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RESTRICTED HONOURS

## MEMORANDUM BY THE FOREIGN AND COMMONWEALTH OFFICE

### IRAQ CIVILIAN MEDAL

#### BACKGROUND

Iraq has been the United Kingdom's largest and most challenging overseas undertaking for many years, involving considerable numbers of civilians as well as members of the Armed Forces.

On 30 June 2004, in a statement to Parliament, Prime Minister announced that "We should pay tribute too, to the many British Public Servants, Policemen and women and volunteers...who played a critical role in helping the Iraqi people rebuild their lives under difficult and stressful conditions. Her Majesty The Queen has graciously agreed that their extraordinary contribution should be recognised with the award of a special civilian medal". The award of such a medal is unprecedented in recent times.

Since the announcement, the Foreign and Commonwealth Office has been taking forward the work on the medal, and has drawn up eligibility criteria as well as arranging for the design and production of the medal.

The Foreign and Commonwealth Office organised a competitive tender for the design and production work relating to the medal. The successful bidder was the Royal Mint, in a competition involving 8 companies.

#### DESIGN AND PRODUCTION

The medal will be circular in form and made in cupro-nickel with rhodium plating.

The Foreign and Commonwealth Office is recommending the Ian Rank Broadley effigy of HM The Queen for the obverse side of the medal. A design for the reverse of the medal, by the artist Clive Duncan, is being recommended by the Foreign and Commonwealth Office, having been approved by the Royal Mint Advisory Committee.

The design of the reverse comprises cuneiform symbols as well as a depiction of 2 rivers, above the word IRAQ. The medal will be suspended from a ribbon one inch and one quarter in width. The ribbon will consist of 2 stripes of blue, on either side of a larger stripe of green, all on a background of sand colour. Details of the Obverse and Reverse of the Medal, together with an illustration of the proposed medal ribbon are attached, at ANNEX I.

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## NOTES ON THE DESIGN

1. Details of encircling inscription on the obverse of the medal (which words should be abbreviated) are currently being discussed with the artist.
2. The sand colour in the actual medal ribbon will be the same colour as in the Iraq Campaign medal and the Gulf War medal.
3. The cuneiform symbols on the reverse of the medal can be roughly translated as "land bringing forth life". In the final version the symbols will be aligned. The depiction of the two rivers is based on relief carving from Mesopotamia, to be found in the British Museum. (A short note of explanation of the symbols can be included in the medal presentation case).
4. In the photograph, the reverse of the medal is shown as a plaster model. The finish on the medal version will be in cupro-nickel with rhodium plating, the same as for the obverse.

Once The Queen has formally approved the design and eligibility criteria, the Royal Mint will produce the dies to enable production to go ahead.

## ELIGIBILITY

The eligibility criteria for the medal, recommended by the Foreign and Commonwealth Office are as follows:

### **Period Covered:**

From: 19 March 2003, until a date to be decided.

### **Qualifying Periods of Service**

30 days continuous service in Iraq, or 10 working visits to Iraq of a minimum of 2 days per visit.

### **Eligible Personnel**

- All civilian Public Servants and those that hold the office of Constable not qualifying for the Iraq (Campaign) Medal, appointed by HMG to serve in Iraq with, or in support of, the Coalition Provisional Authority (CPA), British Office Baghdad (BOB) or British Embassy (including their Regional Offices).
- Civilian Public Servants deployed by HMG to work alongside coalition/multinational forces in Iraq, and who do not qualify for the Iraq (Campaign) Medal.
- Members of the Armed Forces, working with or seconded to HMG Departments, and who do not qualify for the Iraq (Campaign) Medal.

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- Contractors and their employees directly employed by HMG on a full time basis to work for, or in support of the CPA, BOB or British Embassy (including their Regional Offices), or to work alongside coalition/multinational forces in Iraq for HMG, and not qualifying for the Iraq (Campaign) Medal.
- Consultants and their employees directly employed by HMG on a full time basis to work for, or in support of the CPA, BOB or British Embassy (including their Regional Offices), or to work alongside coalition/multinational forces in Iraq for HMG, and not qualifying for the Iraq (Campaign) Medal.
- Any Foreign and Commonwealth nationals who qualify under the above provisions.

