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Ministry of the Interior
Public Safety and Security for All Iraqis

Police Training Plan

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MISSION STATEMENT

The CPA will assist the Iraq Ministry of Interior in the development of a new Iraqi Police Service that reflects the diversity of the country, and will protect the human rights and dignity of all citizens. Program initiatives will strive to increase citizen trust and confidence in law enforcement, and develop the institutional foundation upon which a serviced-based police institution can be built. Training programs will be developed and delivered in a manner consistent with the principles of democratic policing through an educational philosophy that is based on international human rights standards.

EXECUTIVE SUMMARY

The Iraqi Police have suffered years of neglect, coupled with a repressive command structure that prohibited training, initiative and attempts toward modernization of the police. Unless redesigned and redeveloped, the Iraqi Police will not constitute a suitable, viable, supportable or sustainable police service for a free Iraq.

Although the Iraqi Police Forces were only a part of the security apparatus used by Saddam Hussein's repressive regime, they are the only institution which remained intact following the conflict. In the opinion of many citizens the police were inextricably linked with a cruel and repressive regime and have been tainted by their association.

The police force was a quasi-military institution heavily steeped in military tactics, doctrine, discipline and philosophy - concurrently staffed with active military personnel who were tightly controlled from Baghdad. Because of this restrictive control, the Police Services languished for the last thirty years and now displays the results of poor standards, inadequate expectations of performance, absence of an understanding and appreciation for human rights, poor management and insufficient or inadequate training. There is no evidence of a system that promoted continuing education. Further, its *modus operandi*, weaponry and approach to human rights were totally unsuited to modern policing requirements.

Following the conflict, most of the police infrastructure and equipment was badly damaged, stolen or destroyed during the cathartic looting which succeeded the end of hostilities. As the public order situation has improved, a significant number of police have returned to work and the Coalition has made significant strides in the procurement of needed equipment, and in the refurbishment of stations and facilities need by the police to be effective. The ability of the IPS to operate effectively has increased significantly as the coalition has been able to introduce the IPS to philosophies consistent democratic policing philosophies and will seek to install sustainable development through the introduction of continuing education constructs.

The Coalition Forces have been overwhelmed by the absence of training, lack of professional standards, ignorance of human rights and depleted initiative displayed by the Iraqi police. Though not the individual officer's failing, their lack of skills must be

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quickly addressed before demobilization of a peacekeeping force can be undertaken. Most Iraqi Police display a willingness to cooperate and work with Coalition police advisors concerning their future.

Establishing a sufficient (full strength), trained, proactive, deterrent police presence remains the principle priority of the Coalition Provisional Authority. The Coalition and the Iraqi Ministry of Interior are committed to the extensive capacity building and development necessary to instill the knowledge base and appreciation for human rights necessary for development of a professional, sustainable and acceptable police service that is grounded in the principles of policing in a free society¹.

These competencies will be achieved thorough the vetting of existing personnel along with on-going extensive retraining of those who survive this attrition process – most especially the 1st Line Supervisors, the Lieutenants and Captains, who are the future leadership of this organization. The simultaneous recruitment, screening and training of new recruits, untainted by the vestiges of the former regime is critical. The infusion of new ideas, ideals and expectations will invigorate the Police Service while forcing existing personnel to challenge paradigms of behavior that have held them hostage throughout their careers.

The reform of the police is a long-term program that will require considerable international assistance through financial, in-kind contributions and in terms of qualified police personnel to train, monitor and advise their Iraqi counterparts. Reform will take many forms: vetting, screening, training, deterrence, mentoring and monitoring.

This program has been designed to balance quantity versus quality. It will provide the country, in a rapid fashion, the number of police officers needed for these security requirements, and to have officers prepared and mentored to meet the challenge. It surely must be understood that a competent police force is the most critical institution which will allow for economic investment and participatory government to become established.

¹ Developed by the US Department of Justice, [International Criminal Investigative Training Assistance Program], June 1999

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RECRUITMENT

The success of the CPA MOI basic training program is intrinsically linked to three processes: the recruitment and selection process, and as mentioned above the basic academy training and field training. However, the success of the program hinges the CPA's ability to recruit the highest caliber of individual suitable to handle the important duties of a police officer in the new Iraqi Police Service. Regardless of how exceptional the training may be, without a sound recruitment process the end product will be unsatisfactory. The CPA will make every effort to guarantee that the recruitment of young men and women to become new police officers is conducted within the framework of the existing laws and regulations of the State, that it is depoliticized, fair and transparent.

Criteria

Below are general criteria that are considered suitable for personnel (men and women) seeking employment as a police officer in the IPS:

1. Must be a citizen of the Country
2. Must have completed IV grade of secondary school
 - a. Proof of higher educational Studies will be given additional consideration
3. Must be older than 20 years and younger than 36 years
4. Must be mentally and physically fit for police duties
5. Must be willing to respect the law and protect all human rights and freedoms of all citizens of the country
6. Must be able to pass security/background check
 - a. Compliance with CPA Order #1
 - b. No prior felony arrests
 - c. No Human Rights Violations
 - d. No history of immoral or unethical activity

* Prior military experience that does not violate CPA order #1 will be given additional consideration.

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