

IR

UNAMIR WELFARE CLUB

4 MAR - 28 APR 1995

UNCLASSIFIED

EL/WG APR 2009

PLEASE RETAIN
ORIGINAL ORDER

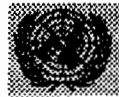
UNARCHIVES.

SERIES S-1120

BOX 50

FILE 3

ACC. 1998/0278



UNAMIR - MINUAR

DATE: 28 April 1995

To: All UNAMIR Civilian and Military Personnel

From: Brandy McNeill, Civilian Welfare Officer
Major Deepak Das, Military Welfare Officer

SUBJECT: Date Change For Amateur Sports Competition Day

DATE CHANGED!
Sports Day Competition
Saturday 20 May 1995

Basketball - Brian Seales, BMS, Extension 15116, C/S BM6 channel 11
Soccer - Adriane O'Sullivan, Transport, Extension 11213, C/S 84C channel 11
Squash - Deckland Corrigan, Logistics, Extension 11118, C/S HL1A
Sherlock Holmes Mystery Walk - Brandy McNeill, CWO, Ext 11200, C/S WO channel 11
Swimming - Sgt. Kim Bohun, Ausmed, Telephone 75216, C/S ASO channel 4
Tennis - Brandy McNeill, Welfare Office, Extension 11200, C/S WO channel 11
Track and Field - Norris Josseling, Transport, Extension 11087, C/S 84C channel 11
Volleyball - Brian Seales, BMS, Extension 15116, C/S BM6 channel 11
Barbecue/Raffle Tickets - Any member of Welfare Committee
Civilian Welfare Officer - Brandy McNeill, Extension 11200, C/S WO channel 11
Military Welfare Officer - Major Deepak Das, Extension 11108, C/S Delta Dot channel 11

United Nations



Nations Unies

INTEROFFICE MEMORANDUM

Date: April 13, 1995

To: UNAMIR Internationally Recruited Civilian Staff

From: Brandy McNeill, Civilian Welfare Officer and Staff Counselor *Ben*

Subject: **STRESS MANAGEMENT PROGRAMS SURVEY**

The purpose of the attached survey is to gather information about mission stress. In specific, I am interested in learning about the personal impact of the evacuation in April 1994.

Your responses will help me plan and deliver welfare, counseling and stress management programs tailored to your needs. Therefore, your participation in this survey will benefit all of us.

If you would complete the attached survey and return it to my office in Room 3052, Amahoro, as soon as possible, but no later than 21 April 1995, it would be very much appreciated.

If you were not at UNAMIR during the evacuation, please do not answer the survey questions. However your comments and suggestions regarding potential welfare programs are welcome and encouraged.

Please telephone me at extension 11098, if you have any questions.

Thank you very much for your participation in the survey.

Confidential Evacuation Survey

PLEASE COMPLETE SURVEY AND RETURN TO CIVILIAN WELFARE OFFICE, ROOM 3052-AMAHORO AS SOON AS POSSIBLE BUT NO LATER THAN 21 APRIL 1995. IF YOU HAVE ANY QUESTIONS PLEASE TELEPHONE EXTENSION 11098. YOUR PARTICIPATION IS GREATLY APPRECIATED!

The purpose of this survey is to compile the experiences of the international staff and their reactions to events surrounding evacuation from Kigali in April, 1994. The information gathered will be used to review the concept of staff welfare/counseling in field missions.

Many people develop stress related symptoms following a Critical Incident. A critical incident is an event outside the range of normal experience which is sudden and unexpected, disrupts one's sense of control, involves the perception of a life threat, and may include elements of physical or emotional loss. Examples of Critical incidents include Natural Disasters, Multiple Casualty Accidents, Sexual or Other Assault, Death of Child, Hostage-Taking, Suicide, Traumatic Death in Family, Duty-Related Death of Co-worker and War-related Civilian Deaths. Critical Incidents can not be predicted nor prevented.

While a Critical Incident may occur anywhere, anytime, there are occupational groups who are at increased risk of exposure to psychologically traumatic events. These include fire fighters, emergency health care workers, police officers, search and rescue personnel, disaster relief and humanitarian aid workers, and UNITED NATIONS PEACEKEEPERS, OBSERVERS AND MONITORS.

