



AFRICAN STANDBY FORCE



Training Standards

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AFRICAN STANDBY FORCE TRAINING STANDARDS

INTRODUCTION

1. By the provisions of Article 13 of the PSC Protocol, the ASF is to be composed of standby multidisciplinary contingents, with military, police and civilian components located in their countries of origin and ready for rapid deployment at appropriate notice. One of the most important aspects of this capacity for rapid intervention is training of personnel of units, which are part of regional contingents dedicated to the ASF. Although training for peacekeeping operations is a national responsibility, the personnel and the units provided by each country through the regions to the ASF must be capable of functioning in a multinational environment, and cooperating with other countries, the UN, the UNHCR, the International Committee of the Red Cross (ICRC) and other non-governmental organizations.

2. Training is broken up into three main stages as follows: (this will be elaborated upon later)

- Elementary peace support training (generic peacekeeping training);
- Mission oriented Peace Support Operation Training (pre deployment training), their planning and operational preparations (pre deployment training);
- Peace support training specific to the area of operation (continuous peace support training) or the theatre of operations.

3. It is a responsibility that troop-contributing countries give the necessary training to their personnel before their deployment in the mission zone (continuation training), considering the short duration contingents serve in peace support operations. It is understood that in some cases the troop-contributing countries may not be able, for various reasons, to provide the necessary training. As far as possible, all shortcomings in training must be remedied as soon as possible after troop deployment. To this effect, it is important that when a contingent or unit is about to join an ASF PSO, it makes a clear report to the Commander or Commissioner of Police (COMPOL) in accordance with SOPs of the ASF. It should be noted, however, that given the usual short duration in which contingents serve in PSO, it is essential that the greater part of the training required is provided in their countries of origin before deployment.

4. The ASF is preparing and validating a number of manuals and documents on PSO, which will describe the competencies and techniques required in this matter.

GOAL

5. This document provides guidance for RECs/Regions concerning operational preparations and the training of their personnel for units, PLANELMs and to ASF contingents.

6. Training for peace support operations (PSO) are a regional responsibility done through the member states. This document is intended to harmonise the objectives of basic training on peace support operations. It is not intended to prescribe a specific training programme.

DEFINITIONS

7. In more general terms, peacekeeping operations PSO are multifunctional operations in which impartial activities of diplomatic, military and civilian (which among others include police, rule of law and civilian administration) components, normally in pursuit of United Nations Charter purposes and principles, work to restore or maintain peace in a mandated area of operations. Such operations may include conflict prevention, peacemaking, peace enforcement, peacekeeping, peace building and/or humanitarian operations..

GENERAL GUIDELINES ON PEACE SUPPORT OPERATIONS

8. Personnel who participate in peacekeeping operations need to use competencies which they do not necessarily acquire in the course of their usual military/police/civilian training. Thus training for peacekeeping purposes is specialized training which is additional to military/police/civilian training.

9. Some of the different PSO have specific tasks in which ASF members need to be trained. These include the following:

- a. Conflict Prevention
 - Early Warning
 - Surveillance
 - Training and Security Sector Reform
 - Preventative deployment
 - Sanctions and embargoes
- b. Peacekeeping Operations
 - Observation and monitoring
 - Supervision of truces and ceasefires
 - Interposition Force
 - Transitional assistance
- c. Peacebuilding
 - Refugees and internally displaced persons assistance
 - DDR
 - Securing elections
- d. Humanitarian Operations
 - Humanitarian Assistance
 - Protection of basic human rights
 - Disaster/emergency Relief

10. Basic competencies and principles for peacekeeping training are the same for all peacekeeping operations. These principles are consent of belligerents, impartiality, credibility, and minimum use of force (rules of engagement (ROEs)) in accordance with the mandate of the Force. Behaviour of personnel, and firmness in abiding by the mandate of the mission, are the key tenets.

