AU Police and individual AU Police Officers to account, within the framework of governance ethics, for their activities, accept responsibility for them, and disclose the results in a transparent and responsible manner. It also includes leadership responsibility for decisions, policies, administration, governance, entrusted property, arrested and detained persons and implementation within the scope of employment position and encompassing the obligation to report, explain and be answerable to resulting consequences.

**African Chiefs of Police (ACOPs)** means the highest ranked National Chiefs of Police Institutions of Member States.

**African Standby Force (ASF)** means the multi-disciplinary capability as defined in Article 13 of the Protocol, placed on standby in their countries of origin and ready for rapid deployment to peace support missions at appropriate notice under the political direction of the Peace and Security Council of the AU and the operational direction of the Commission or the Regional Mechanisms.

**African Union (AU)** means the African Union as established by the Constitutive Act adopted by Heads of State and Government of Member States on 11 July 2000 in Lomé, Togo.

**African Union Authorised or Endorsed PSO** within the context of Article 16 of the PSC Protocol (2002), refers to a PSO that is not mandated by the AU and over which the AU does not exercise direct command, control and management, but may provide additional support through a cooperation agreement in the form and manner agreed in a signed legal document, with periodic briefings provided to the AU by the mandating authority.

**African Union Mandated PSO** refers to a PSO wherein the AU exercises direct command, control and management and for which it bears responsibility for the conduct of its personnel.

**African Union Mechanism for Police Cooperation (AFRIPOL)** means a mechanism, as adopted at the African Directors and Inspector Generals of Police meeting held on 10–11 February 2014 in Algiers, to coordinate day-to-day policing efforts against organised transnational crime.

**African Union Peace Support Operations** are multifunctional and multidimensional impartial activities of military, police and civilian components working to restore or maintain peace within a specified timeframe and area of operations, in pursuit of AU principles and objectives.

**African Union Police** means police staff in the Police Component, both at African Union Headquarters in Addis Ababa and in field missions.

**African Union Recognised PSO** refers to a PSO that is not mandated by the AU, without any AU management, command and control responsibility and periodic briefings provided by the mandating authority and/or the PSO, but with the PSC taking note of the decisions of the mandating authority when considering the conflict situation. This can be a stage preceding a briefing by the mandating authority of an AU Recognised PSO to the AU PSC pursuant to Article 16 of the PSC Protocol (2002).
**Attack** means an incident resulting from the action(s) of one or more belligerents in the Mission area, which has a direct and significant negative, damaging or fatal impact on AUPOL Officers or their equipment or facilities. Different activities may be characterised as a single attack or hostile action when these activities can be causally related to each other on common ground.

**Assembly** means the Assembly of Heads of State and Government of the African Union as defined in Article 1 of the Constitutive Act.

**AUPOL** means the African Union Police Component.

**Authorised** means a PSO or SO field mission that is planned, deployed, led by Regional Mechanisms, Regional Economic Communities or Member States and supported by the African Union.

**Capacity** means having the aptitude, resources, relationships and facilitating conditions necessary to perform functions, solve problems and achieve objectives.

**Capacity building** means efforts to strengthen the capacity of the African Union Police or Host Nation police or law enforcement institutions in line with Article 14 of the Protocol.

**Chairperson** means the official elected and appointed as Chairperson of the AU Commission by the Assembly of AU Heads of State and Government in terms of Article 20 of the Constitutive Act of the AU.

**Charter** means the Charter of the United Nations, signed on 26 June 1945 in San Francisco at the conclusion of the United Nations Conference on international organisation that came into force on 24 October 1945 and includes the International Court of Justice.

**Chiefs of Police** means African Chiefs of Police.

**Chief Police Adviser** means the senior police official appointed within the African Union Commission to coordinate the African Union Police Component at the AU Headquarters and to provide substantive advice and support to AU leadership and Heads of Police Components in PSO and SO on all matters of international policing for conflict prevention, resolution, management and post-conflict reconstruction and development within the framework of PSO and SO.