Critical Incident Stress is a physical or emotional reaction experienced in the face of a Critical Incident which could interfere with your ability to function during or after event. It is normal to experience stress related reactions after a Critical Incident. Reactions may be immediate or may not surface for weeks or months after the Critical Event. Reactions may be physical, emotional, behavioral, or cognitive/mental. The severity of your reactions depends on the suddenness, intensity and duration of the event and the available social support during and following the event. Your past experience, personal loss, perception of threat and personal coping abilities also play a part in the severity of your reactions.

If you were not at UNAMIR during the evacuation please check the sentence below, do not answer the questions and return this survey to the Civilian Welfare Officer in Amahoro, Room 3052.

 I was not in UNAMIR during the evacuation. (DO NOT COMPLETE SURVEY)

THIS SURVEY IS CONFIDENTIAL. NO IDENTIFYING FACTORS WILL BE USED WHICH COULD JEOPARDIZE YOUR ANONYMITY. AFTER THE SURVEY RESULTS HAVE BEEN COMPILED, THE INDIVIDUAL SURVEYS WILL BE DESTROYED.

PART A

Optional demographics:

Age: _____ Sex: _____ Nationality: _____

Marital status: _____ Number of Children: _____

Job Classification (level and grade): _____

Education Level (highest grade completed): _____

Years of Service with the UN: _____

Number of Missions served at: _____

Length of service at UNAMIR prior to Evacuation: _____

PART B

Check any reactions that you experienced/are still experiencing since the evacuation. Keep in mind that the following reactions are normal symptoms experienced by normal people following an abnormal event.

PHYSICAL SYMPTOMS

Allergies (that didn't exist before the evacuation) _____

Awakening early _____

Chills _____

Chronic fatigue _____

Constipation _____

Diarrhea _____

Difficulty awakening _____

Dizziness _____

Exaggerated startle response _____

Frequent colds _____

Hair loss _____

Headaches _____

High blood pressure _____

Hot flashes _____

Hyperventilation (rapid breathing) _____

Inability to urinate _____

Insomnia (difficulty falling or staying asleep) _____
Loss of appetite _____
Muscle twitches/tremors _____
Muscle weakness _____
Muscular aches and pain _____
Nausea _____
Night sweats _____
Rapid pulse/racing heart _____
Rashes _____
Shortness of breathe _____
Skin rashes _____
Stomach pain _____
Sweating _____
Ulcer _____

MENTAL/COGNITIVE

Confusion _____
Decreased attention span _____
Difficulty making decisions _____
Difficulty problem solving _____
Disorientation _____
Flashbacks (re-experiencing the event) _____
Frequent crying spells _____
Impaired thinking _____
Memory loss _____
Memory problems _____
Poor concentration _____
Restlessness _____
Thoughts of suicide _____

EMOTIONAL SYMPTOMS

Abandonment _____
Alienation _____
Anger _____
Anxiety _____
Bitterness _____
Boredom _____
Depression _____
Fear _____
Feeling overwhelmed in situations you used to be able to
handle _____
Flashbacks _____
Fluctuating moods _____
Guilt _____
Hopelessness _____
Hostility _____
Irritability _____

Nightmares_____

Numbness_____

Resentment_____

Sadness_____

Suicidal_____

Withdrawal_____

BEHAVIORAL SYMPTOMS

Absenteeism_____

Divorce_____

End of significant relationship_____

High risk behavior_____

Increased use/misuse of alcohol and drugs (including
cigarettes)_____

Initiator of domestic violence_____

Initiator of public violence_____

Marital separation_____

Self destructive behavior_____

Tardiness_____

Workaholism_____

PART C

Questions: Please answer these questions as they pertain to your experience at UNAMIR.