11. The array of instruments available for reacting to different types of conflicts offer a certain latitude. In order to improve interoperability in a multinational environment and increase cooperation with contingents of other countries, the ASF has divided training for peacekeeping operations into three stages. The first two stages come before participation in peacekeeping missions, and are common to all personnel and to units, to which is added specific training for specialists. The third stage is training given to individuals and units in the operations area.

12. *The First Stage* (Elementary Training for Peace support) which personnel, units and specialists all have to receive, irrespective of the operation or peace support mission in which they are participating. It provides units and specialists, the knowledge, competencies and general techniques required for peace support operations. The first stage training can be given way ahead of any operation and should be terminated before a mission is announced. It will be done in accordance with UN STM1 (Generic) and background provided in Chapter 1 and 2 of ASF Doctrine.

13. *The Second Stage* (Mission oriented Peace Support Operation Training (pre-deployment training)) consists of mission-oriented training which is relevant to a particular peacekeeping mission. This training should be given in addition to elementary training when the mission, its mandate, the rules of engagement in force and the tasks to be accomplished are known. Mission-oriented peacekeeping training should be given before departure and be enriched by continuous training during deployment in the operations zone. It will be done in accordance with UN standard training modules.

14. Finally, *the third Stage* (Training in the Operation area) is rehearsal and application of the training received before the mission during the first few months in the mission area. It should be followed by integrated joint training supervised at the force level.

a. Elementary Training for Peace support operations (generic training)

1) Elementary Training for Peace Support Operation Designed for all Military, Police and Civilian Personnel and Units. Regardless of the kind of the PSO, there are common basic peacekeeping knowledge, skills and techniques to be known by all personnel and units. The details are reflected in UN STM1 and 1.

2) Elementary Training for Peace Support Operation Designed for the Staff Officers. In addition to common elementary training, specialists and command officers must receive training that is based on their specific functions.

3) Elementary Peace Support Operation Training Designed for Commanders and Staff Officers at Brigade Level. Commanders (independent units) and Staff Officers (Brigade and battalion level) should train together in such a way that they will be able to function in a multinational environment and to cooperate with contingents from other regions, UN, UNHCR, and ICRC and non-governmental organisations.

b. Mission oriented Peace Support Operation Training (pre-deployment training)

1) Mission-Oriented Peace Support Operation Training Designed for all Military, Police and civilian personnel and Units. It is necessary to give all personnel mission oriented training related to the specific PSO mission in which they are to participate.

2) Mission-Oriented Peace Support Operation Training designed for the Command (Brigades and PLANELMs). Specialists must have mission oriented training aimed at their special function related to the specific peace support operation in which they are to participate.

c. In Mission Training (continuous training)

1) Training Designed for Military Individuals and Units. It is necessary to rehearse and complete the training given to individuals and units during the mission, so as to maintain the level of effectiveness of personnel and the unit as a whole.

2) Military Collective Training. It is important to do individual and collective level exercises (CPX, FTX) in accordance with operation orders (state of operational preparedness, medical evacuation, re-enforcements, etc.) so as to maintain a capable and efficient PSO force.

3) Police and Civilian (Induction Training). Upon arrival in the area of operations, police and civilians would be given mission specific training on mission circumstances, updated situation briefings, etc.

ELEMENTARY PEACE SUPPORT OPERATIONS TRAINING FOR PERSONNEL AND UNITS

15. In order to improve interoperability between units of the ASF, which is essentially made of personnel from different regions, it is vital to have a common base in terms of training.

16. Elementary peace support operations training means training provided within the framework of national training involving UN STM-1 in addition to usual military instruction.

17. It is recommended that Troop Contributing Countries (TCCs) ensure that the personnel and units taking part in PSO have all the knowledge, competencies and basic techniques in peace support. PLANELMs should ensure that participating countries make regular reports on the level of training. The PLANELMs will consolidate these reports and forward them through the hierarchy in accordance with ASF procedures.