**Commission** means the Commission of the African Union (AUC) as established in terms of Article 20 of the Constitutive Act.

**Component** means a substantive Civilian Component, Police Component, Military Component or Support Services Component.


**Doctrine** means the African Union doctrine for PSO, consisting of a codification of core principles, practices and approaches that guide AU PSO, within the framework of APSA, as part of the AU’s objective to promote peace, security and stability on the continent.
Executive Council means the Executive Council of Ministers of the African Union Member States as established in terms of Article 10 of the Constitutive Act.

Field Missions means PSO or SO.

Formed Police Unit (FPU) means a cohesive mobile police unit, consisting of a minimum of 160 police officers which is trained and equipped to operate as a cohesive unit and has the stamina, capacity and capability to effectively execute public order and higher risk policing operations, even in high risk PSO or SO environments. The FPU is capable of delivering a more responsive and robust policing service in accordance with the mandate, including the protection of civilians and ensuring the safety and security of AU personnel and missions.

Head of Mission (HOM) means the most senior political official appointed by the Chairperson as the Special Representative of the Chairperson of the AU Commission to the Host Nation of a PSO or SO (SRCC) and is conferred with delegated field authority to provide overall strategic guidance and direction to a field mission and all its components, resources and systems.

Head of Police Component (HOPC) means the senior police individual appointed and conferred with delegated authority of the Chairperson to exercise operational command and control and to coordinate the operations and administration of the Police Component in a PSO or SO and is also a member of the mission senior leadership team.

Host Nation means a Member State hosting a PSO or SO.

Human rights are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. All human beings are all equally entitled to human rights without discrimination. Human rights are all interrelated, interdependent and indivisible.

Individual Police Officer (IPO) means police and other law enforcement personnel assigned to serve in the African Union on secondment from the Government of a Member State.

Integrity means the quality of being honest and having strong ethical and moral principles, accuracy and consistent professional and ethical standards.

International Policing means policing in a Host Nation, which is undertaken by police officers that are not nationals of the Host Nation, under the mandate or authority of the PSC or Assembly. Member means a member of the African Union Police (AUPOL).

Member State (MS) means a Member State of the African Union as defined in Article 1 of the Constitutive Act of the AU.

Missing-in-action is a situation where an AUPOL Officer is declared to be missing-in-action in the mission area by the AU upon the recommendations of a board of inquiry convened by a competent authority of the AU.

Mission means field mission.
**Mission area** means the designated area of operation under the concept of operation of the field mission.

**Multi-dimensional components** means a combination of more than one component in a PSO, SO or AU Headquarters.

**Non-Governmental Organisation (NGO)** means an organisation that is not part of government nor is a for-profit business; usually established by citizens, NGOs may be funded by governments, foundations, businesses or private individuals.

**Police** means the principal national law enforcement institution of a Member State that is responsible for policing, and may include gendarmerie, immigration, customs and border service officials.

**Police Component** means African Union Police Component within the AU Headquarters, PSO or SO and ASF pledged police capabilities.

**Police Expert** means a police officer, ex-police officer or civilian who is knowledgeable and skilful in management and/or international policing in field missions.

**Police Contributing Country (PCC)** means a Member State that has concluded an MOU with the AU for the contribution of police personnel, COE and other resources for deployment for service in AU peace support operations.

**Police Professional Staff** means internationally recruited police experts employed by the AU at the level of P2 and above, who are not citizens of the country hosting the PSO or SO.

**Policing** means a function of governance responsible for the prevention, detection and investigation of crime; protection of persons and property; the maintenance of law and order; public safety; and provision of operational, interim executive policing and capacity building and development support to national police or other law enforcement institutions of the Host Nation of AU PSO and SO field missions.

**Policy** means, unless otherwise specified, this Policy for International Policing in African Union Peace Support Operations and Special Operations mandated or authorised by the Peace and Security Council of the AU or the Assembly of AU Heads of State and Government.

**Professionalism** means the combination of all qualities, including skills, good judgment, selfless service, and helpful and polite behaviour, that is expected from a police officer who is trained to do a job well.


