

UNAMIR

STRUCTURE AND ACTIVITIES
OF CD/POL

25 OCT 1994-22 APR 1995

UNCLASSIFIED
PA/WG MAT/2009

PLEASE RETAIN
ORIGINAL ORDER

UN ARCHIVES

SERIES	<u>5-1060</u>
BOX	<u>23</u>
FILE	<u>5</u>
ACC.	<u>1998/0281</u>



UNAMIR CIVPOL STRUCTURE

1. MANDATE

In accordance with Resolution 872 of October 1993 of the Security Council, and Resolution 965 of November 1994, the mandate of CIVPOL is:

- (a) To monitor Gendarmerie and Communal Police, and provide supervision and advice to these bodies as required;
- (b) To assist in the establishment and training of a new integrated National Police Force.

2. TASK

To execute this mandate, the tasks of CIVPOL are:

- (a) Deployment of CIVPOL to all Prefectures.
- (b) Assist the Prefects in law and order maintenance.
- (c) Monitor Police and gendarmes security situation.
- (d) Investigate any cases of violations in conjunction with local authorities.
- (e) Monitor the process of return of Rwandan refugees/displaced persons and their resettlement.
- (f) Assist in the establishment of Communal Police training centres within the Prefectures.
- (g) Conduct an intensive training programme to induct the communal Police and serve as an advisor when necessary.
- (h) Supervise the screening of Communal Police and issue credentials at the end of their training.
- (i) Assist to plan for facilitating the integration of ex RGF gendarmes in Rwanda.
- (j) Training of new gendarmes.
- (k) Training the trainers.
- (l) Assist MILOBs and ground troops in police matters.
- (m) Conduct operations in coordination with Milobs as troop redeployment/withdrawal is effected.

(n) Monitor the prisons situation.

3. CONCEPT OF OPERATION

The CIVPOL monitoring teams are deployed in all prefectures to monitor the local police and gendarmerie, security situation, and investigate cases of human rights violations. The CIVPOL Monitoring Team also undertake the training of communal police at the prefectures level. The training at the central level and other activities enumerated in paragraph 2 are coordinated at the headquarters level.

4. ORGANISATION

At the central level there is a Headquarters, and the Gendarmerie training centre. At the prefecture level there are police monitoring teams. (See organisation chart in appendix "A")

The Headquarters is composed of :

- CIVPOL Commissioner
- Deputy CIVPOL Commissioner
- Secretariat and
- Five divisions led by :
 - 1) Chief Operations Officer
 - 2) Chief Training Officer
 - 3) Chief Administration and Logistics Officer
 - 4) Chief Monitoring Officer
 - 5) Chief Investigation Officer

The Gendarmerie Training Centre in Ruhengeri is attached to the HQ.

At the prefecture level there are Police Monitoring Teams.

5. DEPLOYMENT

Projected CIVPOL strength	-	120
(1) CIVPOL HEADQUARTERS :	-	18
(2) Liaison Officers (2 to FHQ and 2 to Milobs HQ)	-	4
(3) Gendarmerie Training Centre Ruhengeri	-	20
(4) Kigali (Urban and Rural)	-	15
(5) Other Prefectures (7 Observers each)	-	63
TOTAL	-	120

¹
CIVILIAN

Appendix B

JOB SPECIFICATION OF ~~SRSG~~ POLICE COMMISSIONER (CPC)

1. Responsible to the SRSG
- 1 2. Head of the UN Civilian Police (CIVPOL) in UNAMIR
- 2 3. Responsible for the following:
 - 2.1 3.1 Defining, planning, coordinating and controlling CIVPOL activities.
 - 2.2 3.2 Carrying out tasks according to the mandate.
 - 2.3 3.3 Collaborating closely with FHQ and MILOBS HQ.
 - 2.4 3.4 Liaison with the local authorities, UN agencies, NGOs, other agencies and organisations.
- 25 ~~Responsible to the SRSG~~ administrator of CIVPOL
- 26 Responsible to the SRSG

#2
JOB SPECIFICATION OF (D.CPC.)

the DEPUTY CIVPOL COMMISSIONER

Appendix B

1. Assist CPC in his duties
2. Act for CPC in his absence.
3. Coordinate CIVPOL branches.
4. Responsible for the internal security and ~~to~~ alert evacuation plans.
5. Responsible for the discipline of CIVPOL officers.
6. Responsible for the investigation of internal disciplinary matters.
7. Supervise operations and inform the CPC of operational and administrative activities.

D E P C

*CHOG & CPPD
and to amend
to be there*

5

CHIEF ADMINISTRATION AND LOGISTIC OFFICER (CALOG)

1. Head of administration, logistics, personnel and transport
2. Responsible for :
 - 2.1. Registration of incoming and outgoing mails.
 - 2.2. Filing records.
 - 2.3. Opening personnel files for Police Monitors.
 - 2.4. Checking the dates of time sheets, leave and CTO applications before submitting for approval.
 - 2.5. Drafting general and special orders concerning personnel, transport and logistic matters.
 - 2.6. Procurement, assignment, service and control of CIVPOL vehicles.
 - 2.7. Investigation of accidents and other damages involving CIVPOL vehicles.
 - 2.8. Procurement of office equipment, radios and other materials for CIVPOL sections and stations.
 - 2.9. Recording the allocation of valuable equipment, ie. vehicles, radios, computers, etc.
3. He is assisted by a team of police officers.

*- Welfare
- repair
- warehouse*

*- responsible for personnel matters
affecting all CIVPOL observes.
- responsible for supply
accommodation, stores and maintenance
of all equipment and vehicles*

CHIEF POLICE OPERATIONS OFFICER (CPOO)

1. Head of Operations of UNAMIR CIVPOL
2. Responsible for : *control and coordination of*
 - 2.1. Operations done by Police Monitor Teams located in Kigali and other sectors in Rwanda *letter formulated*
 - 2.2. Daily report (SITREP) to the COS/FHQ by 1700 hrs
 - 2.3. Daily report (SITREP) to the SRGS by 0800 hrs
 - 2.4. Going through SITREPS from UNAMIR and noting areas that concern CIVPOL.
 - 2.5. Report areas of concern to DCPC.
 - 2.6. Refer areas in UNAMIR SITREP that concern CIVPOL to sectional/sector heads for necessary action to be taken.
 - 2.7. Drafting of weekly SITREP to the DCPC by 1000 hrs on Saturdays.
 - 2.8. Ensuring effective communication within CIVPOL and other UN agencies.
 - 2.9. Preparation of duty roster for CIVPOL HQ.
3. He is assisted by a team of police officers.

Responsible for the OPS/monitor room.

CP10
Amendment
7

IV. JOB SPECIFICATION OF CHIEF POLICE INVESTIGATION OFFICER

(CPIO)

1. Responsible for:
 - 1.1 Investigation of cases of violations in conjunction with local authorities.
 - 1.2. Investigation and reporting of any harassment of refugees/displaced persons by illegal gangs or individuals.
 - 1.3. Investigation of cases of human rights violations and cases of politically motivated crimes.
2. Assist Milebs and ground troops in police matters.
3. Report serious incidents concerning police matters immediately to CPC
4. Inform the DCPC about cases reported for investigation and action taken.
5. Responsible for the analysis of investigation reports submitted to the CIVPOL HQ.
6. He is assisted by a team of police officers.

V. JOB SPECIFICATION OF CPMO
(Chief Police Monitoring Officer)

1. Coordinate and control the activities of the PMTs which are to:
- 1.1. Monitor the process of the return of Rwandese refugees/displaced persons and their resettlement.
 - 1.2. Monitor the Gendarmerie/Police security situation.
 - 1.3. Conduct mobile patrols in conjunction with the local police/gendarmerie.
 - 1.4. Assist local authorities in maintaining law and order.
 - 1.5. Establish liaison in contact with the population.
2. He is assisted by a team of police officers.

*See the
document
of 20/10/94
on the
CPMO activities*

x7

JOB SPECIFICATION OF CIVPOL LIAISON OFFICER (C.P.L.O)

1. The Liaison Officer is under the direct authority of the CIVPOL Commissioner.
2. The Liaison Officer is in charge of assuring the liaison between CIVPOL HQ, on one hand the FHQ (for the Officer(s) being posted at the Force HQ); and the MILOBS HQ (for the Officer(s) posted at this place) on the other hand.
3. The detail of the Job Specification will be the subject of particular instructions.

8
JOB SPECIFICATION OF CHIEF POLICE TRAINING OFFICER

appendix B
(CPTO)

He is responsible for:

1. The planning, preparation and ^{control} ~~monitoring~~ of the execution of Training Programmes concerning CIVPOL.

2. The ~~co-ordination~~ ^{control} of activities of the Training Centres.

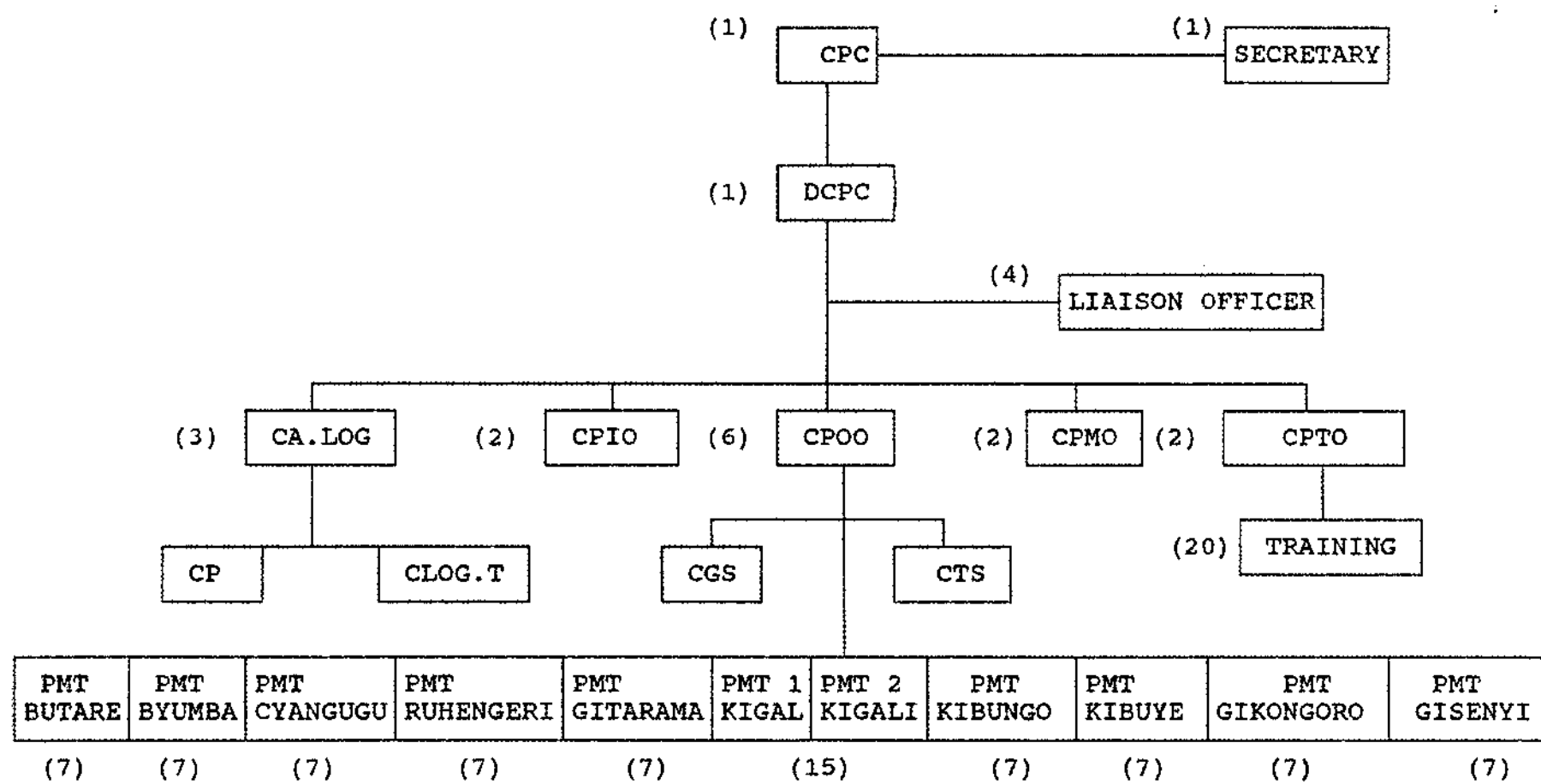
3. ~~The research office, set up for the study of documents and instructions given by the Commissioner.~~ ^{and}

4. ~~It is the duty of the~~ ^{training}

5.

CIVPOL ADMINISTRATIVE FRAMEWORK

APPENDIX C



TOTAL = 120 CIVPOL

LEGEND

LEGEND

CPC	-	CHIEF POLICE COMMISSIONER
DCPC	-	DEPUTY CHIEF POLICE COMMISSIONER
CPOO	-	CHIEF POLICE OPERATIONS OFFICER
CPIO	-	CHIEF POLICE INVESTIGATION OFFICER
CPMO	-	CHIEF POLICE MONITORING OFFICER
CPLOGO	-	CHIEF ADMINISTRATION AND LOGISTICS
CPTO	-	CHIEF POLICE TRAINING OFFICER
CTS	-	CHIEF TRANSMISSION SECTION
CGSS	-	CHIEF GENERAL SECRETARY SECTION.
CMS	-	CHIEF MONITORING SECTION.
CIS	-	CHIEF INVESTIGATION SECTION
CP	-	CHIEF PERSONNEL.
C.LOG.TS	-	CHIEF LOGISTIC AND TRANSPORT SECTION
L.O	-	LIAISON OFFICER
CIVPOL	-	CIVILIAN POLICE
PMT	-	POLICE MONITORING TEAMS
CIVPOL	-	CIVILIAN POLICE



UNAMIR CIVPOL

UNAMIR
1. MANDATE

In accordance with ~~Resolution 872 of October 1993 of the Security Council, and Resolution 965 of November 1994~~, the mandate of ~~CIVPOL~~ is; *of the Security Council*

- UNAMIR*
- (a) To monitor Gendarmerie and Communal Police, and provide supervision and advice to these bodies as required;
 - (b) To assist in the establishment and training of a new integrated National Police Force.

CIVPOL
2. TASK

To execute this mandate, the tasks of CIVPOL are:

- (a) Deployment of CIVPOL to all Prefectures.
- (b) ~~Assist the Prefects in law and order maintenance.~~
- (c) Monitor Police and gendarmes security situation.
- (d) Investigate any cases of violations in conjunction with local authorities.
- (e) Monitor the process of return of Rwandan refugees/displaced persons and their resettlement.
- (f) Assist in the establishment of Communal Police training centres within the Prefectures.
- (g) Conduct an intensive training programme to induct the communal Police and serve as an advisor when necessary.
- OP. 20?* (h) Supervise the screening of Communal Police and issue credentials at the end of their training.
- α* (i) Assist to plan for facilitating the integration of ex RGF gendarmes in Rwanda.
- (j) Training of new gendarmes.
- (k) Training the trainers.
- (l) Assist MILOBs and ground troops in police matters.
- (m) Conduct operations in coordination with Milobs as troop redeployment/withdrawal is effected.

assist the process in the establishment of National Police Force.

The training of the communal Police and the national gendarmerie is conducted at the central level - all these activities enumerated in paragraph 2 are coordinated by central headquarters.

22

(n) Monitor the prisons situation.

3. CONCEPT OF OPERATION

The CIVPOL monitoring teams are deployed in all prefectures to monitor the local police and gendarmerie, security situation, and investigate cases of human rights violations. ~~The CIVPOL Monitoring Team also undertake the training of communal police at the prefecture level. The training activities enumerated in paragraph 2 are coordinated at the headquarters level.~~ *by*

4. ORGANISATION

At the central level there is a Headquarters, and the Gendarmerie training centre. At the prefecture level there are police monitoring teams. (See organisation chart in appendix "A")

The Headquarters is composed of :

- CIVPOL Commissioner
- Deputy CIVPOL Commissioner
- Secretariat and
- ~~Five~~ divisions led by :
 - 1) Chief Operations Officer
 - 2) Chief Training Officer
 - 3) Chief Administration and Logistics Officer
 - 4) *Chief Personnel Officer*
 - 5) Chief Monitoring Officer
 - 6) Chief Investigation Officer

The Gendarmerie Training Centre in Ruhengeri *and the Communal Police Centre in Gishari* are attached to the HQ.

At the prefecture level there are Police Monitoring Teams.

5. DEPLOYMENT

Projected CIVPOL strength	- 120
(1) CIVPOL HEADQUARTERS :	- 13 18
(2) Liaison Officers (2 to FHQ and 2 to Milobs HQ)	- 4
(3) Gendarmerie Training Centre at Ruhengeri	- 15 20
(4) Kigali (Urban and Rural) <i>at Gishari</i>	- 15 20
(5) Other Prefectures (7 Observers each)	- 63
TOTAL	- 120

The current composition of UNAMIR CIVPOL is made up of contingents from eight countries with the following strength :

- 1. Germany	- 9
- 2. Ghana	- 10
- 3. Guinee Bissau	- 20 5
- 4. Djibouti	- 18 7

- 5. Jordan	-	81
- 6. Mali	-	10
- 7. Nigeria	-	10
- 8. Zambia	-	18 4
Total	=	99 out of authorized

~~strenght of 90~~

(see the current deployment in appendix B)

Thirty CIVPOL Observers who are not qualified out of which 15 are from Guinée Bissau, 8 from Djibouti, 6 from Zambia and 1 from Jordan will be repatriated as follows:

- Guinée Bissau	1/2/95
- Djibouti	1/2/94
- Jordan	1/2/95
- Zambia	8/2/95

The case of Zambian Observers who were promoted Acting Assistant Superintendent after the decision about repatriation is yet to be resolved. See appendix C.

In accordance to the Security Council Resolution 965 there is an urgent need to increase the strength from 90 to 120 to be deployed as follows:

- HQ	18
- Liaison	4
- Ruhengeri Training Centre	
Instructors and Training Staff	20
- Kigali (urban and Rural)	15
- Other Prefectures 7 Observer per prefectures	63
Total	120

See CIVPOL Administrative Framework in Appendix A.

Within the required strength of 120 it is desirable to have at least 62 french speaking observers to be deployed as follows:

- Headquarters	8
- Liaison officers	2
- Ruhengeri Training Centre	15
- Kigali (Prefecture and Rural)	10
- Other Prefectures = 3 per Prefecture x 9	27
Total	62

6. CURRENT CIVPOL ACTIVITIES

As presently constituted, there is a CIVPOL HQ at the central level where the administrative and training activities are coordinated. At the Prefecture level there are CIVPOL Monitoring Teams. The CIVPOL teams are fully in operation in nine of the eleven Prefectures in Rwanda. The Operational teams are in the following Prefectures Kigali I (Urban), Kigali II (Rural), Gitarama, Kibuye, Butare, Cyangugu, Gikongoro, Gisenyi and Ruhengeri. The problem of logistics and personnel have contributed to CIVPOL inability to deploy its monitors to the remaining two Prefectures.

The duties of the nine CIVPOL Monitoring Teams in Prefectures include a good working relations with National Gendarmerie HQ and Prefects, relationship with Public Prosecutor, monitoring displaced persons and refugee camps, general information gathering, investigation and training of communal Police.

A. TRAINING

In accordance to the Security Council Resolution 965 mandating UNAMIR CIVPOL to establish an integrated National Police force in addition to other activities, the following are the training programmes : -

- i) Accelerated training of 102 gendarmes over a period of 45 days.
- ii) Training 300 gendarmes at Ruhengeri Gendarmerie National Training School.
- iii) Training of 100 instructors to be selected from the ranks of the first 400 gendarmes trained.
- iv) Training of Communal Police (10) ten Policemen per Commune.

After the graduation of the first batch of 102 gendarmes, the training of the second batch of 300 commenced on 19th December 1994 in the National Gendarmerie Training School in Ruhengeri. The Training of Communal Police which was planned to begin in the eleven prefectures of the country at the end of January 1995 will start in February in Kigali prefecture with 100 students, because of lack of french speaking CIVPOL Observers.

The Training of Communal Police in other Prefectures will commence as soon as more French speaking observers will be available. The criteria for selection of incoming observers should be:

- be an officer in the police force or gendarmerie with experience in the area of service in police or gendarmerie units.
- have experience in the training of cadets;
- be able to speak, read and write fluently in French and have some command of English;
- possess a valid driver's license;
- know how to type;
- have physical conditioning required for teaching;
- knowledge of map reading.

B. MONITORING

The CIVPOL monitoring teams deployed to prefectures maintain close relations with local gendarmerie and provide them assistance. They also monitor the activities of the local police

and gendarmerie, security situation, the process of return of Rwandan refugees/displaced persons and their resettlement. In addition, they also gather information and report situations through sitreps which covers all spectrum of human activities relating to RPA/local Police, government/institutions, violation of human rights, distribution of relief materials, NGOs, Prisons, Prosecutors, Business and social activities.

C. INVESTIGATIONS

CIVPOL Monitoring Teams are investigating various offenses. The PMT at times conduct parallel investigations and most of the time conduct in conjunction with local Police, MILOBs, Military Police and Ground Troops. Some of the cases are incidented directly at CIVPOL Sectors, while some are referred by military observers and contingents on the ground.

7. OTHER ACTIVITIES

I) RELATIONSHIP WITH NATIONAL GENDARMERIE HQ

Relationship with National Gendarmerie HQ are coordinated at the Headquarters level. In addition the police monitoring teams maintain close relations with local gendarmerie and provide them assistance.

II) RELATIONSHIP WITH PREFECTS

The teams have successfully established relations with the offices of Prefects. They periodically interact and carry out joint inspection or tour of the Prefecture.

III) RELATIONSHIP WITH PUBLIC PROSECUTOR

The teams have established good working relations with the prosecutor. The rapport has now led to daily flow of information on prisons inmates and other incidents relating to human rights. They also provide them assistance.

IV) PUBLIC RELATIONS ACTIVITIES

The PMT has established good working relations with various parties within the country. They include

- a) Police and Justice departments
- b) Local Police Commanders
- c) Other members of criminal justice community, prosecutor and prisons personnel
- d) Municipal authorities
- e) Other Civilian authorities, hospital administration authorities
- f) Members of Civilian Society
- g) NGO's and UN Agencies
- h) The population at large.
- i) The PMT confidence building with all elements of Rwandan society was recently put to test in a case reported by one Mr. Vincent Dohomay of UNICEF, whose car was acquired by RPA during the war. PMT in conjunction with Mr Dohomay was able to trace the said

vehicle with registration N° 29CD37 to Rwandese Justice Ministry. Kigali PMT in a bid to secure the release of the vehicle negotiated with the Justice /RPA authorities and the said vehicle has been released to Mr. Dohomay. PMT now exchanged official visits to the RPA/GOVT. officials in an effort to consolidate grip of the relationship. Kigali PMT has equally secured the release of IOM vehicles impounded by local Police on grounds of traffic violations, as these vehicles form part of the fleet of vehicles used for transportation and resettlement of Displaced Persons/refugees in Kigali.

Despite the fact that Rwanda of today is plagued by conflict and mistrust, CIVPOL public relations activities have reduced the perceived challenge to the authorities of the RPA officials and now enjoy some high degree of cooperation from those we interact with on daily basis.

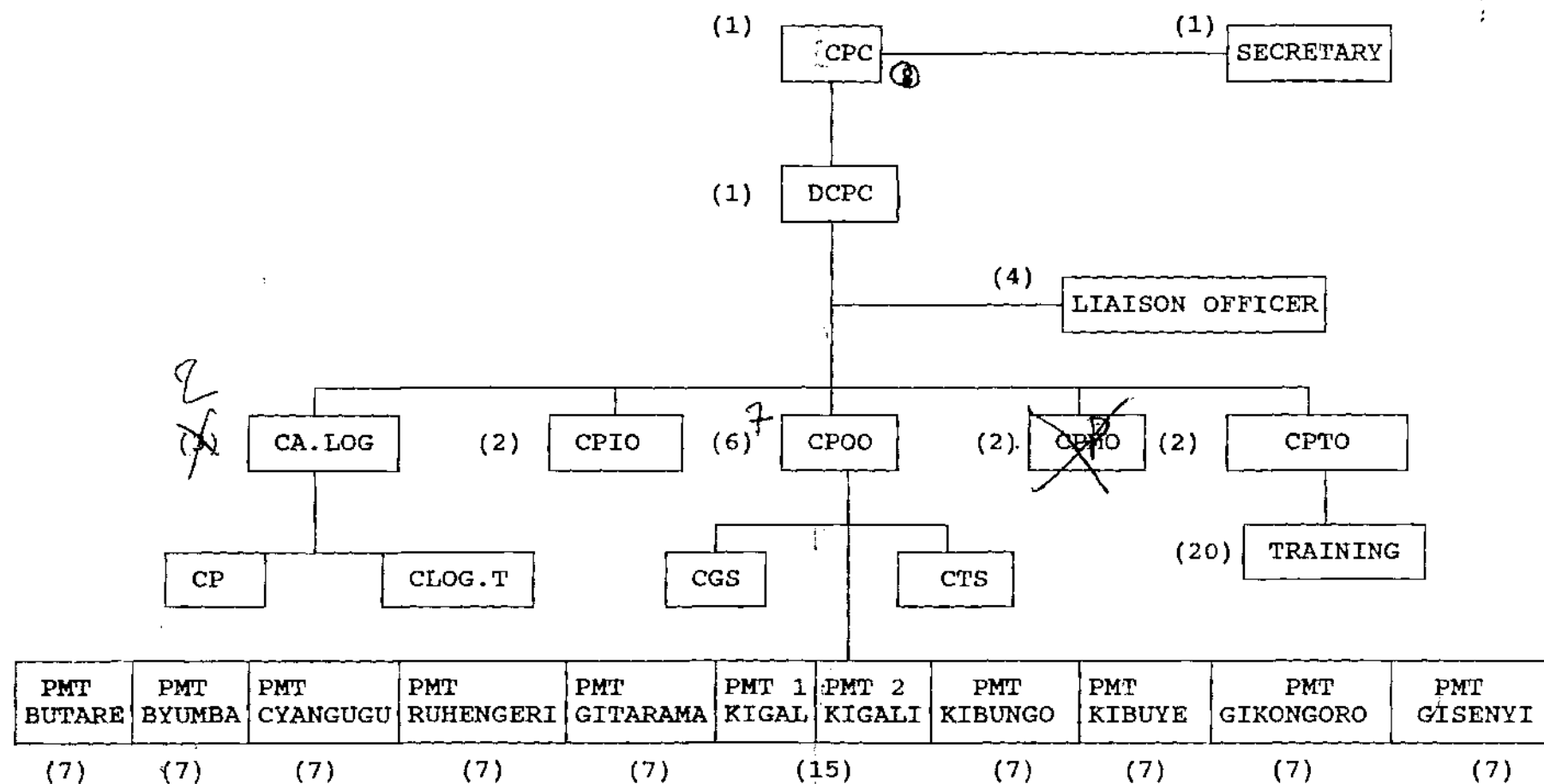
8. DIFFICULTIES

The following difficulties are militating against effective execution of these tasks by CIVPOL:

- a. Manpower
- b. Teaching Aids
- c. Stationary
- d. Office equipment
- e. Communication equipment
- f. Repairs to existing training structures
- g. Transport.