18. Elementary peace support training for the all personnel and units comprises the following three main areas:

- a. Basic knowledge (Foundational)
- b. Behaviour (Attitudes, Professional Conduct)
- c. Peace Support Operations Skills and Techniques.

19. The training objectives of these three main areas are as follows:

- a. Basic Knowledge. As an integral part of a peace support force, the personnel and units must acquire basic knowledge relating to the background and nature of the UN, concept and nature of peace support, so as to better understand the various factors which affect the mission, namely:

- 1) The Nature of Peace Support Operations. The aim of the training is to give all personnel and units an understanding of the objectives of PSO and humanitarian tasks.

- 2) Humanitarian Work Within the framework of Peace Support Operations.

The AU, UN, UNHCR, ICRC and non-governmental organisations operate on PSO principles such as minimum use of force (in accordance with rules of engagement defined by the mandate).

- 3) Difference between military operations and peace support operations.

Training is aimed at giving to the entire personnel and units appropriate knowledge on international organisations, the organisation of the host country, and non-governmental organisations which are active in the mission area.

- 4) The legal context of a peace support mission.

The goal of training is to make the entire personnel and units understand the legal context of a typical peace support mission, especially the legal status of the force and that of the personnel.

- b. Behaviour (Attitudes, Professional Conduct). Training is designed to provide the entire personnel and units with the knowledge and aptitudes to enable them behave as a reliable and impartial force in an international environment. The personnel will be influenced directly and indirectly by its instructors with regard to the adoption of the required attitudes. The training focuses on the following components:

- Reliability. The aim of training is to sensitise the personnel on the fact that reliable conduct on the part of each person is an important element in peace support operation.

- Impartiality. The aim of training is to sensitise the personnel on the fact that impartiality, in accordance with the mandate, is one of the crucial elements of a peace support operation.

- Visibility. The aim of training is to sensitise the personnel that visibility is one of the main elements necessary for the realisation of peace support

operations. It is particularly important to make the personnel understand the goal and principles of visibility.

Minimum use of force. The aim of the training is to let the personnel know that the use of force is not an end in itself. Through individual and collective training, the personnel and the officers must understand that they must never use more force than is necessary and reasonable. This should be in accordance with the ROE as contained in the ASF SOP.

c. Peace Support Operations Tasks, Skills and Techniques.

Training is intended to give personnel and units the necessary knowledge and aptitudes so that they conduct themselves in accordance with PSO skills, techniques and operational procedures. The required skills are:

1) Personal Health Education. The goal of this training is to teach the personnel basic first aid, health awareness and preventive medicine techniques.

2) Stress Management. The aim of this training is to sensitise the personnel on the causes of stress and teach them how to recognise its symptoms so that they may administer first aid to stress victims.

3) Sensitisation on Mines, Explosives and Traps. The aim of this training is to sensitise personnel on the threat of mines, bombs, explosives and booby traps and teach them the procedures for detection, recognition, marking and reporting.

4) Sensitisation on media and public relations. The intention here is to make all personnel aware of the requirements to deal with the media and public relation, and the conduct of escorting press delegations, including security.

5) Confiscation of arms, ammunition and explosives. The aim of this training is to ensure that the personnel acquire the know-how to handle, confiscate and take stock of weapons, ammunition and explosives, etc.

6) Application of Law of Armed Conflict. The aim of this training is to teach the personnel how to apply law of armed conflict in PSO (e.g. treatment of detained persons).

7) Communication. The aim of this training is to teach the basic skills in communication, the use of radio and telephone equipment and the use of voice radio procedures.

8) Mediation and negotiation techniques. The intention is to teach officers and NCOs techniques in negotiation and mediation.

9) Language training. The aim of this training is to increase interoperability. Units must be able to link up with the command and control system within the operations area and to communicate on the radio network with other contingents and superior HQs by using the working language of the mission. The languages used during operations are the official languages of the AU. In addition, basic training in the local language should be provided to communicate with the local population in the area of operations.

