Inter-Agency Security Management Network (IASMN)

23rd Session

New York, 2-4 February 2016

FINAL REPORT

Executive Summary

The 23rd Session of the Inter-Agency Security Management Network (IASMN) was held at the United Nations Headquarters in New York, from 2 to 4 February 2016. 54 United Nations Security Management System (UNSMS) members participated in the session. Representatives from the Office of the Legal Adviser (OLA), the UN Medical Directors Working Group, and the Secretariat of the Chief Executives Board for Coordination (CEB) and the three staff associations were also present at this meeting, as observers.

Mr. Peter Drennan, Under-Secretary-General for Safety and Security (USG, UNDSS), chaired the session while Mr. William Wairoa-Harrison, Head of IOM Staff Security Unit, International Organization for Migration (IOM), served as Co-Chair. Ms. Florence Poussin, Chief of the United Nations Department of Safety and Security's (UNDSS) Policy, Planning and Coordination Unit (PPCU), served as Secretary. Mr. Edmond Mulet, Chef de Cabinet, opened the session. He expressed the Organization's appreciation for the efforts of the network in an era of unprecedented security threats and a challenging security environment, and highlighted the leadership role of the Department of Safety and Security.

Global Security Developments

The IASMN members discussed global security developments in the era of new and unprecedented security challenges and a deteriorating security environment in many locations noting that there had been no positive change over the past few years, noting the changing strategies and tactics employed by the terrorist groups, including the active shooter threat.

In this context, the IASMN also discussed the security budget, UNDSS Priorities for 2016 and identified IASMN areas of focus for 2016 (*Translation, Field Security Handbook, Governance Framework, Guidelines on Residential Security Measures, Security Clearances (TRIP) Policy, Emergency Trauma Bags and Preparation and Approval of Local Cost-Shared Budgets*).

Policies

Four major security policies were endorsed during the IASMN three-day-session: 1) governing the arming of UNSMS security professionals; 2) establishing gender considerations and inclusion in all aspects of security management; 3) regulating the use of unarmed commercial security services; and 4) providing security professionals

and security decision-makers with the concept, applicability and principles of the revised Security Risk Management process.

IASMN Working Groups – Updates and New Working Groups

With regard to the Gender Considerations in the Security Management Working Group, the IASMN also endorsed the 'Immediate Response to Gender Based Security Incidents' and determined that the Concept Note on Specialist Support Unit should be submitted to the HLCM for consideration.

With regard to the Residential Security Risks for Locally-recruited Personnel Technical Working Group (TWG), the IASMN took note of the development of a staff survey to be rolled out in 21 duty stations and confirmed that in cooperation with the Residential Security Measures (RSM) TWG, an awareness tool for UN personnel should be developed (i.e. online training course, video or other media), specifically with respect to residential security.

The IASMN took note of the updates provided by the Joint ICT Network/IASMN Working Group on Global Identity Management Standards, and by the working group on UNSMS Road Safety Strategy. The IASMN finally took note of the progress made by the HLCM Duty of Care Working Group, reviewed and endorsed the security concerns contained in the analysis report (Phase One) and endorsed the suggested way forward in Phase Two.

Following recommendations and discussions, the IASMN also approved the establishment of four working groups to review and prepare new security policies and guidelines: a) Working Group on *Locally-cost shared budgets*, b) Working Group on *UNSMS Governance Framework* c) Working Group on *Emergency Trauma Bags* and d) Working Group on *Security Arrangements in OECD countries* and e) the continuation of a reduced *Security Risk Management Implementation* Working Group with a focus on MOSS integration to the SRM process.

Other issues

The IASMN also took note of updates provided by the UNDSS Physical Security Unit, Aviation Risk Management Office (ARMO), UNDSS Training and Development Section, and the United Nations Secretariat Safety and Security Integration Project (UNSSSIP). The IASMN was also briefed about the UNDSS Regional Workshops, Crisis Management Training of Designated Officials, Evaluation, Lessons Learned and Best Practices and the new compliance concept, as well as Emergency Telecommunications. The IASMN particularly highlighted the need for an overall training strategy and the requirement for interoperable security emergency communications systems.

TABLE OF CONTENTS

A. Introduction

1. Under the auspices of the High Level Committee on Management (HLCM), the Inter-Agency Security Management Network (IASMN) brings together, twice a year, representatives of the 54 organizations of the United Nations Security Management System (UNSMS), including UN departments, offices, agencies, funds and programmes, to coordinate security practices and policies across the UN system.

2. The 23rd IASMN meeting took place from 2 to 4 February in New York, and was hosted, for the first time, by the Department of Safety and Security in the UN Secretariat. The meeting was chaired by Under-Secretary-General, Mr. Peter Drennan, and co-chaired by Mr. William Wairoa-Harrison from the International Organization for Migration (IOM) with 54 participants from 42 organizations. Representatives from the Office of the Legal Adviser (OLA), the UN Medical Directors Working Group (UNMDWG), and the Secretariat of the Chief Executives Board for Coordination (CEB) and three staff associations were also present at this meeting, as observers.

3. The session was opened by Mr. Edmond Mulet, Chef de Cabinet, on behalf of the Secretary-General of the United Nations. He welcomed the participants in New York and expressed the Organization's appreciation for the efforts of the network in an era of unprecedented security threats and a deteriorating security environment, and highlighted the leadership role of the Department of Safety and Security in that regard.

B. Global Security Developments

4. Mr. Mohammed Ragaey, Chief of the Threat and Risk Assessment Service/ UNDSS (TRS), presented an update on global security developments. He highlighted the change in the security threat environment, tactic and strategies employed by the terrorist groups, particularly in terms of targeting, weapons, recruitment strategies, use of the internet as a propaganda, self-sustained funding from drugs, smuggling, and ransom, cooperation with criminal gangs and lone wolf or associated attacks. He spoke in detail about ISIL and Boko Haram, as well as the situation in Syria, in Libya, Nigeria, and Indonesia and covered the situation in Europe. He also called attention to the new strategy of the Secretary-General on counterterrorism, on which all agencies will be participating in terms of long-term strategy to combat terrorism.

5. The USG, UNDSS also noted that UNDSS is looking at emerging trends, trying to predict what might happen and focus on producing more, and quality information on security threats. He also informed the IASMN about asymmetric tactics used by ISIL, Boko Haram, and Taliban. The security environment was quickly evolving and deteriorating and presented new challenges, especially in vulnerable locations. The UNSMS, therefore, needed to be constantly vigilant and focus on nimble approaches and solutions. He reiterated the need for cooperation within the IASMN to address these new threats.

6. A specific issue that was highlighted was the active shooter threat, a trend that was increasing and could affect any location. It was recommended that this particular threat should be addressed, through an active awareness campaign. The CSA Kenya/ UNON Representative offered to share training materials that could be used to enhance preparedness for the active shooter scenarios.

7. One IASMN member praised the nuanced context of the security analysis of current threats and praised the improving quality of security reports and in terms of further efforts, he expressed a need for maps and suggested to reduce the jargon for the non-technical people, making it more useful for the people working in the field. He also highlighted that in spite of higher numbers of incidents, the number of casualties was in decline. Several other members complimented the improved quality and frequency of analysis reports and supported increased cooperation. One representative also noted that it was essential to find nimble responsive options in order to deliver programmes in the field. The focus should be on giving guidance to the field without being too prescriptive. The same member also highlighted specific situations and threats in different duty stations and maintained that strategic support, flexibility and nimble reactions at the field level worked best.

C. 70th General Assembly- SG Report/GA Resolution

8. Ms. Florence Poussin, PPCU, presented an update on the 70th General Assembly discussion on safety and security through the annual Secretary-General Report and GA Resolution. She welcomed the support received by members of the IASMN for the report for the Secretary-General and thanked them for their input, particularly the specific examples explaining the impact of safety and security on humanitarian operations. The report to the Secretary-General was issued in September 2015 and was very well received by the Member States. In the end, a very successful resolution was issued, that described accurately the security threats, supported the integration of safety and security personnel, the current efforts on Justice Registry, gender sensitive approaches, support to locally-recruited personnel and highlighted the importance of crisis management.

D. UNDSS Priorities 2016

9. USG, UNDSS briefly presented UNDSS priorities for 2016, noting among others, the efforts being made towards reducing vacancy rates to 5%, the integration project, the expected threat and risk strategic review, the review of training, close protection strategies, and the increased support for Designated Officials.