CIVPOL ADMINISTRATIVE FRAMEWORK

APPENDIX A



TOTAL = 120 CIVPOL

Appendix B

Nominal Roll CIVPOL Contingent

27 January 1995

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
1.	CP 001	LT. COL	Arouna Traoré	Mali	CIVPOL HQ	CIVPOL HQ, DPC
2.	CP 0019	DSP	Bassey Effiong	Nigeria	CIVPOL HQ	CIVPOL HQ, CALOG
3.	CP 026	DSP	Duku Hubert	Ghana	SECT 3B Gitarama	CIVPOL HQ, LOGO
4.	CP 126	W/C/INSP	L.A. Tembo	Zambia	CIVPOL HQ, LOGO	Repatriation yet to decided
5.	CP 096	MAJOR	Eulalio Domingos Neto	Guinée-Bissau	CIVPOL HQ LOGO	CIVPOL HQ, TO
6.	CP 025	SUPT	Gyeabour O.M.	Ghana	CIVPOL HQ	CIVPOL HQ, CPOO
7.	CP 0021	ASP	Adamu Adams	Nigeria	CIVPOL HQ	CIVPOL HQ, POO
8.	CP 0017	ASP	Egbuka Edward C.	Nigeria	SECT 4A Gikongoro	CIVPOL HQ, POO
9.	CP 084	2/LT	Mohamoud Bogoreh	Djibouti	CIVPOL HQ, POO	Repatriation
10.	CP 085	2/LT	Gouleid Robleh	Djibouti	CIVPOL HQ, POO	Repatriation
11.	CP 086	2/LT	Ismael Okieh	Djibouti	CIVPOL HQ, POO	Repatriation
12.	CP 087	2/LT	Ahmed Abdallah	Djibouti	CIVPOL HQ, POO	Repatriation
13.	CP 088	2/LT	Abdallah Ali	Djibouti	CIVPOL HQ, POO	Repatriation
14.	CP 089	2/LT	Salah Mohamed	Djibouti	CIVPOL HQ, POO	Repatriation
15.	CP116	2/LT	Mahamed Ahmed Ali	Djibouti	CIVPOL HQ, POO	Repatriation
16.	CP 093	CAPT	Emad Mahmoud	Jordan	CIVPOL HQ, POO	Repatriation
17.	CP 095	1st LT	Ghand Fakhr Shukri Katan	Jordan	CIVPOL HQ, POO	CIVPOL HQ, POO
18.	CP 097	MAJOR	Carlos Mane	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
19.	CP 098	CAPT	Mamadu Cassama	Guinée-Bissau	CIVPOL HQ, POO	Repatriation

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
20.	CP 099	CAPT	Armando Nhaga	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
21.	CP 102	LT	Malam Ture	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
22.	CP 103	LT	Anselmo Dasilva	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
23.	CP 104	LT	Abdu Cassama	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
24.	CP 105	LT	Amiro Balde	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
25.	CP 106	LT	Juliao Mane	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
26.	CP 108	LT	Marcelino Gomes	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
27.	CP 109	LT	Jose Dahaba	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
28.	CP 111	LT	Ivo Dahaba	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
29.	CP 112	LT	Malam Djassi	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
30.	CP 113	LT	Jose Nanque	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
31.	CP 114	LT	Paulo Joao Correia	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
32.	CP 115	LT	Agostinho Neto Coreia	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
33.	CP 120	SUPT	B.C. Mwale	Zambia	CIVPOL HQ, POO	CIVPOL HQ, POO
34.	CP 121	SUPT	R.B. Mvula	Zambia	CIVPOL HQ, POO	CPMT, Ruhengeri

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
35.	CP 125	A/SUPT	J. Muyoma	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
36.	CP 126	A/SUPT	W.M. Chola	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
37.	CP 118	A/SUPT	F. Kasonde	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
38.	CP 119	A/SUPT	A. Kasinsa	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
39.	CP 034	W/DSP	Quarshie L.B.	Ghana	Gitarama	CIVPOL HQ, SEC
40.	CP 004	LT COL	Sangare Anatole	Mali	Gitarama	CIVPOL HQ, CTO
41.	CP 091	MAJOR	Yousef Sh. A. Shabsough	Jordan	Gitarama	CIVPOL HQ, TO
42.	CP 1034	CP	Ouattara Ngolo	Mali	Gitarama	Ruhengeri, T/S
43.	CP 065	CP	Camara Mamadou	Mali	Ruhengeri T/S	PMT, Kigali II, T/S
44.	CP 0010	CD	Coulibaly Tiemoko	Mali	Gitarama	Ruhengeri, T/S
45.	CP 061	COMPOL	Sidibe Almahamoud	Mali	Gitarama	Ruhengeri, T/S
46.	CP 063	CP	Toure S. Amadou	Mali	Ruhengeri T/S	PMT, Kigali II, T/S
47.	CP 1033	CP	Sanogo Moussa	Mali	Gitarama	Ruhengeri T/S
48.	CP 076	CAPT	Daher Hassan	Djibouti	Ruhengeri T/S	CPMT, Gikongoro
49.	CP 077	CAPT	Abdullah Osnan	Djibouti	Gitarama	Ruhengeri T/S
50.	CP 122	A/SUPT	A.C. Mwengwe - (HUUMA)	Zambia	Gitarama	Ruhengeri T/S
51.	CP 029	DSP	Kugbey I. Albert	Ghana	Gitarama	L.O. FHQ/CIVPOL
52.	CP 079	LT	Housein Farah	Djibouti	Gitarama	L.O. FHQ/CIVPOL

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
53.	CP 032	DSP	Cornelius Badu Acquah	Ghana	Gitarama	L.O. MILOBS/CIVPOL
54.	CP 081	LT	Abdulahakim Mohamed	Djibouti	Gitarama	L.O. MILOBS/CIVPOL
55.	CP 0024	DSP	Gumel Mohammed	Nigeria	SECT 3A Butare	CPMT, Butare
56.	CP 027	ASP	Brew JNR C.S.M.	Ghana	SECT 3A Butare	PMT, Butare
57.	CP 028	ASP	Ashun Farouk	Ghana	SECT 3A Butare	PMT, Gisenyi
58.	CP 100	CAPT	Roberto Dambi	Guinée- Bissau	Gitarama	PMT, Butare
59.	CP 033	DSP	Mends B. Kwesi	Ghana	SECT 4C Cyangugu	CPMT, Cyangugu
60.	CP 0018	DSP	Gomna Usman Sule	Nigeria	SECT 4C Cyangugu	PMT, Cyangugu
61.	CP 092	CAPT	Moad Jamil Mohid Aloudah	Jordan	Gitarama	PMT, Cyangugu
62.	CP 101	LT	Lino Gomes	Guinée- Bissau	Gitarama	PMT, Cyangugu
63.	CP 031	ASP	Addi Thomas	Ghana	SECT 3B Gitarama	SECT 3B Gitarama
64.	CP 1032	CP	Traore Nimetigna	Mali	SECT 4C Cyangugu	CPMT, Gitarama
65.	CP 083	2/LT	Awaleh Atteyeh	Djibouti	Gitarama	Repatriation
66.	CP 121	A/SUPT	M.W. Imataa	Zambia	PMT, Gitarama	PMT, Gitarama
67.	CP 030	DSP	Adu Yaw	Ghana	SECT 4B Kibuye	CPMT, Kibuye
68.	CP 0020	ASP	Owolabi A.C.	Nigeria	SECT 4B Kibuye	PMT, Kibuye
69.	CP 0023	DSP	Zaki M. Ahmed	Nigeria	SECT 4B Kibuye	PMT, Kibuye

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
70.	CP 107	LT	Malik Djata	Guinée-Bissau	Gitarama	PMT, Kibuye
71.	CP 0022	DSP	Ero Christopher	Nigeria	SECT 6 Kigali	CPMT, Kigali I
72.	CP 078	LT	Mohamed Jama	Djibouti	Gitarama	PMT, Kigali I
73.	CP 094	CAPT	Nedal Ali Rashdan	Jordan	Gitarama	PMT, Kigali I
74.	CP 123	C/INSP	W.H. Kagoli	Zambia	PMT, Kigali I	Repatriation yet to be decided
75.		CD	Marena Sekou	Mali	SECT 4C Cyangugu	CPMT, Kigali II, T/S
76.	CP 0015	DSP	Lasisi K. Akanni	Nigeria	PMT, Kigali II	PMT, Gikongoro
77.	CP 0016	ASP	Mohammed Al Alhassan	Nigeria	PMT, Kigali II	PMT, Gisenyi
78.	CP 080	LT	Awaleh Sougueh	Djibouti	PMT, Kigali II	PMT, Gisenyi
79.	CP 082	LT	Hassan Offley	Djibouti	Gitarama	PMT, Ruhengeri
80.	CP 110	LT	Sancum Camara	Guinée-Bissau	PMT, Ruhengeri	PMT, Gikongoro
81.	CP 178	MAJOR	Barz Anton	German	Training Centre	CPMT, Gisenyi
82.	CP 179	CAPTAIN	Sczech Siegfried	German	Training Centre	POO CIVPOL HQ
83.	CP 180	CAPTAIN	Ellenberger Lothar	German	Training Centre	PMT, Kigali I
84.	CP 181	CAPTAIN	Schlemm Hans-Christian	German	Training Centre	CP CIVPOL HQ
85.	CP 182	CAPTAIN	Mayer Bernd-Christian	German	Training Centre	PMT, Kigali II, T/S
86.	CP 183	1st LT	Wahlen Michael	German	Training Centre	PMT, Gikongoro
87.	CP 184	LT	Steinmetz Markus Manfred	German	Training Centre	PMT, Butare
88.	CP 185	LT	Schlicht Wernmer	German	Training Centre	PMT, Gitarama
89.	CP 186	LT	Hoffmann Jorg	German	Training Centre	PMT, Ruhengeri

Note: Four MILOBs are on attachment to CIVPOL for training.

Legend

P.C. = Police Commissioner
 D.P.C. = Deputy Police Commissioner
 C.P.O.O. = Chief Police Operations Officer
 C.P.I.O. = Chief Police Investigation Officer
 C.P.M.O. = Chief Police Monitoring Officer
 C.P.L.O.G. = Chief ~~Police Logistics~~ Logistics officer
 C.T.O. = Chief Training Officer
 P.O.O. = Police Operation Officer
 I.O. = Information Officer
 C.P. = Chief of personnel
 L.O.G.O. = Logistics Officer
 P.M.O. = ~~Police Monitoring Officer~~
 P.I.O. = Police Investigations Officer
 T.O. = Training Officer
 SEC = Secretary
 C.P.M.T. = Chief Police Monitoring Team
 P.M.T. = Police Monitoring Team
 L.O. = Liaison Officer
 T/S = Training School (National level) -
 C.P.P.O. = Chief Police Personnel officer -
 P.O. = Personnel officer -
 T/C = Training center (communal police)

Liste des Observateurs CIVPOL devant être rapatriésJordanie

1. Capt. Emad Mahmoud

Zambie

2. C/Insp. Kagoli W.H.
3. " Muyoma J.
4. " Chola W.M.
5. W/C/Insp Tembo L.A.
6. C/Insp Kasonde F.
7. " Kasinsa A.

Djibouti

8. 2/LT Awaleh Atteyeh
9. " Mohamoud Bogoreh
10. " Gouleid Robleh
11. " Ismaël Okieh
12. " Ahmed Abdallah
13. " Abdallah Ali
14. " Salah Mohamed
15. " Mahammed Ahmed Ali

Guinée Bissau

16. Capt. Nhaga Armando
17. " Mamadu Cassama
18. Major Mane Carlos
19. Lt. Agostinho Neto Coreia
20. " Ture Malam
21. " Paulo Joao Correia
22. " Jose Nanque
23. " Malam Djassi
24. " Dahaba Ivo
25. " Abdu Cassama
26. " Jose Dahaba
27. " Marcelino Gomes
28. " Juliao Mane
29. " Amiro Balde
30. " Anselmo Dasilva



UNAMIR - MINUAR

JOB SPECIFICATION
CHIEF POLICE INVESTIGATION OFFICER (CPIO)

1. Head of the Investigation Division of UNAMIR CIVPOL.
2. Responsible for:
 - 2.1 The analysis of investigation reports submitted to the CIVPOL HQ.
 - 2.2 Investigation of all cases of violations in conjunction with local authorities
3. Inform the Deputy Civpol Commissioner about all cases reported for investigation and action taken
4. He is being assisted by a team of Police Officers

Chief Police Logistics Officer (CPLogo)

1. Responsible for : supply, accommodation, stores and maintenance of all equipments and vehicles
2. Procurement, assignment, service and control of CIVPOL vehicles
3. Assist in investigations of accidents and other damages involving CIVPOL vehicles
4. Procurement of office equipment, radios and other materials for CIVPOL divisions and ~~sectors~~ prefectures
5. Recording the allocation of valuable equipment, ie. vehicles, radios, computers etc.
6. Drafting general and special orders concerning logistic matters
7. He is assisted by Police Officers.

Chief Police Personnel Officer (CPPO)

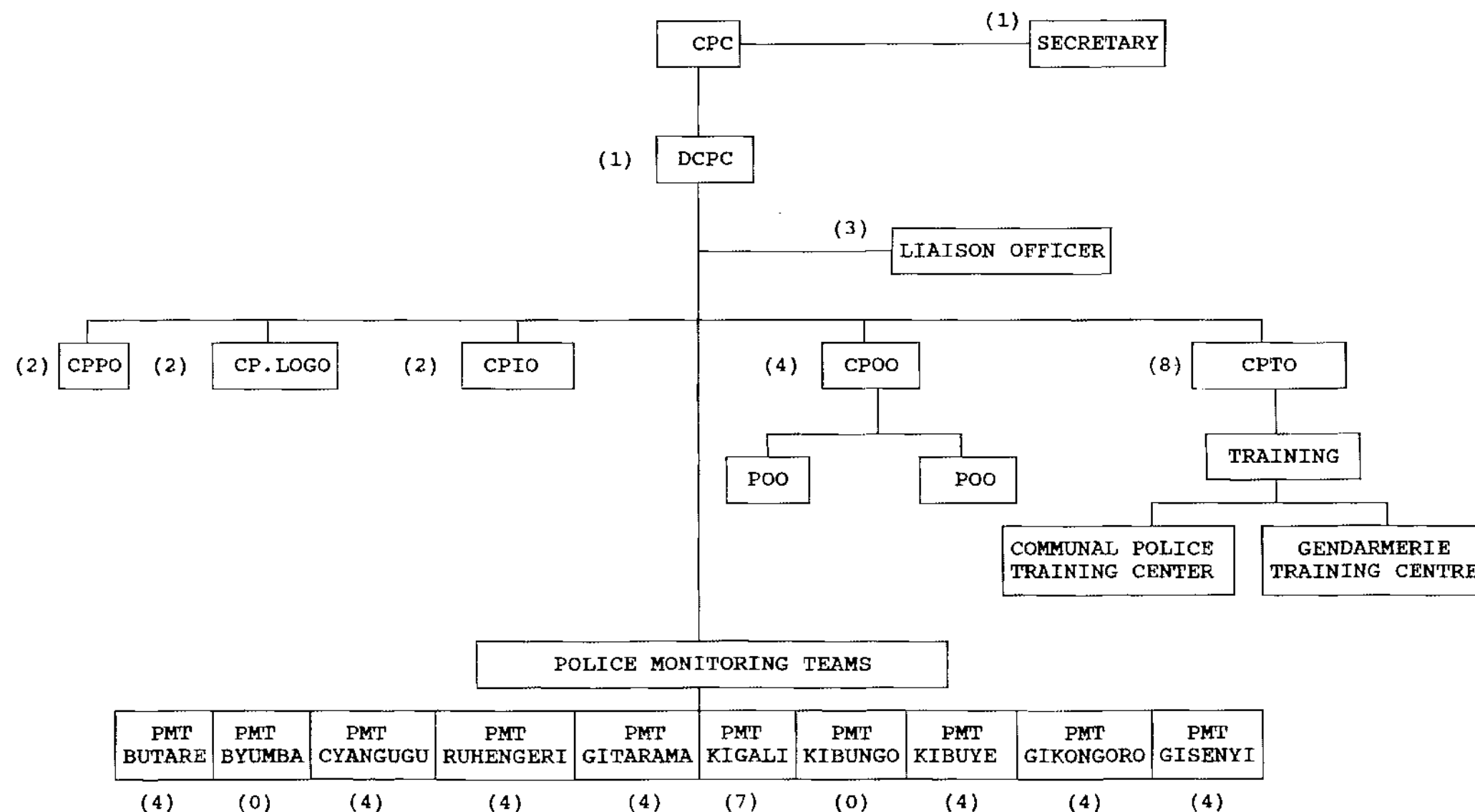
Appendix B

1. Responsible for personnel matters affecting all CIVPOL personnel.
2. Checking the dates of time sheets, leave and CTO applications before submitting for approval
3. Preparing the monthly lists of CIVPOL observers location and accommodation for the UNAMIR finance section
4. Drafting general and special orders concerning personnel matters
5. Responsible for supervising and completing time sheets for local civilian staff on attachment to CIVPOL
6. Responsible for welfare arrangements for CIVPOL observers
7. Responsible for receiving all newly arrived CIVPOL observers, arranging for their transport and accommodation (in cooperation with the CPLogo).
8. He is assisted by Police Officers.

Prepared by Capt. Hous
22-04-95

CIVPOL ADMINISTRATIVE FRAMEWORK (current deployment)

Appendix C



TOTAL = 58 CIVPOL



UNAMIR - MINUAR

3

Appendix B

JOB SPECIFICATION *of*
CHIEF POLICE OPERATIONS OFFICER (CPOO).

1. Head of Operations Division of UNAMIR CIVPOL.
2. Responsible for:
 - 2.1 The control and coordination of all UNAMIR CIVPOL's operations at the Headquarters and the prefectures of Rwanda.
 - 2.2 The analysing of all reports received by the operations room.
 - 2.3 The preparation of daily reports of UNAMIR CIVPOL operations.
 - 2.4 The processing as necessary of all reports requiring Police follow up action, and the passing of it to UNAMIR CIVPOL HQ.
 - 2.5 Supervising the procedures concerning incoming and outgoing messages/reports of all kinds which are of Police nature.
 - 2.6 The general supervision of Duty Officers who maintain a 24 hour vigil for effective communications in the UNAMIR CIVPOL Operations Room.
 - 2.7 The arrangements and conduction of joint operations in conjunction with the military.
 - 2.8 Ensuring a close liaison with the military counterparts at FHQ and to ensure that reports from UNAMIR CIVPOL Monitoring Teams, including incident and situation reports are passed quickly to the FHQ.
 - 2.9 Ensuring a close working relationship with the Military Police detachments on matters affecting security and off duty discipline and assisting in the maintenance of law and order within UNAMIR.
3. Should act as a channel through which military information from all sources would be passed to UNAMIR CIVPOL HQ for keeping constantly update FHQ with the over all operational situation in the country to allow a timely decision.
4. He is being assisted by a team of Operation Officers.



UNAMIR CIVPOL

structure

21 April 1995

1. UNAMIR MANDATE

In accordance with Resolution 965 of 30 November 1994, of the Security Council, the mandate of UNAMIR is to:

- (a) Contribute to the security and protection of displaced persons, refugees and civilians at risk in Rwanda including through the establishment and maintenance, where feasible, of secure humanitarian areas;
- (b) Provide security and support for the distribution of relief supplies and humanitarian relief operations;
- (c) Exercise its good offices to help achieve national reconciliation within the frame of reference of the Arusha Peace Agreement;
- (d) Contribute to the security in Rwanda of personnel of the International Tribunal for Rwanda and human rights officers, including full-time protection for the Prosecutor's Office, as well as security details for missions outside Kigali;
- (e) Assist in the establishment and training of a new, integrated, national police force.

2. CIVPOL TASKS

To execute this mandate, the tasks of CIVPOL are to:

- (a) Deploy CIVPOL to all Prefectures.
- (b) Assist the Prefects in law and order maintenance.
- (c) Monitor police, gendarmerie and security situation.
- (d) Investigate any cases of violations in conjunction with local authorities.
- (e) Monitor the process of return of Rwandan refugees/displaced persons and their resettlement.
- (f) Assist in the establishment of a new integrated National Gendarmerie and serve as an advisor when necessary.
- (g) Conduct an intensive training programme for

new gendarmes.

- (h) Assist in the establishment of a new integrated Communal Police and serve as an advisor when necessary.
- (i) Conduct an intensive training programme for new Police Officers.
- (j) Train the trainers of the National Gendarmerie and the Communal Police.
- (k) Assist Milobs and ground troops in police matters.
- (l) Monitor the prisons situation.

3. CONCEPT OF OPERATION

The CIVPOL monitoring teams are deployed in all prefectures to monitor the local police and gendarmerie, security situation, and investigate cases of human rights violations. The training of the Communal Police and the National Gendarmerie is conducted at the central level. All the activities enumerated in paragraph 2 are coordinated by CIVPOL Headquarters.

4. ORGANISATION

At the central level there is a Headquarters, the Communal Police Centre and the Gendarmerie Training School. At the prefecture level there are police monitoring teams. (See organisation chart in Appendix "A").

The Headquarters is composed of :

- CIVPOL Commissioner
- Deputy CIVPOL Commissioner
- Secretariat and
- Five divisions led by :

- 1) Chief Operations Officer
- 2) Chief Training Officer
- 3) Chief Logistics Officer
- 4) Chief Personnel Officer
- 5) Chief Investigation Officer

** (see job specifications in appendix B)*

The Gendarmerie Training School in Ruhengeri and the Communal Police Centre in Gishari are attached to the HQ.

5. DEPLOYMENT

Projected CIVPOL strength	-	120
(1) CIVPOL HEADQUARTERS :	-	18
(2) Liaison Officers (2 to FHQ and 2 to Milobs HQ)	-	4
(3) Gendarmerie Training Centre at Ruhengeri	-	10
(4) Communal Police Centre at Gishari	-	10
(5) Kigali (Urban and Rural)	-	15
(6) Other Prefectures (7 Observers each)	-	63

TOTAL

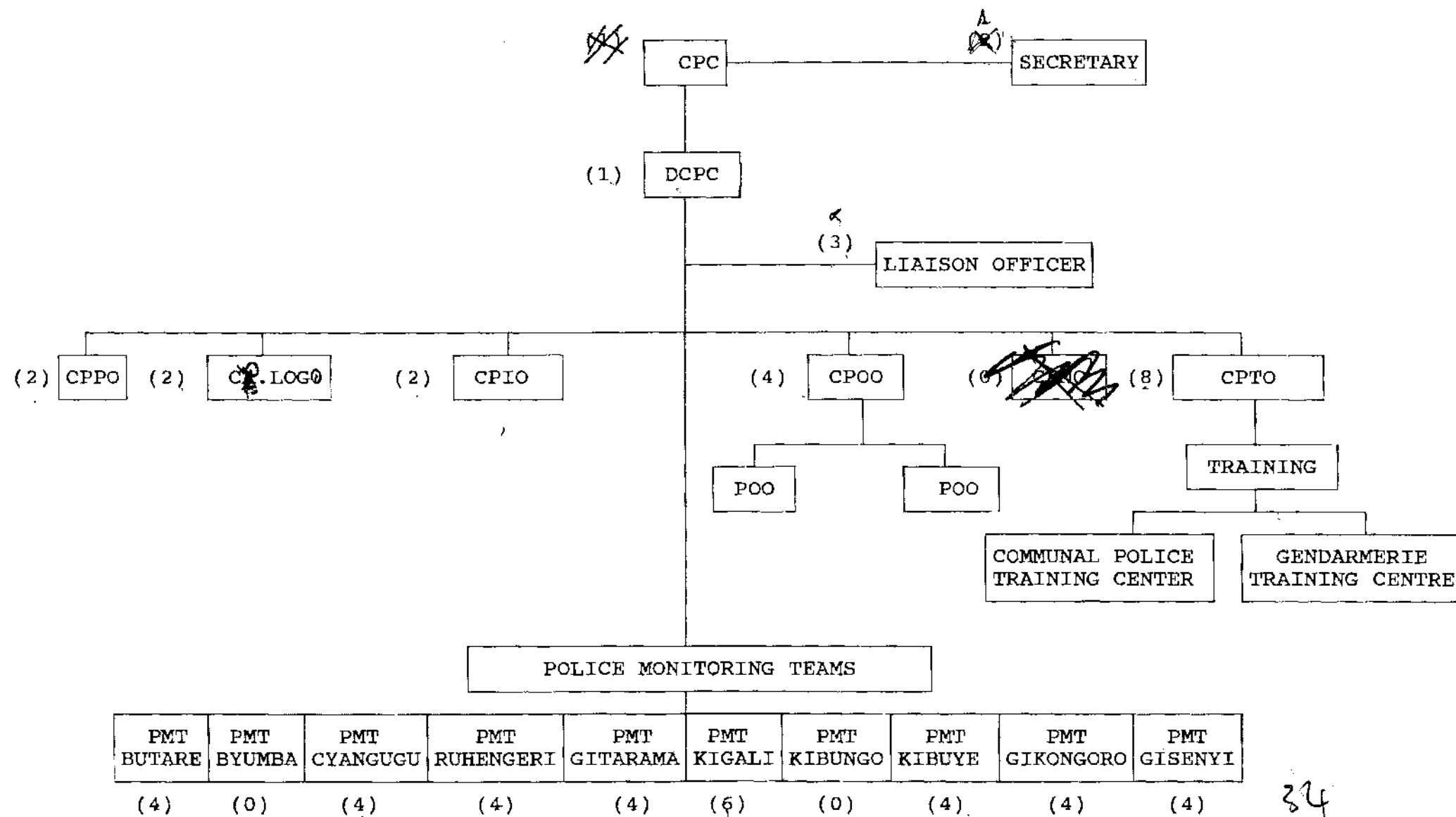
- 120

The current composition of UNAMIR CIVPOL is made up of contingents from eight countries with the following strength :

- 1. Germany	-	9
- 2. Ghana	-	10
- 3. Guinee Bissau	-	5
- 4. Djibouti	-	7
- 5. Jordan	-	3
- 6. Mali	-	10
- 7. Nigeria	-	10
- 8. Zambia	-	4
Total	=	58

(See the current deployment in Appendix ~~E~~ and nominal roll in Appendix ~~D~~ ✓ /

CIVPOL ADMINISTRATIVE FRAMEWORK



TOTAL = 58 CIVPOL

34



TO : OIC BUDGET PROPOSER NEW YORK
UN HQ

DATE : November 28, 1994
REF : CIV/MEMO/Nº

FROM : CIVPOL COMMISSIONER

SUBJECT : CIVPOL BUDGET PROPOSAL

ORGANISATION OF UNAMIR CIVPOL

I.

I.(i) CONCEPT OF OPERATION :

The UN CIVPOL in UNAMIR is established by United Nations having the responsibility throughout Rwanda for : -

- a) Deployment of CIVPOL to all Prefectures.
- b) Assist the Prefets in law and order maintenance.
- c) Monitor Police and gendarmes security situation.
- d) Investigate any cases of violations in conjunction with local authorities.
- e) Monitor the process of return of Rwandan refugees/displaced persons and their resettlement.
- f) To assist in the establishment of Communal Police training centres within the Prefectures.
- g) Conduct an intensive training programme to induct the communal Police and serve as an advisor when necessary.
- h) Supervise the screening of Communal Police and issue credentials at the end of their training.
- i) Assist to plan for disarming and facilitating the integration of ex RGF gendarmes in Rwanda.
- j) To undertake the training of new gendarmes.
- k) Training the trainers.
- l) Assist milobs and ground troops in police matters.
- m) Conduct operations in coordination with Milobs as troop redeployment/withdrawal is effected.