10) Functions at observation post. The aim is to teach personnel how to establish, organise and man an observation post, carry out observation functions and reporting, independently or within a network, by day and night. The personnel must familiarise itself with the principles and tasks which are assigned to it, as well as on the relations to maintain with the unit/company of origin, adjacent units and patrols. Furthermore, the personnel must be able to establish static as well as mobile and temporary observation posts, and especially know where and how to locate, construct and defend them.

11) Check points duties. The aim of this training is to ensure that personnel are able to establish checkpoints and road blocks and to carry out the duties relating to them.

12) Guard duties. The aim is to train the personnel to guard and ensure the security of the camp, conduct surveillance patrols and take care of checkpoints. The personnel should be able to apply the principles regarding these functions.

13) Patrol. The aim of this training is to teach the personnel and units to take part in motorised or foot patrols and to ensure that the units are capable of undertaking different types of patrols. Inter alia, the personnel must have the ability to adhere to the principles and techniques of patrols, help in preparing reports and in organising reinforced observation posts. It must also clearly understand the missions of a patrol, the principles of its composition and the realisation of tasks, especially their close security.

14) Searches. The aim is to introduce commanders and personnel to what searches are and the need to conduct them in accordance with the orders given. Searches may either be static or mobile and may include the search for personnel (in a hostage situation) as well as search on persons, vehicles and buildings/infrastructures.

15) Identification. The aim here is to teach personnel to correctly use of UN, AU, RECs or other appropriate insignia, identification signs and papers.

16) Crossing of lines. The aim is to train personnel and units in the operational procedures for conducting crossing and passage of lines between units, boundaries and areas.

17) Escorting. The aim is to teach personnel escorting techniques. This includes escorts of convoys, refugees, personnel and VIPs.

18) Security of Forces. The aim is to teach personnel how to ensure their own security/safety, and that of the force, while carrying out peace support tasks.

19) Constructions. The aim is to show personnel examples of simple construction and how to adequately use available materials.

20) Medical Evacuation. The aim is to provide personnel adequate knowledge of medical evacuation procedures.

21) Mobile Surveillance. The aim is to train personnel to do mobile surveillance especially to support foot or motorised patrols. The main aims of mobile surveillance are:

- prevent the use of violence against civilian populations;
- protect private property.

22) Use of Helicopters. The aim is to train personnel to arrange and organize a landing area for helicopters, and be aware of security regulations connected with personnel transport.

23) Gender Mainstreaming. The aim is to train and sensitize personnel to the impact and role of gender in accordance with UN resolution 1325 (2002).

24) Cultural Awareness. The aim is to sensitize all personnel to the cultural and historical significance within the local area of operations.

25) VIP security. The aim is to train personnel to protect, guard and secure VIPs during visits etc.

26) Working with interpreters and translators. The aim is to a customise personnel to communicate effectively with local authorities and others through interpreters.

ELEMENTARY PEACE SUPPORT TRAINING FOR STAFF OFFICERS AND SPECIALISTS

20. This chapter deals with elementary training for PSO which staff officers and specialists should receive, irrespective of the operation or mission in which they are participating. This training is provided within the framework of national training programmes and is additional to elementary peacekeeping training intended for the entire personnel and units. The goal is to enable command officers and specialists to acquire the knowledge and competencies needed for their functions.

21. It is recommended that regional standby forces contributing troops to the ASF should ensure that the staff officers and specialists participating in peace support operations have the basic knowledge and skills required (UN STM 2). They should make regular reports to the higher level on the preparedness achieved.