10. One member thanked UNDSS for the improvement of services as well as for the additional information provided to the IASMN. The same member called for more focus in the field particularly to improve the number and quality of people going to the field and surge capacity. The same representative also raised the issue of the recent Operational Peer Review (OPR) in Yemen and called for greater cooperation on the ground and for involving DSS sooner in the process.

11. The USG clarified that 2015 priorities were not on the list because they became business as usual, but remained important items. He also addressed the issue of

surge capacity, particularly its impact on the budget. He confirmed that the OPR, report was inaccurate and that UNDSS had attempted to have it corrected.

12. One member criticized the previously mentioned OPR on Yemen. The same member maintained that the report was not accurate, not factual, and included personal attacks. The same representative also noted that security should not be a go-to-excuse if the delivery of humanitarian programmes was not adequately performed, and called for further cooperation to challenge the Yemen OPR and the focus on *stay and deliver* approach, not just stay. Several other members shared similar concerns over Yemen OPR throughout the entire session.

13. Another member strongly supported the UNDSS priorities for 2016, especially lowering of vacancy rates and the integration project.

E. Integration Update (CRP 6)

14. USG, UNDSS informed the IASMN that Mr. Craig Harrison, the Chief of PCCS, had been recently appointed to serve as the new head of the Integration Project, whereas Ms. Donna-Marie Maxfield would serve as the USG strategic advisor on integration. He also thanked Ms. Maxfield and the integration team for their work on the project so far.

15. Mr. Craig Harrison presented the project in more detail. He described the complex tasks requiring an enormous amount of work and noted that the whole UNSMS would profit from this integration, with UNDSS serving as the single provider of security services and the single manager of Secretariat safety and security personnel. However, he clarified that integration was not a takeover, but a unity of command, control, and coordination. He then identified the benefits of the project for UNSMS: increased efficiencies and effectiveness in the delivery and use of safety and security resources, benefits for individual security personnel and member states. He also spoke briefly about the core objectives of the project: policy, management, human resources and finance, and governance.

16. While supportive of the integration project, one member expressed his satisfaction on the work on policy and hope that notwithstanding the additional tasking on the Chief of PPCS, the IASMN would continue to receive such high-quality support. The USG, UNDSS explained that there were more professionals coming to PPCU and the focus on policy remained an utmost priority of the department.

17. Several other members voiced their support for the integration project, commenting on many obstacles on the way forward while one member expressed some concern over the potential impact of this project on the delivery of services to clients. One representative also called for updates and consultations in terms of human resources and asked for consideration of possible observer status of AFPs, to find common ground for harmonization and possibly, the future mobility of security professionals.

18. The USG concluded on the need for a UNDSS HR strategy, to recruit the right people in the right position, and provide staff with opportunities to develop to their fullest potential. He also assured participants that there would be no

reduction of services to AFPs, and noted that there would be opportunities for consultation.

F. Budget Update and Joint Inspection Review

19. USG, UNDSS presented an update on budget-related issues. The proposed Jointly Funded Activities (JFA) remained a zero-growth budget in terms of personnel while the demands on the Department had been growing and many priorities identified (threat analysis, physical security and technical standards, surge deployment to crisis situations, leadership during crises, training and development, security policy development and security risk management). He also noted that the information on the budget was provided to all Designated Officials. The resources for the biennium 2016-2017 were approved by the GA in the amount of 227.2 million USD; in 2015, 70 officers were surged to 14 countries with a total of approximate 5,600 deployment days. Mr. Remo Lalli (CEB) via VTC mentioned they are still collecting some feedback from the members of Finance and Budget Network on the approved budget for 2016. Most of the requests are related to recosting and variations in exchange rate.

20. One member mentioned a concern about the impact of the integration project. USG, UNDSS clarified that the project would have no budgetary impact on the JFA, and will only have a positive impact, enhancing and improving safety and security services for the field. Another member mentioned that the zero growth of the budget was rather concerning, in light of increasing programmes and increased security needs, which should justify more support for DSS, especially in the challenging and worsening security environment. USG, UNDSS concurred and confirmed that these needs must be properly articulated.

21. Other representatives expressed satisfaction with the increased amount of information about the budget compared to the past while also expressing a wish for better and timely coordination, so that the IASMN would be speaking with one voice and communicating timely on budgetary issues.

22. USG, UNDSS illustrated the ideal business model for UNDSS: at the core were the operational activities, the second ring was the support to operational activities such as threat analysis, training, physical security, compliance and the third ring was the strategic support including the office of the USG and policy. He reiterated that integration would be an added advantage to all UNSMS members, by promoting more efficient use of resources. He also supported more cooperation, transparency, and the coordination with the Finance and Budget Network.

23. Ms. Laura Gallacher (CEB Secretariat) via VTC noted that the Working Group of Finance and Budget was looking at options for a better coordination between the IASMN and the Finance and Budget Network.

24. USG, UNDSS informed the IASMN that the JIU review was not yet available. One member mentioned that a draft was promised to the IASMN members for comments and review before the final version. Another representative stressed the importance of providing input to the review and asked for further cooperation on the draft once it is circulated.

G. Update on 22nd IASMN Decisions (CRP 2)

25. Ms. Florence Poussin, Chief of PPCU, presented an update on the status of implementation of the 22nd IASMN decisions. A large number of recommendations had been fully implemented. About a 30% of the work was still on-going. Only one action item on the recommendations matrix table was still pending action – the recommendation that approved a review of best practices for ensuring the mandatory implementation of BSITF and ASITF. The technical working group on training found out there was no mechanism to ensure compliance with the policies and identified some technological challenges. This issue would have to be further addressed within the Security Training Working Group.

26. Some IASMN members expressed their appreciation regarding the table which was viewed as a very useful tool for updating the IASMN on its past decisions. Regarding the issue of training, one member noted that his organization notified personnel about the mandatory security training since the system did not do it automatically.

H. Security Arrangements in OECD Countries

Presentation:

27. Mr. Luc Vandamme (UNDP) briefly presented this new issue. 34 OECD countries were not included in the DSS budget while duty of care also applied to personnel in these countries and the security environment was changing rapidly there.

28. One member highlighted the additional support already provided in Europe in the context of the recent immigration crisis. Another member proposed establishing a working group to get direct input from these countries and do a proper analysis of needs and concerns.

29. USG, UNDSS reminded the meeting that some support was provided through SSS security professionals in these countries, particularly from UNOG in Geneva. He mentioned the changes due to the attacks in Paris. Before that, there was very little attention on security, while there were now many requests for additional support. One of the priorities would be to provide more information and education on security.

30. One organization expressed an interest to be part of this working group, as most of its staff was located in OECD countries. Another member noted that the increased demands were the result of a sudden wake-up call for many offices in Europe and mentioned the need for increased cooperation with host governments. Another member reported to the IASMN in detail about the situation in Geneva in terms of security and coordination by the members of security cells. He also noted that at this point, his organization would not be in favor in cost-sharing for OECD countries.

31. One representative echoed the support for the establishment of the working group as a way forward while other members, in agreement, also suggested analyzing

the threats carefully and selecting only relevant OECD countries. The presenter also pointed out that UNDSS already supported several OECD countries such as Mexico, Chile, and Turkey. One representative highlighted that after the Paris attacks, there was an insatiable need for information from worried staff, who had been newly exposed to security threats requiring increased cooperation, and offered to assist the chairman of the new WG on OECD countries.

RECOMMENDATION:

32. The IASMN members approved the establishment of a dedicated working group on Security Arrangements in OECD countries, chaired by UNDP. The goal of the working group is to start a scoping exercise to establish existing needs and potential responses, as required. This WG shall present updates on its work to the spring session of IASMN Steering Group.

I. SRM Process (CRP 12)

Presentation:

33. Mr. Simon Butt (OCHA) presented an update on the progress of the Working Group in developing a new United Nations Security Management System (UNSMS) policy, guidelines, E-tool and training on Security Risk Management. He also stressed that the MOSS policy is no longer fit for purpose in light of recent SRM developments although the "brand" value of MOSS remains valid and asked the IASMN to consider either revision or incorporation of MOSS into SRM. Finally, he thanked DSS and the local teams in Somalia, DRC, Kenya and Djibouti for their support during the initial testing phase and informed the meeting about positive feedback from the field.

Discussion:

34. Several members expressed their strong support for the policy draft and the work of the WG, as well an appreciation for the consultation process. Additional representatives also discussed possible format and leadership for the reconfigured working group.