**Public order management** means police actions aimed at facilitating the population’s exercise of their fundamental rights without any disturbance or unjustified hindrance and preventing assemblies from threatening or actually harming public safety in peace support operations.
Public safety means day-to-day security that allows full freedom of movement and virtual absence of crime and disturbances in peace support operations.

Regional Mechanisms (REMs)/Regional Economic Communities (RECs) means African Regional Mechanisms for conflict prevention, management and resolution as defined in Article 1 (h) of the Protocol.

Regional Planning Elements means the Planning Elements established under the REMs/RECs to plan for the prevention, management and resolution of conflicts.

Respect for diversity means the appreciation, ability to accept, co-exist and work with a range of people or employees of varying races, ethnicities and characteristics including, but not limited to, religious and political beliefs, gender, education, social status, age, sexual orientation and geographic location.

Respect for human rights means promoting respect for human rights as one of the core purposes of the African Union and the African Union Police, by using all the resources at the disposal of the AU Police, including its moral authority, diplomatic creativity and operational reach. It includes assisting AU Member States, which have the primary responsibility for protecting the human rights of their citizens, to achieve the standards set out in the Universal Declaration of Human Rights.

Respect for the rule of law means the AU Police and all AU Police Officers are accountable under the law in all their activities, operations and decisions.

Rule of law means the principle of governance in which all persons, institutions and entities, public and private, including the state itself, are accountable to laws that are publicly promulgated, equally enforced and independently adjudicated, and which are consistent with international human rights norms and standards. It requires, as well, measures to ensure adherence to the principle of supremacy of the law, separation of powers, participation in decision-making, legal certainty, avoidance of arbitrariness and procedural and legal transparency.

Secretariat means the African Union Police Component providing administrative and secretariat support to the Police Strategic Support Group.

Special Operation means a field mission that is mandated or authorised by the PSC or Assembly or other authorised AU policy organs and includes political missions, observer missions, special investigations of crimes against humanity or gross human rights violations or war crimes, complex emergency situations, humanitarian action missions such as mass migration of refugees or internally displaced persons, or complex emergency situations such as disaster response or management operations or missions such as natural or man-made disasters that are declared as such and caused by disease epidemics, weather or climatic conditions like earthquakes, floods, droughts, landslides, volcanoes, heat waves, etc.

Specialised Police Team (SPT) means a group of AUPOL Officers with a particular police specialisation assigned to serve in PSO and SO as part of an FPU or as IPO contingents at the request of the Chairperson.
STCDSS means the Specialised Technical Committee on Defence, Safety and Security, which is an Organ of the Union, established in terms of Article 14 of the Constitutive Act.

Union means the African Union as defined in Article 1 of the Constitutive Act.

United Nations (UN) means the international organisation as defined by the Charter of the United Nations that was signed on 26 June 1945 in San Francisco at the conclusion of the United Nations Conference on international organisation and came into force on 24 October 1945, and its purpose is defined in Articles 1 and 2 of Chapter 1 of the Charter.
### Acronyms and abbreviations

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Definition</th>
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<tbody>
<tr>
<td>AFRIPOL</td>
<td>African Union Mechanism for Police Cooperation</td>
</tr>
<tr>
<td>AGA</td>
<td>African Governance Architecture</td>
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<td>APSA</td>
<td>African Peace and Security Architecture</td>
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<tr>
<td>ASC</td>
<td>Africa Standby Capability</td>
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<tr>
<td>ASF</td>
<td>African Standby Force</td>
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<tr>
<td>AOR</td>
<td>Area Of Responsibility</td>
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<tr>
<td>AOC</td>
<td>Assessment of Operational Capability</td>
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<tr>
<td>AU</td>
<td>African Union</td>
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<td>AUC</td>
<td>AU Commission</td>
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<tr>
<td>AUPOL</td>
<td>African Union Police</td>
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<tr>
<td>COE</td>
<td>Contingent/Country Owned Equipment</td>
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<tr>
<td>CPA</td>
<td>Chief Police Adviser</td>
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<tr>
<td>CTO</td>
<td>Compensatory Time Off</td>
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<td>DCPA</td>
<td>Deputy Chief Police Adviser</td>
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<tr>
<td>FPAT</td>
<td>Formed Police Assessment Team</td>
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<tr>
<td>FPU</td>
<td>Formed Police Unit</td>
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<tr>
<td>HOM</td>
<td>Head of Mission</td>
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<tr>
<td>HOMC</td>
<td>Head of the Military Component</td>
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<tr>
<td>HOPC</td>
<td>Head of the Police Component</td>
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<tr>
<td>IDPs</td>
<td>Internally Displaced Persons</td>
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<tr>
<td>IPO</td>
<td>Individual Police Officer</td>
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<tr>
<td>JMAC</td>
<td>Joint Mission Analysis Centre</td>
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<td>JOC</td>
<td>Joint Operations Centre</td>
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<tr>
<td>MS</td>
<td>Member State</td>
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<tr>
<td>MSUC</td>
<td>Mission Start-Up Capability</td>
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<tr>
<td>NGO</td>
<td>non-governmental organisation</td>
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<tr>
<td>PSA</td>
<td>Peace and Security Architecture</td>
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<tr>
<td>PA</td>
<td>Police Adviser</td>
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<td>PC</td>
<td>Police Commissioner</td>
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<td>PCC</td>
<td>Police Contributing Country</td>
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<td>PLS</td>
<td>Planning Element</td>
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<td>PPS</td>
<td>Police Professional Staff</td>
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<tr>
<td>PSAAT</td>
<td>Police Selection Assessment and Advisory Team</td>
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<td>PSMT</td>
<td>Police Senior Management Team</td>
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<td>PRDC</td>
<td>Police Rapid Deployment Capability</td>
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<td>PSC</td>
<td>Peace and Security Council</td>
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<td>PSO</td>
<td>Peace Support Operation</td>
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<td>PSOD</td>
<td>Peace Support Operations Division</td>
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<td>REMs/RECs</td>
<td>Regional Mechanisms/Regional Economic Communities</td>
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<td>SE</td>
<td>Special Envoy</td>
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<td>SEA</td>
<td>Sexual Exploitation and Abuse</td>
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<td>SMMT</td>
<td>Senior Mission Management Team</td>
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<tr>
<td>SOPs</td>
<td>Standard Operating Procedures</td>
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<td>SPTs</td>
<td>Specialised Police Teams</td>
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<td>SRCC</td>
<td>Special Representative of the Chairperson of the AU Commission to Host Nation</td>
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<tr>
<td>STCDSS</td>
<td>Specialised Technical Committee on Defence, Safety and Security</td>
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<td>UN</td>
<td>United Nations</td>
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<tr>
<td>UNSCR</td>
<td>United Nations Security Council Resolution</td>
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<tr>
<td>ZT</td>
<td>Zero Tolerance</td>
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</tbody>
</table>
References

- Constitutive Act of the AU (2000)
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- The Banjul Charter (1981)
- 50th Anniversary Solemn Declaration of the Assembly (2013)
- Africa Agenda 2063 (2015)
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- AU Indirect Fire Policy (2012)
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- Declaration of the 8th Ordinary Meeting of Specialized Technical Committee on Defence, Safety and Security held from 11 to 16 May 2015, in Victoria Falls, Zimbabwe
- Declaration of the 10th Ordinary Meeting of Specialized Technical Committee on Defence, Safety and Security held on 10 January 2018, in Addis Ababa, Ethiopia.
- Reports of the PSSG Maiden Conference (2014 and 2016)
- Conclusions of the Meeting of the African Chiefs of Police in Algiers (December 2015)

Monitoring compliance

The Chief Police Adviser shall monitor compliance with this Policy.

Contact

For any further information, contact the Chief Police Adviser, Peace Support Operations, African Union Commission, Addis Ababa, Ethiopia.