22. This training for staff officers and specialists concerns:

- All staff officers;
- All branch officers;
- All liaison officers;
- Press and information officers;
- Legal advisors.
- Medical
- Police

23. The training objectives are as follows:

a. All Staff Officers. This category includes all those officers and who will serve in the multinational/international staffs of the ASF. The training is intended to enable the officers understand the following aspects and to carry out the tasks relating to them:

- 1) Staff functions and cooperation in an international/multinational environment, including communication skills, preparing reports, and a working knowledge of negotiation and mediation skills.
- 2) Staff procedures and ASF administration
- 3) Civil-military cooperation, as well as liaison and aspects of cooperation between military and civilian personnel.
- 4) All other administrative aspects of ASF/UN staff work, including basic logistic procedures.
- 5) Understanding of command and control systems, planning procedures and the technique of drafting orders.

b. Branch Officers. In addition to all staff training objectives, the following have been established for branch officers who will be in charge of various staff functions within the multinational/international staff of the ASF.

- G1/Administrative Officers

- An understanding of UN and national procedures for finance and budget accounting procedures.
- Organize and conduct boards of inquiry and settlements of claims.
- Protocol arrangements and ceremonies relating to high- level visits.
- Understanding of AU, UN and national procedures concerning the administration of personnel (reports, replacement, repatriation, injuries, illness, etc.).

- G2/Intelligence Officers

- Collection, collation, processing and disseminating of information

- Counter intelligence procedures.
 - Information operations
 - G3/Operations Officers
 - Planning of mission-oriented peace support training
 - Planning of training in operations area
 - Understanding of ROEs and different levels of authorisation.
 - G3/ Engineering officers
 - Mine awareness
 - EOD's
 - Bridging
 - Mine clearing
 - G4/Logistic Officers
 - A detailed understanding of AU and UN procedures concerning logistic tasks (supply, movement, maintenance, resource management, etc.).
 - A detailed understanding of the «Wet Lease/Dry Lease » systems.
 - An understanding of in and out surveys of contingent owned equipment (COE) if UN or AU is going to use that system.
 - G4/Movement Control Officers
 - Management of transport and movement of military, police, and civilian personnel (land, sea and air), convoy-related tasks, border-crossing procedures and tax and customs-related procedures applying to peacekeeping operations.
 - Knowledge of commonly used principles in arranging transport services of both personnel and material in peace support operations.
 - Transport documentation used in peace support operations.
 - Logistics operational support procedures in PSO.
 - G5/ Officers in charge of civil-military cooperation (CIMIC)
 - Be able to provide guidance, policy advice and information in Civil Military affairs for staff officers and subordinated officers.
 - Be able to assist other branches in realising and addressing Civil Military matters.
 - Be able to work within a Civil Military Operation Centre.
 - Be responsible to work out the Civil/Military-brigade -plan.
 - G6/ Officers in charge of communications and command-information systems (C2IS)
 - Knowledge of international rules, agreements and standards for telecommunications.
 - Knowledge of the basic telecommunication technologies and know-how on C3IS technologies.
 - International and AU/UN procedures on electronic transmissions.
- c. Liaison Officers. Liaison Officers shall include all those officers who will provide liaison between the ASF and belligerent forces or with international and non-governmental organisations within the area of operation. The aim is to train liaison officers especially in the following:
- 1) Negotiation and mediation;
 - 2) Knowledge of information collection, collation, processing and dissemination;
 - 3) Observation and presentation of reports;
 - 4) Relations with the media in accordance with ASF communication policy
 - 5) The ability to identify and address civil-military problems within PLANELMs and AU staff and in collaboration with the concerned subordinated officers.

- 6) Working with interpreters and translators
- d. Press and Information Officers. This category includes officers who deal with the press and media within the command of the ASF. The aim is to train press and information officers in the following aspects:
- 1) Knowledge of the international and local press and professional media practices.
 - 2) Understanding of the procedures for dealing with the media in accordance with the ASF press and information policy.
 - 3) Understanding of the procedures relating to information programmes for the PSO.
- e. Legal Advisers (LEGAD). This category includes officers in charge of legal issues within the ASF command. The aim is to train legal advisers on issues relating to the following:
- 1) The ability to advise the commander on the application of international laws, especially the law on armed conflicts (LOAC) and national law of the host country concerning peace support operations. This should include providing an interpretation and advice relating to the mandate, the ROEs, the Status of Forces Agreement (SOFA), Status of Mission Agreement (SOMA) the treaties and other international agreements.
 - 2) The ability to participate in the drafting of operations plans (OPLAN) and ROE's as well as assess legal aspects and consequences related to LOAC and other legal issues.
 - 3) Be able to participate in ROE and LOAC training.
- f. Medical Officers. Training should make use of available training capabilities within the continent, as established in a data base, and those from other countries and partner organisations.
- g. Police. Training in international policing including providing support to Joint Operations Centers