1. I felt afraid 24-48 hours **BEFORE** evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

2. I felt afraid **DURING** evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

3. I felt afraid 24-48 hours **AFTER** evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

4. I SAW shelling and shooting.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

5. I HEARD shelling and shooting.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

6. I WITNESSED the death or torture of another human being.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

7. I HEARD ABOUT the death or torture of another human being.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

8. I felt CUT OFF/ISOLATED from the rest of the world.

Strongly Disagree	Somewhat Disagree	Agree	Strongly Disagree	Somewhat Disagree
-------------------	-------------------	-------	-------------------	-------------------

9. The UN provided adequate mental health support BEFORE the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

10. The UN provided adequate mental health support DURING the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

11. The UN provided adequate mental health support AFTER the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

12. My life was in danger BEFORE the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

13. My life was in danger DURING the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

14. My life was in danger AFTER the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

15. My basic needs (water, food, rest) were met BEFORE the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

16. My basic needs (water, food, rest) were met DURING the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

17. My basic needs (water, food, rest) were met AFTER the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

18. I had the tools for self protection (bullet proof vest and helmet) BEFORE the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

19. I had the tools for self protection (bullet proof vest and helmet) DURING the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

20. I had the tools for self protection (bullet proof vest and helmet) AFTER the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

21. I am adequately prepared and trained (i.e. techniques for dealing with hostile people and defusing hostile situations, basic first aid, all weather survival training, self defense, cross culture education) to deal with working in a war zone.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

22. I was held up at gunpoint BEFORE the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

23. I was held up at gunpoint DURING the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

24. I was held up at gunpoint AFTER the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

25. I witnessed the breakdown of a colleague BEFORE the evacuation

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

26. I witnessed the breakdown of a colleague DURING the evacuation

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

27. I witnessed the breakdown of a colleague AFTER the evacuation

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

28. My personal coping abilities were adequate BEFORE the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

29. My personal coping abilities were adequate DURING the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

30. My personal coping abilities were adequate AFTER the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

31. I was kept adequately informed BEFORE the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

32. I was kept adequately informed DURING the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

33. I was kept adequately informed AFTER the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

34. I felt guilty because I was unable to help Rwandese people I was personally acquainted with.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

35. I felt helpless BEFORE the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

36. I felt helpless DURING the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

37. I felt helpless AFTER the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

38. The UN had established and organized procedures for dealing with this type of emergency.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

39. The UN did an adequate job organizing the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

40. I am angry at the UN for the way the evacuation was handled.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

41. I am angry at the way some of my colleagues behaved during the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

42. My life has changed in POSITIVE ways because of the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

43. My life has changed in NEGATIVE ways because of the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

44. The evacuation has NOT changed me.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

45. The UN has an adequate stress management program established at UNAMIR.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

46. The UN should establish stress management programs at all peace keeping missions.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

47. I personally know _____ (number) colleagues who did not return to UNAMIR after the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
-------------------	-------------------	-------	----------------	----------------

48. I personally know _____ (number) colleagues who were so negatively impacted by the evacuation, they did not return to peacekeeping work after the evacuation.

Strongly Disagree	Somewhat Disagree	Agree	Somewhat Agree	Strongly Agree
----------------------	----------------------	-------	-------------------	-------------------

Please add any additional comments or personal experiences that you feel would be useful in planning stress management programs for UNAMIR personnel. If you need extra room, please use the back of this survey to write your comments.

PLEASE RETURN SURVEY TO THE CIVILIAN WELFARE OFFICER IN ROOM 3052, AMAHORO AS SOON AS POSSIBLE BUT NO LATER THAN 21 APRIL 1995. IF YOU HAVE ANY QUESTIONS PLEASE TELEPHONE EXTENSION 11098.

Miscellaneous

UNAMIR WELFARE CLUB NEWSLETTER NO. 1

4 March 1995

It is with great pleasure to inform everyone that the UNAMIR Welfare Club, under the direct guidance of our SRSG, Mr. Shaharyar Khan, has started organising and conducting various activities to enhance leisure and recreation to both civilian and military members of the mission. The club activities include both outdoor and indoor sports, entertainment, and even social/cultural affairs. A large number of enthusiastic volunteers has organised the activities of the Club.

