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FM BASRA
TO IMMEDIATE FCO
TELNO 38
OF 271906Z OCTOBER 03

REISSUED TELEGRAM

SUBJECT : CPA(SOUTH) : STAFFING REQUIREMENTS

SUMMARY

John Birch
I have agreed with Sir Ainsworth that I will discuss staffing issues in the hour of yesterday, at 10.30 am, to discuss tomorrow morning in the hour of Sir J Greenstock, next of yesterday & 10.30 am today. Qualify for a note this evening on an assessment of future staffing needs, in Baghdad, Basra & the governorates, on a basis for in house discussion tomorrow.

Ma J. 28/10

MICHAEL
JAV

1. We are resending this telegram which was originally meant to issue on 26 September prior to my visit to the UK on 1-3 October. To some extent events have moved on but much of the substance remains relevant. Adequate human resources critical for CPA(S) effectiveness. DFID is arranging provision of 37 development experts. As foreshadowed previously, more are required over a range of specialisations, total 44. We also need a succession plan for staff currently at post. Details of current staffing levels, job titles and gaps sent separately. Others coalition partners contributing, but UK will need to continue to lead.

DETAIL

2. As you know, the bid I made some six weeks ago for 37 personnel, to fill needs in priority development areas, was immediately endorsed by Ministers. DFID are now dealing with this with a view to providing personnel with key skills on 6 month renewable contracts. This number should also include employment of volunteers from among the outgoing civilian experts provided by the Territorial Army. I look forward to receiving an update on progress when in London on 2 October.

3. Initially focussed on securing staff in our top priority areas: infrastructure, finance, police and security. But I promised to revert once further analysis had been completed. It is now clear that, in addition to the 37 development positions above, CPA(S) requires a further 44 staff to cover political reporting, governance issues and CPA(S) internal support.

4. To ensure clarity, I have copied to IPU (email : - Crompton), spreadsheets which set out our current positions,

PAGE 1
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vacancies, and those which will fall vacant in the coming months.

5. I also urgently need assurance that arrangements are in hand for the succession of those UK staff currently in mission. The relatively rapid turn around of staff makes continuity difficult at the best of times. Gaps between postings, as have happened up to now, can and do seriously undermine progress in specific areas and across the board. Personnel management structures are needed for the replacement of all UK personnel in CPA(S) well in advance of their departure for mission.

6. Some other factors are relevant. 18 UK military personnel currently seconded to CPA(S) will be drawn down to zero between now and 28 December. They will need civilian replacements, (we have taken this into account in the numbers in paras 2 and 3). Second, the UK is not alone in filling the outstanding positions. Italy has offered additional personnel; and the Danes and US are investigating. Does the IPU have other lists?

7. We are making progress here, despite the limited capacity and disruption caused by short-term secondments. The dangers arising from insufficient staff have been masked by our inability, until we move premises mid-October, to house more people. Two things are now critical: that we get those additional staff requested quickly and that current staff are succeeded smoothly and with the right people. Ultimately, if HMG wants the South to operate to a high standard, the UK will have to provide the lions share. CPA Baghdad is not in a position to send us more personnel. I look forward to discussing this during calls next week.

8. Contact for tel - on

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