ELEMENTARY PEACE SUPPORT TRAINING FOR COMMANDERS AND STAFF OFFICERS AT THE BRIGADE LEVEL (ASF ACTIVITIES)

24. The output and effectiveness of the ASF are based on the competence of each soldier and the level of training achieved by the unit in the country of origin. In order to improve interoperability, cooperation and rapid deployment capability within ASF, it is essential that training be given at the level of the brigade.

25. This chapter deals with training intended for commanders (independent units) and staff officers (brigade and battalion level), irrespective of the PSO in which they will participate. This training is provided within the framework of international training programmes of the ASF and is additional to the elementary training for peacekeeping given at national level.

26. Elementary PSO training intended for commanders and staff officers at the level of brigades consists of the following four areas:

- a. Conferences and seminars including Campaign Planning and training in the integrated mission planning process for PSO.
- b. Conferences for branch officers
- c. Staff Training
- d. Command post exercises (CPX)

27. The aim of the training in these four aspects are:

- a. To improve operational interoperability within the ASF.
- b. To disseminate Standard Operations Procedures (SOP) and concepts within the entire ASF organisation.
- c. To harmonise staff procedures.
- d. To improve the work of the command and cooperation in a multinational environment.
- e. To harmonise radio and communication procedures
- f. To understand and master the command and control chain.
- g. To understand and master civil-military coordination (CIMIC).
- h. To understand and master administrative aspects of the ASF.
- i. To understand and master the logistic system within the ASF.
- j. To work with the media and public relations

MISSION-ORIENTED PEACE SUPPORT TRAINING FOR PERSONNEL AND UNITS

28. This chapter deals with mission oriented training for all military, police and civilian personnel and units. Mission oriented training is related to the special requirements of the specific peace support operation in which the personnel are to participate. It is provided within the framework of the national training programme and is additional to the elementary peace support training given to the entire personnel and units.

29. National forces should extract the relevant information from this chapter for practical training. They should also ensure that the basic skills and procedures mentioned earlier in this document are related to the specific conditions of the mission.

30. Mission-oriented PSO training should be given before departure, and it may be completed and enriched by continuous training in the operations area as required.

31. Mission-oriented PSO training consists of three main areas:

- Basic knowledge
- Behaviour (attitude/professional conduct)
- Training of peacekeeping techniques.

32. The training objectives of these are as follows:

a. Basic Knowledge. As an integral part of a PSO force, personnel and units must acquire basic knowledge on the concept and nature of the mission in which they will participate. The aim is to provide the entire personnel and the units with training on the following aspects:

1) The Geopolitical Background. The training is intended to give the personnel useful knowledge on the history, culture and politics of the conflict, including regional dynamics, information on the ethnic composition of the population and a basic knowledge of the language, culture and attitudes and religious beliefs and practices in the area of operation.

2) Environment of the mission. The aim is to give the personnel an adequate knowledge on the terrain, topography, climate and infrastructure of the operation area. Furthermore, the training will lead to the acquisition of knowledge on international and non-governmental organisations working in the area of operation. Finally, the training should include information on belligerent factions and other parties involved in the conflict, as well as other details on the operational situation and the civil administration in the area of operation.