For your information, the officers of the Welfare Club Committee are as follows:

Chairperson:	Mr. Patsy Mullings (BMS)
Co-Chairperson:	Mr. Kimso Nilsvang (Personnel)
Civilian Welfare Officer:	Mrs. Brandy McNeill (Staff Counselor's Office)
Force Welfare Officer:	Maj. Deepak Das (IndiaBatt)
Property Officer:	Mr. Marc Molatte (PCIU)
Bar Manager:	Mr. Ranbir Singh (IndiaBatt)
Entertainment Officer:	Mr. Jack Parnell (Log)
Treasurer:	Mr. Hudson Mbunya (Finance)
Secretary:	Ms. Janina Ogtong (ISS)

2/.....

The organisers and their respective activities are:

SER NO.	ACTIVITY	ORGANISER	ROOM NO./ TEL. NO.
	<u>OUTDOOR</u>		
1.	Athletics	Mr. Norris Jorsling CTO Mr. Brian Seales BMS	3060/ 11087 UNICEF Bldg./ 15116
2.	Badminton	Maj. Pankaj Arora SO Transport	2068/ 11117
3.	Baseball	Maj. Steve Moore SO Transport	2068/ 11117
4.	Basketball	Mr. Brian Seales BMS	UNICEF Bldg./ 15116
5.	Cricket	Mr. Louis Hall Transport Maj. Deepak Das Welfare Officer	3060/ 11214 1050/ 11108
6.	Field Hockey	INDBATT	
7.	Football	Mr. Norris Jorsling CTO Mr. Adrian O'Sullivan Transport	3060/ 11087 Transport Shop/ 11213
8.	Golf	Mr. James Ifill Communications Maj. Ranbir Singh PRO Indiabatt	Comms Cmpd/ 11210 SOALTEE/ 86976
9.	Petanque	Mr. Marc Molatte PCIU	Trafipro/
10.	Squash	Maj. Deepak Das Welfare Officer	1050/ 11108
11.	Tennis	Mr. Stanley Oliver Personnel	4085/ 11066
12.	Trekking (Safari, Picnics, Bird-watching)	Mr. Didier Pansiot Personnel	UNICEF Bldg./ 15113
13.	Volleyball	AUSMED/INDIABATT	ALEXANDRA/ 76803

	<u>INDOOR</u>		
14.	Aerobics, Ballroom Dancing, Taekwon-do	Mr. Evon Parkes PSB	1045/ 11188
15.	Bridge	Maj. S. Agrawal G3 Engr.	11161
16.	Chess		
17.	Dart	Maj. Deepak Das Welfare Officer	1050/ 11108
18.	Mahjong	Ms. Emma Silvestre Personnel	3044/ 11089
19.	Ping-Pong	Ms. Sylvie Nossereau Personnel	4085/ 11066
20.	Videotheque	Maj. Deepak Das Welfare Officer	1050/ 11108
	<u>SOCIAL/CULTURAL</u>		
21.	Get-togethers/Parties	Mr. Jack Parnell Log/CMC	1012/ 11138
22.	Musical Entertainment	Isell Rivero-Mendez OSRSG	4029/ 11080
23.	Library	Brandy McNeill Staff Counselor	3052/11098 temp 3060/11087

INAUGURATION DAY OF THE WELFARE CLUB

The UNAMIR Welfare Club was officially inaugurated on 11 December 1994. On that day, the Athletic Wing, organised by Mr. Norris Jorsling (CTO), held the 10 KM and Medley Relay Run at the Amahoro Stadium. These were the very first activities of the Welfare Club. The SRSG himself awarded the winners of the Runs, namely:

10 K Race

1st Place-Sgt. Bjdur Thapa (Indiabatt)
2nd Place-Rfn. Kulbahaur Thapa (Indiabatt)
3rd Place-Pvt. Ladan Yaya

Relay Medley

1st Place-Nicoy A-Team
2nd Place-Brown and Root
3rd Place-Nicoy B-Team

45 and Over

Norris Jorsling

Congratulations to the winners and to all participants of these exciting runs.

4/.....

UNAMIR Christmas Party

Another successful activity of the Welfare Club was the UNAMIR X'mas Party held on 17 December 1994 at the Amahoro Headquarters. We would like to thank the Ghanaian Band for the lovely music they provided, MGT Catering Service for the delicious dinner and all you wonderful UNAMIR staff, including guests, who made the evening such fun.