## Exclusions

- Locally employed civilians

## RISK AND RIGOUR CRITERIA

The risk and rigour associated with qualifying service for the Iraq Civilian medal, are in very many cases, the same as those for members of the Armed Forces. In addition, the deployment of such a large number of civilians, in such a wide variety of disciplines, to undertake work crucial to the reconstruction and transition to democracy of a country, is unprecedented. Those undertaking the reconstruction and transition work are volunteers and receive only the most basic training to help them contend with the exceptionally difficult and dangerous circumstances in which they have to live and work.

The risks and rigours for those serving in Iraq have remained constant since the civilian administration took over the running of the country in April 2003.

## RISKS

- Overall a high risk to personnel both on and off duty.
- High risk of rocket and mortar attack on all civilians, both in office and staff accommodation.
- High risk of attack by IED (improvised explosive devices), VBIED (vehicle borne improvised explosive devices) and suicide car bombers, when travelling in official transport on the ground.
- High risk of attack by individual suicide vest bombers
- High risk of attack from surface to air weapons when travelling in either RAF or Army helicopter flight.
- High risk of kidnapping.
- High risk of injury/fatality from becoming involved in civil disturbances or violent attacks, including muggings.
- High risk of contraction of endemic diseases. Extensive range of inoculations required. Malaria prophylaxis required in many areas (mosquitos present throughout Iraq).

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## RIGOUR

- Basic infrastructure lacking, damaged or in disrepair
- Personnel required constantly to live and work in an extremely hostile and dangerous environment.
- Constant requirement to carry or wear heavy, restrictive and uncomfortable body armour and helmet.
- Personnel required to work and live in hardship conditions, (until recently in Basra, but still in Baghdad: shared accommodation, and communal washing/toilet facilities) in unsocial circumstances, with very limited amenities and near non-existent social facilities.
- Severe restrictions on movement. All movements outside secure area are in armoured vehicles with armed Close Protection Teams
- Hostile climate, with high temperatures sometimes in excess of 50 degrees C in the summer. Frequent sandstorms, which further impede movement of personnel.

## NOTES ON ELIGIBILITY

A wide range of Government Ministries and Agencies has supplied staff for the reconstruction work in Iraq. The current estimate is that there are approximately 550 civilian public servants who may be eligible for the Medal. This number will increase, due to the continuing rotation of eligible personnel in Iraq.

The number of eligible non-security related consultants and contractors, mainly contracted by the Foreign and Commonwealth Office and the Department for International Development, is approximately 60.

The number of eligible security related contractors is currently estimated to be approximately 850

The number of eligible Police Officers is approximately 80.

The Foreign and Commonwealth Office Iraq Directorate hold records for Public Servants and those contracted by HMG to work in Iraq. The Iraq Directorate will confirm eligibility for these categories. The management of the two companies contracted by HMG to provide security in Iraq will be asked for details of those eligible. These details will be verified wherever possible. Any person who believes that they may be eligible for the Iraq Civilian Medal may write to the Iraq Directorate in the Foreign and Commonwealth Office, to verify their eligibility

One of the qualifying periods of service criteria is 10 working visits for a minimum of 2 days for each visit. This criterion has been included to permit those staff and contractor personnel who have worked on the construction of the British Embassy and the accommodation sites, who were frequent visitors carrying out vital work, but who may not have stayed for a continuous period of 30 days, because of the nature of their work. It is not designed to allow officials who undertake overnight stays, to become eligible for the medal.

The medal carries no rights to the use of post-nominal letters.

**Deleted:** The members of the Armed Forces covered by the eligibility criteria are Royal Military Police Close Protection Teams. Their number is currently estimated at approximately 60.

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FOREIGN AND COMMONWEALTH OFFICE  
JULY 2005

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IRAQ CIVILIAN MEDAL



Obverse  
(Enlarged)



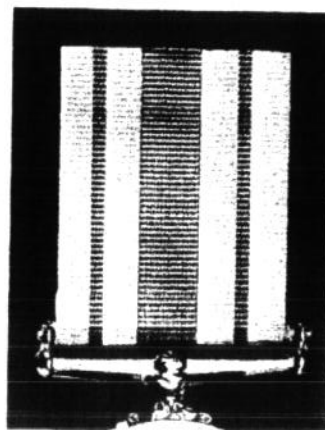
Obverse  
(Actual size)



Reverse  
(Enlarged)



Reverse  
(Actual size)



Ribbon design

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