3) Mandate of the mission and concepts of operation. The training is intended to make the personnel understand the mandate of the mission, concepts of

operation, the rules of engagement, the status of forces agreement (SOFA) and local laws. This is to sensitise them on any possible disagreement with the belligerent factions concerning the mandate. In addition, the training should fully sensitise the personnel to the organisation and deployment of the peace support force.

4) Standard Operating Procedures (SOP). The aim of the training is to ensure that all personnel are made fully aware of the standard operating procedures and other directives including contingency plans (plans for evacuation) at respective levels of command, in the mission area.

5) Identification of equipment. The training is intended to familiarise all personnel in the recognition of weapons, mines, vehicles and equipment used in the mission area.

6) Language training. The aim is to enhance the basic language skills.

7) Basic Conflict Management Training (Police). The aim is to enable police officers to handle low level conflicts.

b. Behaviour (attitude/professional conduct). The aim is to train and educate all personnel and units in the conduct of relations with the civilian population and local military and civilian authorities, including areas covered in the SOFA. Furthermore, to have the personnel respect the traditions, culture, religious beliefs and practices of the local population and other participating nations.

c. Training of PSO techniques. The aim and objectives of mission oriented training on peacekeeping techniques should derive from the training objectives included in chapter 4. Before setting these objectives commanders and staffs should thoroughly analyse the current operational situation and environment of the mission area and adjust training accordingly. Mission oriented training in peacekeeping techniques should primarily include the following:

1) Administrative briefings in accordance with mission and national regulations and procedures (welfare, pay, allowances, leave, claims, insurance).

2) Reporting systems in the mission, including maps, forms etc.

3) Training in the use of specific equipment issued in the mission area, such as vehicles, communication sets, generators etc. This includes driving under difficult conditions and knowledge of local driving regulations and habits.

4) Security awareness and procedures.

5) Living in the local environment.

6) Cultural awareness.

7) Health and hygiene.

8) Casualty and medical evacuation procedures.

9) Survival techniques.

10) Conduct after capture and dealing with hostage situation.

11) Negotiation and Mediation.

MISSION-ORIENTED TRAINING FOR PLANELMS AND ASF STAFF

33. This training deals with mission oriented PSO training for PLANELMS and ASF staff. The training is related to the special requirements of the specific PSO, in which the staff participate, and which is also given to all personnel and units.

34. As a general rule, mission-oriented PSO training intended for the staff of the ASF should be accomplished before departure and it may be completed and enriched, as need be, by continuous training given in the operational area.

35. This chapter concerns the following military, police and civilian command personnel:

- All staff officers
- Branch officers
- Liaison officers
- Press and Information officers
- Legal advisers

36. The G3, or ASF equivalent, should extract the relevant areas treated earlier in this document for use in briefings and practical exercises dealing with skills and training objectives of the staff. He/she is also to ensure that they are related to the conditions of the particular mission. The staff should, in particular, be equipped with specific knowledge relating to international and non-governmental organisations present in the operations area so as to improve cooperation with these organisations.

PEACEKEEPING TRAINING IN AREA OF OPERATION

37. This training completes national pre-deployment training given prior to the mission in order to create a capable, credible and effective PSO force. To achieve this, the training will start at platoon level and continue right to unit/contingent exercises, which will be followed by collective exercises.

38. The amount of training to be given will depend on the operational situation. It is important to train during calm periods, but also when the situation is tense to portray show of force without being provocative.

39. It is very important that on arrival in the operations area each contingent or unit indicate clearly to the Force Commander (FC) the level of training it has received, in accordance with the SOP of the ASF.