35. USG, UNDSS noted that the strategic oversight and general direction should stay within UNDSS and DRO, but the reduced working group could still reach out for support to the subject-matter experts and staff in the field who were already involved. He also maintained that the real test would come in ensuring the application, interpretation and understanding of SRM in the field.

36. Many IASMN representatives engaged in a lively discussion regarding MOSS, agreeing with the chair of the WG that MOSS was outdated and no longer fit-for-purpose in the current security environment and there was an urgent need for review. These members also debated its potential incorporation or revision, offering multiple solutions and noting there was already considerable confusion in the field. One member added that special attention should be paid to the presentation of MOSS inside the UN system, because of its importance as a driver

of implementation and a compliance document, easily translated to the budgetary context. Another member highlighted the issue of the duality of MOSS, as both a general policy document, but also as a country-specific document.

37. Regarding the leadership, USG, UNDSS proposed that the review of MOSS could be added to the agenda of the DRO-chaired Security Risk Management WG that would, in collaboration with OCHA, review the MOSS for integration or incorporation into the new SRM process and policy. The IASMN members agreed to this as a way forward.

38. In the context of reporting requirements to the IASMN, the members confirmed the need for SRM reporting requirements, specifically the percentage/number of people who had completed the training and the percentage/number of new security risk management areas assessment that had been carried out. At the end of the discussion, DRO representative offered to collect and provide this data.

RECOMMENDATIONS:

39. The IASMN endorsed the SRM policy.

40. The IASMN took note of the SRM Field Testing and Pilot Report and the roll out to all users that started on 11 December 2015, and would run for 12 months.

41. The IASMN took note that additional guidelines were produced to span the gap between the roll-out and the final policy approval.

42. The IASMN took note that UNDSS took over the lead of the SRM implementation from 11 December 2015.

43. The IASMN confirmed the need for a streamlined SRM WG to serve as support and help to all support elements of implementing organizations and as compilers of input for future enhancements and improvements, under the DRO leadership.

44. The IASMN agreed that the DRO-chaired SRM WG would, in collaboration with OCHA, review the Policy on MOSS for integration into the new SRM process and policy.

45. The IASMN requested a reporting requirement to the IASMN on the progress of the roll out of the new SRM process, to be provided by the DRO.

J. Training and Development Section (CRP 17)

Presentation:

46. Mr. Enrique Oribe, Chief of TDS, presented an update on the current work and laid out training priorities for 2016. He noted that TDS was a very small team with a limited budget and served as a facilitator of the training. He also provided an

overview of in-person-training and online training (more than 100 000 staff members were trained online last year). Strategically, the way forward was in online training and creating a support system to do as much as possible online for more efficient cost and outreach. He also mentioned current work on updates of Basic and Advanced Security in the Field programmes, as well as the Security Certification Programme (SCP) Revision, and the UNSMS Course Catalogue. Moreover, he highlighted the five listed priorities for 2016, focusing on road safety and gender in security including victim-centered response as well as supporting SRM implementation. On several occasions, he also recognized the work of various AFPs in cooperation with TDS through the TWG during this period, including OCHA (specifically on the SRM) and UNHCR (specifically on the SCP).

Discussion:

47. One member raised the need to add Country Security Focal Point training as a priority. The same member raised an issue over the minutes of the last meeting and TDS participation to the WG on gender in security issues.

48. Another member emphasized that one of the goals of the integration project was to identify the training gaps and needs analysis. Another representative voiced concerns over the situation with the Security Training Working Group, particularly the lack of follow-up between meetings and lack of substantive progress. He also expressed disagreement with the priorities listed in the CRP which did not reflect identified needs nor the actual work strings of the WG. He added that the re-development of the SCP (and later the ITP) in line with the significant changes in the UNSMS and SRM should be a priority for the base line learning of all security professionals, as well as BSITF, ASITF, and SSAFE training which were key learning opportunities for staff; but were flawed and out-of-date. He also argued in support of prioritizing the DO training as a core measure to strengthen security decision-making. The same member also recommended to use existing resources to develop a training package on gender issues and mentioned already available resources, such as the Gender and Safety Strategy.

49. Another member also expressed certain doubts about the working group, signaled technical hiccups with online training and requested timely invites or reminders to training events. He endorsed the 2016 priorities, but expressed some frustration over divergent visions, asking for greater cooperation.

50. The TDS chief responded to the feedback by the IASMN members and agreed to improve the work of the WG on security training, specifically to increase the long-term cooperation. He also provided further details on training and priorities.

51. One participant maintained the need for further cooperation within the WG and confirmed that his organization, as well as others, should continue to work in the WG and try to support and improve its work. Another representative endorsed the priorities for 2016 and supported the addition of the training of Country Security Focal Points. The same member also stressed that the offer to open the UNDP Road Safety Training to other UNSMS organizations still stands and mentioned

enhanced security training options using gaming and other learning-enhancing strategies that were cost-effective.

RECOMMENDATIONS:

52. The IASMN took note of the minutes of the IASMN STWG.

53. The IASMN members also called for strengthening the STWG.

54. Taking into account the reservations expressed by some members during the discussion, the IASMN endorsed and adjusted the training priorities identified by the STWG for 2016. These are:

a) Road Safety training support to the field;

b) Design and delivery of training programmes and support for gender in security, including, WSAT, Sexual Exploitation and Abuse (SEA), and Victim-Centered Response;

c) Delivery and support to the new SRM model;

d) Mandatory training of the Designated Officials on security;

e) Security mainstreaming into the RC/HC training programme and,

f) Security Training for Country Security Focal Points.

K. UNDSS Regional Workshops (CRP 8)

Presentation:

55. Mr. Igor Mitrokhin (DRO) briefly updated the network on DRO regional workshops. Following the positive feedback on the recent Crisis Management training for Designated Officials (DO) held in Geneva, all DOs were invited to participate in regional workshops together with their Chief Security Adviser or Security Adviser (CSA/SA).

56. The contents of the workshops had been augmented to include issues such as security risk management, programme criticality, and crisis management. IASMN members would be invited to participate although they would need to self-fund their participation.

57. One member stated that the regional workshops were an ideal format and asked if a follow-up report could be prepared to address specific issues identified and shared with AFPs.

58. The IASMN took note of the update.

L. Gender Considerations in Security Management Policy (CRP 3)

Presentation:

59. Mr. Paul O'Hanlon (UN Women), the co-chair of the WG, on behalf of the Chair Ms. Julie Dunphy (UNHCR), presented the draft policy developed by the working group and updated the IASMN on the current work of the Working Group. He acknowledged excellent leadership provided by the Chair of the WG, thanked the members of the WG for their feedback as well as PPCU for the excellent policy support. The Working Group reviewed the 2006 Guidelines for Women Be Safe, Be Secure and was currently working on updating and revising the material.

Discussion:

60. USG, UNDSS, as chair of the WG on Duty of Care, suggested that the Concept Note be submitted to the HLCM since gender consideration was a generic issue, whereas the duty of care WG was limited only to high risk environments.

61. One member welcomed and endorsed the policy, following consultations. The Chief of PPCS informed IASMN members about the approved DSS gender strategy and about the nomination of Ms. Olga Mokrova as gender advisor, recommending her services for the upcoming work of the WG.

62. USG, UNDSS expressed his full support for gender policies and recalled the need to take seriously all gender-related obligations. He recommended not only the theoretical approval of policies but also truly "living those values". He insisted that cultural change did not occur without appropriate leadership and recalled that more work needed to be done.

RECOMMENDATIONS:

63. **The IASMN reviewed and endorsed the "Gender Inclusion in Security Management' policy.**

64. **The IASMN reviewed and endorsed the Annex 'Immediate Response to Gender Based Security Incidents.'**

65. **The IASMN determined that the Concept Note on Specialist Unit should be submitted to the HLCM.**

66. **The IASMN also took note of the ongoing activities of the Working Group.**

M. Unarmed Private Security Services (CRP 13)

Presentation:

67. Mr. Adriaan Bezuidenhout as the Chair of the WG (DPKO/DFS) presented an update on the progress of the working group (as described in CRP 13 and its three annexes) and asked for decisions and approvals of the work of the WG. The

presenter highlighted that the policy and the guidelines must be practical to better serve field locations. The Chair of the WG requested guidance from the IASMN on specific questions and to endorse policy draft and guidelines on the UPSS.

Discussion:

68. The discussion revolved around two issues: ICoCA certification and consideration of non-lethal weapons under the Armed Private Security Companies Policy.

69. Regarding the requirement of mandatory ICoCA certification, many members supported the inclusion of the key elements without making the ICoCA certificate mandatory. These could be included in the guidelines on how to select people and providers. The IASMN members generally agreed that implementing the international standards would not require ICoCA as a strict requirement. The recurring themes echoed by many members were a practical realistic use in the field and flexibility in order not to exclude all local providers. USG, UNDSS emphasized that it needs to be established how to capture the critical threshold, reflecting the international standards, and to find options on operating according to these standards. He also suggested that policy framework could satisfy some of these legitimate needs.

70. In terms of the non-lethal weapons and their inclusion in the Armed Private Security Companies Policy, several members raised multiple issues addressing the blurry lines between the unarmed and armed companies, use of lethal, non-lethal and less than lethal force, as well as between the two sets of policies. USG, UNDSS highlighted that there should be a distinction between the armed and unarmed policies due to a different threshold.

71. Following a lively discussion, the IASMN members decided not to support the recommendation of the Steering Group requesting that all private security service providers using non-lethal equipment should be considered for contracting under the Armed Private Security Companies policy. This was only once it was confirmed that "less lethal" weapons – e.g. tasers, crowd control firearms etc. are considered arms, meaning this truly related only to truly non-lethal equipment.

72. The IASMN also reviewed and approved both the UPSS draft policy and the draft UPSS guidelines. One member noted that the firearms with *rubber bullets* should be excluded from the scope. (connected to paragraph 13 of the draft policy)

RECOMMENDATIONS:

73. The IASMN endorsed the UPSS policy.

74. The IASMN reviewed the draft UPSS guidelines.

75. The IASMN recommended identifying the key indispensable elements in ICoCA certification to guarantee such standards, by incorporating them into the Scope of Work, instead of making the ICoCA certification mandatory.

76. The IASMN recommended that all private security service providers using non-lethal equipment, be considered for contracting under the UPSS policy, as endorsed by the IASMN at its 23rd session.

N. Physical Security Update (CRP 16)

Presentation:

77. Mr. David Bongi (Director of DHSSS) presented a detailed and comprehensive update on the work of PSU including its history and current developments. The interactive presentation (PPT available on UNSMIN) included a description of PSU groundwork including training, physical security projects in 14 different locations and development of standards and technical assistance. He also described the challenges it faced, human resources concerns and limited availability of specialized professional staff, especially the wide gap between the current structure of only 6 staff members and the ideal structure of 17 members. He also highlighted some concerns closely connected to the field: lack of integration of security systems with technology; deficient safety and emergency preparedness; decentralized procurement of physical security equipment; limited support in IT development; recurring issue of the requests for blast assessment from the field; as well as a lack of standard approaches to physical security, as it is dispersed through different agencies with different practices.

Discussion:

78. Several IASMN members strongly welcomed the establishment of the unit, and expressed their deep appreciation for its work and promised their full support. One representative particularly endorsed the database of premises as a useful tool. Regarding HR concerns, members reached consensus to support staff enhancements, however, some members did not support the proposed structure, taking issue with many senior posts and asked for staff with technical expertise. In conclusion, IASMN members endorsed the request for more staff.

79. Many IASMN members engaged in a detailed and lively discussion regarding the need for blast assessments. Several IASMN members disagreed with the premise of paragraph 30 of the CRP 16, where PSU describes a recurring issue of blast assessment requests from the field, maintaining they are not always required and giving preference to explosive threat assessment as a part of a proper SRA. The IASMN members voiced similar concerns in terms of need of this blast assessment and it was particularly highlighted as a major priority for agencies. Generally, they shared a view that the blast assessment is very much needed, that the experts need to come in and assess the premises.

80. Several representatives called for greater cooperation, endorsed centralization and shared standards and acknowledged the need for common guidance on physical security, improving knowledge and sharing information within the UN family. One representative also noted that due attention must be paid to the IT aspects of the work as all security issues are now IT-related and require ICT expertise, IT integration, and coordination as well as systems integration and interoperability. One member expressed a concern over the specifications of CCTV cameras. Other

member asked for more training, technical support and coordination on common premises. Another member noted that the procurement system is still geared towards the lowest bidder and suggested that it might be more useful if the trusted companies with proved past experience could do the work. Several members voiced concerns over the inactivity of the Blast Assessment Working Group and called for its revitalization or inclusion in the work of the PSU.

81. The presenter explained the proposed staff structure as well as provided additional background for blast assessment requests. He noted that in many locations, duty stations demanding expensive blast assessments had no basic mitigating measures in place such as perimeter. He also explained that in duty stations under security levels 1, 2, and 3, security measures were often poor or non-existent.

82. PSU also briefed the members on the planned one-week training of physical security professionals and advised that the training would be on the broad aspects of physical security and that individuals would not be certified. Overall, there was a strong support for the training on physical security, but some representatives sided in favor of a certification.

83. USG, UNDSS praised PSU for its excellent work, noting very high demand for its services from the field. He also called for a review of existing resources across IASMN members to promote further networking, cooperation, and coordination on physical security issues.

RECOMMENDATIONS:

84. The IASMN took note of the progress of the PSU.

85. The IASMN acknowledged that the current staff of the Physical Security Unit is insufficient to meet the increasing demand for assistance required from the field.

86. The IASMN recognized that synergies could be achieved by strengthening cooperation among UNSMS physical security experts and the UNDSS PSU but did not agree on a specific recommendation in this regard.

O. Policy on Arming of Security Personnel (CRP 15)

Presentation:

87. Mr. Craig Harrison (Chief of PPCS) presented a detailed update on the work done in the past, background history, noting the extensive consultations and the significant amount of feedback. He presented the policy draft, highlighting major changes and the essential parts of the policy.

Discussion:

88. USG, UNDSS thanked the WG, Mr. Harrison, and Ms. Poussin, fully endorsed the policy and noted that after many rounds of extensive consultations, it has

found the right balance. One member expressed his strong support for the policy and appreciation for the process of the consultations of this closely vetted policy. The same member also mentioned that the degree of flexibility must be extremely strict in this case and welcomed the important changes in the policy and stressed that this is one of the strongest and most robust policies.

89. Other members voiced a very similar view, fully endorsed the policy and noted that given the importance of this issue, the policy and its interpretation should not be flexible. One other member endorsed and praised the policy, but also emphasized the need to implement and enforce paragraph 19 of the policy.

90. One representative addressed the need to cover as many scenarios as possible and specifically the matter of guards at the HQ of the AFPs. Another member voiced similar concerns with respect to the situation in the Geneva headquarters of his agency. Other member raised a question to the leader of the WG, clarifying this policy only covers the UN staff, not private armed professionals covered by another policy and not the armed security personnel provided by the government of host member states. This was confirmed.

91. One other comment was made by a representative who generally endorsed the policy, but also raised several issues of medical necessity to disarm security personnel, under certain circumstances. Though supportive of the policy, the representative would welcome some further formalization and evolution of the work, particularly for situations when the person was suddenly not fit to carry arms, in terms of how to unarm them.

92. Mr. Harrison clarified those issues and explained that only UN staff members are covered by this policy and the policy is very clear regarding accountability. Regarding enforcement, it would now lie with the DRO and DHSSS; being more of a housekeeping action once this policy was approved. He also responded to the medical issue, explaining that the section G of the policy already partly addressed the revoking of authority to carry arms.

93. Another comment was connected to the issue of self-arming and it was explained that DRO would now, based on this policy, address self-arming of security personnel in various duty stations.

94. Following a summary of the discussion provided by USG, UNDSS, the chair of the WG asked for a slight change in the draft policy (inserting the word "guards into paragraph 4b of the Policy): as well as for a shortened name: Policy on Arming of Security Personnel. Both changes were fully supported by the IASMN members. One other member reminded the meeting about the insertion of footnote 19 of paragraph 22.

RECOMMENDATION:

95. The IASMN reviewed and endorsed the Policy on Arming of Security Personnel as well as recognized the insertion of the word "guards" in paragraph 4b of the policy, insertion of footnote 19 of paragraph 22 and changed the title of the policy to Arming of Security Personnel.

P. Residential Security Risks for Locally-recruited Personnel (CRP 4)

Presentation:

96. The chair of the Technical Working Group (TWG) presented current updates on the progress made by the TWG, addressing that the scope was limited only to residential security issues. He also noted that 21 countries were covered in the geographical scope of Phase One. Moreover, due to the need to translate the surveys into French, Spanish and possibly Arabic, in order to get a broader feedback from the locally recruited-personnel, he informed the network about postponing the original date for roll out from February 2016 to April 2016, in order to get better coverage and information for Phase Two.

Discussion:

97. Several members expressed their support for the initiative to address issues of the locally-recruited personnel. Another member endorsed the work of the TWG, but also advised caution regarding creating unreasonable expectations by the locally-recruited staff. Several other members voiced similar concerns and emphasized the need to manage expectations from the national staff. One member also noted that the TWG should also look at the possible information strategies and the way to share information with the national staff.

98. USG, UNDSS advised more communication with the national staff, informing them and asking for their feedback, as well as to be honest in the discussions with them. He also mentioned the importance of managing expectations and the need to achieve a workable balance between the desires to maximize support with concrete constraints. Finally, he commended the work done by the TWG and supported the delay in the surveys in order to get a broader response from the locally-recruited staff.

RECOMMENDATIONS:

99. The IASMN took note of the progress made by the TWG.

100. The IASMN took note of the development of a staff survey to be rolled out in 21 duty stations during April 2016.

101. The IASMN also confirmed that, in the future, the working group would also need to consider the development of an awareness residential security tool for UN personnel (i.e. online training course, video or other media).

Q. Road Safety Strategy (CRP 20)

Presentation:

102. Mr. Christophe Boutonnier (WFP) informed the IASMN about his resignation from his chair post due to work overload. He also covered the initial work of the

WG and addressed several issues connected to driving and the maintenance of vehicles.

Discussion:

103. One member suggested another way forward, to look at it in broader terms as part of fleet management and offered potential candidate for such a broader working group.

104. Another member informed the meeting about the incidents data collection and mentioned that the UN was losing basically the same number of people every year because of road traffic accidents, the same number as from all other causes combined. He also emphasized the number of casualties could be significantly reduced if there would be UNSMS Road Safety Policy and some guidelines, adding that the level of compensation paid was high. Based on the data, the same member also described the major causes of the accidents: no seatbelts, high speed, night driving, unknown routes, no airbags in the vehicle and driving under intoxication. In conclusion, he urged the IASMN to act as the outcomes could be measurable in 2 years.

105. Another member also suggested observing working hours and overtime of drivers and mentioned the contract modalities for UN drivers. One representative shared previous views and addressed the issue of civilian casualties as a result of the road traffic incidents. The same member recommended doing an inventory that would cover who was doing what in relation to road safety.

106. Another member pointed out that road traffic accidents were often perceived as normal, business as usual. However, the same urged the network not to overcomplicate this issue and to focus on simple standard procedures, proper enforcement, training and awareness campaigns. Other representative suggested a way forward based on the guidance already available: presenting 10 simple principles about speed, seatbelts, and mobile phones use etc.

107. Another representative warned that awareness campaigns had no impact in the past and suggested that the TWG should look at the UN statistics and compare them with the general norm, noting that not everything was fully manageable. Other members echoed similar concerns, focusing on proper enforcement. One representative strongly disagreed with previous speakers and urged IASMN to do better than the norm, noting that attention should be paid to certain expectations associated with the behavior of the UN staff, and urged the enforcement and management accountability.

108. USG, UNDSS re-emphasized the need to pool available resources and knowledge, as well as to put some guidelines in place, so that the people in the field could base their decisions on some shared basis. He also mentioned the need to protect the image of the UN by addressing these issues. He also noted that the vast majority of people were looking at these issues through different lenses, and some framework and guidance might be needed for people without a safety and security background, giving people some basic and practical tools they could work

with in the field. Finally, he asked for volunteers for the TWG chair position and urged members to share participation in the working groups more broadly.

RECOMMENDATIONS:

109. The IASMN took note of the updates provided by the TWG.

110. The IASMN recognized the need to identify a new chair of the TWG.

111. The IASMN asked the TWG to submit an update to the next Steering Group meeting covering the scope of its work, particularly the objectives, the work that has been already done and the options to achieve these goals.

R. Security Crisis Management in the Field (CRP 7)

Presentation:

112. Mr. Igor Mitrokhin (DRO) presented a comprehensive update on the work on this topic and reported on the first Crisis Management Training of Designated Officials conducted by UNDSS in November 2015. He also shared the overwhelmingly positive feedback on this training and welcomed other IASMN members asked to join this working group. Finally, he informed the network that the working group would continue, with the help from PPCU, its work on the policy draft that should be finished by the end of February, in order to be ready for submission to the next SG IASMN meeting.

  Discussion:

113. Several members shared a positive feedback and fully supported the presenter's position. Another supportive member asked for further engagement and cooperation on these issues and for future inclusion of DOs from peacekeeping missions. Other member suggested reaching out to the member states that could potentially host and participate in this training. Several other members also shared their past experience from their agencies and asked for more cooperation on these issues.

114. USG, UNDSS commended the work that has been done and thanked the working group as well as the other members that supported this effort. He also pointed out that there was much work to be done as many DOs do not look at the world through a security lens and they needed to be prepared for crisis.

115. The IASMN took note of the presentation.

S. IASMN Areas of Focus for 2016 (CRP 10 and 14)

Presentation:

116. Ms Florence Poussin (PPCU) presented IASMN 2016 focus areas: Translation of Policies to French, Transition from FSH to SPM (CRP 14), Governance

Framework, Guidelines on Residential Security Measures, Emergency Trauma Bags (ETB) and Preparation and Approval of Country level Cost-Shared Budgets.

Translation of policies

117. The presenter informed that all UNSMS policies and guidelines were now translated into French. A preliminary review showed that the translations needed to be harmonized and checked for consistency and made a call to the IASMN to identify French speakers to check consistency against a glossary. The Chief of PPCS added that these volunteers should have some security background. Several members offered their support providing several French speakers.

Transition from FSH to SPM (CRP 10)

118. The presenter informed about the Steering Group's review of the transition matrix, as well as several recommendation to remove few sections and to include three new chapters: on the role of DSS, information sensitivity, and the introduction.

119. One member raised the need to review operations conducted in the biological, chemical and nuclear warfare environment, particularly after the experience in Syria. Following a debate between members, **the chair requested OPCW to review this issue, particularly in terms of scope and lessons learned regarding protection of staff, their safety and security.**

120. With regard to the information sensitivity chapter, several members voiced concerns about the inclusion of an outdated SG's directive on Classification and Information Sensitivity as it was no longer fit for purpose in the current technological environment and some members warned that the transition could leave staff exposed. Another member suggested it could be more suitable to have security-specific information guidelines instead of just general. **PPCS suggested drafting of a one-page policy for security information including classifications' definitions, and a disclaimer those organizations would continue to apply their own classification policies. This suggestion was supported across the board. Overall, the IASMN agreed with the proposed transition matrix and to include the ST/SGB/13 as the new Chapter of the SPM on the role of DSS.**

IASMN Governance Framework

121. Mr. Craig Harrison (Chief of PPCS) informed the meeting on the Steering Group's recommendation to establish a new Working Group to develop a governance framework. He also noted that there was a similar document being drafted for UNDSS that could serve as a template. **The IASMN agreed to the establishment of the working group and several IASMN committed to be involved including OCHA, UNFPA, UNICEF, UNHCR, UN Women, DPKO/DFS, IOM, and UNDP.**

Guidelines on Residential Security Measures

122. Ms. Florence Poussin (PPCU) informed that the Steering Group did not recommend the presentation of the form to the IASMN. The Steering Group considered that the proposed form submitted was too detailed and too complex. **The IASMN members confirmed the decision of the Steering group and confirmed the endorsement of the guidelines on Residential Security Measures.**

TRIP policy enforcement update

123. Mr. Craig Harrison (Chief of PPCS) recalled the UNDSS communique issued in 2015 reinforcing the implementation of TRIP procedures, urging to use TRIP for official travel. He also advised about the possible integration of TRIP and systems used by other agencies and suggested Mr. Andre DeHondt (CMISS) as a contact person.

Emergency Trauma Bags

124. One representative supported the establishment of the ETB working group and clarified that the request for support should be addressed to the UN Medical Directors Working Group (UNMDWG). The same member noted the lack of feedback on the training modality for ETB training and asked for consistency and coherent messaging regarding first aid. She also informed the meeting that some very similar work was currently being done in Peacekeeping (10-1-2: *10 minutes of life preserving help-first level medical care in the first hours and high level of medical care within two hours*) and called for convergence of the first aid approaches. One other member raised the issue of the use of defibrillators. Several other members supported the ETB and the need for a review. Another member voiced concerns over the certification of trauma bags training and asked the WG to review that as well. USG, UNDSS noted that attention must be paid to the issue of practicality in the field, as well as budgetary matters and reasonable use of resources.

125. **The IASMN members approved, following a Steering Group recommendation, the establishment of a new Working Group on Emergency Trauma Bags, to provide guidance on first aid approaches in the field, including a review of the ETB requirement, training, certification, as well as IFAK.**

Preparation of the local cost-shared budgets

126. PPCU asked the IASMN to review the Steering Group's proposal to establish a new WG on the preparation of the locally cost-shared budget and noted that its scope would be limited to the preparation and management process.

127. One member noted that this issue was critical to the field and offered to put the first draft together, instead of establishing a new WG. Another member noted that the draft work could be done by other member's department, but a wider consultation process was also needed. Other members supported the establishment of the WG but advised to reach out to the field and get the feedback and concerns.

128. Another representative disagreed with the proposal by the other member and requested to be involved in the process. One other representative also asked to be involved in all consultations. **The IASMN agreed to establish a new Working Group on local cost-shared budgets, chaired by the ASG UNDSS.**

IASMN priorities for 2016

129. The presenter provided a brief overview of the IASMN 2016 priorities identified by the Steering Group: a) complete the transition from the Field Security Handbook to the Security Policy Manual; b) complete the development of the policies currently under consideration by the IASMN (Gender Inclusion in Security Management); c) Develop and approve a governance Framework for UNSMS on how to develop UNSMS policy documents, and establish a Working Group for this purpose led by UNDSS; and d) develop a Q&A/FAQ sheet accessible through UNSMIN.

130. One member noted that there are also other important issues discussed at this meeting and asked for the status of these issues in terms of priority. USG, UNDSS explained that the issues identified were the strategic priorities for the year while the decisions taken at IASMN meeting were a normal part of the business that will be normally addressed.

131. The IASMN members approved the priorities for 2016.

T. Aviation Update (CRP 9)

Presentation:

132. Ms. Lisa Anderson Spencer (ARMO) covered the progress in implementing UNSMS Air Travel Policy and associated Air Travel Operational Guidelines (ATOG), as well as other work currently being done by the unit. She emphasized the focus on IT-based solutions and the evidence-based guidance, tools and training to support objective decision-making, as well as urged to always register travel on TRIP.

Discussion:

133. Many members expressed their appreciation for the work of the unit and thanked ARMO for the outstanding support and excellent service. One representative sought clarification in terms of expected timeline for the RMT tool.

RECOMMENDATION:

134. The IASMN took note of the implementation progress of the UNSMS Air Travel Policy and ARMO's work to meet the needs and expectations of the UNSMS.

U. Global Identity Management (CRP 5)

135.Mr. Drew Donovan (ITU), as the Co-chair of the joint WG, gave a comprehensive presentation on global identity management. The major focus was to enhance security to prevent unauthorized use of identity cards, using the newest technologies, as well as interoperability and coordination between agencies. He informed the meeting about several technologies enabling enhanced security, certification of travel documents and the option of a central certificate authority for all participating organizations.

136.Mr. Thomas Braun (UN-OICT) also made a short presentation on behalf of the ICT Network and as a part of the sub-working group that drafted the Technical Recommendations.

Discussion:

137.One member fully supported the presented technologies and called this a strategic game changer. Another representative also supported the effort, but voiced concerns over costs, while another representative also inquired about the costs of updating equipment, highlighted potential issues with various groups of end user such as delegates, staff, contractors and visitors, and finally raised a concern over possible pushback with the personal data use and its storage in New York. There was also a specific request made by one member to share estimated costs for the implementation of the global ID system.

138.The Co-chair of the WG explained that the implementation was not yet on the table and only the technical standards were developed. With regard to privacy and data protection concerns, he explained there would be no central database of biometric data; everything would be stored on the card itself.

139.USG, UNDSS noted that conceptually, this was a way forward for the future, but stressed out that there were still questions about privacy, funding, and technical aspects, that must be dealt with. He advised that strategic discussion would be needed at a high level, to analyze and properly understand the implications. He also offered to initiate an invitation letter to all Executive Heads asking them for participation in these consultations.

140.The ITU was also requested to provide some of the strategic concept points that need to be discussed during these high-level consultations.

RECOMMENDATIONS:

141.**The IASMN supported the concept of Global Identity Management.**

142.**The IASMN took note of the progress made by the Joint Working Group in developing technical standards for Global Identity Management.**

143.**The IASMN recommended Executive level consultations be undertaken in order to make strategic decisions on the way forward (e.g. USG to write a**

letter to the Executive Heads inviting them to participate with HR, OICT, ITU, OLA, etc.…).

144. The IASMN asked the WG for further updates at the 24th IASMN meeting.

V. Security Management of UN Common Premises (CRP 19)

Presentation:

145. Mr. Luc Vandamme (UNDP) provided a comprehensive briefing on the current status of UN common premises based on a Common Premises Survey (as described in Annex A), conducted between December 2015 and January 2016. The resulting analysis of 169 locations showed inconsistencies in the application of aspects of security management oversight in UNSMS Common Premises. Areas of concern include, amongst others, overseeing the day to day operations of guard forces and crisis/incident response.

Discussion:

146. Some members sought clarifications regarding the survey. One member raised the issue of the common facility managers, as part of the management aspects. Other member voiced a concern about the number of policies and asked if these responsibilities could not be simply covered by contracts.

147. The presenter noted that a new policy might not be necessary but some guidance should be provided. He indicated that there was also a draft UNDP matrix that could be shared and used as a basis. Another member asked another representative if these considerations could be built into the SRM model. The addressed member clarified that it was already built into the *ad hoc* SRM structure. Many other members engaged in a detailed discussion on the responsibilities for security management and suggested ways to move forward with this initiative.

148. As a result of this broad discussion, IASMN members agreed that some guidance was needed and guidelines on security management of the common premises should be drafted. The first step should be for UNDP to elaborate the guidance, based on their template. Following a consultation with IASMN members, the guidance should be circulated through a UNDSS communique.

RECOMMENDATIONS:

149. The IASMN took note of, and reviewed, the preliminary analysis/scoping exercise.

150. The IASMN agreed that UNDP will elaborate guidance on security management of common premises to be consulted with IASMN members and circulated via communique.

W. Emergency Telecommunications (CRP 21)

Presentation:

151. The presentation to the IASMN was conducted via VTC from Dubai by Mr. Alpha Bah, Chief of IT Emergency Preparedness & Response Branch at WFP. Mr. Bah presented a summary of new solutions in support of security professionals managing staff safety and security, including remote control rooms. He highlighted the issue of compatibility, the need for interoperability of the communication systems across the network, and asked IASMN for cooperation.

Discussion:

152. Several members raised questions and issues of interoperability, harmonization and compatibility of the technological solutions and communications equipment, and addressed the issues of costs related to remote-control radio rooms (cost of installment as opposed to the cost of radio operators).

153. Some members asked to proceed carefully due to different situations and needs in the field. One representative vouched for further cooperation, noting that his IT team has a new leader for whom this would be a strategic priority. One member recognized the deficiencies of the radio systems, largely dependent on the personnel coming to work. Other representative offered to help with standards and provide communication experts and consultations on the issue of interoperability.

154. The USG, UNDSS noted the issue of interoperability covered not only simple technological developments and solutions but also the general communication culture and changing needs in the field. He called for strategic cooperation and asked for information and assessment to reach a properly informed decision on the way forward to interoperable communications systems.

155. Following an extensive discussion, one member identified that the Telecommunications Cluster, led by WFP, had not been active for a long time and strongly felt that there was a need to review the telecommunications needs of field operations, in light of telecommunications advancements over the past decade.

156. The IASMN members agreed that the integration compatibility and communications interoperability is a way to forward and that the current gaps and incompatibilities within the UN system should be identified and reviewed.

RECOMMENDATION:

157. **The IASMN acknowledged the security needs for an interoperable communications system and requested the relevant parties WFP (ETC) and DFS to seek out technical options for interoperable security communications systems to be presented to the IASMN in May.**

X. Duty of Care in High Risk Environments (CRP 11)

Presentation:

158. Ms. Florence Poussin (Chief of PPCU) presented the progress made by the HLCM Working Group on Duty of Care, asking the IASMN to review security and safety concerns, observations and recommendations contained in the Phase One report. She also informed IASMN about the next steps including Phase Two, as the final report should be presented to HLCM in March 2016.

Discussion:

159. Several members praised the work of the HLCM Working Group on Duty of Care, endorsed the report completed as a result of Phase One, and asked for further cooperation on duty of care issues.

160. Some members raised questions connected to the methodology of the report, locally-recruited personnel and the way forward. One member raised the issue of Programme Criticality and the acceptable risks in high risk areas. One representative, as co-chair of the PC secretariat, clarified the current status of Programme Criticality and its implementation and echoed by another member, stressed the need to better inform staff, particularly locally-recruited. One observer voiced support but also stressed that these issues must be elevated to a higher, political level.

RECOMMENDATIONS:

161. The IASMN took note of the progress made by the HLCM Duty of Care Working Group.

162. The IASMN reviewed and endorsed the safety and security concerns contained in the analysis report (phase I) and agreed that all recommendations have been identified and are being addressed by the IASMN through its past or current work.

Y. Compliance and Evaluation Update (CRP 18)

Presentation:

163. Mr. Daniel Igartua (Chief of CEMS, UNDSS) presented an update on the transition from a quantitative to a qualitative approach towards evaluation and the establishment of a *Lessons Learned and Best Practices* capacity within the Department of Safety and Security and outlined the objectives for 2016.

Discussion:

164. Several members welcomed the recent shift to a qualitative approach and raised few issues connected to accountability, funding and the need for feedback and

further cooperation. One member suggested that implementation, monitoring, and support should be used instead of *compliance oversight*

165. According to one member, the concept note was addressing compliance issues for UN AFPs, but the roles of security professionals of these organizations were not clearly reflected. The same member stressed that the AFPs should be consulted in the selection of countries to be assessed or evaluated, as this would ensure proper coordination and implementation of identified gaps. Finally, this member proposed that during evaluation missions, UNDSS/CEMS, also review the utilization of JFA and Locally Cost-Shared Budget, since these have never been audited by any entity to this date. This function would be consistent with those undertaken by AFPs' audit/evaluation bodies.

RECOMMENDATION:

166. The IASMN took note of the updates on the work of the unit and called for a strengthened cooperation and consultation with the AFPs.

Z. Any Other Business, Close of Session

167. Mr. Craig Harrison (PPCS) provided a brief update on the status of the work on Justice Registry with the recent completion of a draft SOP, currently under revision. He also updated the IASMN on the promulgation of DPKO-DFS-DPA-DSS SOP on UN Guard Units.

168. Mr. Drew Donovan (ITU) briefly informed the network about the meeting of the ICT network on the cybersecurity issues. In response to a query from one member regarding MOSS, IASMN Secretariat clarified that the DRO-chaired Security Risk Management WG would also, in collaboration with OCHA review the Policy on MOSS for integration into the new SRM process and policy.

169. Ms. Florence Poussin (PPCU) summarized the outcomes of the session including the approval of four new policies and establishment of four new working groups.

170. The Chair also paid respect to former UNICEF colleague Michael Godfrey, who recently passed away. The USG recognized and appreciated Mick Godfrey's significant contributions to the safety and security of UN personnel through his very active engagement in the IASMN working groups.

171. He also informed the network about upcoming IASMN events for 2016: IASMN Steering Group meeting in Paris in May 2016; 24th IASMN meeting in Montreux in June 2016; and IASMN Steering Group meeting in Valencia in November 2016. Finally, USG, UNDSS thanked his co-chair as well as all IASMN members for their cooperation and contribution to the success of the 23rd IASMN meeting and closed the 23rd IASMN session.

Annex A Agenda

Tuesday, 2 February 2016:
0900 – 0915   Welcome, Opening Remarks, Adoption of the Agenda (Chef de Cabinet, USG, UNDSS)
0915 – 1015   Strategic Security Developments (USG, UNDSS) (no CRP)
- Global Security Threats
- 70th GA : SG report/GA Resolution
- UNDSS Priorities 2016
- Joint Inspection Unit Review
- Update on 22nd IASMN session decisions (CRP 2)

1015 – 1045   Break
1045 – 1230   Integration – Budget Update
- Integration of Security Resources (Integration Team) (CRP 6)
- Budget Update (USG, UNDSS) (no CRP)
- Funding of Security Arrangements in OECD Countries (UNDP) (no CRP)

1230 – 1330   Lunch
1330 – 1430   SRM Process – Programme Criticality (OCHA) (CRP 12)
1430 – 1515   UNSMS Training (TDS) (CRP 17)
1515 – 1530   UNDSS Regional Workshops (DRO) (CRP 8)
1530 – 1600   Break
1600 – 1730   Review of UNSMS Policies
- Gender Considerations in Security Management (UNHCR) (CRP 3)
- Unarmed Private Security Services (DPKO-DFS) (CRP 13)

1730   End of Day
1800   IASMN social gathering hosted by DSS

Wednesday, 3 February 2016:
0830 – 0930   Physical Security Update (DHSSS) (CRP 16)
0930 – 1030   Policy on Arming of Security Personnel (PCCS) (CRP 15)
1030 – 1100   Break
1100 – 1230   IASMN Working Group Updates
- Residential Security for Locally-Recruited Personnel (IOM) (CRP 4)
- Road Safety Strategy (WFP) (CRP 20)
- Security Crisis Management in the Field (incl. DOTraining) (DRO) (CRP 7)

1230 – 1330   Lunch
1330 – 1500   IASMN Areas of Focus for 2016 (PCCS/PPCU) (CRP 14)
- Translation, Field Security Handbook (CRP 10), Governance Framework
- Guidelines on Residential Security Measures
- Security Clearances (TRIP) Policy (no CRP)
- Emergency Trauma Bags
- Preparation and Approval of Local Cost-Shared Budgets

1500 – 1530   Break (including group photo – Comms Officer)
1530 – 1600   Aviation Update (ARMO) (CRP 9)
1600 – 1630   Identity Management (ITU) (CRP 5)
1630 – 1715   Security Management of Common Premises (UNDP) (CRP 19)
1715   End of Day

Thursday, 4 February 2016:
0830 – 0930   Emergency Communications (WFP by VTC) (CRP 21)
0930 – 1030   Review of Duty of Care issues (PPCU) (CRP 11)
1030 – 1100   Break
1100 – 1200   Compliance, Evaluation, Lessons Learned and Best Practices (CEMS) (CRP 18)
1200 – 1300   Any Other Business: Update Justice Registry/UN Guard Units (PCCS) (no CRP)
1300   Close of Session

Annex B: List of Participants

Chair	Mr. Peter Thomas Drennan (USG, UNDSS)
Co-Chair	Mr. William Wairoa-Harrison (IOM)
IASMN Secretariat	Ms. Florence Poussin (PPCU, UNDSS)

Agencies, Funds and Programmes and Other Entities of the United Nations Security Management System (UNSMS) and other participants and observers

ADB	Mr. Andrew Clinton
DFS/DPKO	Mr. Adriaan Bezuidenhout
DPA	Ms. Roselyn Akombe
EBRD	Mr. Alan Drew
FAO	Mr. Piergiorgio Trentinaglia
IAEA	Mr. Casper Oswald
IFAD	Ms. Paula Kim
ILO	Mr. Philippe Franzkowiak
IMF	Mr. Warren J. Young
IMF	Mr. James Blakeney
ITU	Mr. Drew Donovan
OCHA	Mr. Simon Butt
OHCHR	Mr. Abraham Mathai
OPCW	Eur. Ing. Kevin Mepham
UN Women	Mr. Paul O'Hanlon
UNAIDS	Mr. Peter Koopmans
UNDP	Mr. Luc Vandamme
UNDP	Mr. Thomas Shannon
UNDSS/DRO	Mr. Igor Mitrokhin
UNESCO	Ms. Mary J. Mone
UNFPA	Mr. Naqib Noory
UNFPA	Mr. Richard Jansen
UNHCR	Mr.Michael Dell'Amico
UNICEF	Mr. Majed Altwal