(ii) BRIEF EXPLANATORY NOTE ON CONCEPT OF OPERATION UNDER
PARAGRAPH I (i) ABOVE

The CIVPOL monitoring teams are deployed in all prefectures to monitor the local police and gendarmes security situation, investigate cases of human rights violations. The CIVPOL also undertake the training of communal police at the prefectures level. The training at the centre level and other activities enumerated in paragraph I (i) above are coordinated at the headquarters level.

2. UNAMIR CIVPOL ORGANISATION CHART

See Appendix A.

3. DEPLOYMENT (PROJECTED) CIVPOL ONLY)

I. CIVPOL HEADQUARTERS :

17.

NATIONALITY	DUTY POST
MALI	D/COMMISSIONER
GHANA	CHIEF OF OPERATIONS
JORDANOS	CHIEF OF INVESTIGATION
ZAMBIA	CHIEF OF MONITORS
NIGERIA	CHIEF OF ADMIN AND LOGISTICS
MALI	CHIEF OF TRAINING
ZAMBIA	OPERATION OFFICER
GUINEA BISSAU	MONITORING OFFICER
GHANA	LOGISTICS OFFICER
NIGERIA	INVESTIGATION OFFICER
GHANA	SECRETARY
DJIBOUTI	CHIEF OF PERSONNEL
NIGERIA	OPERATION OFFICER
NIGERIA	OPERATION OFFICER
GHANA	TRAINING OFFICER
ZAMBIA	LOGISTIC OFFICER
MALI	INFORMATION OFFICER

II. TRAINING

9.

III. OBSERVERS IN PREFECTURES

I. KIGALI (i)	5.
II. KIGALI (ii)	10.
III. BUTARE	5
IV. GITARAMA	7
V. GIKONGORO	7
VI. KIBUYE	5
VII. CYANGUGU	7
VIII. BYUMBA	5
IX. RUHENGARI	5
X. GISENYI	5
XI. KIBUNGO	5

4. NATIONALITIES

i) Djibouti	15
ii) Ghana	10
iii) Guinea Bissau	20
iv) Jordan	5
vi) Mali	10
vii) Nigeria	10
viii) Zambia	10

Total 80 CIVPOL only.

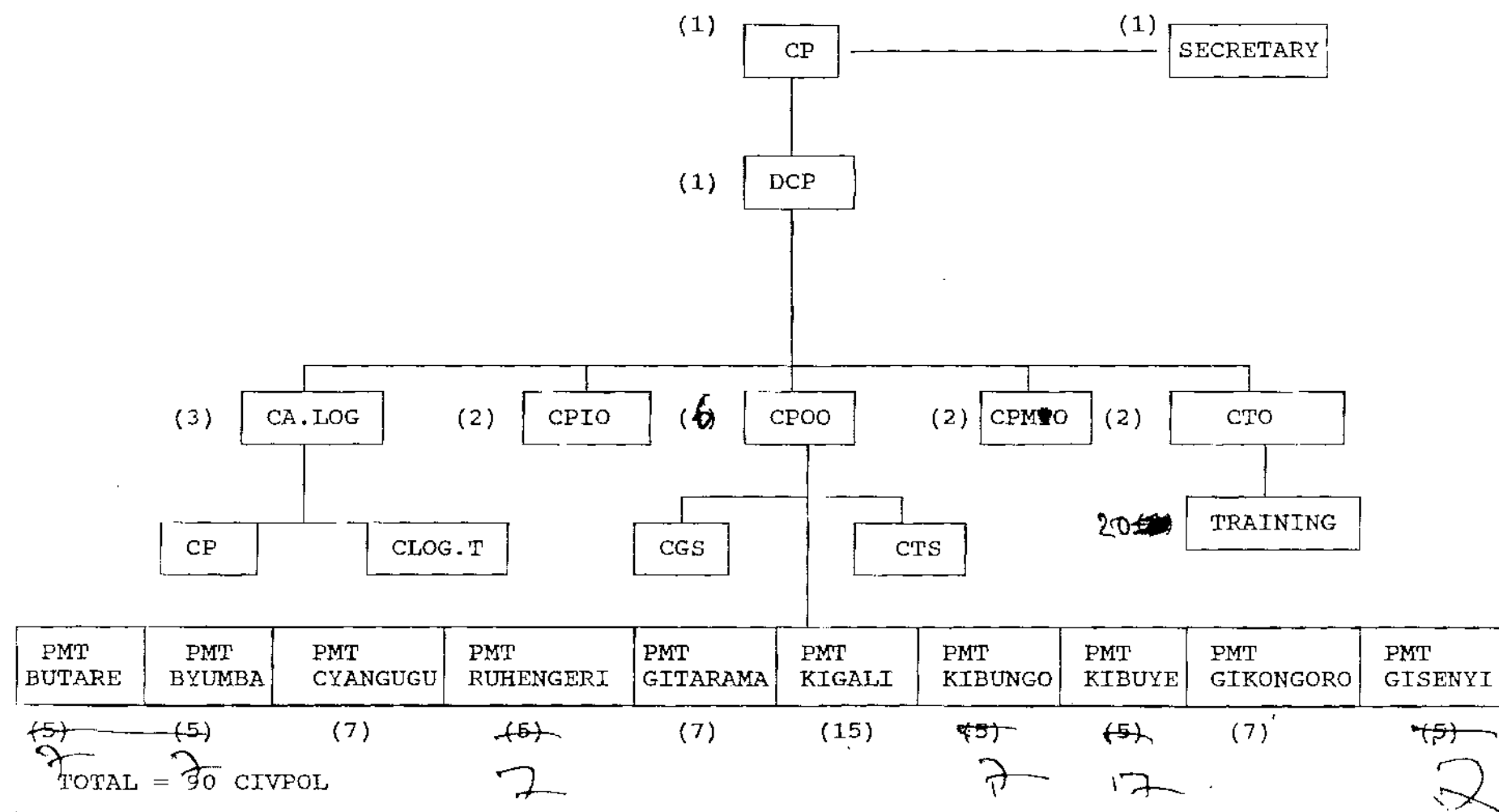
5. ROTATION DATES

(i) DECEMBER	-	1994
(ii) FEBRUARY	-	1995
(iii) AUGUST	-	1995
(iv) SEPTEMBER	-	1995
(v) OCTOBER	-	1995
(vi) NOVEMBER	-	1995

6. CASUALTIES FROM APRIL - DEC 1994

NIL

Appendix. A



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UNAMIR CIVPOL STRUCTURE

1. MANDATE

In accordance with Resolution 872 of October 1993 of the Security Council, and Resolution 965 of November 1994, the mandate of CIVPOL is:

- (a) To monitor Gendarmerie and Communal Police, and provide supervision and advice to these bodies as required;
- (b) To assist in the establishment and training of a new integrated National Police Force.

2. TASK

To execute this mandate, the tasks of CIVPOL are:

- (a) Deployment of CIVPOL to all Prefectures.
- (b) Assist the Prefects in law and order maintenance.
- (c) Monitor Police and gendarmes security situation.
- (d) Investigate any cases of violations in conjunction with local authorities.
- (e) Monitor the process of return of Rwandan refugees/displaced persons and their resettlement.
- (f) Assist in the establishment of Communal Police training centres within the Prefectures.
- (g) Conduct an intensive training programme to induct the communal Police and serve as an advisor when necessary.
- (h) Supervise the screening of Communal Police and issue credentials at the end of their training.
- (i) Assist to plan for facilitating the integration of ex RGF gendarmes in Rwanda.
- (j) Training of new gendarmes.
- (k) Training the trainers.
- (l) Assist MILOBs and ground troops in police matters.
- (m) Conduct operations in coordination with Milobs as troop redeployment/withdrawal is effected.

(n) Monitor the prisons situation.

3. CONCEPT OF OPERATION

The CIVPOL monitoring teams are deployed in all prefectures to monitor the local police and gendarmerie, security situation, and investigate cases of human rights violations. The CIVPOL Monitoring Team also undertake the training of communal police at the prefectures level. The training at the central level and other activities enumerated in paragraph 2 are coordinated at the headquarters level.

4. ORGANISATION

At the central level there is a Headquarters, and the Gendarmerie training centre. At the prefecture level there are police monitoring teams. (See organisation chart in appendix "A")

The Headquarters is composed of :

- CIVPOL Commissioner
- Deputy CIVPOL Commissioner
- Secretariat and
- Five divisions led by :
 - 1) Chief Operations Officer
 - 2) Chief Training Officer
 - 3) Chief Administration and Logistics Officer
 - 4) Chief Monitoring Officer
 - 5) Chief Investigation Officer

The Gendarmerie Training Centre in Ruhengeri is attached to the HQ.

At the prefecture level there are Police Monitoring Teams.

5. DEPLOYMENT

Projected CIVPOL strength	-	120
(1) CIVPOL HEADQUARTERS :	-	18
(2) Liaison Officers (2 to FHQ and 2 to Milobs HQ)	-	4
(3) Gendarmerie Training Centre Ruhengeri	-	20
(4) Kigali (Urban and Rural)	-	15
(5) Other Prefectures (7 Observers each)	-	63
TOTAL	-	120

JOB SPECIFICATION OF CHIEF POLICE COMMISSIONER (CPC)

1. Responsible to the SRSG
2. Head of the UN Civilian Police (CIVPOL) in UNAMIR
3. Responsible for the following:
 - 3.1 Defining, planning, coordinating and controlling CIVPOL activities.
 - 3.2 Carrying out tasks according to the mandate.
 - 3.3 Collaborating closely with FHQ and MILOBS HQ.
 - 3.4 Liaison with the local authorities, UN agencies, NGOs, other agencies and organisations.

JOB SPECIFICATION OF D.CPC

(DEPUTY CIVPOL COMMISSIONER)

1. Assist CPC in his duties
2. Act for CPC in his absence.
3. Coordinate CIVPOL branches.
4. Responsible for the internal security and to alert evacuation plans.
5. Responsible for the discipline of CIVPOL officers.
6. Responsible for the investigation of internal disciplinary matters.
7. Supervise operations and inform the CPC of operational and administrative activities.

CHIEF ADMINISTRATION AND LOGISTIC OFFICER (CALOG)

1. Head of administration, logistics, personnel and transport
2. Responsible for :
 - 2.1. Registration of incoming and outgoing mails.
 - 2.2. Filing records.
 - 2.3. Opening personnel files for Police Monitors.
 - 2.4. Checking the dates of time sheets, leave and CTO applications before submitting for approval.
 - 2.5. Drafting general and special orders concerning personnel, transport and logistic matters.
 - 2.6. Procurement, assignment, service and control of CIVPOL vehicles.
 - 2.7. Investigation of accidents and other damages involving CIVPOL vehicles.
 - 2.8. Procurement of office equipment, radios and other materials for CIVPOL sections and stations.
 - 2.9. Recording the allocation of valuable equipment, ie. vehicles, radios, computers, etc.
3. He is assisted by a team of police officers.

CHIEF POLICE OPERATIONS OFFICER (CPOO)

1. Head of Operations of UNAMIR CIVPOL
2. Responsible for : -
 - 2.1. Operations done by Police Monitor Teams located in Kigali and other sectors in Rwanda
 - 2.2. Daily report (SITREP) to the COS/FHQ by 1700 hrs
 - 2.3. Daily report (SITREP) to the SRGS by 0800 hrs
 - 2.4. Going through SITREPS from UNAMIR and noting areas that concern CIVPOL.
 - 2.5. Report areas of concern to DCPC.
 - 2.6. Refer areas in UNAMIR SITREP that concern CIVPOL to sectional/sector heads for necessary action to be taken.
 - 2.7. Drafting of weekly SITREP to the DCPC by 1000 hrs on Saturdays.
 - 2.8. Ensuring effective communication within CIVPOL and other UN agencies.
 - 2.9. Preparation of duty roster for CIVPOL HQ.
3. He is assisted by a team of police officers.

IV. JOB SPECIFICATION OF CHIEF POLICE INVESTIGATION OFFICER

(CPIO)

1. Responsible for:
 - 1.1 Investigation of cases of violations in conjunction with local authorities.
 - 1.2. Investigation and reporting of any harassment of refugees/displaced persons by illegal gangs or individuals.
 - 1.3. Investigation of cases of human rights violations and cases of politically motivated crimes.
2. Assist Milobs and ground troops in police matters.
3. Report serious incidents concerning police matters immediately to CPC
4. Inform the DCPC about cases reported for investigation and action taken.
5. Responsible for the analysis of investigation reports submitted to the CIVPOL HQ.
6. He is assisted by a team of police officers.

V. JOB SPECIFICATION OF CPMO

(Chief Police Monitoring Officer)

1. Coordinate and control the activities of the PMTs which are to:
 - 1.1. Monitor the process of the return of Rwandese refugees/displaced persons and their resettlement.
 - 1.2. Monitor the Gendarmerie/Police security situation.
 - 1.3. Conduct mobile patrols in conjunction with the local police/gendarmerie.
 - 1.4. Assist local authorities in maintaining law and order.
 - 1.5. Establish liaison in contact with the population.
2. He is assisted by a team of police officers.

JOB SPECIFICATION OF CIVPOL LIAISON OFFICER

1. The Liaison Officer is under the direct authority of the CIVPOL Commissioner.
2. The Liaison Officer is in charge of assuring the liaison between CIVPOL HQ, on one hand the FHQ (for the Officer(s) being posted at the Force HQ); and the MILOBS HQ (for the Officer(s) posted at this place) on the other hand.
3. The detail of the Job Specification will be the subject of particular instructions.

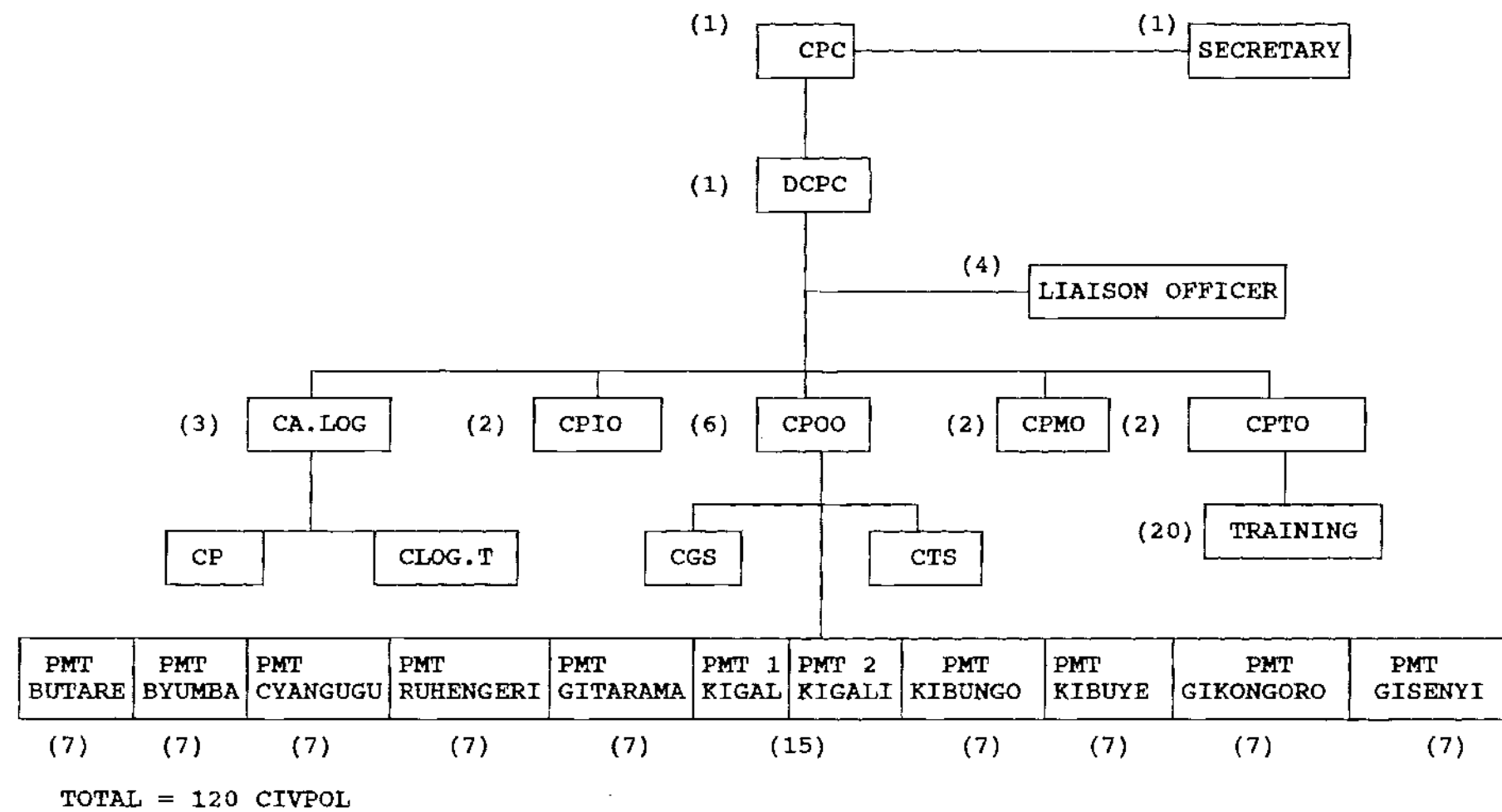
JOB SPECIFICATION OF CHIEF POLICE TRAINING OFFICER

He is responsible for:

1. The planning, preparation and monitoring of the execution of Training Programmes concerning CIVPOL.
2. The co-ordination of activities of the Training Centres.
3. The research office, set up for the study of documents and instructions given by the Commissioner.

CIVPOL ADMINISTRATIVE FRAMEWORK

APPENDIX C



LEGEND

CPC	-	CHIEF POLICE COMMISSIONER
DCPC	-	DEPUTY CHIEF POLICE COMMISSIONER
CPOO	-	CHIEF POLICE OPERATIONS OFFICER
CPIO	-	CHIEF POLICE INVESTIGATION OFFICER
CPMO	-	CHIEF POLICE MONITORING OFFICER
CALOG	-	CHIEF ADMINISTRATION AND LOGISTICS
CPTO	-	CHIEF POLICE TRAINING OFFICER
CTS	-	CHIEF TRANSMISSION SECTION
CGSS	-	CHIEF GENERAL SECRETARY SECTION.
CMS	-	CHIEF MONITORING SECTION.
CIS	-	CHIEF INVESTIGATION SECTION
CP	-	CHIEF PERSONNEL.
C.LOG.TS	-	CHIEF LOGISTIC AND TRANSPORT SECTION
L.O	-	LIAISON OFFICER
CIVPOL	-	CIVILIAN POLICE
PMT	-	POLICE MONITORING TEAMS
CIVPOL	-	CIVILIAN POLICE

Document envoie a
New York par m.
Summary le 4/2/55
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UNAMIR CIVPOL STRUCTURE

1. MANDATE

In accordance with Resolution 872 of October 1993 of the Security Council, and Resolution 965 of November 1994, the mandate of CIVPOL is:

- (a) To monitor Gendarmerie and Communal Police, and provide supervision and advice to these bodies as required;
- (b) To assist in the establishment and training of a new integrated National Police Force.

2. TASK

To execute this mandate, the tasks of CIVPOL are:

- (a) Deployment of CIVPOL to all Prefectures.
 - (b) Assist the Prefects in law and order maintenance.
 - (c) Monitor Police and gendarmes security situation.
 - (d) Investigate any cases of violations in conjunction with local authorities.
 - (e) Monitor the process of return of Rwandan refugees/displaced persons and their resettlement.
 - (f) Assist in the establishment of Communal Police training centres within the Prefectures.
 - (g) Conduct an intensive training programme to induct the communal Police and serve as an advisor when necessary.
 - (h) Supervise the screening of Communal Police and issue credentials at the end of their training.
 - (i) Assist to plan for facilitating the integration of ex RGF gendarmes in Rwanda.
 - (j) Training of new gendarmes.
 - (k) Training the trainers.
 - (l) Assist MILOBs and ground troops in police matters.
 - (m) Conduct operations in coordination with Milobs as troop redeployment/withdrawal is effected.
-

(n) Monitor the prisons situation.

3. CONCEPT OF OPERATION

The CIVPOL monitoring teams are deployed in all prefectures to monitor the local police and gendarmerie, security situation, and investigate cases of human rights violations. The CIVPOL Monitoring Team also undertake the training of communal police at the prefectures level. The training at the central level and other activities enumerated in paragraph 2 are coordinated at the headquarters level.

4. ORGANISATION

At the central level there is a Headquarters, and the Gendarmerie training centre. At the prefecture level there are police monitoring teams. (See organisation chart in appendix "A")

The Headquarters is composed of :

- CIVPOL Commissioner
- Deputy CIVPOL Commissioner
- Secretariat and
- Five divisions led by :
 - 1) Chief Operations Officer
 - 2) Chief Training Officer
 - 3) Chief Administration and Logistics Officer
 - 4) Chief Monitoring Officer
 - 5) Chief Investigation Officer

The Gendarmerie Training Centre in Ruhengeri is attached to the HQ.

At the prefecture level there are Police Monitoring Teams.

5. DEPLOYMENT

Projected CIVPOL strength	-	120
(1) CIVPOL HEADQUARTERS :	-	18
(2) Liaison Officers (2 to FHQ and 2 to Milobs HQ)	-	4
(3) Gendarmerie Training Centre Ruhengeri	-	20
(4) Kigali (Urban and Rural)	-	15
(5) Other Prefectures (7 Observers each)	-	63
TOTAL	-	120

JOB SPECIFICATION OF CHIEF POLICE COMMISSIONER (CPC)

1. Responsible to the SRSG
 2. Head of the UN Civilian Police (CIVPOL) in UNAMIR
 3. Responsible for the following:
 - 3.1 Defining, planning, coordinating and controlling CIVPOL activities.
 - 3.2 Carrying out tasks according to the mandate.
 - 3.3 Collaborating closely with FHQ and MILOBS HQ.
 - 3.4 Liaison with the local authorities, UN agencies, NGOs, other agencies and organisations.
-

JOB SPECIFICATION OF D.CPC

(DEPUTY CIVPOL COMMISSIONER)

1. Assist CPC in his duties
 2. Act for CPC in his absence.
 3. Coordinate CIVPOL branches.
 4. Responsible for the internal security and to alert evacuation plans.
 5. Responsible for the discipline of CIVPOL officers.
 6. Responsible for the investigation of internal disciplinary matters.
 7. Supervise operations and inform the CPC of operational and administrative activities.
-

CHIEF ADMINISTRATION AND LOGISTIC OFFICER (CALOG)

1. Head of administration, logistics, personnel and transport
 2. Responsible for :
 - 2.1. Registration of incoming and outgoing mails.
 - 2.2. Filing records.
 - 2.3. Opening personnel files for Police Monitors.
 - 2.4. Checking the dates of time sheets, leave and CTO applications before submitting for approval.
 - 2.5. Drafting general and special orders concerning personnel, transport and logistic matters.
 - 2.6. Procurement, assignment, service and control of CIVPOL vehicles.
 - 2.7. Investigation of accidents and other damages involving CIVPOL vehicles.
 - 2.8. Procurement of office equipment, radios and other materials for CIVPOL sections and stations.
 - 2.9. Recording the allocation of valuable equipment, ie. vehicles, radios, computers, etc.
 3. He is assisted by a team of police officers.
-

CHIEF POLICE OPERATIONS OFFICER (CPOO)

1. Head of Operations of UNAMIR CIVPOL
 2. Responsible for : -
 - 2.1. Operations done by Police Monitor Teams located in Kigali and other sectors in Rwanda
 - 2.2. Daily report (SITREP) to the COS/FHQ by 1700 hrs
 - 2.3. Daily report (SITREP) to the SRGS by 0800 hrs
 - 2.4. Going through SITREPS from UNAMIR and noting areas that concern CIVPOL.
 - 2.5. Report areas of concern to DCPC.
 - 2.6. Refer areas in UNAMIR SITREP that concern CIVPOL to sectional/sector heads for necessary action to be taken.
 - 2.7. Drafting of weekly SITREP to the DCPC by 1000 hrs on Saturdays.
 - 2.8. Ensuring effective communication within CIVPOL and other UN agencies.
 - 2.9. Preparation of duty roster for CIVPOL HQ.
 3. He is assisted by a team of police officers.
-

IV. JOB SPECIFICATION OF CHIEF POLICE INVESTIGATION OFFICER

(CPIO)

1. Responsible for:
 - 1.1 Investigation of cases of violations in conjunction with local authorities.
 - 1.2. Investigation and reporting of any harassment of refugees/displaced persons by illegal gangs or individuals.
 - 1.3. Investigation of cases of human rights violations and cases of politically motivated crimes.
 2. Assist Milobs and ground troops in police matters.
 3. Report serious incidents concerning police matters immediately to CPC
 4. Inform the DCPC about cases reported for investigation and action taken.
 5. Responsible for the analysis of investigation reports submitted to the CIVPOL HQ.
 6. He is assisted by a team of police officers.
-

V. JOB SPECIFICATION OF CPMO

(Chief Police Monitoring Officer)

1. Coordinate and control the activities of the PMTs which are to:
 - 1.1. Monitor the process of the return of Rwandese refugees/displaced persons and their resettlement.
 - 1.2. Monitor the Gendarmerie/Police security situation.
 - 1.3. Conduct mobile patrols in conjunction with the local police/gendarmerie.
 - 1.4. Assist local authorities in maintaining law and order.
 - 1.5. Establish liaison in contact with the population.
 2. He is assisted by a team of police officers.
-

JOB SPECIFICATION OF CIVPOL LIAISON OFFICER

1. The Liaison Officer is under the direct authority of the CIVPOL Commissioner.
2. The Liaison Officer is in charge of assuring the liaison between CIVPOL HQ, on one hand the FHQ (for the Officer(s) being posted at the Force HQ); and the MILOBS HQ (for the Officer(s) posted at this place) on the other hand.
3. The detail of the Job Specification will be the subject of particular instructions.

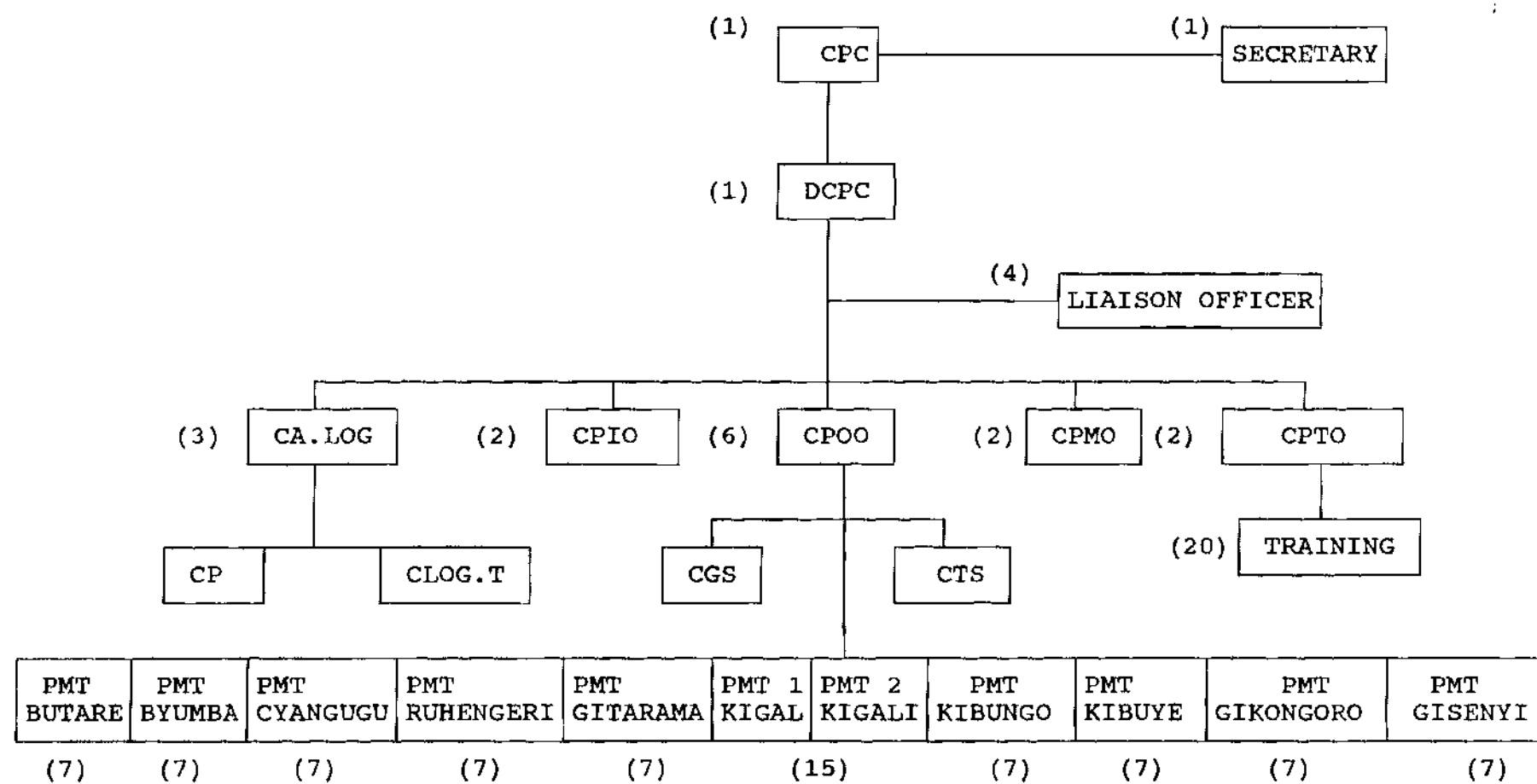
JOB SPECIFICATION OF CHIEF POLICE TRAINING OFFICER

He is responsible for:

1. The planning, preparation and monitoring of the execution of Training Programmes concerning CIVPOL.
 2. The co-ordination of activities of the Training Centres.
 3. The research office, set up for the study of documents and instructions given by the Commissioner.
-

CIVPOL ADMINISTRATIVE FRAMEWORK

APPENDIX C



TOTAL = 120 CIVPOL

LEGEND

CPC	-	CHIEF POLICE COMMISSIONER
DCPC	-	DEPUTY CHIEF POLICE COMMISSIONER
CPOO	-	CHIEF POLICE OPERATIONS OFFICER
CPIO	-	CHIEF POLICE INVESTIGATION OFFICER
CPMO	-	CHIEF POLICE MONITORING OFFICER
CALOG	-	CHIEF ADMINISTRATION AND LOGISTICS
CPTO	-	CHIEF POLICE TRAINING OFFICER
CTS	-	CHIEF TRANSMISSION SECTION
CGSS	-	CHIEF GENERAL SECRETARY SECTION.
CMS	-	CHIEF MONITORING SECTION.
CIS	-	CHIEF INVESTIGATION SECTION
CP	-	CHIEF PERSONNEL.
C.LOG.TS	-	CHIEF LOGISTIC AND TRANSPORT SECTION
L.O	-	LIAISON OFFICER
CIVPOL	-	CIVILIAN POLICE
PMT	-	POLICE MONITORING TEAMS
CIVPOL	-	CIVILIAN POLICE

Taken by Lt Col.
Thore Mouna.

EDITH: GASANA-

Document sent
on 27/1/95
Fax (see fax
file)



UNAMIR CIVPOL

1. MANDATE

In accordance with Resolution 872 of October 1993 of the Security Council, and Resolution 965 of November 1994, the mandate of CIVPOL is:

- (a) To monitor Gendarmerie and Communal Police, and provide supervision and advice to these bodies as required;
- (b) To assist in the establishment and training of a new integrated National Police Force.

2. TASK

To execute this mandate, the tasks of CIVPOL are:

- (a) Deployment of CIVPOL to all Prefectures.
 - (b) Assist the Prefects in law and order maintenance.
 - (c) Monitor Police and gendarmes security situation.
 - (d) Investigate any cases of violations in conjunction with local authorities.
 - (e) Monitor the process of return of Rwandan refugees/displaced persons and their resettlement.
 - (f) Assist in the establishment of Communal Police training centres within the Prefectures.
 - (g) Conduct an intensive training programme to induct the communal Police and serve as an advisor when necessary.
 - (h) Supervise the screening of Communal Police and issue credentials at the end of their training.
 - (i) Assist to plan for facilitating the integration of ex RGF gendarmes in Rwanda.
 - (j) Training of new gendarmes.
 - (k) Training the trainers.
 - (l) Assist MILOBs and ground troops in police matters.
 - (m) Conduct operations in coordination with Milobs as troop redeployment/withdrawal is effected.
-

(n) Monitor the prisons situation.

3. CONCEPT OF OPERATION

The CIVPOL monitoring teams are deployed in all prefectures to monitor the local police and gendarmerie, security situation, and investigate cases of human rights violations. The CIVPOL Monitoring Team also undertake the training of communal police at the prefectures level. The training at the central level and other activities enumerated in paragraph 2 are coordinated at the headquarters level.

4. ORGANISATION

At the central level there is a Headquarters, and the Gendarmerie training centre. At the prefecture level there are police monitoring teams. (See organisation chart in appendix "A")

The Headquarters is composed of :

- CIVPOL Commissioner
- Deputy CIVPOL Commissioner
- Secretariat and
- Five divisions led by :
 - 1) Chief Operations Officer
 - 2) Chief Training Officer
 - 3) Chief Administration and Logistics Officer
 - 4) Chief Monitoring Officer
 - 5) Chief Investigation Officer

The Gendarmerie Training Centre in Ruhengeri is attached to the HQ.

At the prefecture level there are Police Monitoring Teams.

5. DEPLOYMENT

Projected CIVPOL strength	-	120
(1) CIVPOL HEADQUARTERS :	-	18
(2) Liaison Officers (2 to FHQ and 2 to Milobs HQ)	-	4
(3) Gendarmerie Training Centre Ruhengeri	-	20
(4) Kigali (Urban and Rural)	-	15
(5) Other Prefectures (7 Observers each)	-	63
TOTAL	-	120

The current composition of UNAMIR CIVPOL is made up of contingents from eight countries with the following strength :

- 1. Germany	-	9
- 2. Ghana	-	10
- 3. Guinee Bissau	-	20
- 4. Djibouti	-	15

- 5. Jordan	-	5
- 6. Mali	-	10
- 7. Nigeria	-	10
- 8. Zambia	-	10
Total	=	89 out of authorized strength of 90.

(see the current deployment in appendix B)

Thirty CIVPOL Observers who are not qualified out of which 15 are from Guinée Bissau, 8 from Djibouti, 6 from Zambia and 1 from Jordan will be repatriated as follows:

- Guinée Bissau	1/2/95
- Djibouti	1/2/94
- Jordan	1/2/95
- Zambia	8/2/95

The case of Zambian Observers who were promoted Acting Assistant Superintendent after the decision about repatriation is yet to be resolved. See appendix C.

In accordance to the Security Council Resolution 965 there is an urgent need to increase the strength from 90 to 120 to be deployed as follows:

- HQ	18
- Liaison	4
- Ruhengeri Training Centre Instructors and Training Staff	20
- Kigali (urban and Rural)	15
- Other Prefectures 7 Observer per prefectures	63
Total	120

See CIVPOL Administrative Framework in Appendix A.

Within the required strength of 120 it is desirable to have at least 62 french speaking observers to be deployed as follows:

- Headquarters	8
- Liaison officers	2
- Ruhengeri Training Centre	15
- Kigali (Prefecture and Rural)	10
- Other Prefectures = 3 per Prefecture x 9	27
Total	62

6. CURRENT CIVPOL ACTIVITIES

As presently constituted, there is a CIVPOL HQ at the central level where the administrative and training activities are coordinated. At the Prefecture level there are CIVPOL Monitoring Teams. The CIVPOL teams are fully in operation in nine of the eleven Prefectures in Rwanda. The Operational teams are in the following Prefectures Kigali I (Urban), Kigali II (Rural), Gitarama, Kibuye, Butare, Cyangugu, Gikongoro, Gisenyi and Ruhengeri. The problem of logistics and personnel have contributed to CIVPOL inability to deploy its monitors to the remaining two Prefectures.

The duties of the nine CIVPOL Monitoring Teams in Prefectures include a good working relations with National Gendarmerie HQ and Prefects, relationship with Public Prosecutor, monitoring displaced persons and refugee camps, general information gathering, investigation and training of communal Police.

A. TRAINING

In accordance to the Security Council Resolution 965 mandating UNAMIR CIVPOL to establish an integrated National Police force in addition to other activities, the following are the training programmes : -

- i) Accelerated training of 102 gendarmes over a period of 45 days.
- ii) Training 300 gendarmes at Ruhengeri Gendarmerie National Training School.
- iii) Training of 100 instructors to be selected from the ranks of the first 400 gendarmes trained.
- iv) Training of Communal Police (10) ten Policemen per Commune.

After the graduation of the first batch of 102 gendarmes, the training of the second batch of 300 commenced on 19th December 1994 in the National Gendarmerie Training School in Ruhengeri. The Training of Communal Police which was planned to begin in the eleven prefectures of the country at the end of January 1995 will start in February in Kigali prefecture with 100 students, because of lack of french speaking CIVPOL Observers.

The Training of Communal Police in other Prefectures will commence as soon as more French speaking observers will be available. The criteria for selection of incoming observers should be:

- be an officer in the police force or gendarmerie with experience in the area of service in police or gendarmerie units.
- have experience in the training of cadets;
- be able to speak, read and write fluently in French and have some command of English;
- possess a valid driver's license;
- know how to type;
- have physical conditioning required for teaching;
- knowledge of map reading.

B. MONITORING

The CIVPOL monitoring teams deployed to prefectures maintain close relations with local gendarmerie and provide them assistance. They also monitor the activities of the local police

and gendarmerie, security situation, the process of return of Rwandan refugees/displaced persons and their resettlement. In addition, they also gather information and report situations through sitreps which covers all spectrum of human activities relating to RPA/local Police, government/institutions, violation of human rights, distribution of relief materials, NGOs, Prisons, Prosecutors, Business and social activities.

C. INVESTIGATIONS

CIVPOL Monitoring Teams are investigating various offenses. The PMT at times conduct parallel investigations and most of the time conduct in conjunction with local Police, MILOBs, Military Police and Ground Troops. Some of the cases are incidented directly at CIVPOL Sectors, while some are referred by military observers and contingents on the ground.

7. OTHER ACTIVITIES

I) RELATIONSHIP WITH NATIONAL GENDARMERIE HQ

Relationship with National Gendarmerie HQ are coordinated at the Headquarters level. In addition the police monitoring teams maintain close relations with local gendarmerie and provide them assistance.

II) RELATIONSHIP WITH PREFECTS

The teams have successfully established relations with the offices of Prefects. They periodically interact and carry out joint inspection or tour of the Prefecture.

III) RELATIONSHIP WITH PUBLIC PROSECUTOR

The teams have established good working relations with the prosecutor. The rapport has now led to daily flow of information on prisons inmates and other incidents relating to human rights. They also provide them assistance.

IV) PUBLIC RELATIONS ACTIVITIES

The PMT has established good working relations with various parties within the country. They include

- a) Police and Justice departments
- b) Local Police Commanders
- c) Other members of criminal justice community, prosecutor and prisons personnel
- d) Municipal authorities
- e) Other Civilian authorities, hospital administration authorities
- f) Members of Civilian Society
- g) NGO's and UN Agencies
- h) The population at large.
- i) The PMT confidence building with all elements of Rwandan society was recently put to test in a case reported by one Mr. Vincent Dohomay of UNICEF, whose car was acquired by RPA during the war. PMT in conjunction with Mr Dohomay was able to trace the said

vehicle with registration N° 29CD37 to Rwandese Justice Ministry. Kigali PMT in a bid to secure the release of the vehicle negotiated with the Justice /RPA authorities and the said vehicle has been released to Mr. Dohomay. PMT now exchanged official visits to the RPA/GOVT. officials in an effort to consolidate grip of the relationship. Kigali PMT has equally secured the release of IOM vehicles impounded by local Police on grounds of traffic violations, as these vehicles form part of the fleet of vehicles used for transportation and resettlement of Displaced Persons/refugees in Kigali.

Despite the fact that Rwanda of today is plagued by conflict and mistrust, CIVPOL public relations activities have reduced the perceived challenge to the authorities of the RPA officials and now enjoy some high degree of cooperation from those we interact with on daily basis.

8. DIFFICULTIES

The following difficulties are militating against effective execution of these tasks by CIVPOL:

- a. Manpower
- b. Teaching Aids
- c. Stationary
- d. Office equipment
- e. Communication equipment
- f. Repairs to existing training structures
- g. Transport.

Appendix B

Nominal Roll CIVPOL Contingent

27 January 1995

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
1.	CP 001	LT. COL	Arouna Traoré	Mali	CIVPOL HQ	CIVPOL HQ, DPC
2.	CP 0019	DSP	Bassey Effiong	Nigeria	CIVPOL HQ	CIVPOL HQ, CALOG
3.	CP 026	DSP	Duku Hubert	Ghana	SECT 3B Gitarama	CIVPOL HQ, LOGO
4.	CP 126	W/C/INSP	L.A. Tembo	Zambia	CIVPOL HQ, LOGO	Repatriation yet to decided
5.	CP 096	MAJOR	Eulalio Domingos Neto	Guinée-Bissau	CIVPOL HQ LOGO	CIVPOL HQ, TO
6.	CP 025	SUPT	Gyeabour O.M.	Ghana	CIVPOL HQ	CIVPOL HQ, CPOO
7.	CP 0021	ASP	Adamu Adams	Nigeria	CIVPOL HQ	CIVPOL HQ, POO
8.	CP 0017	ASP	Egbuka Edward C.	Nigeria	SECT 4A Gikongoro	CIVPOL HQ, POO
9.	CP 084	2/LT	Mohamoud Bogoreh	Djibouti	CIVPOL HQ, POO	Repatriation
10.	CP 085	2/LT	Gouleid Robleh	Djibouti	CIVPOL HQ, POO	Repatriation
11.	CP 086	2/LT	Ismael Okieh	Djibouti	CIVPOL HQ, POO	Repatriation
12.	CP 087	2/LT	Ahmed Abdallah	Djibouti	CIVPOL HQ, POO	Repatriation
13.	CP 088	2/LT	Abdallah Ali	Djibouti	CIVPOL HQ, POO	Repatriation
14.	CP 089	2/LT	Salah Mohamed	Djibouti	CIVPOL HQ, POO	Repatriation
15.	CP116	2/LT	Mahamed Ahmed Ali	Djibouti	CIVPOL HQ, POO	Repatriation
16.	CP 093	CAPT	Emad Mahmoud	Jordan	CIVPOL HQ, POO	Repatriation
17.	CP 095	1st LT	Ghand Fakhr Shukri Katan	Jordan	CIVPOL HQ, POO	CIVPOL HQ, POO
18.	CP 097	MAJOR	Carlos Mane	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
19.	CP 098	CAPT	Mamadu Cassama	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
20.	CP 099	CAPT	Armando Nhaga	Guinée-Bissau	CIVPOL HQ, POO	Repatriation

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
21.	CP 102	LT	Malam Ture	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
22.	CP 103	LT	Anselmo Dasilva	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
23.	CP 104	LT	Abdu Cassama	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
24.	CP 105	LT	Amiro Balde	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
25.	CP 106	LT	Juliao Mane	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
26.	CP 108	LT	Marcelino Gomes	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
27.	CP 109	LT	Jose Dahaba	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
28.	CP 111	LT	Ivo Dahaba	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
29.	CP 112	LT	Malam Djassi	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
30.	CP 113	LT	Jose Nanque	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
31.	CP 114	LT	Paulo Joao Correia	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
32.	CP 115	LT	Agostinho Neto Coreia	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
33.	CP 120	SUPT	B.C. Mwale	Zambia	CIVPOL HQ, POO	CIVPOL HQ, POO
34.	CP 121	SUPT	R.B. Mvula	Zambia	CIVPOL HQ, POO	CPMT, Ruhengeri
35.	CP 125	A/SUPT	J. Muyoma	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
36.	CP 126	A/SUPT	W.M. Chola	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
37.	CP 118	A/SUPT	F. Kasonde	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
38.	CP 119	A/SUPT	A. Kasinsa	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
39.	CP 034	W/DSP	Quarshie L.B.	Ghana	Gitarama	CIVPOL HQ, SEC
40.	CP 004	LT COL	Sangare Anatole	Mali	Gitarama	CIVPOL HQ, CTO
41.	CP 091	MAJOR	Yousef Sh. A. Shabsough	Jordan	Gitarama	CIVPOL HQ, TO
42.	CP 1034	CP	Ouattara Ngolo	Mali	Gitarama	Ruhengeri, T/S
43.	CP 065	CP	Camara Mamadou	Mali	Ruhengeri T/S	PMT, Kigali II, T/S
44.	CP 0010	CD	Coulibaly Tiemoko	Mali	Gitarama	Ruhengeri, T/S
45.	CP 061	COMPOL	Sidibe Almahamoud	Mali	Gitarama	Ruhengeri, T/S
46.	CP 063	CP	Toure S. Amadou	Mali	Ruhengeri T/S	PMT, Kigali II, T/S
47.	CP 1033	CP	Sanogo Moussa	Mali	Gitarama	Ruhengeri T/S
48.	CP 076	CAPT	Daher Hassan	Djibouti	Ruhengeri T/S	CPMT, Gikongoro
49.	CP 077	CAPT	Abdullah Osnan	Djibouti	Gitarama	Ruhengeri T/S
50.	CP 122	A/SUPT	A.C. Mwendwe - (HUUMA)	Zambia	Gitarama	Ruhengeri T/S
51.	CP 029	DSP	Kugbey I. Albert	Ghana	Gitarama	L.O. FHQ/CIVPOL
52.	CP 079	LT	Housein Farah	Djibouti	Gitarama	L.O. FHQ/CIVPOL
53.	CP 032	DSP	Cornelius Badu Acquah	Ghana	Gitarama	L.O. MILOBS/CIVPOL
54.	CP 081	LT	Abdulhakim Mohamed	Djibouti	Gitarama	L.O. MILOBS/CIVPOL

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
55.	CP 0024	DSP	Gumel Mohammed	Nigeria	SECT 3A Butare	CPMT, Butare
56.	CP 027	ASP	Brew JNR C.S.M.	Ghana	SECT 3A Butare	PMT, Butare
57.	CP 028	ASP	Ashun Farouk	Ghana	SECT 3A Butare	PMT, Gisenyi
58.	CP 100	CAPT	Roberto Dambi	Guinée-Bissau	Gitarama	PMT, Butare
59.	CP 033	DSP	Mends B. Kwesi	Ghana	SECT 4C Cyangugu	CPMT, Cyangugu
60.	CP 0018	DSP	Gomna Usman Sule	Nigeria	SECT 4C Cyangugu	PMT, Cyangugu
61.	CP 092	CAPT	Moad Jamil Mohid Aloudah	Jordan	Gitarama	PMT, Cyangugu
62.	CP 101	LT	Lino Gomes	Guinée-Bissau	Gitarama	PMT, Cyangugu
63.	CP 031	ASP	Addi Thomas	Ghana	SECT 3B Gitarama	SECT 3B Gitarama
64.	CP 1032	CP	Traore Nimetigna	Mali	SECT 4C Cyangugu	CPMT, Gitarama
65.	CP 083	2/LT	Awaleh Atteyeh	Djibouti	Gitarama	Repatriation
66.	CP 121	A/SUPT	M.W. Imataa	Zambia	PMT, Gitarama	PMT, Gitarama
67.	CP 030	DSP	Adu Yaw	Ghana	SECT 4B Kibuye	CPMT, Kibuye
68.	CP 0020	ASP	Owolabi A.C.	Nigeria	SECT 4B Kibuye	PMT, Kibuye
69.	CP 0023	DSP	Zaki M. Ahmed	Nigeria	SECT 4B Kibuye	PMT, Kibuye
70.	CP 107	LT	Malik Djata	Guinée-Bissau	Gitarama	PMT, Kibuye
71.	CP 0022	DSP	Ero Christopher	Nigeria	SECT 6 Kigali	CPMT, Kigali I
72.	CP 078	LT	Mohamed Jama	Djibouti	Gitarama	PMT, Kigali I

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
73.	CP 094	CAPT	Nedal Ali Rashdan	Jordan	Gitarama	PMT, Kigali I
74.	CP 123	C/INSP	W.H. Kagoli	Zambia	PMT, Kigali I	Repatriation yet to be decided
75.		CD	Marena Sekou	Mali	SECT 4C Cyangugu	CPMT, Kigali II, T/S
76.	CP 0015	DSP	Lasisi K. Akanni	Nigeria	PMT, Kigali II	PMT, Gikongoro
77.	CP 0016	ASP	Mohammed Al Alhassan	Nigeria	PMT, Kigali II	PMT, Gisenyi
78.	CP 080	LT	Awaleh Sougueh	Djibouti	PMT, Kigali II	PMT, Gisenyi
79.	CP 082	LT	Hassan Offley	Djibouti	Gitarama	PMT, Ruhengeri
80.	CP 110	LT	Sancum Camara	Guinée-Bissau	PMT, Ruhengeri	PMT, Gikongoro
81.	CP 178	MAJOR	Barz Anton	German	Training Centre	CPMT, Gisenyi
82.	CP 179	CAPTAIN	Sczech Siegfried	German	Training Centre	POO CIVPOL HQ
83.	CP 180	CAPTAIN	Ellenberger Lothar	German	Training Centre	PMT, Kigali I
84.	CP 181	CAPTAIN	Schlemm Hans-Christian	German	Training Centre	CP CIVPOL HQ
85.	CP 182	CAPTAIN	Mayer Bernd-Christian	German	Training Centre	PMT, Kigali II, T/S
86.	CP 183	1st LT	Wahlen Michael	German	Training Centre	PMT, Gikongoro
87.	CP 184	LT	Steinmetz Markus Manfred	German	Training Centre	PMT, Butare
88.	CP 185	LT	Schlicht Wernmer	German	Training Centre	PMT, Gitarama
89.	CP 186	LT	Hoffmann Jorg	German	Training Centre	PMT, Ruhengeri

Note: Four MILOBs are on attachment to CIVPOL for training.

Legend

P.C.	=	Police Commissioner
D.P.C	=	Deputy Police Commissioner
C.P.O.O.	=	Chief Police Operations Officer
C.P.I.O.	=	Chief Police Investigation Officer
C.P.M.O.	=	Chief Police Monitoring Officer
C.A.L.O.G	=	Chief Administration & Logistics
C.T.O.	=	Chief Training Officer
P.O.O.	=	Police Operation Officer
I.O.	=	Information Officer
C.P.	=	Chief of personnel
L.O.G.O.	=	Logistics Officer
P.M.O.	=	Police Monitoring Officer
P.I.O.	=	Police Investigations Officer
T.O.	=	Training Officer
SEC	=	Secretary
C.P.M.T.	=	Chief Police Monitoring Team
P.M.T.	=	Police Monitoring Team
L.O.	=	Liaison Officer
T/S	=	Training School

Liste des Observateurs CIVPOL devant être rapatriésJordanie

1. Capt. Emad Mahmoud

Zambie

2. C/Insp. Kagoli W.H.
3. " Muyoma J.
4. " Chola W.M.
5. W/C/Insp Tembo L.A.
6. C/Insp Kasonde F.
7. " Kasinsa A.

Djibouti

8. 2/LT Awaleh Atteyeh
9. " Mohamoud Bogoreh
10. " Gouleid Robleh
11. " Ismaël Okieh
12. " Ahmed Abdallah
13. " Abdallah Ali
14. " Salah Mohamed
15. " Mahammed Ahmed Ali

Guinée Bissau

16. Capt. Nhaga Armando
17. " Mamadu Cassama
18. Major Mane Carlos
19. Lt. Agostinho Neto Coreia
20. " Ture Malam
21. " Paulo Joao Correia
22. " Jose Nanque
23. " Malam Djassi
24. " Dahaba Ivo
25. " Abdu Cassama
26. " Jose Dahaba
27. " Marcelino Gomes
28. " Juliao Mane
29. " Amiro Balde
30. " Anselmo Dasilva

Amended By
Lydia J. L. P. P. P.



UNAMIR CIVPOL

1. MANDATE

In accordance with Resolution 872 of October 1993 of the Security Council, and Resolution 965 of November 1994, the mandate of CIVPOL is:

- (a) To monitor Gendarmerie and Communal Police, and provide supervision and advice to these bodies as required;
- (b) To assist in the establishment and training of a new integrated National Police Force.

2. TASK

To execute this mandate, the tasks of CIVPOL are:

- (a) Deployment of CIVPOL to all Prefectures.
- (b) Assist the Prefects in law and order maintenance.
- (c) Monitor Police and gendarmes security situation.
- (d) Investigate any cases of violations in conjunction with local authorities.
- (e) Monitor the process of return of Rwandan refugees/displaced persons and their resettlement.
- (f) Assist in the establishment of Communal Police training centres within the Prefectures.
- (g) Conduct an intensive training programme to induct the communal Police and serve as an advisor when necessary.
- (h) Supervise the screening of Communal Police and issue credentials at the end of their training.
- (i) Assist to plan for facilitating the integration of ex RGF gendarmes in Rwanda.
- (j) Training of new gendarmes.
- (k) Training the trainers.
- (l) Assist MILOBs and ground troops in police matters.
- (m) Conduct operations in coordination with Milobs as troop redeployment/withdrawal is effected.

(n) Monitor the prisons situation.

3. CONCEPT OF OPERATION

The CIVPOL monitoring teams are deployed in all prefectures to monitor the local police and gendarmerie, security situation, and investigate cases of human rights violations. The CIVPOL Monitoring Team also undertake the training of communal police at the prefectures level. The training at the central level and other activities enumerated in paragraph 2 are coordinated at the headquarters level.

4. ORGANISATION

At the central level there is a Headquarters, and the Gendarmerie training centre. At the prefecture level there are police monitoring teams. (See organisation chart in appendix "A")

The Headquarters is composed of :

- CIVPOL Commissioner
- Deputy CIVPOL Commissioner
- Secretariat and
- Five divisions led by :
 - 1) Chief Operations Officer
 - 2) Chief Training Officer
 - 3) Chief Administration and Logistics Officer
 - 4) Chief Monitoring Officer
 - 5) Chief Investigation Officer

The Gendarmerie Training Centre in Ruhengeri is attached to the HQ.

At the prefecture level there are Police Monitoring Teams.

5. DEPLOYMENT

Projected CIVPOL strength	-	120
(1) CIVPOL HEADQUARTERS :	-	18
(2) Liaison Officers (2 to FHQ and 2 to Milobs HQ)	-	4
(3) Gendarmerie Training Centre Ruhengeri	-	20
(4) Kigali (Urban and Rural)	-	15
(5) Other Prefectures (7 Observers each)	-	63
TOTAL	-	120

The current composition of UNAMIR CIVPOL is made up of contingents from eight countries with the following strength :

- 1. Germany	-	9
- 2. Ghana	-	10
- 3. Guinee Bissau	-	20
- 4. Djibouti	-	15

- 5. Jordan	-	5
- 6. Mali	-	10
- 7. Nigeria	-	10
- 8. Zambia	-	10
Total	=	89 out of authorized

strenght of 90.

(see the current deployment in appendix B)

Thirty CIVPOL Observers who are not qualified out of which 15 are from Guinée Bissau, 8 from Djibouti, 6 from Zambia and 1 from Jordan will be repatriated as follows:

- Guinée Bissau	1/2/95
- Djibouti	1/2/94
- Jordan	1/2/95
- Zambia	8/2/95

The case of Zambian Observers who were promoted Acting Assistant Superintendent after the decision about repatriation is yet to be resolved. See appendix C.

In accordance to the Security Council Resolution 965 there is an urgent need to increase the strength from 90 to 120 to be deployed as follows:

- HQ	18
- Liaison	4
- Ruhengeri Training Centre	
Instructors and Training Staff	20
- Kigali (urban and Rural)	15
- Other Prefectures 7 Observer per prefectures	63
Total	120

See CIVPOL Administrative Framework in Appendix A.

Within the required strength of 120 it is desirable to have at least 62 french speaking observers to be deployed as follows:

- Headquarters	8
- Liaison officers	2
- Ruhengeri Training Centre	15
- Kigali (Prefecture and Rural)	10
- Other Prefectures = 3 per Prefecture x 9	27
Total	62

6. CURRENT CIVPOL ACTIVITIES

As presently constituted, there is a CIVPOL HQ at the central level where the administrative and training activities are coordinated. At the Prefecture level there are CIVPOL Monitoring Teams. The CIVPOL teams are fully in operation in nine of the eleven Prefectures in Rwanda. The Operational teams are in the following Prefectures Kigali I (Urban), Kigali II (Rural), Gitarama, Kibuye, Butare, Cyangugu, Gikongoro, Gisenyi and Ruhengeri. The problem of logistics and personnel have contributed to CIVPOL inability to deploy its monitors to the remaining two Prefectures.

The duties of the nine CIVPOL Monitoring Teams in Prefectures include a good working relations with National Gendarmerie HQ and Prefects, relationship with Public Prosecutor, monitoring displaced persons and refugee camps, general information gathering, investigation and training of communal Police.

A. TRAINING

In accordance to the Security Council Resolution 965 mandating UNAMIR CIVPOL to establish an integrated National Police force in addition to other activities, the following are the training programmes : -

- i) Accelerated training of 102 gendarmes over a period of 45 days.
- ii) Training 300 gendarmes at Ruhengeri Gendarmerie National Training School.
- iii) Training of 100 instructors to be selected from the ranks of the first 400 gendarmes trained.
- iv) Training of Communal Police (10) ten Policemen per Commune.

After the graduation of the first batch of 102 gendarmes, the training of the second batch of 300 commenced on 19th December 1994 in the National Gendarmerie Training School in Ruhengeri. The Training of Communal Police which was planned to begin in the eleven prefectures of the country at the end of January 1995 will start in February in Kigali prefecture with 100 students, because of lack of french speaking CIVPOL Observers.

The Training of Communal Police in other Prefectures will commence as soon as more French speaking observers will be available. The criteria for selection of incoming observers should be:

- be an officer in the police force or gendarmerie with experience in the area of service in police or gendarmerie units.
- have experience in the training of cadets;
- be able to speak, read and write fluently in French and have some command of English;
- possess a valid driver's license;
- know how to type;
- have physical conditioning required for teaching;
- knowledge of map reading.

B. MONITORING

The CIVPOL monitoring teams deployed to prefectures maintain close relations with local gendarmerie and provide them assistance. They also monitor the activities of the local police

and gendarmerie, security situation, the process of return of Rwandan refugees/displaced persons and their resettlement. In addition, they also gather information and report situations through sitreps which covers all spectrum of human activities relating to RPA/local Police, government/institutions, violation of human rights, distribution of relief materials, NGOs, Prisons, Prosecutors, Business and social activities.

C. INVESTIGATIONS

CIVPOL Monitoring Teams are investigating various offenses. The PMT at times conduct parallel investigations and most of the time conduct in conjunction with local Police, MILOBs, Military Police and Ground Troops. Some of the cases are incidented directly at CIVPOL Sectors, while some are referred by military observers and contingents on the ground.

7. OTHER ACTIVITIES

I) RELATIONSHIP WITH NATIONAL GENDARMERIE HQ

Relationship with National Gendarmerie HQ are coordinated at the Headquarters level. In addition the police monitoring teams maintain close relations with local gendarmerie and provide them assistance.

II) RELATIONSHIP WITH PREFECTS

The teams have successfully established relations with the offices of Prefects. They periodically interact and carry out joint inspection or tour of the Prefecture.

III) RELATIONSHIP WITH PUBLIC PROSECUTOR

The teams have established good working relations with the prosecutor. The rapport has now led to daily flow of information on prisons inmates and other incidents relating to human rights. They also provide them assistance.

IV) PUBLIC RELATIONS ACTIVITIES

The PMT has established good working relations with various parties within the country. They include

- a) Police and Justice departments
- b) Local Police Commanders
- c) Other members of criminal justice community, prosecutor and prisons personnel
- d) Municipal authorities
- e) Other Civilian authorities, hospital administration authorities
- f) Members of Civilian Society
- g) NGO's and UN Agencies
- h) The population at large.
- i) The PMT confidence building with all elements of Rwandan society was recently put to test in a case reported by one Mr. Vincent Dohomay of UNICEF, whose car was acquired by RPA during the war. PMT in conjunction with Mr Dohomay was able to trace the said

vehicle with registration N° 29CD37 to Rwandese Justice Ministry. Kigali PMT in a bid to secure the release of the vehicle negotiated with the Justice /RPA authorities and the said vehicle has been released to Mr. Dohomay. PMT now exchanged official visits to the RPA/GOVT. officials in an effort to consolidate grip of the relationship. Kigali PMT has equally secured the release of IOM vehicles impounded by local Police on grounds of traffic violations, as these vehicles form part of the fleet of vehicles used for transportation and resettlement of Displaced Persons/refugees in Kigali.

Despite the fact that Rwanda of today is plagued by conflict and mistrust, CIVPOL public relations activities have reduced the perceived challenge to the authorities of the RPA officials and now enjoy some high degree of cooperation from those we interact with on daily basis.

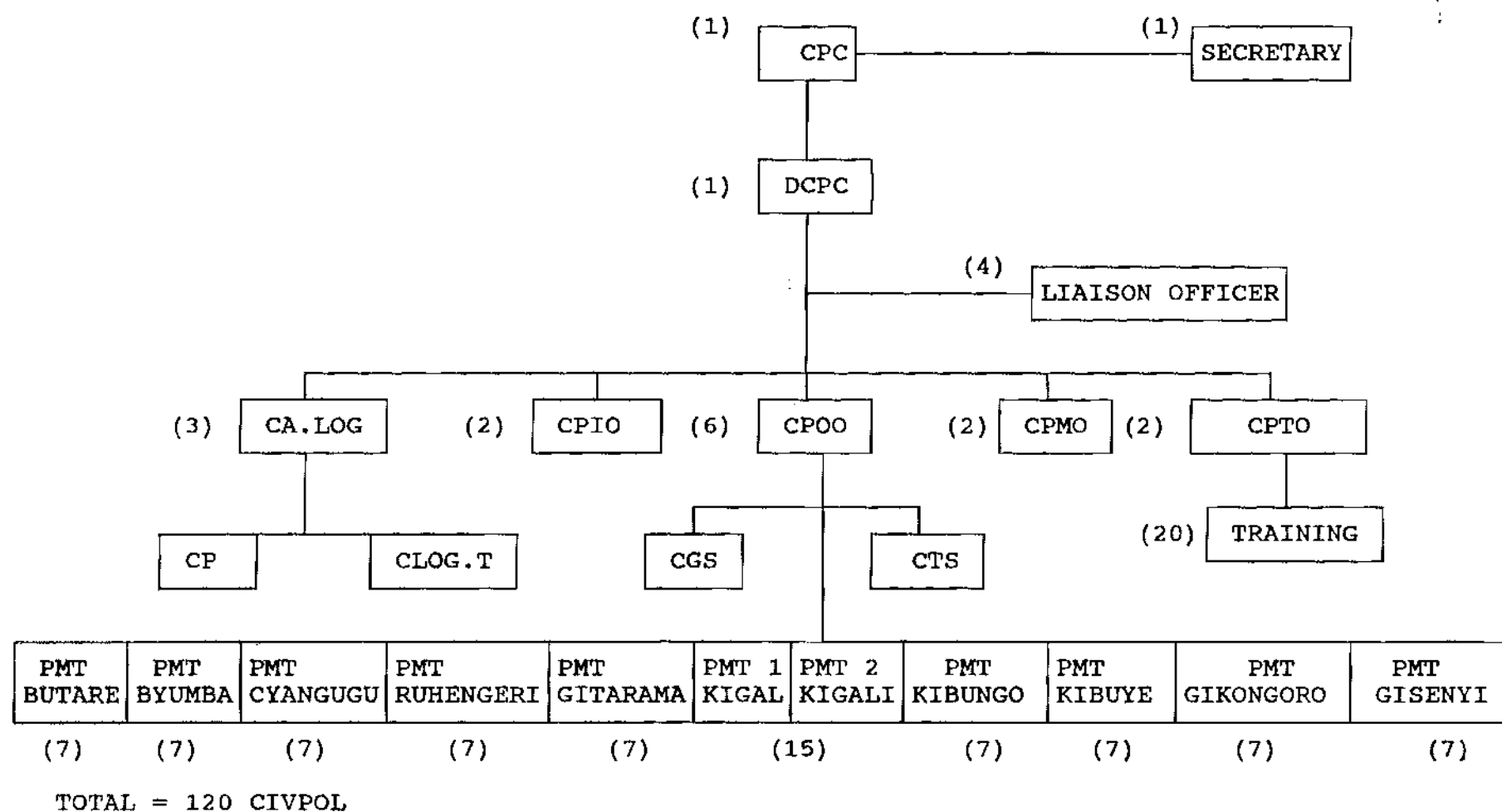
8. DIFFICULTIES

The following difficulties are militating against effective execution of these tasks by CIVPOL:

- a. Manpower
- b. Teaching Aids
- c. Stationary
- d. Office equipment
- e. Communication equipment
- f. Repairs to existing training structures
- g. Transport.

CIVPOL ADMINISTRATIVE FRAMEWORK

APPENDIX A



Appendix B

Nominal Roll CIVPOL Contingent

27 January 1995

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
1.	CP 001	LT. COL	Arouna Traoré	Mali	CIVPOL HQ	CIVPOL HQ, DPC
2.	CP 0019	DSP	Bassey Effiong	Nigeria	CIVPOL HQ	CIVPOL HQ, CALOG
3.	CP 026	DSP	Duku Hubert	Ghana	SECT 3B Gitarama	CIVPOL HQ, LOGO
4.	CP 126	W/C/INSP	L.A. Tembo	Zambia	CIVPOL HQ, LOGO	Repatriation yet to decided
5.	CP 096	MAJOR	Eulalio Domingos Neto	Guinée-Bissau	CIVPOL HQ LOGO	CIVPOL HQ, TO
6.	CP 025	SUPT	Gyeabour O.M.	Ghana	CIVPOL HQ	CIVPOL HQ, CPOO
7.	CP 0021	ASP	Adamu Adams	Nigeria	CIVPOL HQ	CIVPOL HQ, POO
8.	CP 0017	ASP	Egbuka Edward C.	Nigeria	SECT 4A Gikongoro	CIVPOL HQ, POO
9.	CP 084	2/LT	Mohamoud Bogoreh	Djibouti	CIVPOL HQ, POO	Repatriation
10.	CP 085	2/LT	Gouleid Robleh	Djibouti	CIVPOL HQ, POO	Repatriation
11.	CP 086	2/LT	Ismael Okieh	Djibouti	CIVPOL HQ, POO	Repatriation
12.	CP 087	2/LT	Ahmed Abdallah	Djibouti	CIVPOL HQ, POO	Repatriation
13.	CP 088	2/LT	Abdallah Ali	Djibouti	CIVPOL HQ, POO	Repatriation
14.	CP 089	2/LT	Salah Mohamed	Djibouti	CIVPOL HQ, POO	Repatriation
15.	CP116	2/LT	Mahamed Ahmed Ali	Djibouti	CIVPOL HQ, POO	Repatriation
16.	CP 093	CAPT	Emad Mahmoud	Jordan	CIVPOL HQ, POO	Repatriation
17.	CP 095	1st LT	Ghand Fakhr Shukri Katan	Jordan	CIVPOL HQ, POO	CIVPOL HQ, POO
18.	CP 097	MAJOR	Carlos Mane	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
19.	CP 098	CAPT	Mamadu Cassama	Guinée-Bissau	CIVPOL HQ, POO	Repatriation

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
20.	CP 099	CAPT	Armando Nhaga	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
21.	CP 102	LT	Malam Ture	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
22.	CP 103	LT	Anselmo Dasilva	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
23.	CP 104	LT	Abdu Cassama	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
24.	CP 105	LT	Amiro Balde	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
25.	CP 106	LT	Juliao Mane	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
26.	CP 108	LT	Marcelino Gomes	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
27.	CP 109	LT	Jose Dahaba	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
28.	CP 111	LT	Ivo Dahaba	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
29.	CP 112	LT	Malam Djassi	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
30.	CP 113	LT	Jose Nanque	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
31.	CP 114	LT	Paulo Joao Correia	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
32.	CP 115	LT	Agostinho Neto Coreia	Guinée-Bissau	CIVPOL HQ, POO	Repatriation
33.	CP 120	SUPT	B.C. Mwale	Zambia	CIVPOL HQ, POO	CIVPOL HQ, POO
34.	CP 121	SUPT	R.B. Mvula	Zambia	CIVPOL HQ, POO	CPMT, Ruhengeri

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
35.	CP 125	A/SUPT	J. Muyoma	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
36.	CP 126	A/SUPT	W.M. Chola	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
37.	CP 118	A/SUPT	F. Kasonde	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
38.	CP 119	A/SUPT	A. Kasinsa	Zambia	CIVPOL HQ, POO	Repatriation yet to be decided
39.	CP 034	W/DSP	Quarshie L.B.	Ghana	Gitarama	CIVPOL HQ, SEC
40.	CP 004	LT COL	Sangare Anatole	Mali	Gitarama	CIVPOL HQ, CTO
41.	CP 091	MAJOR	Yousef Sh. A. Shabsough	Jordan	Gitarama	CIVPOL HQ, TO
42.	CP 1034	CP	Ouattara Ngolo	Mali	Gitarama	Ruhengeri, T/S
43.	CP 065	CP	Camara Mamadou	Mali	Ruhengeri T/S	PMT, Kigali II, T/S
44.	CP 0010	CD	Coulibaly Tiemoko	Mali	Gitarama	Ruhengeri, T/S
45.	CP 061	COMPOL	Sidibe Almahamoud	Mali	Gitarama	Ruhengeri, T/S
46.	CP 063	CP	Toure S. Amadou	Mali	Ruhengeri T/S	PMT, Kigali II, T/S
47.	CP 1033	CP	Sanogo Moussa	Mali	Gitarama	Ruhengeri T/S
48.	CP 076	CAPT	Daher Hassan	Djibouti	Ruhengeri T/S	CPMT, Gikongoro
49.	CP 077	CAPT	Abdullah Osnan	Djibouti	Gitarama	Ruhengeri T/S
50.	CP 122	A/SUPT	A.C. Mwengwe - (HUUMA)	Zambia	Gitarama	Ruhengeri T/S
51.	CP 029	DSP	Kugbey I. Albert	Ghana	Gitarama	L.O. FHQ/CIVPOL
52.	CP 079	LT	Housein Farah	Djibouti	Gitarama	L.O. FHQ/CIVPOL

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
53.	CP 032	DSP	Cornelius Badu Acquah	Ghana	Gitarama	L.O. MILOBS/CIVPOL
54.	CP 081	LT	Abdulhakim Mohamed	Djibouti	Gitarama	L.O. MILOBS/CIVPOL
55.	CP 0024	DSP	Gumel Mohammed	Nigeria	SECT 3A Butare	CPMT, Butare
56.	CP 027	ASP	Brew JNR C.S.M.	Ghana	SECT 3A Butare	PMT, Butare
57.	CP 028	ASP	Ashun Farouk	Ghana	SECT 3A Butare	PMT, Gisenyi
58.	CP 100	CAPT	Roberto Dambi	Guinée- Bissau	Gitarama	PMT, Butare
59.	CP 033	DSP	Mends B. Kwesi	Ghana	SECT 4C Cyangugu	CPMT, Cyangugu
60.	CP 0018	DSP	Gomna Usman Sule	Nigeria	SECT 4C Cyangugu	PMT, Cyangugu
61.	CP 092	CAPT	Moad Jamil Mohid Aloudah	Jordan	Gitarama	PMT, Cyangugu
62.	CP 101	LT	Lino Gomes	Guinée- Bissau	Gitarama	PMT, Cyangugu
63.	CP 031	ASP	Addi Thomas	Ghana	SECT 3B Gitarama	SECT 3B Gitarama
64.	CP 1032	CP	Traore Nimetigna	Mali	SECT 4C Cyangugu	CPMT, Gitarama
65.	CP 083	2/LT	Awaleh Atteyeh	Djibouti	Gitarama	Repatriation
66.	CP 121	A/SUPT	M.W. Imataa	Zambia	PMT, Gitarama	PMT, Gitarama
67.	CP 030	DSP	Adu Yaw	Ghana	SECT 4B Kibuye	CPMT, Kibuye
68.	CP 0020	ASP	Owolabi A.C.	Nigeria	SECT 4B Kibuye	PMT, Kibuye
69.	CP 0023	DSP	Zaki M. Ahmed	Nigeria	SECT 4B Kibuye	PMT, Kibuye

SER	UN ID	RANK	NAME	NATIONALITY	POSTED FROM	POSTED TO
70.	CP 107	LT	Malik Djata	Guinée-Bissau	Gitarama	PMT, Kibuye
71.	CP 0022	DSP	Ero Christopher	Nigeria	SECT 6 Kigali	CPMT, Kigali I
72.	CP 078	LT	Mohamed Jama	Djibouti	Gitarama	PMT, Kigali I
73.	CP 094	CAPT	Nedal Ali Rashdan	Jordan	Gitarama	PMT, Kigali I
74.	CP 123	C/INSP	W.H. Kagoli	Zambia	PMT, Kigali I	Repatriation yet to be decided
75.		CD	Marena Sekou	Mali	SECT 4C Cyangugu	CPMT, Kigali II, T/S
76.	CP 0015	DSP	Lasisi K. Akanni	Nigeria	PMT, Kigali II	PMT, Gikongoro
77.	CP 0016	ASP	Mohammed Al Alhassan	Nigeria	PMT, Kigali II	PMT, Gisenyi
78.	CP 080	LT	Awaleh Sougueh	Djibouti	PMT, Kigali II	PMT, Gisenyi
79.	CP 082	LT	Hassan Offley	Djibouti	Gitarama	PMT, Ruhengeri
80.	CP 110	LT	Sancum Camara	Guinée-Bissau	PMT, Ruhengeri	PMT, Gikongoro
81.	CP 178	MAJOR	Barz Anton	German	Training Centre	CPMT, Gisenyi
82.	CP 179	CAPTAIN	Sczech Siegfried	German	Training Centre	POO CIVPOL HQ
83.	CP 180	CAPTAIN	Ellenberger Lothar	German	Training Centre	PMT, Kigali I
84.	CP 181	CAPTAIN	Schlemm Hans-Christian	German	Training Centre	CP CIVPOL HQ
85.	CP 182	CAPTAIN	Mayer Bernd-Christian	German	Training Centre	PMT, Kigali II, T/S
86.	CP 183	1st LT	Wahlen Michael	German	Training Centre	PMT, Gikongoro
87.	CP 184	LT	Steinmetz Markus Manfred	German	Training Centre	PMT, Butare
88.	CP 185	LT	Schlicht Wernmer	German	Training Centre	PMT, Gitarama
89.	CP 186	LT	Hoffmann Jorg	German	Training Centre	PMT, Ruhengeri

Note: Four MILOBs are on attachment to CIVPOL for training.

Legend

P.C.	=	Police Commissioner
D.P.C	=	Deputy Police Commissioner
C.P.O.O.	=	Chief Police Operations Officer
C.P.I.O.	=	Chief Police Investigation Officer
C.P.M.O.	=	Chief Police Monitoring Officer
C.A.L.O.G	=	Chief Administration & Logistics
C.T.O.	=	Chief Training Officer
P.O.O.	=	Police Operation Officer
I.O.	=	Information Officer
C.P.	=	Chief of personnel
L.O.G.O.	=	Logistics Officer
P.M.O.	=	Police Monitoring Officer
P.I.O.	=	Police Investigations Officer
T.O.	=	Training Officer
SEC	=	Secretary
C.P.M.T.	=	Chief Police Monitoring Team
P.M.T.	=	Police Monitoring Team
L.O.	=	Liaison Officer
T/S	=	Training School

Liste des Observateurs CIVPOL devant être rapatriésJordanie

1. Capt. Emad Mahmoud

Zambie

2. C/Insp. Kagoli W.H.
3. " Muyoma J.
4. " Chola W.M.
5. W/C/Insp Tembo L.A.
6. C/Insp Kasonde F.
7. " Kasinsa A.

Djibouti

8. 2/LT Awaleh Atteyeh
9. " Mohamoud Bogoreh
10. " Gouleid Robleh
11. " Ismaël Okieh
12. " Ahmed Abdallah
13. " Abdallah Ali
14. " Salah Mohamed
15. " Mahammed Ahmed Ali

Guinée Bissau

16. Capt. Nhaga Armando
17. " Mamadu Cassama
18. Major Mane Carlos
19. Lt. Agostinho Neto Coreia
20. " Ture Malam
21. " Paulo Joao Correia
22. " Jose Nanque
23. " Malam Djassi
24. " Dahaba Ivo
25. " Abdu Cassama
26. " Jose Dahaba
27. " Marcelino Gomes
28. " Juliao Mane
29. " Amiro Balde
30. " Anselmo Dasilva

Review of CIVPOL activities

As specified in the preliminary report from the Secretary General on the United Nations Assistance Mission in Rwanda (S/1994/1333 date 6 October 1994) the activities of the Civilian police has modified its mission to keep pace with the changing situation in Rwanda.

Thus in addition to monitoring the activities of the National Gendarmerie, local police, and civilian authorities as far as human rights violations are concerned, the Civilian Police (CIVPOL) will also aid the Rwandan government in developing a new National Gendarmerie and a new local police through the training of personnel for these 2 (two) police corps. CIVPOL will also aid the military observers and troops in the areas relative to police work.

The training of gendarmes constitutes one of the priorities of the new government so that it may quickly get a handle on the problems of public safety and human rights violations in the country and make the criminal investigative police more efficient. The authorities have renewed this interest on numerous occasions. Given the government's urgent and great need for the training of 6,000 (six thousand) elements in the National Gendarmerie - the principal police force - as provided in the Arusha Accords (Article 85, Section 3, Chapter II), CIVPOL has developed an adapted, progressive, and accelerated training program which may be implemented in the framework of the UNAMIR mandate with contributions from Rwandan. This program comprises of :

- The accelerated training of 103 (one hundred three) gendarmes in 45 days in order to urgently meet the security needs in the city of Kigali.

The graduation ceremony for the class comprised of 99 (ninety-nine) cadets and 3 (three) officers was held on 5 November 1994 in Kigali in the presence of high-ranking Rwandan officials including the Vice-President and Minister of Defense Major-General Paul KAGAME who took this occasion to express his gratitude to UNAMIR for its exemplary assistance and to solicit its continuing assistance.

These new gendarmes were recently deployed throughout the country.

- The training of 300 (three hundred) gendarmes for deployment throughout the country will last 16 (sixteen) weeks and begin as of 21 November 1994.

- The training of 100 (one hundred) instructors to be selected from a pool of 400 (four hundred) gendarmes with some former training will last 12 (twelve) weeks and begin 3 April 1994. Later these instructors will themselves assure the training of gendarme cadets in order to meet the estimated numbers required by the government.

CIVPOL estimates that it could, at the initiative of the Rwandan government, and with the help of third party countries in the framework of a bilateral or multilateral agreement, conduct a training program for gendarmerie officers. Such a training program requires human resources and materials which cannot be provided within the framework of the present

UNAMIR mandate. It is nevertheless desirable that the officer training program be implemented along side the training of the gendarmes so that they may rapidly obtain a quality instruction.

The training of local police is also a factor contributing to the reinforcement of public safety and to the respect of human rights. Thus while CIVPOL teams deployed in the prefectures continue to monitor the activities of civilian authorities in the area of human rights violations, they will also aid the Prefects put into place a local police force in each commune. A program was developed for this end.

Please note that all training programs (gendarmerie or the local police) include in addition to the strictly professional course subjects, classes on human rights which will be taught with the help of the human rights observers.

CIVPOL will assist UNAMIR security personnel as well as to the military police - not yet operational - in carrying out investigations, while maintaining a liaison with the Rwandan National Gendarmerie.

Finally in the framework of the application of the Rwanda Emergency Normalization Plan (RENP) prepared by the Special Representative of the Secretary General, CIVPOL, following a meeting with the judiciary authorities, visited Kigali prison during the first week of November where there are serious problems requiring urgent answers. These include overcrowding of inmates; the lack of adequate health care, bedding and hygiene; the dilapidation of the buildings and the security arrangements.

Kigali prison, built for 2000 (two thousand) inmates, currently holds 5040 (as of 08/11/1994) including 111 women of which 35 are with child, and 95 children between the ages of 10 and 14. The average mortality rate is 5 (five) a day.

Similar conditions prevail in the other two prisons operating in the country, Butare and Gitarama. This situation demands the attention of the international community, at a time when an International Tribunal responsible for the prosecution of crimes of genocide has just been set up by the United Nations.

To carry out its duties, CIVPOL has currently 80 civilian police observers. It is also aided by 6 military observers officers of the gendarmerie for training purposes. Out of these 80 observers, only 25 can read, write and teach in French which presents serious problems as far as numbers trained are concerned. To carry out the gendarmerie and local police training course it would be desirable to ensure that the expected 10 observers (to bring the total to 90) be francophones and bring another 20 francophone police observers to CIVPOL so that there will be three francophones per prefecture. This is justified by the fact that teaching is carried out in French and that the only reference books available, some supplied by the Malian Defence Ministry others purchased on the market in Kigali are in French.

It would also be desirable to have a budgetary item prepared to cover expenses involved in the making of files, office supplies and reference works and all necessary teaching materials.

Serious difficulties caused by the lack of vehicles remain and hinder the deployment of observers. Finally due to the sensitive nature of certain inquiries, the number of international secretaries should be brought to two so that these files are taken away from local staff.

The reinforcements mentioned above should help improve the performance of CIVPOL in this delicate matter and thus contribute to the success of UNAMIR.

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NOTE SUR LES ACTIVITES DE CIVPOL

Comme précisé dans le rapport intérimaire du Secrétaire général sur la Mission d'assistance des Nations Unies au Rwanda (S/1994/1333 en date du 6 Octobre 1994) les activités de la Police civile ont évolué en fonction de l'évolution de la situation au Rwanda.

En effet, en plus de la surveillance des activités de la Police communale et de la Gendarmerie nationale ainsi que celles des autorités civiles en ce qui concerne les violations des Droits de l'homme, la Police civile assiste le Gouvernement Rwandais à créer une nouvelle Gendarmerie nationale et une nouvelle Police communale par la formation du personnel destiné à ces 2 (deux) corps de Police. Elle assiste aussi les observateurs militaires et les troupes dans les matières relevant de la Police.

La question de formation des gendarmes constitue une des priorités des nouvelles autorités afin de juguler rapidement les problèmes de sécurité publique et de violation des Droits de l'homme dans le pays et rendre la Police judiciaire plus efficiente. Les autorités ont renouvelé cette volonté en maintes occasions. En raison de l'urgence et de l'importance des besoins en formation exprimés par le Gouvernement au titre de la Gendarmerie nationale, principale force de police, et qui sont de 6000 (six mille) gendarmes correspondant à l'effectif prévu par les Accords d'Arusha (Article 85, Section 2 du Chapitre II), CIVPOL a conçu un programme de formation accélérée, progressive et adaptée, susceptible d'être mené à terme dans le cadre de la durée du mandat de la MINUAR et mettant à contribution la partie Rwandaise. Ce programme comprend:

- la formation accélérée de 103 (cent trois) gendarmes pour une durée de 45 jours en vue de faire face urgentement aux besoins de sécurité au niveau de la ville de Kigali.

La sortie officielle de cette promotion comprenant 99 (quatre vingt dix neuf) cadets et 3 (trois) officiers a eu lieu le 5 novembre 1994 à Kigali, en présence des Hautes personnalités Rwandaises dont le Vice-Président et Ministre de la Défense, le Major-général Paul Kagamé qui, à cette occasion a manifesté toute sa gratitude à la MINUAR pour cette assistance exemplaire et a sollicité sa poursuite.

Ces nouveaux gendarmes viennent d'être déployés à travers le pays.

- la formation pour une durée de 16 (seize) semaines de 300 (trois cents) gendarmes pour compter du 21 novembre prévus pour être déployés à travers le pays;
- la formation pour une durée de 12 (douze) semaines pour compter du 3 Avril 1995 de 100 (cent) formateurs, à sélectionner parmi les 400 (quatre cents) gendarmes qui seront initialement formés.

Ces formateurs pourront plus tard assurer par eux mêmes la formation d'élèves gendarmes en vue d'atteindre les effectifs estimés nécessaires par le Gouvernement.

S'agissant de la formation d'officiers de gendarmerie, CIVPOL a estimé qu'elle pourrait être conduite à l'initiative des autorités Rwandaises avec l'assistance de pays tiers dans un cadre bilatéral ou multilatéral. En effet cette formation exige des moyens humains et matériels qu'il serait impossible de réaliser dans le cadre du mandat actuel de la MINUAR. Il est toutefois souhaitable qu'elle ait lieu parallèlement avec celle des gendarmes de façon à disposer rapidement d'un encadrement de qualité.

La question de la Police communale est aussi un facteur contribuant au renforcement de la Sécurité publique et au respect des Droits de l'homme. C'est pourquoi les équipes de CIVPOL dans les préfectures en même temps qu'elles s'occuperont de la surveillance des activités des autorités civiles en ce qui concerne les violations des droits de l'homme, assisteront les préfets pour la mise en place d'une force de Police communale dans chaque commune. Un programme est élaboré à ce sujet.

Il convient de signaler que tous les programmes de formation qu'il s'agisse de celui des gendarmes ou de celui des agents de la Police communale comporte en plus des matières strictement professionnelles, des cours sur les Droits de l'homme qui seront dispensés avec l'assistance des observateurs des Droits de l'homme.

CIVPOL prête aussi son concours au sein de la MINUAR pour tous les cas d'investigation à l'équipe de sécurité et à la Police militaire en voie de création, tout en assurant la liaison avec la Gendarmerie nationale rwandaise à propos des questions relevant de la police.

Enfin dans le cadre de la mise en oeuvre du plan d'urgence de normalisation du Rwanda (RENP) élaboré par le Représentant spécial du Secrétaire général, CIVPOL après une rencontre avec l'autorité judiciaire a visité au courant de la première semaine de Novembre la prison de Kigali où des problèmes importants nécessitant des solutions urgentes existent. Il s'agit notamment des questions de surnombre des détenus dans les locaux, d'absence de couverture sanitaire, de literie, de conditions d'hygiène, de vétusté des lieux, de conditions de garde des prisonniers.

Ainsi pour la seule prison de Kigali, prévue pour 2000 (deux mille) prisonniers, elle en contient 5040 à la date du 8 novembre 1994 parmi lesquels 111 (cent onze) femmes dont 35 (trente cinq) avec des enfants à bas âge et 95 (quatre vingt quinze) enfants âgé de 10 (dix) à 14 (quatorze) ans.

La moyenne de la mortalité est de 5 (cinq) personnes par jour.

Des situations similaires existent dans les 2 (deux) autres prisons du pays, à Butare et à Gitarama. Cette situation interpelle la communauté internationale au moment où un Tribunal International chargé de connaître des cas de crimes de génocide vient d'être mis en place par les Nations Unies.

Pour mener ces différentes activités CIVPOL dispose à ce jour de 80 observateurs policiers civils assistés de 6 observateurs militaires officiers de gendarmerie dans le cadre de la formation.

Sur les 70 observateurs, 25 seulement sont en mesure de lire, écrire et enseigner en Français ce qui pose de sérieux problèmes d'effectif. Afin d'exécuter le programme de formation de la gendarmerie et de la Police communale il est souhaitable que non seulement les 10 (dix) observateurs attendus pour porter l'effectif à 90 soient des francophones mais aussi que CIVPOL reçoive 20 observateurs Policiers francophones supplémentaires pour espérer pouvoir avoir 3 (trois) francophones par préfecture. Ceci se justifie par le fait que l'enseignement se fait en français et les seuls ouvrages disponibles, les uns en provenance du Ministère Malien de la Défense les autres acquis sur le marché de Kigali sont en français. Il serait aussi souhaitable qu'une inscription, budgétaire soit faite pour prévoir les charges de confection des fiches, d'achat de fournitures, ouvrages et matériels pédagogiques indispensables pour la formation.

De sérieuses difficultés, dues au manque de véhicules existent et entravent le déploiement des observateurs. Enfin, en raison de la délicatesse de certains dossiers d'enquête il est souhaitable que le nombre de Secrétaires de niveau international soit porté à 2 (deux) de façon à soustraire le personnel local du traitement de ces dossiers.

Les renforcements ci-dessus cités seront de nature à améliorer les performances de CIVPOL dans le domaine sensible qui est le sien en contribuant au succès du mandant de l'UNAMIR.



Rapport sur les activités de CIVPOL

- Conformément à la résolution 872 du Conseil de Sécurité relatif au mandat initial de la MINUAR, CIVPOL était chargé de surveiller la gendarmerie et la police communale et de leur procurer la supervision et les conseils nécessaires. Avec un effectif de 60 (soixante) observateurs, CIVPOL a mené des activités de surveillance et d'investigation depuis l'installation de la MINUAR jusqu'au début de la guerre lorsque l'ensemble du personnel de CIVPOL a été replié sur Nairobi et l'effectif réduit progressivement à 15 puis à 5 officiers, tous du Mali.

Avec l'évolution de la situation au Rwanda et les mandats successifs de la MINUAR, il est devenu essentiel de disposer d'un effectif conséquent d'observateurs de CIVPOL à déployer dans le pays en même temps que les unités militaires constituées et les observateurs militaires.

En effet, au plan de la Sécurité, la situation au Rwanda de l'après-guerre est dominé par un climat de recrudescence des violations des lois et règlements, notamment dans la partie sud-ouest du pays où des partisans de l'ancien régime commettent des actes de banditisme, de pillage, de menaces, voire des meurtres.

A ce jour il n'existe dans le pays aucune force de police véritable en dehors d'un embryon de gendarmerie, constituée de militaires du FPR qui tentent tant bien que mal de maintenir l'ordre et la Sécurité dans les zones qui sont entièrement sous contrôle des nouvelles autorités.

C'est pour cette raison que le Gouvernement d'Union Nationale à Base Elargie, dès son installation, a sollicité l'assistance de la MINUAR à la mise en place d'une Gendarmerie Nationale.

CIVPOL ne disposant alors que d'un effectif restreint (5 observateurs Maliens) a entrepris en accord avec les autorités la formation dans un premier temps, de 103 nouveaux gendarmes en vue de la création d'une unité mixte de gendarmerie pour faire face d'urgence aux problèmes de sécurité au niveau de la ville de KIGALI. D'autres contingents du même genre devraient être formés progressivement de façon à couvrir à court et à moyen terme, les principales localités du pays. Parallèlement, une étude visant à faire l'évaluation pour la création et l'entraînement d'une gendarmerie de dimension nationale devrait être conduite et soumise aux Nations Unies.

Programmée pour une durée de 45 jours, la formation en cours des élèves gendarmes a débuté le 16 Août 1994 à Kigali, à l'Ecole Secondaire de Remera, transformée pour la circonstance en centre d'instruction.

Les cours sont dispensés par les officiers de la MINUAR/UNCIVPOL assistés de professeurs Rwandais.

Le programme de formation vise à faire acquérir aux étudiants les connaissances de base en matière de gendarmerie, notamment dans les domaines judiciaires, maintien de l'ordre, sécurité publique, police de la circulation, police administrative, police scientifique, renseignements généraux et

service en brigade de façon à disposer, au terme des études, d'agents capables d'exécuter les actes élémentaires indispensables à l'exercice de la fonction de gendarmerie.

Les élèves sont des recrues, engagés volontaires issues des couches sociales et d'ethnies divers.

Dans le cadre de la formation des gendarmes, les nouvelles autorités viennent d'émettre le vœu de voir la MINUAR les assister pour l'entraînement de 6000 gendarmes. En raison de l'importance de l'effectif, une étude est en cours au niveau de CIVPOL sur cette question.

CIVPOL a été sollicité dans le cadre de la création de la police communale en général et particulièrement en termes d'urgence pour ce qui est des préfectures de GIKONGORO, CYANGUGU et KIBUYE, correspondant au secteur 4, dans lesquelles les nouvelles autorités administratives viennent de prendre fonction. Il s'agit de:

- Surveiller l'intégration des nouveaux préfets et rendre compte de la situation
- Surveiller la sélection des agents de la police communale et assister à la mise en place de la police communale.
- Participer à l'élaboration d'un programme de formation et procéder à la formation des agents
- Surveiller la sélection, le recrutement et l'entraînement des anciens gendarmes gouvernementaux.

Parallèlement à cette mission de formation, CIVPOL accomplira les tâches suivantes:

- Assister le Gouvernement d'Union Nationale à Base Elargie à constituer une nouvelle POLICE/GENDARMERIE;
- Contrôler le processus de retour des réfugiés et des personnes déplacées, enquêter et rendre compte de tout incident résultant des tracasseries commises par des bandes de malfaiteurs et des particuliers;
- Surveiller l'action de la Police et de la Gendarmerie;
- Enquêter sur tous les cas de violation en rapport avec les autorités locales, en particulier les cas d'atteinte aux Droits de l'Homme;
- Assister les autorités dans le cadre du maintien de l'ordre et de l'observation des lois;
- Assister les Observateurs Militaires et les Troupes dans les matières relevant du domaine de la Police;
- Informar la MINUAR sur la situation dans le pays;
- Maintenir le contact avec toutes les parties.

L'ensemble des activités de CIVPOL, qu'il s'agisse de la formation, de la surveillance ou des investigations, devrait contribuer largement à la normalisation de la situation au Rwanda et au succès du mandat de la MINUAR. C'est pourquoi il importe de disposer d'un effectif conséquent déployé dans toutes les préfectures pour remplir les multiples tâches qui découlent de ces missions.

CIVPOL est donc organisé comme suit:

- Au niveau central: un quartier Général et une direction de la formation;
 - Au niveau des préfectures, des secteurs organisés en équipes.
- A ce jour, l'effectif est de 30 CIVPOL dont 10 du MALI, 10 du GHANA et 10 du NIGERIA, représentant le 1/4 de l'effectif prévu si on ne tient pas compte des besoins supplémentaires au cas où la formation des 6000 gendarmes était retenue.

C'est pourquoi il a été retenu dans l'immédiat un déploiement en 2 (deux) phases:

- Phase I (à partir de l'effectif actuel):

Des équipes mixtes de francophones et d'anglophones seront réparties entre le Quartier Général, le Centre de formation et les préfectures de KIGALI, GIKONGORO, CYANGUGU, KIBUYE, GITARAMA et BUTARE.

- Phase II (lorsque l'effectif total sera atteint)

Des équipes de CIVPOL seront déployées dans toutes les préfectures du pays. Elles pourront ainsi correctement exécuter toutes les tâches dévolues à CIVPOL et procéder parallèlement à la formation des gendarmes qui semblent être une des préoccupations principales du gouvernement.

De ce qui précède il apparaît que les missions de CIVPOL en raison de leurs caractères spécifiques requièrent de la part des observateurs préposés à leur exécution, beaucoup de qualités. En effet les missions de contrôle, de surveillance, de formation impliquent des contacts permanents avec les autorités et les populations locales. C'est pourquoi il est important que les observateurs aient les qualifications suivantes:

- Etre des officiers de police ou de gendarmerie ayant une certaine expérience en matière de service dans les unités de police ou de gendarmerie;
- Etre familiarisés avec la formation des agents;
- Etre en mesure de parler, lire et écrire couramment en français et avoir des notions d'anglais;
- Avoir un permis de conduire;
- Savoir dactylographier;
- Etre physiquement aptes pour l'instruction.

Un certain pourcentage d'officiers anglophones parlant un peu français pourrait être accepté en raison de la situation actuelle dans le pays pour constituer avec les francophones des équipes mixtes.

En conclusion dans la situation actuelle CIVPOL constitue un facteur important pour le succès de la mission de la MINUAR. Il importe de la doter d'un effectif conséquent en vue de lui permettre d'exécuter ses multiples tâches qui contribuent à la normalisation de la situation au Rwanda.

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NOTE ON THE SITUATION OF CIVPOL PERSONNEL

In accordance with the reinforced CIVPOL operation concept, it was planned that the Civilian Police would include a total of 90 observers.

These observers are responsible for, apart from the monitoring of the activities of the Gendarmerie Nationale, of the Police Communale and civilian authorities especially with regards to human rights violations, assisting the establishment of a new police force through a new training program.

The CIVPOL operating concept therefore involves the deployment in each prefecture of a team of at least 5 observers responsible for monitoring, investigation and training activities, as well as the coordination of these activities through headquarters.

These CIVPOL observers must therefore be able to:

- carry out investigations and report in French and in English;
- carry out surveillance and control missions and report in French and in English;
- give lessons in French.

Because of the priority given to the training of gendarmes and communal police officers to resolve the problem of the lack of a professional police force in the country, the need for French-speaking observers is the most urgent, since the lessons are given in French.

CIVPOL currently has 80 observers: 10 Ghanaians, 10 Malians, 10 Nigerians, 20 from Guinea-Bissau, 10 Zambians, 15 from Djibouti and 5 from Jordan.

Of these only 25 are French-speakers.

Which is why CIVPOL is currently receiving assistance from 6 French-speaking military observers gendarme officers until a sufficient number of French-speakers arrive.

Furthermore since CIVPOL has permanent relations with local civilian authorities, the gendarmerie and police who mainly speak French, it would be preferable to have more French-speaking observers.

Thus the present personnel situation requires a careful arrangement so as to allow the best use of professional and linguistic abilities and have cells of French-speaking and English-speaking officers in headquarters and in the prefectures.

Even within this arrangement some observers from Guinea-Bissau, Zambia, Djibouti or Jordan cannot be used at any level of responsibility within CIVPOL responsibilities: some for linguistic

reasons, others because of their rank. These observers do not fulfil the requirements laid down by the UNITED NATIONS.

1. Observers from Guinea-Bissau

Out of 20 observers, 4 speak adequate French. These are:

- Lieutenant Lien Gomes;
- Captain Roberto Dambi;
- Major Neto Eulalio;
- Lieutenant Malik Djata.

Only one, Lieutenant Sancum Camara speaks good English. The remaining 15 speak neither French nor English, but only Portuguese.

2 Observers from Zambia

Out of 10 observers 4 only are police officers, These are:

- Super Intendant B.C. Muuale;
- Super Intendant R.B. Mvula;
- Assistant Super Intendant M. W. Imataa;
- Assistant Super Intendant A.C. Mwengwe - (HUUMA).

The remaining are police inspectors.

3 Observers from Djibouti

Out of 15 observers only 2 speak and write French properly - they are:

- Captain Daher Hassen;
- Captain Abdullah Osnan.

The remaining 13 are mostly rank officers who speak adequate French.

4 Observers from Jordan

Out of 5 observers, only three speak proper English. These are:

- Major Yousef Sh. A. Shabsough;
- Captain Jamil Mohid Aloudah;
- Captain Nedar Awayed Rashdan.

Of the remaining two, one speaks adequate French, the other adequate English.

Because of the tasks CIVPOL observers are call upon to perform, it is vital that those who are not officers and those who do not speak adequate French or English be replaced by police or gendarmerie officers fulfilling the conditions required by the UNITED NATIONS for civilian police observers which are:

- be a commissioned officer;
- to be able to speak , read and write in French and in English.

The present needs of CIVPOL in French-speaking officers are 45 at least shared out as follows:

- Prefecture: 22, that is 2 per prefecture;
- Headquarters: 8;
- Training Center: 15.

We therefore require 30 officers who speak good French in addition to the 15 present ones. This figure is in fact well below that of our real needs. Due to the fast approaching start up of training centers for communal police forces, ideally we would have at least three French-speaking observers per prefecture: that is an optimum figure of 41 additional French-speaking officers in addition to the 15 already present.

The list of observers from Zambia, Guinea-Bissau, Jordan and Djibouti are attached to this document.

LIST OF OBSERVERS FROM ZAMBIA

SER	RANK	NAME	OBSERVATION
1	Supt	B.C. Muuale	Officer
2	Supt	R.B. Mvula	Officer
3	A/Supt	M.W. Imataa	Officer
4	A/Supt	A.C. Mwengwe - (Huuma)	Officer
5	C/Insp	W.H. Kagoli	Not an officer
6	C/Insp	J. Muyoma	Not an officer
7	C/Insp	W.M. Chola	Not an officer
8	W/C/Insp	L.A. Tembo	Not an officer
9	C/Insp	F. Kasonde	Not an officer
10	C/Insp	A. Kasinda	Not an officer

LIST OF OBSERVERS FROM GUINEA-BISSAU

SER	RANK	NAME	OBSERVATION
1	Lt.	Lino Gomes	Adequate French
2	Capt.	Roberto Dambi	Adequate French
3	Capt.	Nhaga Armando	No English or French
4	Capt.	Mamadu Cassama	No English or French
5	Major	Mane Carlos	No English or French
6	Major	Neto Eulalio	Adequate French
7	Lt.	Agostino Neto Coreia	No English or French
8	Lt.	Ture Malam	No English or French
9	Lt.	Paulo Joao Correia	No English or French
10	Lt.	Jose Nanque	No English or French
11	Lt.	Malam Djassi	No English or French
12	Lt.	Dahaba Ivo	No English or French
13	Lt.	Abdu Cassama	No English or French
14	Lt.	Sancum Camara	Good English
15	Lt.	Jose Dahaba	No English or French
16	Lt.	Marcelino Gomes	No English or French
17	Lt.	Malik Djata	Adequate French
18	Lt.	Juliao Mane	No English or French
19	Lt.	Amiro Balde	No English or French
20	Lt.	Anselmo Dasilva	No English or French

LIST OF OBSERVERS FROM JORDAN

SER	RANK	NAME	OBSERVATION
1	Major	Yousef Sh. A. Shabsough	Good English
2	Capt.	Moad Jamil Mohid Aloudah	Good English
3	Capt.	Nedar Awayed Rashdan	Good English
4	Capt.	Emah Mahmoud	Speaks bad French
5	1st Lt.	Ghand Fakhr Shukri Katan	Adequate English

LIST OF OBSERVERS FROM DJIBOUTI

SER	RANK	NAME	OBSERVATION
1	Capt.	Daher Hassan	Good French
2	Capt.	Abdullah Osnan	Good French
3	Lt.	Mohamed Jama	Adequate French
4	Lt.	Housein Farah	Adequate French
5	Lt.	Awaleh Sougueh	Adequate French
6	Lt.	Abdulhakim Mohamed	Adequate French
7	Lt.	Hassan Offley	Adequate French
8	2/Lt.	Awaleh Atteyeh	Adequate French
9	2/Lt.	Mohamoud Bogoreh	Adequate French
10	2/Lt.	Gouleid Robleh	Adequate French
11	2/Lt.	Ismael Okieh	Adequate French
12	2/Lt.	Ahmed Abdallah	Adequate French
13	2/Lt.	Abdallah Ali	Adequate French
14	2/Lt.	Salah Mohamed	Adequate French
15	2/Lt.	Mahammed Ahmed Ali	Adequate French

NOTE SUR LA SITUATION DU PERSONNEL DE CIVPOL

Conformément au concept d'opération de la MINUAR renforcée il a été prévu que la composante de la Police Civile comprendrait au total 90 observateurs.

Ces observateurs sont chargés en plus de la surveillance des activités de la Gendarmerie Nationale, de la Police Communale et des autorités civiles, notamment par rapport aux violations des droits de l'homme, de l'assistance à la mise en place d'une nouvelle force de Police à travers un volet de formation.

Le concept d'opération de CIVPOL consiste ainsi à déployer dans chaque préfecture une équipe d'au moins 5 observateurs chargés des tâches de surveillance, d'investigation et de formation, animer le centre de formation de gendarmes à Ruhengeri et coordonner les activités ainsi énumérées à travers un Quartier Général.

Les observateurs de CIVPOL doivent donc être en mesure de:

- mener des investigations et rendre compte en anglais ou en français;
- assurer des missions de surveillance et de contrôle et rendre compte en anglais ou en français;
- donner des cours en français.

En raison de la priorité accordée à la formation des gendarmes et des agents de la Police Communale dans le but de résoudre rapidement le manque de force de police professionnelle dans le pays, les besoins en observateurs parlant français sont les plus importants, les cours étant dispensés en langue française.

A ce jour CIVPOL compte 80 observateurs dont 10 Ghanéens, 10 Maliens, 10 Nigériens, 20 de Guinée-Bissau, 10 de Zambie, 15 de Djibouti et 5 de Jordanie.

Parmi ces observateurs 25 seulement sont francophones.

C'est pourquoi CIVPOL est assisté en ce moment de 6 observateurs militaires francophones officiers de gendarmerie en attendant l'envoi d'un nombre suffisant de francophones.

Par ailleurs compte tenu du fait que CIVPOL entretient des relations permanentes avec les autorités civiles locales, la gendarmerie et la police dont le mode d'expression est essentiellement la langue française, il serait hautement souhaitable que les observateurs francophones soient en nombre plus important.

Ainsi la situation actuelle du personnel demande un arrangement judicieux en vue de l'utilisation des compétences professionnelles et linguistiques afin de disposer de cellules composées d'officiers anglophones et francophones au niveau du Quartier Général et des préfectures.

Même dans le cadre de cet arrangement certains observateurs venant de Guinée-Bissau, de Zambie, de Djibouti et de Jordanie ne peuvent être utilisés à aucun niveau de responsabilité dans les structures de CIVPOL: les uns pour des raisons de langue, les autres pour des raisons de grade. Ces observateurs ne remplissent pas les conditions requises par les Nations Unies.

1. Les Observateurs de Guinée-Bissau

Sur 20 observateurs 4 parlent passablement français. Il s'agit de:

- Lieutenant Lino Gomes;
- Capitaine Roberto Dambi;
- Major Neto Eulalio;
- Lieutenant Malik Djata.

1 seul, le Lieutenant Sancum Camara parle correctement anglais. Les 15 autres ne parlent ni anglais ni français et parlent exclusivement portugais.

2. Les Observateurs de Zambie

Sur 10 observateurs 4 seulement sont officiers de Police. Il s'agit de:

- Super Intendant B.C. Muuale;
- Super Intendant R.B. Mvula;
- Assistant Super Intendant M.W. Imataa;
- Assistant Super Intendant A.C. Mwengwe - (HUUMA).

Les autres sont du corps des Inspecteurs de police.

3. Les Observateurs de Djibouti

Sur 15 observateurs 2 seulement parlent et écrivent correctement français - il s'agit de:

- Capitaine Daher Hassen;
- Capitaine Abdullah Osnan.

Les 13 autres sont pour la plupart des officiers du rang s'exprimant passablement en français.

4. Les Observateurs de Jordanie

Sur 5 observateurs, 1 seulement parle correctement anglais.

- Capitaine Moh'd Jamil Moh'd Al-Oadah

2 observateurs parlent passablement anglais:

- Major Yousef Sh. A. Shabsough;
- Capitaine Nedar Awayed Rashdan.

Les 2 autres ne parlent ni anglais ni français.

En raison des tâches que les observateurs de CIVPOL sont appelés à exécuter, il est nécessaire que tous ceux-là qui ne sont pas officiers et ceux qui ne parlent passablement ni l'anglais ni le français soient remplacés par des officiers de police ou de gendarmerie remplissant les conditions requises par les Nations Unies pour les observateurs de la Police civile à savoir:

- posséder le grade d'officier;
- être en mesure de s'exprimer, de lire et d'écrire correctement en anglais ou en français.

Les besoins actuels de CIVPOL en officiers francophones sont de 45 au minimum repartis comme suit:

- Préfecture 22 à raison de 2 par préfecture;
- Quartier général 8;
- Centre de formation 15.

Il faut donc actuellement 30 officiers parlant correctement français au minimum en plus des 15 présents. Il reste entendu que ce chiffre de 30 officiers complémentaires est largement en deçà des besoins réels. En effet, en raison du démarrage très imminent des centres de formation des agents de la Police communale, l'idéal serait de disposer d'au moins 3 observateurs francophones par préfecture: soit un besoin optimum de 41 officiers francophones en plus des 15 présents.

Les listes des observateurs de Zambie, Guinée-Bissau, Jordanie et Djibouti sont jointes en annexe.

Liste des Observateurs de Zambie

Ser	Grade	Nom	Observation
1.	Supt	B.C. Muuale	Officier
2.	Supt	R.B. Mvula	Officier
3.	A/Supt	M.W. Imataa	Officier
4.	A/Supt	A.C. Mwengwe - (Huuma)	Officier
5.	C/Insp	W.H. Kagoli	Non officier
6.	C/Insp	J. Muyoma	Non officier
7.	C/Insp	W.M. Chola	Non officier
8.	W/C/Insp	L.A. Tembo	Non officier
9.	C/Insp	F. Kasonde	Non officier
10.	C/Insp	A. Kasinsa	Non officier

Liste des Observateurs de Guinée-Bissau

Ser	Grade	Nom	Observation
1.	Lt.	Lino Gomes	Parle passablement français
2.	Capt.	Roberto Dambi	Parle passablement français
3.	Capt.	Nhaga Armando	Ne parle correctement ni français ni anglais
4.	Capt.	Mamadu Cassama	Ne parle correctement ni français ni anglais
5.	Major	Mane Carlos	Ne parle correctement ni français ni anglais
6.	Major	Neto Eulalio	Parle passablement français
7.	Lt.	Agostinho Neto Coreia	Ne parle correctement ni français ni anglais
8.	Lt.	Ture Malam	Ne parle correctement ni français ni anglais
9.	Lt.	Paulo Joao Correia	Ne parle correctement ni français ni anglais
10.	Lt.	Jose Nanque	Ne parle correctement ni français ni anglais
11.	Lt.	Malam Djassi	Ne parle correctement ni français ni anglais
12.	Lt.	Dahaba Ivo	Ne parle correctement ni français ni anglais
13.	Lt.	Abdu Cassama	Ne parle correctement ni français ni anglais
14.	Lt.	Sancum Camara	Parle correctement anglais
15.	Lt.	Jose Dahaba	Ne parle correctement ni français ni anglais
16.	Lt.	Marcelino Gomes	Ne parle correctement ni français ni anglais
17.	Lt.	Malik Djata	Parle passable français
18.	Lt.	Juliao Mane	Ne parle correctement ni français ni anglais
19.	Lt.	Amiro Balde	Ne parle correctement ni français ni anglais
20.	Lt.	Anselmo Dasilva	Ne parle correctement ni français ni anglais

Liste des Observateurs de Jordanie

SER	Grade	NOM	Observation
1.	MAJOR	Yousef Sh. A. Shabsough	Parle passablement anglais
2.	CAPT	Moh'd Jamil Moh'd Al-Oadah	Parle correctement anglais
3.	CAPT	Nedar Awayed Rashdan	Parle passablement anglais
4.	CAPT	Emad Mahmoud	Parle ni anglais ni français
5.	1st LT	Ghand Fakhr Shukri Katan	Parle ni anglais ni français

Liste des Observateurs de Djibouti

SER	Grade	NOM	Observation
1.	CAPT	Daher Hassan	Parle correctement français
2.	CAPT	Abdullah Osnan	Parle correctement français
3.	LT	Mohamed Jama	Parle passablement français
4.	LT	Housein Farah	Parle passablement français
5.	LT	Awaleh Sougueh	Parle passablement français
6.	LT	Abdulahakim Mohamed	Parle passablement français
7.	LT	Hassan Offley	Parle passablement français
8.	2/LT	Awaleh Atteyeh	Parle passablement français
9.	2/LT	Mohamoud Bogoreh	Parle passablement français
10.	2/LT	Gouleid Robleh	Parle passablement français
11.	2/LT	Ismael Okieh	Parle passablement français
12.	2/LT	Ahmed Abdallah	Parle passablement français
13.	2/LT	Abdallah Ali	Parle passablement français
14.	2/LT	Salah Mohamed	Parle passablement français
15.	2/LT	Mahammed Ahmed Ali	Parle passablement français

Alain

CP

CIVILIAN POLICE

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The training of the Communal Police Force constitutes a second phase in the training of the police. The Communal Police is the second component of the Rwandan Police Force. It has a local jurisdiction and derives its authority from the Prefect - the head of the local administration. The government would like to train 10 police officers per commune to better cope with problems of public safety. In response to this request, Civilian Police of UNAMIR has developed a training program for a first contingent of 500 officers made up of 50 elements from each prefecture. The training program should begin by the end of this month as soon as a sufficient number of French-speaking observers are available.

The training programs for gendarmes and communal police officers cover the areas of technical and practical knowledge needed to practice their professions. They also provide knowledge in the area of human rights.

The Civilian Police of UNAMIR continues to maintain contact with civilian authorities, particularly the Judiciary, and to monitor the alarming situation in the prisons.

Finally, in addition to its monitoring and investigation mission, the Civilian Police of UNAMIR provides the necessary assistance to the Human Rights Observers, the military observers and to troops deployed in the field.

To this day, the Civilian Police of UNAMIR is comprised of a total of 90 observers working at Headquarters, the Training Centre for the National Gendarmerie and the Prefectures.

It appears clear that CIVPOL suffers from a considerable lack of adequate personnel. However, the duties imposed by the preceding mandates, which were reinforced by other mandates in the new Resolution 965, are many and must be implemented with the appropriate human and material resources. As a function of these factors, CIVPOL has adopted the following plan:

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To accomplish this task, an indispensable team of 120 observers is required to correctly implement the duties delegated to the CIVPOL.

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POLICE CIVILE

Comme indiqué dans le rapport No. S/1994/1344 du 25 Novembre 1994, la composante de la Police Civile de la MINUAR est activement engagée depuis le 16 Août 1994 dans la formation de la gendarmerie Nationale principale force de la police au Rwanda, dans le cadre d'un programme de formation, en collaboration étroite avec le Gouvernement Rwandais.

Par sa Résolution No. S/1994/1965 du 30 novembre 1994, le Conseil de Sécurité a décidé de renforcer ce processus en incluant spécifiquement au mandat de la MINUAR la responsabilité d'assister à la mise en place et à la formation d'une nouvelle police nationale intégrée au Rwanda.

La formation de 300 gendarmes qui est en cours en ce moment et qui succède à celle d'un premier contingent de 102 éléments, est en bonne progression. A la fin de ce cycle prévue en fin Avril 1995 commencera la sélection des élèves instructeurs parmi, les 400 gendarmes ainsi formés en vue de la formation de 100 instructeurs à partir du mois de Juin 1995. A la demande du Gouvernement Rwandais, 20 anciens élèves gendarmes issus du premier contingent assistent actuellement les instructeurs de la MINUAR et reçoivent en même temps déjà une formation de formateurs.

La formation de la Police Communale constitue le second volet de la formation de la police. En effet la Police Communale est la deuxième composante de la Police locale et exerce sous l'autorité de préfet, chef de l'administration. Le Gouvernement souhaite la formation de 10 agents par commune pour mieux cerner les problèmes de sécurité publique. La Police Civile de la MINUAR en réponse à cette demande a élaboré un programme de formation d'un premier contingent de 500 agents de Police communale à raison de 50 agents par Préfecture. La formation de ces agents devrait commencer à partir de la fin de ce mois dès qu'un nombre suffisant d'observateurs parlant français sera disponible.

La formation des gendarmes ainsi que celle des agents de la Police Communale comprend les connaissances théoriques et pratiques nécessaires à l'exercice de leur fonction de même que des éléments de connaissances en matière de droit de l'homme.

La Police Civile de la MINUAR continue toujours à maintenir le contact avec l'autorité judiciaire et suit étroitement la situation préoccupante dans les prisons.

Enfin parallèlement avec sa mission propre de surveillance et d'investigation la Police Civile de la MINUAR pourvoit l'assistance nécessaire aux Observateurs des droits de l'homme, aux observateurs militaires et aux troupes déployées sur le terrain.

A cette date, la Police Civile de la MINUAR comprend 90 observateurs répartis entre le Quartier Général, le Centre de Formation de l'Ecole Nationale de la Gendarmerie et les Préfectures.

En raison des besoins croissants de la formation il est souhaitable d'augmenter le nombre d'observateurs francophones et de prévoir les ressources financières indispensables pour réaliser les infrastructures et les matériels pédagogiques nécessaires.

CONTRIBUTION DE CIVPOL A LA MINUAR

1. Situation au RWANDA: La situation au RWANDA de l'après-guerre se caractérise par une insécurité générale surtout à l'intérieur de la région sud du pays transférée sous l'autorité de la MINUAR suite au retrait des forces de l'OPERATION TURQUOISE. Cette zone formée par le triangle KIBUYE-CYANGUGU-GIKONGORO est devenue le champ d'action d'anciens militaires et miliciens qui, en quête de moyens de subsistance commettent des actes de banditisme et de pillage, tuant certaines populations et spoliant d'autres de leurs biens. D'autres actions du même genre sont aussi menées à des fins politiques par des partisans de l'ancien régime.

Cette situation d'insécurité a atteint des proportions inquiétantes à CYANGUGU, au sud-ouest, plus précisément dans le secteur de BUGARAMA et dans la forêt naturelle de NYUNGWE où se trouvent des extrémistes empêchant les réfugiés et les déplacés de retourner chez eux.

A GIKONGORO, ville frontalière avec le BURUNDI, des responsables de l'ancien régime continuent à créer l'insécurité en distribuant des armes à des extrémistes HUTU, des miliciens INTERHAMWE, l'objectif étant d'empêcher le retour des réfugiés du BURUNDI vers le RWANDA.

Dans le centre du pays également, sur l'axe GITARAMA-KIBUYE, des bandes armées s'attaquent aux populations.

Quant à la ville de KIGALI, des meurtres et des disparitions de personnes y ont été constatés tandis que les vols de voitures et les occupations illicites d'habitations ont atteint un niveau préoccupant.

Dans la région nord-ouest, principalement vers GISENYI, le même phénomène de banditisme se développe.

Ce climat d'insécurité risque en l'absence de Police et de Gendarmerie, de remettre en cause l'équilibre fragile qui existe depuis la mise en place du GOUVERNEMENT D'UNION NATIONALE A BASE ELARGIE.

2. Tâches de CIVPOL: La MINUAR, dans le cadre de son mandat, se doit de contribuer au maintien de cet équilibre et de faciliter le processus de normalisation de la situation dans le pays notamment à travers les volets assistance au maintien de

l'ordre, sécurité et respect des lois en assignant à CIVPOL les tâches suivantes:

- formation de gendarmes;
 - formation de formateurs de gendarmes;
 - formation d'agents de la Police Communale;
 - formation de formateurs d'agents de la Police Communale;
- Ces formations auront pour objectifs d'initier les gendarmes et les policiers à la lutte contre le banditisme, aux techniques d'investigation, au maintien de l'ordre, à la police de l'immigration ainsi qu'à l'ensemble des tâches qui leur sont dévolues. La formation des formateurs permettra très rapidement à des cadres locaux de former un grand nombre de gendarmes et de policiers pour une meilleure couverture du pays en matière de sécurité.

Parallèlement à cette mission de formation, CIVPOL accomplira ses missions traditionnelles de surveillance, de vérification et d'investigation ainsi que d'assistance à la Police et à la Gendarmerie. Ces tâches consistent à:

- assister le GOUVERNEMENT D'UNION NATIONALE A BASE ELARGIE à

- constituer une nouvelle POLICE/GENDARMERIE;
- contrôler le processus de retour des réfugiés et des personnes déplacées, enquêter et rendre compte de tout incident résultant des tracasseries commises par des bandes de malfaiteurs et des particuliers;
- surveiller l'action de la Police et de la Gendarmerie;
- enquêter sur tous les cas de violation en rapport avec les autorités locales, en particulier les cas d'atteinte aux Droits de l'Homme;
- assister les autorités dans le cadre du maintien de l'ordre et de l'observation des lois;
- assister les Observateurs Militaires et les Troupes dans les matières relevant du domaine de la Police;
- informer la MINUAR sur la situation dans le pays;
- maintenir le contact avec toutes les parties.

Pour l'exécution de ses tâches, CIVPOL sera organisée comme suit:

- au niveau central, un Quartier Général;
- au niveau des Préfectures, des Secteurs.

Le déploiement s'effectuera en tenant compte des particularités du découpage administratif ainsi qu'il suit:

- <u>KIGALI:</u>	17 Communes	
.Quartier Général:	.....15	CIVPOL
.Centre de Formation:	.....20	CIVPOL
.Communes:	.....25	CIVPOL
.Total:	.....60	CIVPOL
- <u>GIKONGORO:</u>	13 Communes	
.Communes:	.....7	CIVPOL
- <u>CYANGUGU:</u>	11 Communes	
.Communes:	.....7	CIVPOL
- <u>KIBUYE:</u>	9 Communes	
.Communes:	.....7	CIVPOL
- <u>GISENYI:</u>	12 Communes	
.Communes:	.....5	CIVPOL
- <u>KIBUNGO:</u>	11 Communes	
.Communes:	.....5	CIVPOL
- <u>GITARAMA:</u>	17 Communes	
.Communes:	.....5	CIVPOL
- <u>RUHENGERI:</u>	16 Communes	
.Communes:	.....5	CIVPOL
- <u>BUTARE:</u>	20 Communes	
.Communes:	.....5	CIVPOL
- <u>BYUMBA:</u>	16 Communes	
.Communes:	.....5	CIVPOL
-Effectif total:	.....111	CIVPOL

Ce déploiement a l'avantage de réaliser la coïncidence entre la structure de base de CIVPOL que constitue l'équipe et la préfecture qui a la charge de la sécurité et du maintien de l'ordre.

Eu égard à ce qui précède, et en raison de la recrudescence des infractions, il est urgent de déployer CIVPOL à travers le pays et singulièrement dans la Zone Humanitaire Sûre de façon à lui permettre de prendre en charge les tâches énumérées ci-dessus.

3. Etat de la formation des gendarmes: La formation des élèves gendarmes a commencé le 16 Août 1994 à KIGALI à l'Ecole Secondaire de REMERA, transformée pour la circonstance en Centre d'Instruction.

Cette formation a été organisée conformément au projet soumis et initiée à la demande des nouvelles autorités rwandaises qui, en

l'absence d'aucune structure de Police ou de Gendarmerie dans le pays après la guerre ont souhaité bénéficier de l'assistance de la MINUAR pour former très rapidement un noyau d'agents qui pourraient immédiatement prendre en charge les multiples besoins en matière de sécurité.

La durée du cycle est de 45 jours dont 30 jours de formation théorique, une semaine de stage pratique et une semaine de contrôle de connaissances.

Les cours sont dispensés par 4 officiers de la MINUAR/UNCIVPOL assistés de 3 officiels Rwandais.

Les élèves sont au nombre de 103 éléments dont 100 Hommes du Rang et 3 Officiers.

Le programme vise à acquérir les connaissances de base en matière de gendarmerie, notamment dans les domaines judiciaires, maintien de l'ordre, sécurité publique, police de la circulation, police administrative, police scientifique, service en brigade et renseignements généraux, de façon à disposer d'agents capables d'exécuter les actes élémentaires indispensables à l'exercice de la fonction de gendarme.

La formation se déroule normalement.

Les élèves manifestent un très grand intérêt pour les cours et sont assidus au travail. Ils sont de la tranche d'âge de 18 à 20 ans, tous des recrues engagés volontaires dans l'armée, affectés à la nouvelle gendarmerie. Ils viennent des écoles de l'Enseignement Supérieur et Secondaire. Issus de couches sociales diverses, ils représentent les deux ethnies majoritaires du pays (HUTU et TUTSI).

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La formation de la Police Communale constitue le second volet de la formation de la police. En effet la Police Communale est la deuxième composante de la Police locale et exerce sous l'autorité de préfet, chef de l'administration. Le Gouvernement souhaite la formation de 10 agents par commune pour mieux cerner les problèmes de sécurité publique. La Police Civile de la MINUAR en réponse à cette demande a élaboré un programme de formation d'un premier contingent de 500 agents de Police communale à raison de 50 agents par Préfecture. La formation de ces agents devrait commencer à partir de la fin de ce mois dès qu'un nombre suffisant d'observateurs parlant français sera disponible.

La formation des gendarmes ainsi que celle des agents de la Police Communale comprend les connaissances théoriques et pratiques nécessaires à l'exercice de leur fonction de même que des éléments de connaissances en matière de droit de l'homme.

La Police Civile de la MINUAR continue toujours à maintenir le contact avec l'autorité judiciaire et suit étroitement la situation préoccupante dans les prisons.

Enfin parallèlement avec sa mission propre de surveillance et d'investigation la Police Civile de la MINUAR pourvoit l'assistance nécessaire aux Observateurs des droits de l'homme, aux observateurs militaires et aux troupes déployées sur le terrain.

A cette date, la Police Civile de la MINUAR comprend 90 observateurs répartis entre le Quartier Général, le Centre de Formation de l'Ecole Nationale de la Gendarmerie et les Préfectures.

En raison des besoins croissants de la formation il est souhaitable d'augmenter le nombre d'observateurs francophones et de prévoir les ressources financières indispensables pour réaliser les infrastructures et les matériels pédagogiques nécessaires.



UNAMIR - MINUAR

TO: SRSG
A:

DATE: Kigali, 23 December 1994

FROM: CIVPOL Commissioner
DE:

REF: CIVPOL/MEMO/137/94

INFO: OSRSG/CIVPOL Liaison Officer

SUBJECT: CIVPOL Staffing

OBJET:

1. To implement the instructions given in UNATIONS New York cable 4184 dated 20 december 1994, the following steps may be taken:

- Regarding those observers affected by repatriation:

The total number is 31 observers, the breakdown is as follows:

Guinea Bissau	15
Jordan	2
Djibouti	8
Zambia	6
Total	31

The repatriation of these 31 observers might be staggered into following grouped departures:

- First departure on 15 January 1995 for the 15 observers from Guinea Bissau;
- Second departure on 30 January 1995 for the second group comprised of the remaining 16 observers (2 from Jordan, 8 from Djibouti, and 6 from Zambia).

2. Following the departure of these two groups, the CIVPOL staff which now numbers 80, will be reduced to 49 (15 French-speaking and 34 English speaking Observers).

3. Such an extremely reduced staff need to be quickly reinforced through the allocation of 71 new observers (composed of 47 French speakers and 24 English speakers) to restore CIVPOL's ideal strength which is estimated to be 120 observers.

4. In order to avoid other similar, inconvenient cases of repatriation in the future, it is necessary that certain very important aspects of CIVPOL's mandate and the United Nations' selection criteria be made known to the countries supplying new contingents.

5. One should emphasize to the future CIVPOL observers that the CIVPOL mandate stems from Security Council Resolution 872 dated October 1993 and resolution 965 from November 1994 which are worded as follows:

- to monitor the gendarmerie and local police and provide them with necessary surveillance and guidance;
- to assist in the establishment and training of a new integrated national police force.

To implement these mandates, the following actions are required:

- deployment of CIVPOL observers in all sectors;
- assist Prefects in the areas of preserving law and order and complying with existing laws;
- monitor police and gendarmerie operations;
- investigate all infractions related to local authorities particularly human rights violations;
- oversee the process for the return of refugees and displaced persons, investigate and report all incidents resulting from disputes committed by wrongdoers acting alone or in groups;
- assist in setting up training centers for local police in the Prefectures;
- develop accelerated training program for the local police;
- monitor the selection of local policemen and the issuing of identification cards;
- assist in the disarming program and facilitate in the integration of the former RGF gendarmes in Rwanda;
- follow the programme of the training of gendarmerie;
- train instructors;
- assist the military observers and troops in the areas related to police work;

6. The duties described above are many and must be implemented within a specific operational framework and with the appropriate human resources.

7. Therefore the operational concept adopted by CIVPOL for future observers is as follows:

- to be deployed in each Prefecture in teams of at least 7 observers assigned to monitoring, investigation and training;
- animate the Gendarmes Training Centre of Ruhengeri; and
- coordinate activities listed above via Headquarters.

8. It is important to remember that in accordance with the wishes of the Rwandan Government - for which the training of police force is a major concern, the Security Council's new resolution also underlines this essential task. In fact, for Rwandan government, the police training program is an efficient way of establishing a police force to handle tasks involving public safety, to support the judiciary and to preservation Human Rights.

9. Therefore to efficiently fulfil these mandates, future observers must fully satisfy the following selection criteria which stem from conditions set by United Nations:

- be an officer in the police force or gendarmerie with some experience in the area of service in police or gendarmerie units.
- be familiarized with the training of agents;
- be able to read, write and speak fluently :
 - in French and have some ability to speak english (for French-speaking observers);
 - in English and have some ability to speak French (for English-speaking observers);
- posses a valid driver's licence;
- know how to type;
- have physical conditioning required for teaching;

10. Finally, with regards to the 10 CIVPOL officers from Germany, we await their arrival with great anticipation as this support will contribute in part to the replenishment of the large number of CIVPOL personnel soon to be repatriated.

English
Version



UNAMIR - MINUAR

TO: SRSG
A:

DATE: Kigali, 23 décembre 1994

FROM: CIVPOL Commissioner *P/b*
DE: *LCLT*

REF: CIVPOL/MEMO/137/94

INFO: OSRSG/CIVPOL Liaison Officer

SUBJECT: Situation du Personnel de CIVPOL
OBJET:

1. En exécution des instructions contenues dans le câble 4184 du 20 décembre 1994 UNATIONS New York, les mesures suivantes peuvent être envisagées:

- Au sujet des observateurs concernés par la mesure de rapatriement:

Ils sont au nombre de 31 se décomposant comme suit:

Guinée Bissau	15
Jordanie	2
Djibouti	8
Zambie	6

Total	31

le rapatriement de ces 31 observateurs pourrait s'opérer en un départ étalé de 2 groupes s'établissant de la manière suivante:

- 1er départ le 15 janvier 1995 pour les 15 observateurs de Guinée Bissau;
- 2ème départ le 30 janvier 1995 pour le 2ème groupe comprenant les 16 restants (2 de Jordanie, 8 de Djibouti et 6 de Zambie).

2. Après le départ de ces 2 groupes, l'effectif de CIVPOL qui est actuellement de 80 sera ramené à 49 (dont 15 observateurs francophones et 34 anglophones).

3. Il s'agira là d'un effectif extrêmement diminué qu'il faudra au plus vite renforcer par un apport additionnel de 71 nouveaux observateurs (composés de 47 francophones et de 24 anglophones) pour pouvoir atteindre l'effectif idéal pour CIVPOL qui est estimé à 120 observateurs.

4. Afin d'éviter à l'avenir d'autres cas semblables et embarrassants de rapatriement, il s'avère donc nécessaire que certains aspects très importants des tâches de CIVPOL et des critères de sélection des Nations Unies soient rappelés aux Etats devant fournir les nouveaux contingents.

5. En effet il mérite d'être souligné à l'attention des futurs observateurs CIVPOL que les mandats de CIVPOL découlent des Résolutions du Conseil de Sécurité = 872 d'Octobre 1993 et 965 de Novembre 1994, et sont libellés comme suit:

- contrôler la gendarmerie et la Police Communale et leur procurer la surveillance et les conseils nécessaires;
- assister à l'établissement et à la formation d'une nouvelle force de Police nationale et intégrée.

Pour l'exécution de ces mandats, les tâches suivantes sont retenues:

- déploiement des observateurs CIVPOL dans tous les secteurs;
- assister les préfets dans le cadre du maintien de l'ordre et de l'observation des lois;
- surveiller l'action de la Police et de la gendarmerie;
- enquêter sur tous les cas de violation en rapport avec les autorités locales, en particulier les cas d'atteinte aux Droits de l'Homme;
- contrôler le processus de retour des réfugiés et des personnes déplacées, enquêter et rendre compte de tout incident résultant des tracasseries commises par des bandes de malfaiteurs et des particuliers;
- assister la mise en place des centres de formation de la Police Communale dans les Préfectures;
- élaborer un programme de formation accéléré destiné à la Police Communale;
- surveiller la sélection des agents de la Police Communale et la délivrance des pièces d'identité;
- assister au programme de désarmement et de facilitation de l'intégration des ex-RGF gendarmes au Rwanda.
- poursuivre la formation des éléments de la gendarmerie;
- former les formateurs;
- assister les observateurs militaires et les troupes dans les matières relevant du domaine de la Police.

6. Les tâches ainsi décrites sont donc multiples et doivent être exécutées conformément à un cadre de concept d'opération précis et au moyen de ressources humaines appropriées.

7. Ainsi le concept d'opération adopté par CIVPOL est le suivant pour les futurs observateurs qui devront:

- être déployés dans chaque préfecture dans des équipes d'au moins 7 observateurs chargés de tâches de surveillance, d'investigation et de formation;
- animer le Centre de formation des gendarmes de Ruhengeri; et
- coordonner les activités ainsi énumérées à travers un Quartier Général.

8. Il est bon de rappeler que conformément au souhait du Gouvernement Rwandais dont la formation des forces de Police constitue une des préoccupations majeures, la nouvelle Résolution du Conseil de Sécurité a tenu elle aussi à mettre l'accent sur cette tâche essentielle. En effet la formation de la Police vise, pour le Gouvernement Rwandais à mettre en place de façon efficiente des forces de Police pour pouvoir faire face aux missions de sécurité publique, d'appui au système judiciaire et de préservation des Droits de l'Homme.

9. Donc, afin de remplir efficacement ces missions, les futurs observateurs doivent pleinement satisfaire aux critères de sélection suivants, qui découlent par ailleurs des conditions requises par les Nations Unies:

- être officier de la Police ou de la gendarmerie ayant une certaine expérience en matière de service dans les unités de police ou de gendarmerie;
- être en mesure de parler, lire et écrire couramment:
 - en français et avoir des notions d'anglais (pour les observateurs francophones);
 - en anglais et avoir des notions de français (pour les observateurs anglophones)
- avoir un permis de conduire;
- savoir dactylographier;
- être physiquement apte pour l'instruction.

10. Enfin, quant aux 10 officiers CIVPOL en provenance d'Allemagne, leur arrivée prochaine est attendue avec beaucoup d'intérêt d'autant qu'un tel apport contribuera à suppléer en partie le grand nombre de rapatriements que CIVPOL s'attend à enregistrer.



UNAMIR - MINUAR

TO: SRSB
A:

DATE: Kigali, 15 décembre 1994

FROM: CIVPOL Commissioner
DE:

REF: CIVPOL/MEMO/98/94

INFO: OSRSG/CIVPOL Liaison Officer, CAO

SUBJECT: Renforcement de CIVPOL en observateurs
OBJET:

1. J'ai l'honneur d'attirer très respectueusement votre attention sur les difficultés notamment en personnel que rencontre CIVPOL depuis l'ouverture du Centre de Formation des Gendarmes de Ruhengeri.

2. En effet la formation du 2^{ème} contingent de gendarmes à Ruhengeri dont la date initialement prévu à partir du 14 novembre 1994 n'a effectivement démarré que le 12 décembre 94. Ce contingent comprend 300 élèves gendarmes et 20 assistants instructeurs issus du 1^{er} contingent.

3. Il est opportun de rappeler que le programme de formation de ce 2^{ème} contingent élaboré par CIVPOL et approuvé par le Gouvernement Rwandais reposait sur une prévision de 90 observateurs de CIVPOL dont plus de la moitié serait des francophones. A ce jour, comme annoncé dans mes correspondances précédentes, CIVPOL compte 80 observateurs dont à peine 15 seulement sont aptes à enseigner en français.

4. Aussi, eu égard au fait que le programme de formation de l'Ecole de Ruhengeri a déjà été adopté par la MINUAR et le gouvernement Rwandais, ce qui ipso facto engage les 2 (deux) parties, j'ai dû, pour pouvoir honorer cet engagement prendre les mesures suivantes:

- rappeler et affecter à Ruhengeri tous les observateurs francophones qui avaient été préalablement déployés dans les préfectures et susceptibles d'enseigner, ainsi que la plupart de ceux du Quartier Général de CIVPOL;
- affecter à Ruhengeri tous les officiers de gendarmerie, observateurs militaires en détachement.

5. Malgré cet arrangement, il est à remarquer que le volume horaire affecté à chaque instructeur dépasse de loin toutes les normes pédagogiques en raison du nombre d'élèves répartis entre 6 (six) classes de 50 éléments.

6. Par ailleurs il est important de signaler que ce procédé de ponction, s'il résoud dans l'immédiat la pénurie en instructeur du Centre de Ruhengeri, engendrera à terme des conséquences profondes sur les activités de CIVPOL. En effet l'absence d'observateurs francophones dans les préfectures et au Quartier Général va impliquer entre autres:

- l'impossibilité d'entamer la formation de la Police Communale prévue au niveau de chaque préfecture du pays à compter du 15 janvier;
- la réduction des activités de liaisons avec les autorités locales (Préfet, gendarmerie, Parquet);
- enfin au niveau du Quartier Général, un net ralentissement dans les relations avec la justice (notamment le Procureur et le Directeur des Prisons) ainsi que dans l'exploitation des documents en français.

7. Ainsi donc il apparaît très clairement que les 12 observateurs francophones affectés à la formation, auront beaucoup de mal à faire face aux exigences de la formation qu'impose la nouvelle Résolution 965 du Conseil de Sécurité. Un autre risque subsiste et viendra aggraver les difficultés déjà évoquées, c'est la question de la durée de séjour des observateurs. En effet sur ces 12 observateurs (10 maliens et 2 djiboutiens), 5 maliens seront en fin de contrat au mois de Janvier, autrement dit en cours de formation. Cette situation risque de compromettre la formation en cours ainsi que les formations projetées de la Police Communale.

8. Il est donc nécessaire d'envisager d'urgence les solutions suivantes:

- le maintien avec prolongation pour une durée de 6 mois du contrat des 5 observateurs maliens concernés, afin de pouvoir couvrir la formation en cours. Les 5 maliens sont les suivants:
 - Lieutenant Colonel Arouna Traoré
 - Commandant Anatole Sangaré
 - Capitaine Nimetigna Traoré
 - Capitaine Moussa Sanogo
 - Capitaine N'golo Ouattara
- l'appel dans les plus bref délais à d'autres observateurs francophones pour assurer la poursuite de la formation des gendarmes, et celle de la Police Communale dont le démarrage des cours est prévu pour le 15 janvier 1995 à la demande du Gouvernement Rwandais.

9. De l'analyse qui précède, il ressort clairement que CIVPOL souffre cruellement du manque de personnel adéquat. Or les tâches qui découlent des mandats précédents et qui viennent d'être renforcées par d'autres résultant de la nouvelle

Résolution 965, sont multiples et doivent être exécutées avec des ressources humaines et matérielles appropriées. En fonction de ces facteurs, CIVPOL a adopté le concept d'opération suivant:

- déployer dans chaque préfecture une équipe d'au moins 7 observateurs (3 francophones et 4 anglophones) chargés des tâches de surveillance, d'investigation et de formation;
- animer le centre de formation des gendarmes à Ruhengeri; et
- coordonner les activités ainsi énumérées à travers un Quartier Général.

10. Pour ce faire un effectif indispensable de 120 observateurs est requis pour l'exécution correcte des tâches dévolues à CIVPOL.

11. Ce personnel sera reparti comme suit:

- Quartier Général	18
- Officiers de liaison = 2 au FHQ et 2 au MILOBs HQ	4
- Centre de Formation de Ruhengeri =	
Personnel d'encadrement et instructeurs	20
- Kigali (Préfecture et Rural)	15
- Autres Préfectures = 7 observateurs par	
préfecture x 9	63
Total	120

Parmi cet effectif et compte tenu de l'ouverture prochaine de Centres de Formation de la Police Communale au niveau de chaque Préfecture, il est souhaitable d'avoir au moins 62 observateurs francophones:

- Quartier Général	8
- Officiers de liaison	2
- Centre de Formation de Ruhengeri	15
- Kigali (Préfecture et Rural)	10
- Autres Préfectures = 3 par Préfecture x 9	27
Total	62

Dans la mesure où CIVPOL compte déjà 12 observateurs francophones, les besoins sont donc de 50 observateurs.

12. Je voudrais saisir cette opportunité pour attirer votre haute attention sur les critères de sélection en vue d'assurer le succès des efforts de CIVPOL. Ces critères qui découlent des conditions requises par les Nations Unies devraient être les suivants:

- être officier de la Police ou de la Gendarmerie ayant une certaine expérience en matière de service dans les unités de Police ou de Gendarmerie;
- être familiarisé avec la formation des agents;
- être en mesure de parler, lire et écrire couramment en français et avoir des notions d'anglais;

- avoir un permis de conduire;
- savoir dactylographier;
- être physiquement apte pour l'instruction.

13. Somme toute, les mandats successifs dévolus à CIVPOL notamment ceux résultant de la dernière Résolution 965 du Conseil de Sécurité, lui imposent un objectif de résultat qui pour être atteint, nécessite que soient rapidement mis à la disposition de ce service un personnel en nombre suffisant mais également de qualité.

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UNAMIR - MINUAR
CIVPOL HQ

TO: DFC
FROM: CIVPOL COMMISSIONER *Chabur*
INFO: SRSG, OSRSG
SUBJECT: Qualifications for Civilian Police Observers

Date: 14/12/94

Ref.: CIVPOL/MEMO/102/94

Reference fax N° 212-963-4879 dated 7 December 1994

1. Please find attached a note on CIVPOL personnel providing information on CIVPOL observers already deployed and who do not have the essential qualifications required for Observers.
2. This situation has already been reported to the SRSG.
3. Regards.

NOTE ON THE SITUATION OF CIVPOL PERSONNEL

In accordance with the operational concept of the expanded UNAMIR, it was planned that the Civilian Police would include a total of 90 observers.

These observers are responsible for, apart from the monitoring of the activities of the Gendarmerie National, of the Police Communal and civilian authorities, especially with regards to human rights violations, assisting in the establishment of a new police force through a new training program.

The CIVPOL operational concept, therefore, involves the deployment in each prefecture of a team of at least 5 observers responsible for monitoring, investigation and training activities, as well as the coordination of these activities through headquarters.

These CIVPOL observers must therefore be able to:

- carry out investigations and report in French or in English;
- carry out surveillance and control missions and report in French or in English;
- give lessons in French.

Because of the priority given to the training of gendarmes and communal police officers to resolve the problem of the lack of a professional police force in the country, the need for French-speaking observers is the most urgent, since the lessons are given in French.

CIVPOL currently has 80 observers: 10 Ghanaians, 10 Malians, 10 Nigerians, 20 from Guinea-Bissau, 10 Zambians, 15 from Djibouti and 5 from Jordan.

Of these only 25 are French-speakers.

Which is why CIVPOL is currently receiving assistance from 6 French-speaking military observers gendarme officers until a sufficient number of French-speaking arrive.

Furthermore since CIVPOL has permanent relations with local civilian authorities, the gendarmerie and police who mainly speak French, it would be preferable to have more French-speaking observers.

Thus the present personnel situation requires a careful arrangement so as to allow the best use of professional and linguistic abilities and have cells of French-speaking and English-speaking officers in headquarters and in the prefectures.

Even within this arrangement some observers from Guinea-Bissau, Zambia, Djibouti or Jordan cannot be used at any level of responsibility within CIVPOL responsibilities: some for linguistic reasons, others because of their rank. These observers do not fulfil the requirements laid down by the UNITED NATIONS.

1. Observers from Guinea-Bissau

Out of 20 observers, 4 speak adequate French. These are:

- Lieutenant Lien Gomes;
- Captain Roberto Dambi;
- Major Neto Eulalio;
- Lieutenant Malik Djata.

Only one, Lieutenant Sancum Camara speaks good English. The remaining 15 speak neither French nor English, but only Portuguese.

2 Observers from Zambia

Out of 10 observers 4 only are police officers, These are:

- Super Intendant B.C. Muuale;
- Super Intendant R.B. Mvula;
- Assistant Super Intendant M. W. Imataa;
- Assistant Super Intendant A.C. Mwengwe - (HUUMA).

The remaining are police inspectors.

3 Observers from Djibouti

Out of 15 observers only 2 speak and write French properly - they are:

- Captain Daher Hassen;
- Captain Abdullah Osnan.

The remaining 13 are mostly rank officers who speak adequate French.

4 Observers from Jordan

Out of 5 observers, only one speaks proper English:

- Capt. Moh'd Jamil Moh'd Al-Oadah

2 observers speaks adequate English:

- Major Yousef Sh. A. Shabsough; and
- Captain Nedar Awayed Rashdan.

The remaining two speak neither French nor English.

Because of the tasks CIVPOL observers are called upon to perform, it is vital that those who are not officers and those who do not speak adequate French or English be replaced by police or gendarmerie officers fulfilling the conditions required by the UNITED NATIONS for civilian police observers which are:

- be a commissioned officer;
- to be able to speak, read and write in French and in English.

The present needs of CIVPOL in French-speaking officers are 45 at least shared out as follows:

- Prefecture: 22, that is 2 per prefecture;
- Headquarters: 8;
- Training Center: 15.

We therefore require 30 officers who speak good French in addition to the 15 present ones. This figure is in fact well below that of our real needs. Due to the fast approaching start up of training centers for communal police forces, ideally we would have at least three French-speaking observers per prefecture: that is an optimum figure of 41 additional French-speaking officers in addition to the 15 already present.

The list of observers from Zambia, Guinea-Bissau, Jordan and Djibouti are attached to this document.

LIST OF OBSERVERS FROM ZAMBIA

SER	RANK	NAME	OBSERVATION
1	Supt	B.C. Muuale	Officer
2	Supt	R.B. Mvula	Officer
3	A/Supt	M.W. Imataa	Officer
4	A/Supt	A.C. Mwengwe - (Huuma)	Officer
5	C/Insp	W.H. Kagoli	Not an officer
6	C/Insp	J. Muyoma	Not an officer
7	C/Insp	W.M. Chola	Not an officer
8	W/C/Insp	L.A. Tembo	Not an officer
9	C/Insp	F. Kasonde	Not an officer
10	C/Insp	A. Kasinda	Not an officer

LIST OF OBSERVERS FROM GUINEA-BISSAU

SER	RANK	NAME	OBSERVATION
1	Lt.	Lino Gomes	Adequate French
2	Capt.	Roberto Dambi	Adequate French
3	Capt.	Nhaga Armando	No English or French
4	Capt.	Mamadu Cassama	No English or French
5	Major	Mane Carlos	No English or French
6	Major	Neto Eulalio	Adequate French
7	Lt.	Agostino Neto Coreia	No English or French
8	Lt.	Ture Malam	No English or French
9	Lt.	Paulo Joao Correia	No English or French
10	Lt.	Jose Nangue	No English or French
11	Lt.	Malam Djassi	No English or French
12	Lt.	Dahaba Ivo	No English or French
13	Lt.	Abdu Cassama	No English or French
14	Lt.	Sancum Camara	Good English
15	Lt.	Jose Dahaba	No English or French
16	Lt.	Marcelino Gomes	No English or French
17	Lt.	Malik Djata	Adequate French
18	Lt.	Juliao Mane	No English or French
19	Lt.	Amiro Balde	No English or French
20	Lt.	Anselmo Dasilva	No English or French

LIST OF OBSERVERS FROM JORDAN

SER	RANK	NAME	OBSERVATION
1	Major	Yousef Sh. A. Shabsough	Adequate english
2	Capt.	Moh'd Jamil Moh'd Al-Oadah	Good English
3	Capt.	Nedar Awayed Rashdan	Adequate english
4	Capt.	Emah Mahmoud	Neither English nor French
5	1st Lt.	Ghand Fakhr Shukri Katan	Neither English nor French

LIST OF OBSERVERS FROM DJIBOUTI

SER	RANK	NAME	OBSERVATION
1	Capt.	Daher Hassan	Good French
2	Capt.	Abdullah Osnan	Good French
3	Lt.	Mohamed Jama	Adequate French
4	Lt.	Housein Farah	Adequate French
5	Lt.	Awaleh Sougueh	Adequate French
6	Lt.	Abdulhakim Mohamed	Adequate French
7	Lt.	Hassan Offley	Adequate French
8	2/Lt.	Awaleh Atteyeh	Adequate French
9	2/Lt.	Mohamoud Bogoreh	Adequate French
10	2/Lt.	Gouleid Robleh	Adequate French
11	2/Lt.	Ismael Okieh	Adequate French
12	2/Lt.	Ahmed Abdallah	Adequate French
13	2/Lt.	Abdallah Ali	Adequate French
14	2/Lt.	Salah Mohamed	Adequate French
15	2/Lt.	Mahammed Ahmed Ali	Adequate French



CIVPOL

UNAMIR - MINUAR

TO: SRSG

DATE: Kigali, 14 December 1994

FROM: CIVPOL COMMISSIONER

REF: CIVPOL/MEMO/98/94

INFO: OSRSG/CIVPOL Liaison Officer

SUBJECT: Need for observer reinforcements at CIVPOL

1. I respectfully draw your attention to the difficulties CIVPOL has encountered since opening its Gendarme Training Center in Ruhengeri particularly in the area of personnel.
2. The training of the 2nd contingent of gendarmes in Ruhengeri which was initially scheduled to begin on 14 November 1994 did not effectively commence until 12-12-94. This contingent is comprised of 300 gendarme cadets and 20 assistant instructors from the 1st contingent.
3. It should also be noted that the training program for the 2nd contingent developed by CIVPOL and approved by the Rwandan government hinges upon the appointment of 90 CIVPOL observers over half of which to be French-speaking. To this day, as indicated in my previous correspondences, CIVPOL have 80 observers of which scarcely 15 are capable of teaching in French.
4. Therefore given that the training program at the Ruhengeri school was already adopted by UNAMIR and the Rwanda government, which commits the two parties ipso facto, I must honor this commitment by taking the following steps:
 - Recall and assign to Ruhengeri all French-speaking observers previously deployed to the prefectures and made available to teach as well as most of those at CIVPOL headquarters.
 - Assign to Ruhengeri, all gendarmerie officers and military observers on detachment.
5. Despite this arrangement, please note that the scheduled hours accorded to each instructor surpasses by far all the pedagogical standards due to the number of students which have been divided into six classes of 50 cadets.
6. In addition, it is important to point out that this reallocation, while it may resolve the immediate problems of the shortage of instructors at the Ruhengeri center, will in time have far reaching consequences on CIVPOL activities. Indeed, the absence of French-speaking observers in the Prefectures and at Headquarters will translate as follows:

- impossibility of commencing the training of a local police force in each Prefecture of the country which was to begin on January 15;
- reduction of liaison activities with local authorities (Prefect, gendarmerie, Prosecution Department);
- an overall lull in relations with the justice (including the Prosecutor and Director of Prisons) as well as the use of French-language documents.

7. Thus it seems quite clear that the 12 French-speaking observers, reassigned to the training program, will face considerable difficulties in fulfilling the training requirement dictated in the Security Council's new Resolution 965. An additional factor which will make the present situation even worse is the question of the observers' length of stay. Of the twelve observers (10 Malians and 2 Djiboutians), 5 Malians will reach the end of their contract by January in other words during the course of the training program. This situation risks compromising the current training session as well as the projected training of the local police force.

8. It is thus necessary to urgently envisage the following solutions:

- maintain the contracts for the 5 Malians and extend them by 6-month to cover the current training session. The 5 Malians are as follows:
 - Lieutenant Colonel Arouna Traouré
 - Commander Anatole Sangaré
 - Captain Nimetigna Traoré
 - Captain Moussa Sanogo
 - Captain N'golo Ouattara
- issue an urgent call for more French-speaking observers to insure the continuation of the training of the gendarmes, as well as that of the local police whose program is due to commence on 15 January 1995 at the request of the Rwandan government.

9. From the analysis above it appears clear that CIVPOL suffers from a considerable lack of adequate personnel. However, the duties imposed by the preceding mandates, which were reinforced by other mandates in the new Resolution 965, are many and must be implemented with the appropriate human and material resources. As a function of these factors, CIVPOL has adopted the following plan:

- deploy a team of at least 7 observers (3 French-speaking and 4 English-speaking) in each Prefecture to carry out monitoring, investigations and training;

- activate the gendarmerie training center in Ruhengeri; and
- coordinate the activities listed below through headquarters.

10. To accomplish this task, an indispensable team of 120 observers is required to correctly implement the duties delegated to the CIVPOL.

11. This personnel will be assigned as follows:

- Headquarters	18
- Liaison officers = 2 at FHQ and 2 at MILOBs HQ	4
- Ruhengeri Training Center =	
Instructors and training staff	20
- Kigali (Prefecture and Rural)	15
- Other Prefectures = 7 observers per Prefecture	63

Total 120

Within this group and given the upcoming opening of training centers in each Prefecture for the local police force, it is desirable to have at least 62 French-speaking observers:

- Headquarters	8
- Liaison officers	2
- Ruhengeri Training Center	15
- Kigali (Prefecture and Rural)	10
- Other Prefectures = 3 per Prefecture x 9	27

Total 62

If CIVPOL already has 12 French-speaking observers, the required number will drop to 50 observers.

12. I would like to take this opportunity to draw your attention to the selection criteria designed to insure the success of CIVPOL's efforts. The criteria which stem from conditions set by the United Nations are as follows:

The candidate must:

- be an officer in the police force or gendarmerie with experience in the area of service in police or gendarmerie units.
- have experience in the training of cadets;
- be able to speak, read and write fluently in French and have some command of English;
- possess a valid driver's license;
- know how to type;

- have physical conditioning required for teaching;

13. To recap, the successive mandates delegated to CIVPOL, particularly those arising from the Security Council's new Resolution 965 which imposes a set of objectives to be attained, requires that a staff of sufficient quantity and quality be made available to this service as soon as possible.

14 Dec. 94

URGENT

Please translate
for SRSCL
PERS -

Priority -
Please bring
computer program
as they're finished
Tuesday - K.

ALMOST
DONE - ~~CHART~~ ~~READ~~
SRSS. EUG.



UNAMIR - MINUAR

TO: SRSB
A:

DATE: Kigali, 14 décembre 1994

FROM: CIVPOL Commissioner
DE:

REF: CIVPOL/MEMO/98/94

INFO: OSRSG/CIVPOL Liaison Officer

SUBJECT: Renforcement de CIVPOL en observateurs
OBJET:

1. J'ai l'honneur d'attirer très respectueusement votre attention sur les difficultés notamment en personnel que rencontre CIVPOL depuis l'ouverture du Centre de Formation des Gendarmes de Ruhengeri.

2. En effet la formation du 2^{ème} contingent de gendarmes de Ruhengeri dont la date initialement prévu à partir du 14 novembre 1994 n'a effectivement démarré que le 12-12-94. Ce contingent comprend 300 élèves gendarmes et 20 assistant instructeurs issus du 1^{er} contingent.

3. Il est opportun de rappeler que le programme de formation de ce 2^{ème} contingent élaboré par CIVPOL et approuvé par le Gouvernement Rwandais reposait sur une prévision de 90 observateurs de CIVPOL dont plus de la moitié serait des francophones. A ce jour, comme annoncé dans mes correspondances précédentes, CIVPOL compte 80 observateurs dont à peine 15 seulement sont aptes à enseigner en français.

4. Aussi, eu égard au fait que le programme de formation de l'Ecole de Ruhengeri a déjà été adopté par la MINUAR et le gouvernement Rwandais, ce qui ipso facto engage les 2 (deux) parties, j'ai dû, pour pouvoir honorer cet engagement prendre les mesures suivantes:

- rappeler et affecter à Ruhengeri tous les observateurs francophones qui avaient été préalablement déployés dans les préfectures et susceptibles d'enseigner, ainsi que la plupart de ceux du Quartier Général de CIVPOL;
- affecter à Ruhengeri tous les officiers de gendarmerie, observateurs militaires en détachement.

5. Malgré cet arrangement, il est à remarquer que le volume horaire affecté à chaque instructeur dépasse de loin toutes les normes pédagogiques en raison du nombre des élèves répartis entre 6 (six) classes de 50 éléments.

6. Par ailleurs il est important de signaler que ce procédé de

ponction, s'il résoud dans l'immédiat la pénurie en instructeur du Centre de Ruhengeri, engendrera à terme des conséquences profondes sur les activités de CIVPOL. En effet l'absence d'observateurs francophones dans les préfectures et au Quartier Général va impliquer entre autres:

- l'impossibilité d'entamer la formation de la Police Communale prévue au niveau de chaque préfecture du pays à compter du 15 janvier;
- la réduction des activités de liaisons avec les autorités locales (Préfet, gendarmerie, Parquet);
- enfin au niveau du Quartier Général, un net ralentissement dans les relations avec la justice (notamment le Procureur et le Directeur des Prisons) ainsi que dans l'exploitation des documents en français.

7. Ainsi donc il apparaît très clairement que les 12 observateurs francophones affectés à la formation, auront beaucoup de mal à faire face aux exigences de la formation qu'impose la nouvelle Résolution 965 du Conseil de Sécurité. UN autre risque subsiste et viendra aggraver les difficultés déjà évoquées, c'est la question de la durée de séjour des observateurs. En effet sur ces 12 observateurs (10 maliens et 2 Djiboutiens), 5 maliens seront en fin de contrat au mois de janvier, autrement dit en cours de formation. Cette situation risque de compromettre la formation en cours ainsi que les formations projetées de la Police Communale.

8. Il est donc nécessaire d'envisager d'urgence les solutions suivantes:

- le maintien avec prolongation pour une durée de 6 mois du contrat des 5 observateurs maliens concernés, afin de pouvoir couvrir la formation en cours. Les 5 maliens sont les suivants:
 - Lieutenant Colonel Arouna Traoré
 - Commandant Anatole Sangaré
 - Capitaine Nimetigna Traoré
 - Capitaine Moussa Sanogo
 - Capitaine N'golo Ouattara
- l'appel dans les plus bref délais à d'autres observateurs francophones pour assurer la poursuite de la formation des gendarmes, et celle de la Police Communale dont le démarrage des cours est prévu pour le 15 janvier 1995 à la demande du Gouvernement Rwandais.

9. De l'analyse qui précède, il ressort clairement que CIVPOL souffre cruellement du manque de personnel adéquat. Or les tâches qui découlent des mandats précédents et qui viennent d'être renforcées par d'autres résultant de la nouvelle Résolution 965, sont multiples et doivent être exécutées avec des ressources humaines et matérielles appropriées. En fonction de ces facteurs, CIVPOL a adopté le concept d'opération suivant:

- déployer dans chaque préfecture une équipe d'au moins 7 Observateurs (3 francophones et 4 anglophones) chargés des tâches de surveillance, d'investigation et de formation;
- animer le centre de formation des gendarmes à Ruhengeri; et
- coordonner les activités ainsi énumérées à travers un Quartier Général.

10. Pour ce faire un effectif indispensable de 120 observateurs est requis pour l'exécution correcte des tâches dévolues à CIVPOL.

11. Ce personnel sera reparti comme suit:

- Quartier général	18
- Officiers de liaison = 2 au FHQ et 2 au MILOBS HQ	4
- Centre de Formation de Ruhengeri =	
Personnel d'encadrement et Instructeurs	20
- Kigali (Préfecture et Rural)	15
- Autres Préfectures = 7 observateurs par	
préfecture x 9	63
Total	120

Parmi cet effectif et compte tenu de l'ouverture prochaine de Centres de formation de la Police Communale au niveau de chaque Préfecture, il est souhaitable d'avoir au moins 62 observateurs francophones:

- Quartier Général	8
- Officiers de liaison	2
- Centre de Formation de Ruhengeri	15
- Kigali (Préfecture et Rural)	10
- Autres Préfectures = 3 par Préfecture x 9	27
Total	62

Dans la mesure où CIVPOL compte déjà 12 observateurs francophones, les besoins sont donc de 50 observateurs.

12. Je voudrais saisir cette opportunité pour attirer votre haute attention sur les critères de sélection en vue d'assurer le succès des efforts de CIVPOL. Ces critères qui découlent des conditions requises par les Nations Unies devraient être les suivants:

- être officier de la Police ou de la gendarmerie ayant une certaine expérience en matière de service dans les unités de Police ou de Gendarmerie;
- être familiarisé avec la formation des agents;
- être en mesure de parler, lire et écrire couramment en français et avoir des notions d'anglais;
- avoir un permis de conduire;
- savoir dactylographier;

- être physiquement apte pour l'instruction.

13. Somme toute, les mandats successifs dévolus à CIVPOL notamment ceux résultant de la dernière Résolution 965 du Conseil de Sécurité, lui imposent un objectif de résultat qui pour être atteint, nécessite que soient rapidement mis à la disposition de ce service un personnel en nombre suffisant mais également de qualité.



UNAMIR - MINUAR

TO: SRSG

DATE: Kigali, 14 December 1994

FROM: CIVPOL COMMISSIONER P/O [Signature] REF: CIVPOL/MEMO/98/94

INFO: OSRSG/CIVPOL Liaison Officer

SUBJECT: Need for observer reinforcements at CIVPOL

1. I respectfully draw your attention to the difficulties CIVPOL has encountered since opening its Gendarme Training Center in Ruhengeri particularly in the area of personnel.

2. The training of the 2nd contingent of gendarmes in Ruhengeri which was initially scheduled to begin on 14 November 1994 did not effectively commence until 12-12-94. This contingent is comprised of 300 gendarme cadets and 20 assistant instructors from the 1st contingent.

3. It should also be noted that the training program for the 2nd contingent developed by CIVPOL and approved by the Rwandan government hinges upon the appointment of 90 CIVPOL observers over half of which to be French-speaking. To this day, as indicated in my previous correspondences, CIVPOL have 80 observers of which scarcely 15 are capable of teaching in French.

4. Therefore given that the training program at the Ruhengeri school was already adopted by UNAMIR and the Rwanda government, which commits the two parties ipso facto, I must honour this commitment by taking the following steps:

- Recall and assign to Ruhengeri all French-speaking observers previously deployed to the prefectures and made available to teach as well as most of those at CIVPOL headquarters.
- Assign to Ruhengeri, all gendarmerie officers and military observers on detachment.

5. Despite this arrangement, please note that the scheduled hours accorded to each instructor surpasses by far all the pedagogical standards due to the number of students which have been divided into six classes of 50 cadets.

6. In addition, it is important to point out that this reallocation, while it may resolve the immediate problems of the shortage of instructors at the Ruhengeri center, will in time have far reaching consequences on CIVPOL activities. Indeed, the absence of French-speaking observers in the Prefectures and at Headquarters will translate as follows:

Director

- impossibility of commencing the training of a local police force in each Prefecture of the country which was to begin on January 15;
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CivPOL

UNAMIR - MINUAR

TO: Mr. Hédi Annabi, Director
Africa Division, DPKO

Date: Kigali, 11-11-94

Fax: 963-6460

Ref: CIVPOL/FAX/13/94

FROM: Cheick Oumar Diarra
Colonel CIVPOL

SUBJECT: CIVPOL Situation

1. Following my conversation with MOUSA ABDUL KADIR, I am pleased to send you the enclosed note covering the situation of CIVPOL.
2. As you can see, despite the 70 observers available, representing some 80% of the total, most of the observers are waiting in GITARAMA, at the training centre for newly arrived observers where many of them finished their training the week of their arrival.
3. My requests for vehicles addressed to the responsible UNAMIR service have yet to be answered in spite of repeated personal interventions on my part.
4. In spite of this serious handicap, CIVPOL went about the training of gendarmes, which appeared to be the major concern of the new authorities, and is ready to carry out the monitoring, investigation and training missions in the prefectures as soon as it receives the necessary vehicles.
5. I would be very grateful for your assistance and personal intervention in dealing with this issue.
6. Regards.



UNAMIR - MINUAR

A: Force Commander
De: CIVPOL Commissioner
Objet: Activités de CIVPOL

Date: Kigali le 25-10-94

..... 1. J'ai l'honneur de vous faire parvenir ci-joints les documents suivants relatifs aux activités de CIVPOL:

- une note sur le programme de formation du personnel de la gendarmerie;
- un projet relatif à la formation de 300 gendarmes;
- un programme détaillé relatif au cycle de formation de 300 gendarmes;
- un projet relatif à la formation de 100 formateurs;
- un programme détaillé relatif au cycle de formation des formateurs;
- un tableau relatif au projet de déploiement du personnel actuel de CIVPOL;
- un tableau prévisionnel de déploiement du personnel CIVPOL;
- les états relatifs à la situation et aux besoins en véhicules nécessaires pour le déploiement.

2. L'effectif prévu pour CIVPOL étant atteint à 80% il est vivement souhaitable que le personnel présent puisse être rapidement déployé en vue de commencer les activités de surveillance, d'investigation et de formation dans les préfectures.