Children's Christmas Party

Profits acquired from the UNAMIR Christmas Party were used for the Children's X'mas Party held at the Chez Lando Restaurant on 18 December 1994. The Welfare Club invited the orphans from Mother Theresa Orphanage, Kigali, and the children of local UNAMIR staff members. Around 100 children danced to the music of the Indian Band and enjoyed the sumptuous snacks and mechanical rides provided by Chez Lando Catering Service. We would like to thank the few dedicated members of the Welfare Committee who made this event a great success.

CanCon Farewell Party

A farewell party for the Canadian Contingent was organised by the Welfare Club on 20 January 1995 at the Amahoro Headquarters. It was another evening of fun and entertainment as we bid good-bye to the Canadians.

Cricket Matches

January/February cricket match games results:

- Indbatt vs. AusMed held on 26 January 1995 (National Days of both India and Australia)
Congratulations AusMed Team! Well done!
- Indbatt vs. UNAMIR XI held on 28 January 1995
Congratulations UNAMIR XI!
- AusMed vs. UNAMIR XI held on 4 February 1995
Congratulations again to AusMed Team!
- Indbatt vs. UNAMIR XI held on 25 February 1995
Congratulations again to UNAMIR XI!
- Aussies vs Contractors XI held on 26 February 1995
Congratulations Aussies!

Another exciting weekend of cricket will be held on 4 March 1995 between UNAMIR XI and Aussie teams and on 5 March 1995 between IndBatt and Contractors XI teams at the Amahoro Stadium. We invite everyone to watch and cheer for their teams. To those who don't understand cricket, we urge you to come and learn the game rules from the crazy and hilarious cheerers. We guarantee that you'll get hooked to it!

Basketball

On Friday, 10 February 1995, the UNAMIR + Internationals Basketball team participated in their first scrimmage game against the Rwanda Ministries' Dept. of Sports at the Amahoro Stadium. Winning by no less than 18 points, with a score of 68 to 50, the UNAMIR Renovators displayed a level of cohesiveness rarely demonstrated in team sports this early in the season.

This UNAMIR Renovators took part in their first tournament with NICOY/INDBATT. They look forward to exciting the fans so come on out and support your team!

Aerobics/Dance Class/Taekwon-do/Walking Club

Classes for aerobics, dance lessons and taekwon-do are going on strong in the Hotel Meridien everyday (see attached training schedule). Under the guidance of Mr. Evons Parkes, a large number of health enthusiasts has joined. Everyone is invited to come wiggle their bodies and enjoy the fun.

The walking club meets at 18:45HRS on Monday, Wednesday and Friday. Anyone interested in joining the walking club or starting an aqua-aerobics class, please contact Brandy McNeill, Civilian Welfare Officer and Staff Counselor at Extension 11098.

Tours

For your information, the Welfare Club conducted interesting tours, organized by Didier Pansiot (Claims) on:

- | | | |
|--|---|--|
| 11 December 1994 | - | Kabale (Uganda) Trip which included a delightful boat ride on Lake Bunyunyi and a sumptuous lunch in the Bushara Island. |
| 24-26 Dec. 1994
31 Dec.-2 Jan. 1995 | - | An exciting 3-day tour of the Queen Elisabeth National Park (Uganda). |
| 29 January 1995
19 February 1995 | - | Gorilla Park (Ruhungeri, Rwanda). Everyone enjoyed this awesome experience! |

Tours for the month of March:

A one-day tour to Nyanza and Butare Museum is being organised which includes lunch and show

(traditional dance/songs). More Gorilla Park trips are also being organised. Details of said trips will be posted on the Welfare Bulletin Board located at the Ground Floor, Amahoro Hdq. (opposite the reception desk). Please feel free to see Didier Pansiot, UNICEF Bldg., Ext. 15113 if you have suggestions on particular places to see. He'll be happy to assist anyone.

Tennis

Tennis tournaments will soon be organised. Anyone interested to join should contact Stanley Oliver (Room 4085, Ext. 11066). Maj. Deepak Das has placed tennis rackets and balls at the BBC and Meridian Hotel for personnel interested in playing.

Petanque

This famous French game will soon be introduced to UNAMIR staff by Mr. Marc Molatte (PCIU/Trafipro). Equipments are now being purchased and anyone who would like to join should contact Mr. Molatte or the Force Welfare Officer.

Chess

Mr. Patrick Francis (Personnel) who initially organised the Chess Club has unfortunately ended his assignment with UNAMIR and the Welfare Committee is looking for a replacement. Anyone interested to organise this challenging game should contact any officer of the Welfare Club Committee.

U.N. Music Band

The Welfare Club invites musically-talented UNAMIR personnel to form a U.N. Band. So far, we have Mr. Jack Parnell who plays saxophone and Ms. Sylvie Nossereau who plays the keyboard. If you play a guitar or other instrument please contact Mr. Parnell (Room 1012, Ext. 11138) to join this fantastic band.

Membership Contribution

A minimal monthly membership fee for the UNAMIR Welfare Club will be requested from MSA recipients to cover operating expenses. In our next newsletter we will inform you on the fee and how to acquire a membership card.

Headquarters for the Welfare Club

The Welfare Club Committee has chosen the Kigali Sportif Club, better known as Le Cercle Sportif, located at the heart of Kigali, as the ideal recreation centre of our Welfare Club. Kigali

Sportif Club has complete facilities which includes a big swimming pool, basketball court, tennis courts, squash court, football field, minigolf, gym room, a club house with barbecue area, etc. Negotiations are now being done between the UNAMIR Welfare Club and Kigali Sportif for the use of these facilities. We will provide you with more information in our next newsletter.

New Staff Counselor and Welfare Officer

We all welcome our new Staff Counselor and Welfare Officer, Mrs. Brandy McNeill. She arrived from the U.S.A. on 15 February full of energy and hopes to improve the mental and physical wellness of UNAMIR staff. She spent her first day here chatting with members of the Welfare Committee and other UNAMIR staff. "Everyone had such good ideas for making mission life here more fun. I can't wait to get started planning events" she reported.

Brandy has spent her career delivering counseling and wellness programs, though never under the unique conditions that exist here in Kigali. She agreed that developing programs here "will be a special challenge".

Brandy enjoys reading a good book, watching videos, exercising, gambling and laughing with friends. She hopes to get all of these activities and others suggested by UNAMIR staff started very quickly.

Stop by and visit her in the Staff Counselor and Welfare Office located temporarily in Room 3052 and permanently in Room 3060.

Next Newsletter

The Welfare Newsletter will be published monthly. If you have any news to share, please contact Brandy McNeill, Civilian Welfare Officer and Staff Counselor at extension 11098.

Persons interested to participate in an activity should forward their names to the organising member of that discipline. Military contingents may forward their names through their respective welfare officer to the Force Welfare Officer. Additional volunteers including those who wish to contribute to the existing or new activities are welcome to forward their names to any officer of the Welfare Club.

Thank you and we look forward to more happy times ahead!

TRAINING SCHEDULE

DAY	TIME	ACTIVITY	INSTRUCTOR/S
SUNDAY	10:30HRS	AEROBICS	MARCY
	17:00HRS	DANCING	SERGIO
	18:30HRS	TAEKWON-DO	HAM/SERGIO
MONDAY	17:45HRS	AEROBICS	JENNIFER
TUESDAY	17:45HRS	AEROBICS	SERGIO/MARCY
	19:00HRS	TAEKWON-DO	HAM/SERGIO
WEDNESDAY	17:45HRS	AEROBICS	JENNIFER
	19:00HRS	DANCING	SERGIO
THURSDAY	17:45HRS	AEROBICS	SERGIO
	19:00HRS	TAEKWON-DO	HAM/SERGIO
FRIDAY	17:45HRS	AEROBICS	JENNIFER/MARCY
SATURDAY	ACTIVITY TO BE REQUESTED ON FRIDAY		

FOR BALLROOM DANCING, A PARTNER IS MANDATORY

UNITED NATIONS
ASSISTANCE MISSION FOR RWANDA

NATIONS UNIES
MISSION POUR L'ASSISTANCE AU RWANDA

Office of the Special Representative
of the Secretary-General
UNAMIR - MINUAR

17 March 1995

BULLETIN NO. 1

1. I am addressing all United Nations civilian, civpol and military personnel in Rwanda with the objective of stressing the need to comply with Rwandese laws and regulations. It is also incumbent upon us to respect the cultural, traditional and social customs of the Rwandese People.
2. With regard to the official exchange rate for the Rwandese Franc, the Rwandese Government decreed a flexible exchange rate as of 6th March 1995. Currency must therefore be changed only through official channels. All personnel must avoid inducements to obtain local currency through private or unofficial channels.
3. I am concerned that United Nations privileges and immunities intended to assist officials in performing their official duties, are being misused. It has been brought to my attention, that some alcoholic beverages and electronic equipment have found their way into the open market. I deplore efforts to misuse the privilege for financial gain and should this trade continue, I shall not hesitate to stop duty-free imports of such items. United Nations personnel are requested to keep a meticulous check on duty-free imports and utilize them exclusively for their own use.
4. United Nations Personnel are also requested to drive with great care, to respect traffic laws and to observe speed regulations. Care must be taken not to drive following consumption of alcohol. Drivers not familiar with the rule of "priorité à droite" (priority from the right) are required to take a driving course from the Chief Transport Officer.

5. An increasing number of United Nations personnel are renting private residential accomodation. All rental agreements must be registered with UNAMIR for purposes of Security. In addition, an attestation should be obtained from the Prefecture prior to entering into any contractual arrangements.

6. Moreover, the Government's regulations must be respected in that rent should be paid to the real, approved owner of the house and not directly to a foreign bank in favour of a person with unchecked credentials. A visit to the corresponding Prefecture will ensure the correct ownership of the property.

7. Finally, all United Nations personnel are requested to respect the social and cultural customs of the Rwandese people, and United Nations Civilians are to abide by the Standards and Conduct of International Civil Servants and military personnel, by the Force Commander Directive's No.1. Conduct must always be dignified and respectful towards Rwandese citizens. Anyone who does not abide by these standards and behaves himself/herself in an unbecoming manner will be subject to disciplinary measures.

8. I am asking UNAMIR Military Police to keep a careful watch on all United Nations personnel's conduct regarding local traffic/driving regulations. UNAMIR Military Police has been empowered to take action against those drivers that are patently in breach of the law with respect to civilian staff, the Military Police have authority to detain only the vehicle of those suspected of driving under the influence of alcohol. In the event a staff member is suspected of drunken driving, the Military Police shall take custody of the vehicle, but drive the suspect to his/her residence before impounding the vehicle.



Office of the Special Representative
of the Secretary-General
UNAMIR - MINUAR

17 MARS 1995

BULLETIN No. 1

1. JE M'ADRESSE À TOUT LE PERSONNEL CIVIL, CIVPOL ET MILITAIRE DES NATIONS UNIES AU RWANDA POUR LEUR SOULIGNER LA NÉCESSITÉ DE RESPECTER LES LOIS ET RÈGLEMENTS RWANDAIS. NOUS NOUS DEVONS ÉGALEMENT DE RESPECTER LES COUTUMES CULTURELLES, TRADITIONNELLES ET SOCIALES DU PEUPLE RWANDAIS.
2. POUR CE QUI EST DU TAUX DE CHANGE OFFICIEL DU FRANC RWANDAIS, LE GOUVERNEMENT A ANNONCÉ PAR DÉCRET UN TAUX DE CHANGE FLEXIBLE À PARTIR DU 6 MARS 1995. IL EST DONC DEMANDÉ À TOUT LE PERSONNEL DE NE PAS SE PROCURER DES DEVICES LOCALES PAR DES CANAUX PRIVÉS OU SUR LE MARCHÉ PARALLÈLE.
3. J'AI PEUR QUE LES PRIVILÈGES ET IMMUNITÉS VISANT À PERMETTRE AUX PERSONNES À REMPLIR LEURS FONCTIONS OFFICIELLES SOIENT PARFOIS INVOQUÉS À MAUVAIS ESCIENT. J'AI APPRIS QU'ON AVAIT RETROUVÉ SUR LE MARCHÉ DES ALCOOLS ET DU MATÉRIEL ÉLECTRONIQUE NON DEDOUANÉ. JE DÉPLORE QUE CERTAINS TENTENT D'OUTREPASSER CES PRIVILÈGES POUR LA RECHERCHE D'UN PROFIT ET SI CE TRAFIC DEVAIT CONTINUER, JE N'HÉSITERAI PAS À METTRE UN TERME AUX IMPORTATIONS DE PRODUITS NON DEDOUANÉS. IL EST DEMANDÉ AU PERSONNEL DES NATIONS UNIES DE CONTRÔLER MÉTICULEUSEMENT TOUTES IMPORTATIONS DE MARCHANDISES NON TAXÉES ET D'UTILISER CES MARCHANDISES À DES FINS PRIVÉES UNIQUEMENT .

4. IL EST ÉGALEMENT DEMANDÉ AU PERSONNEL DES NATIONS UNIES DE CONDUIRE AVEC ÉNORMÉMENT DE PRUDENCE, DE RESPECTER LE CODE DE LA ROUTE ET LES LIMITATIONS DE VITESSE. IL EST IMPÉRATIF DE NE PAS PRENDRE LE VOLANT APRÈS AVOIR CONSOMMÉ DE L'ALCOOL. LES CONDUCTEURS QUI N'ONT PAS L'HABITUDE DE LA RÈGLE DE LA PRIORITÉ À DROITE SONT INVITÉS À PRENDRE UN COURS AUPRÈS DU RESPONSABLE DES TRANSPORTS.

5. UN NOMBRE DE PLUS EN PLUS IMPORTANT D'AGENTS DES NATIONS UNIES LOUE DES HABITATIONS PRIVÉES. UN EXEMPLAIRE DE CHAQUE BAIL DOIT ÊTRE REMIS À LA MINUAR POUR DES RAISONS DE SÉCURITÉ. DE PLUS, UNE ATTESTATION DOIT ÊTRE DEMANDÉE À LA PRÉFECTURE AVANT TOUTE SIGNATURE DE CONTRAT.

6. EN OUTRE, LES RÈGLES ÉDICTÉES PAR LE GOUVERNEMENT DOIVENT ÊTRE RESPECTÉES EN MATIÈRE DE LOYER, LEQUEL DOIT ÊTRE VERSÉ AU PROPRIÉTAIRE RÉEL ET LÉGITIME DE L'HABITATION, ET NON AUPRÈS D'UNE BANQUE ÉTRANGÈRE EN FAVEUR D'UNE PERSONNE INCONNUE. UNE VISITE AUPRÈS DE LA PRÉFECTURE CONCERNÉE PERMETTRA DE CONTRÔLER QUEL EST VÉRITABLE PROPRIÉTAIRE DE LA MAISON.

7. ENFIN, TOUT LE PERSONNEL DES NATIONS UNIES SE DOIT DE RESPECTER LES COUTUMES SOCIALES ET CULTURELLES DU RWANDAIS, ET LES AGENTS DES NATIONS UNIES DOIVENT SE PLIER AUX STANDARDS DE CONDUITE DES FONCTIONNAIRES INTERNATIONAUX, QU'ILS SOIENT CIVILS OU MILITAIRES. IL EST ESSENTIEL D'AVOIR UNE CONDUITE DIGNE ET RESPECTUEUSE ENVERS LES CITOYENS RWANDAIS. QUICONQUE REFUSERAIT DE RESPECTER CES STANDARDS ET SE CONDUIRAIT D'UNE MANIÈRE INDIGNE S'EXPOSERAIT À DES MESURES DISCIPLINAIRES.

8. JE DEMANDE A LA POLICE MILITAIRE DE LA MINUAR D'ETRE VIGILANTE ENVERS L'ATTITUDE DU PERSONNEL DES NATIONS UNIES EN MATIERE DE CONDUITE AUTOMOBILE ET DE RESPECT DU CODE DE LA ROUTE. LA POLICE MILITAIRE DE LA MINUAR A LE POUVOIR D'AGIR CONTRE TOUT CONDUCTEUR