UNIDO	Mr. Guillermo Jimenez-Blasco
UNODC	Ms. Dagmar Thomas
UNON/UNEP/UN Habitat	Mr. Peter Marshall
UNOPS	Mr. Arve Skog
UNRWA	Mr. Marc Lassouaoui
UPU	Mr. Tripp Brinkley
WFP	Mr. Christophe Boutonier
WHO	Mr. Richard Preston
WIPO	Mr. Mark Gibb
World Bank	Mr. Jeffrey Culver
World Bank	Ms. Vickki Hollingsworth
World Bank	Mr. Derek Michael Erkkila
CEB - HLCM	Mr. Remo Lalli
CEB - FB network	Ms. Laura Gallagher
CEB Secretariat	Ms. Cheryl Stafford
OLA	Mr. Luke Mhlaba
OLA	Mr. Matthew Hoisington
UNMDWG	Dr. Jillann Farmer
FICSA	Mr. Tabari Diab
UNISERV	Mr. Eusebio Leon - Aponte
CCISUA	Mr. Guy Avognon
CCISUA	Mr. Gordon Brown
ASG-UNDSS	Ms. Fadzai Gwaradzimba
UNDSS/EO	Ms. Menada Wind-Andersen
Chief PCCS	Mr. Craig Harrison
UNDSS/PPCU	Ms. Nan Jiang
UNDSS/PPCU	Ms. Eliska Rybar Holubova
UNDSS/PPCU	Mr. Richard Arnold

Annex C: Summary of IASMN Recommendations

Security Arrangements in OECD Countries

RECOMMENDATION:

1. The IASMN members approved the establishment of a dedicated working group on Security Arrangements in OECD countries, chaired by UNDP. The goal of the working group is to start a scoping exercise to establish existing needs and potential responses, as required. This WG shall present updates on its work to the spring session of IASMN Steering Group.

SRM Process (CRP 12)

RECOMMENDATIONS:

2. The IASMN endorsed the SRM policy.

3. The IASMN took note of the SRM Field Testing and Pilot Report and the roll out to all users that started on 11 December 2015, and would run for 12 months.

4. The IASMN took note that additional guidelines were produced to span the gap between the roll-out and the final policy approval.

5. The IASMN took note that UNDSS took over the lead of the SRM implementation from 11 December 2015.

6. The IASMN confirmed the need for a streamlined SRM WG to serve as support and help to all support elements of implementing organizations and as compilers of input for future enhancements and improvements, under the DRO leadership.

7. The IASMN agreed that the DRO-chaired SRM WG would, in collaboration with OCHA, review the Policy on MOSS for integration into the new SRM process and policy.

8. The IASMN requested a reporting requirement to the IASMN on the progress of the roll out of the new SRM process, to be provided by the DRO.

Training and Development Section (CRP 17)

RECOMMENDATIONS:

9. The IASMN took note of the minutes of the IASMN STWG.

10. The IASMN members also called for strengthening the STWG.

11. **Taking into account the reservations expressed by some members during the discussion, the IASMN endorsed and adjusted the training priorities identified by the STWG for 2016. These are:**

a) **Road Safety training support to the field;**

b) **Design and delivery of training programmes and support for gender in security, including, WSAT, Sexual Exploitation and Abuse (SEA), and Victim-Centered Response;**

c) **Delivery and support to the new SRM model;**

d) **Mandatory training of the Designated Officials on security;**

e) **Security mainstreaming into the RC/HC training programme and,**

f) **Security Training for Country Security Focal Points.**

Gender Considerations in Security Management Policy (CRP 3)

RECOMMENDATIONS:

12. **The IASMN reviewed and endorsed the "Gender Inclusion in Security Management' policy.**

13. **The IASMN reviewed and endorsed the Annex 'Immediate Response to Gender Based Security Incidents.'**

14. **The IASMN determined that the Concept Note on Specialist Unit should be submitted to the HLCM.**

15. **The IASMN also took note of the ongoing activities of the Working Group.**

Unarmed Private Security Services (CRP 13)

RECOMMENDATIONS:

16. **The IASMN endorsed the UPSS policy.**

17. **The IASMN reviewed the draft UPSS guidelines.**

18. **The IASMN recommended identifying the key indispensable elements in ICoCA certification to guarantee such standards, by incorporating them into the Scope of Work, instead of making the ICoCA certification mandatory.**

19. **The IASMN recommended that all private security service providers using non-lethal equipment, be considered for contracting under the UPSS policy, as endorsed by the IASMN at its 23rd session.**

Physical Security Update (CRP 16)

RECOMMENDATIONS:

20. **The IASMN took note of the progress of the PSU.**

21. **The IASMN acknowledged that the current staff of the Physical Security Unit is insufficient to meet the increasing demand for assistance required from the field.**

22. **The IASMN recognized that synergies could be achieved by strengthening cooperation among UNSMS physical security experts and the UNDSS PSU but did not agree on a specific recommendation in this regard.**

Policy on Arming of Security Personnel (CRP 15)

RECOMMENDATION:

23. **The IASMN reviewed and endorsed the Policy on Arming of Security Personnel as well as recognized the insertion of the word "guards" in paragraph 4b of the policy, insertion of footnote 19 of paragraph 22 and changed the title of the policy to Arming of Security Personnel.**

Residential Security Risks for Locally-recruited Personnel (CRP 4)

RECOMMENDATIONS:

24. **The IASMN took note of the progress made by the TWG.**

25. **The IASMN took note of the development of a staff survey to be rolled out in 21 duty stations during April 2016.**

26. **The IASMN also confirmed that, in the future, the working group would also need to consider the development of an awareness residential security tool for UN personnel (i.e. online training course, video or other media).**

Road Safety Strategy (CRP 20)

RECOMMENDATIONS:

27. **The IASMN took note of the updates provided by the TWG.**

28. **The IASMN recognized the need to identify a new chair of the TWG.**

29. **The IASMN asked the TWG to submit an update to the next Steering Group meeting covering the scope of its work, particularly the objectives, the work that has been already done and the options to achieve these goals.**

IASMN Areas of Focus for 2016 (CRP 10 and 14)

RECOMMENDATIONS:

30. The IASMN agreed with the proposed transition matrix from FSH to SPM and to include the ST/SGB/13 as the new Chapter of the SPM on the role of DSS.

31. The IASMN agreed to the establishment of the working group and several IASMN committed to be involved including OCHA, UNFPA, UNICEF, UNHCR, UN Women, DPKO/DFS, IOM, and UNDP.

32. The IASMN members confirmed the decision of the Steering group and confirmed the endorsement of the guidelines on Residential Security Measures.

33. The IASMN members approved, following a Steering Group recommendation, the establishment of a new Working Group on Emergency Trauma Bags, to provide guidance on first aid approaches in the field, including a review of the ETB requirement, training, certification, as well as IFAK.

34. The IASMN agreed to establish a new Working Group on local cost-shared budgets, chaired by the ASG UNDSS.

35. The IASMN members approved the priorities for 2016.

Aviation Update (CRP 9)

RECOMMENDATION:

36. The IASMN took note of the implementation progress of the UNSMS Air Travel Policy and ARMO's work to meet the needs and expectations of the UNSMS.

Global Identity Management (CRP 5)

RECOMMENDATIONS:

37. The IASMN supported the concept of Global Identity Management.

38. The IASMN took note of the progress made by the Joint Working Group in developing technical standards for Global Identity Management.

39. The IASMN recommended Executive level consultations be undertaken in order to make strategic decisions on the way forward (e.g. USG to write a letter to the Executive Heads inviting them to participate with HR, OICT, ITU, OLA, etc.…).

40. The IASMN asked the WG for further updates at the 24th IASMN meeting.

Security Management of UN Common Premises (CRP 19)

RECOMMENDATIONS:

41. **The IASMN took note of, and reviewed, the preliminary analysis/scoping exercise.**

42. **The IASMN agreed that UNDP will elaborate guidance on security management of common premises to be consulted with IASMN members and circulated via communique.**

Emergency Telecommunications (CRP 21)

RECOMMENDATION:

43. **The IASMN acknowledged the security needs for an interoperable communications system and requested the relevant parties WFP (ETC) and DFS to seek out technical options for interoperable security communications systems to be presented to the IASMN in May.**

Duty of Care in High Risk Environments (CRP 11)

RECOMMENDATIONS:

44. **The IASMN took note of the progress made by the HLCM Duty of Care Working Group.**

45. **The IASMN reviewed and endorsed the safety and security concerns contained in the analysis report (phase I) and agreed that all recommendations have been identified and are being addressed by the IASMN through its past or current work.**

Compliance and Evaluation Update (CRP 18)

RECOMMENDATION:

46. **The IASMN took note of the updates on the work of the unit and called for a strengthened cooperation and consultation with the AFPs.**

Annex D: New IASMN Working Groups

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