40. PSO training in the operations area consists of three main aspects:

- Individual training
- Units training
- Collective training

41. The aims of training in these three areas are:

a. Individual Training. Individual training in the mission area is a contingent responsibility. Weekly plans and programmes should be prepared, the aim of the training defined, and the training supervised. Basic PSO skills should be updated, and the mission-oriented training should be enriched. Here are some examples of subjects that may be integrated in the training:

- ROEs/Use of Force
- Missions at observation posts and at control posts
- Patrols
- Live firing
- Identification of militia and arms
- Weapon handling (familiarisation with new arms)
- Mine awareness training
- Emergency first aid and medical evacuation (MEDEVAC)
- Helicopter drills
- Construction work
- Map reading/Use of Global Positioning System (GPS).

b. Units Training. Training for units in the operations area is a contingent responsibility coordinated by the ASF. Plans and timetables should be prepared, the aims of training defined and the training supervised. Basic PSO skills should

be updated, and the mission-oriented training should be enriched. Unit training emphasises operational exercises. Here are some examples of operational functions that may be included in the training in accordance with operations orders:

- ROEs/live firing
- State of preparedness (Readiness)
- Functions at observation posts (OPs) and check points (CP)
- Patrols
- Mobile surveillance (Tailing)
- Reinforcements
- Use of reserve forces
- Mine awareness training
- Medical evacuation (MEDEVAC)
- The sealing off of a sector (Cordon and Search)

- c. Collective Training. Collective training in the operations area is the responsibility of the ASF. Plans and timetables should be prepared, the aims of training defined and the training supervised. Once the units of the Brigade have attained the set aims, collective exercises with other units can be carried out. Collective training highlights operational exercises and preparedness. Here are some examples of operational functions that may be included in the training in accordance with operations orders:

- ROEs/ live firing
- State of preparedness (Readiness)
- Functions at observation posts (Ops) and check points (CP)
- Patrols
- Reinforcements
- Use of reserve forces
- Mine awareness training
- Medical evacuation (MEDEVAC)
- The sealing off of a sector (Cordon and Search)
- Command post exercises

(All the above functions should be included in the training, in accordance with the operations orders in force.)

- d. Police and Civilian Training. Police and civilian in-mission training will consist of induction training and in-mission courses on policing skills (e.g. use of mission specific communications systems, report writing, conduct of patrols, community policing, etc)

TYPICAL BI-ANNUAL PROGRAMME FOR PSO TRAINING

42. The ASF military component is a force that consists of multinational brigades at a high level of preparedness which can be quickly deployed for peace support operations. The cornerstone of this rapid deployment capability is training of the brigades in the ASF at regional levels. Although peacekeeping training is a regional/national responsibility, the personnel and units that each region/country may provide to the ASF must be capable of functioning in a multinational environment and of cooperating with contingents from other regions/countries, the UN, ICRC, and international and non-governmental organisations. It is therefore recommended that the Regional standby Brigades participate in planned ASF training programmes.

43. The aim of the standard annual training programme for PSO is as follows:

- Improve the operational interoperability in PSO.
- Disseminate procedures and concepts within the ASF.
- Harmonization/standardization of staff procedures.
- Improve staff work and cooperation in a multinational environment.

- Harmonization/standardization of voice and communication procedures.
- Understand the command and control system.
- Improve cooperation between all components of the mission.
- Understand administrative aspects of PSO.
- Understand the logistic systems within the ASF.

Programme:

1. Conferences for Brigade Commanders (to be done regionally and on rotation basis, TBD)
2. Conferences for Branch officers (to be held alongside that of the Brigade Commanders).
3. PLANELM and Staff training (ASF HQ, Bde HQ)
4. CPX/FTX

They should be split according to the different "subjects" mentioned above, which should be discussed, studied and analysed during conferences of Brigade Commanders, and Branch officers and training seminars for the staff :

- Deployment/pre-deployment
- Operations
- CIMIC
- Logistic
- Redeployment
- DDR,

EXERCISES, REHEARSALS, EVALUATION AND VALIDATION CRITERIA

44. Exercises and rehearsals should prepare the ASF units for operations and for their tactical, operational and strategic evaluation. They provide a framework to validate procedures and systems:

- a. Layout.
- b. The need for evaluation in training.
- c. Evaluation criteria.

ANNEX : SEQUENCE OF THE PEACE SUPPORT TRAINING

This illustration shows the sequence of the peace support training:

